

Agenda Exhibits

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Part 1: Program and Services committee report

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Report of the Presiding Bishop

“For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another.” (Romans 12:4-5).

I am profoundly grateful for those of you who have answered the call to serve as members of this Church Council, offering your God-given gifts and skills and your precious time to serve this church in this way. The biennium before us promises to bring significant work that will call us into prayerful discernment and thoughtful decision-making. I pray that the Holy Spirit will empower and inspire us as we travel this journey together.

This fall fifteen newly elected bishops were installed into office. The installations were marvelous celebrations that reflected the many partnerships that exist throughout this church among synods, congregations, the churchwide organization, institutions and agencies, and global and ecumenical partners. We in this church are blessed with a wonderful group of new bishops. I am excited about the enthusiasm and energy they bring to their new calls and give thanks to God for their willingness to serve in this way.

Transitions in the Churchwide Organization

The fall transitions that we talked about with both anticipation and trepidation last spring are now upon us. At the end of October, colleagues in the churchwide organization bid farewell to Lowell Almen and Charles Miller. As he attends his last meeting as an advisor to this council, I offer the thanks of a grateful church to Richard Magnus, executive director of Evangelical Outreach and Congregational Mission. His service has been a blessing to all of us.

I know you share my delight in welcoming Secretary David Swartling to this body. David brings to this role passion and energy for mission and ministry, a deep love for Christ and this church, and eagerness to learn from colleagues throughout this church.

I also am grateful for Wyvetta Bullock’s willingness to be nominated by me to serve as the next executive for administration. Wyvetta’s long history of service in this church, the respect she has garnered from all who work with her, her deep faith, and her passion for leadership and mission are a few of the many reasons why I believe she is the right person for the position. Wyvetta’s nomination will come before you at this meeting.

In my September e-mail to you, I shared my intent to nominate Christina Jackson-Skelton for another six-year term as ELCA treasurer and president of the Mission Investment Fund. You have witnessed Christina’s incredible ability to oversee and interpret the finances of the churchwide organization and MIF. She does so in a spirit of collegiality and deep commitment to mission.

I also indicated my intent to nominate Rafael Malpica-Padilla to another four-year term as executive director of the Global Mission program unit. Rafael has deepened our commitment to accompaniment with global companions. He is a gifted theologian respected throughout the world for his depth, his provocative questions, his commitment to the Gospel, and to the pursuit of justice and peace.

My decision not to renew Randall Lee as executive for Ecumenical and Inter-Religious Relations was difficult. Randy has served this church with grace, theological wisdom, and ecumenical vision. Under Randy’s leadership we have continued to grow in our ecumenical relationships. I pray that his many gifts will continue to serve this church.

I am delighted that Donald McCoid has accepted the call to serve as executive for Ecumenical and Inter-Religious Relations for the next four years and will be present for this meeting. In his 20 years as bishop in the Southwestern Pennsylvania Synod, Don has exemplified leadership that is grounded in Lutheran confessional theology and is consistently ecumenically minded. He currently is co-chair of the international Lutheran-Orthodox Dialogue. As the ecumenical landscape changes, the ELCA will be well served by the depth of Pastor McCoid’s theological wisdom and the breadth of his ecumenical vision.

Last month the churchwide organization officially said farewell to Donald Hallberg and officially welcomed Cynthia Halverson in her new role as executive director for Development Services and president of the ELCA Foundation. Cindy already has proven her abilities to carry on the Foundation’s excellent work. In addition, she brings some exciting new insights to the work of Development Services. It is a joy to welcome her in this new role.

Reflections on the 2007 Churchwide Assembly

I continue to be grateful for the centrality of the Word of God at the 2007 ELCA Churchwide Assembly. Worship around the means of grace was core to the

assembly's work. We engaged Scripture through Bible study, prayer, and moments of "dwelling in the word." Woven throughout the week was Paul's invitation in Colossians to "let the word of Christ dwell in you richly."

I believe that we are maturing as a church body. The tone of the assembly's discussions was thoughtful and respectful, reflecting the commitment made by the 2005 Churchwide Assembly that we "concentrate on finding ways to live together faithfully in the midst of disagreements ..." I am thankful for leaders throughout this church who have assisted in interpreting the assembly's action to pray, urge, and encourage the leadership of the ELCA to "refrain from or demonstrate restraint in disciplining" pastors and other rostered leaders who are "in a mutual, chaste, and faithful committed same-gender relationship" and are currently serving in this church, as well as congregations that call such otherwise qualified candidates. As I wrote in an e-mail to rostered leaders following the assembly, "Let me underscore that this third action is not a change in the official documents or policies of the ELCA. Attempts to make such changes were rejected by the assembly. However, the assembly offered the advice and counsel described above to bishops and others in positions of authority as they make pastoral decisions on matters relating to discipline as issues of human sexuality are being studied throughout the church prior to action by the 2009 Churchwide Assembly. The third action does not bind bishops to follow this requested course; rather, it expresses the sense of the assembly to encourage restraint in discipline during this time of deliberation."

Since the Plan for Mission continues to provide structure for unit strategic planning within the churchwide organization, I use it again to structure my report to you.

STRATEGIC DIRECTIONS

Support congregations in their call to be faithful, welcoming, and generous, sharing the mind of Christ

Implementation of the recommendations from the Blue Ribbon Committee on Mission Funding

Implementation of the recommendations from the Blue Ribbon Committee report are underway with various staff developing strategies, measurements, and timelines around the goals of the report. You will recall that one of these goals states that I or one of my staff will "meet one-on-one with synodical bishops to ask

about their personal and corporate stewardship, including the importance of tithing." My plan is to begin these conversations during the Bishops' Academy in January. I also have strongly encouraged each bishop to be thinking about ways that they will implement the goal and that "beginning immediately and continuing as feasible, each synod bishop will meet one-on-one with rostered leaders to ask about their personal and corporate stewardship, including the importance of tithing."

Another goal of the Blue Ribbon Committee's recommendations is "beginning immediately, the churchwide organization will incorporate the same model with the ELCA Church Council, encouraging Church Council members to challenge each other to tithe and then publicly witness to those gifts." I currently am in conversation with the Administrative Team of the churchwide organization around plans for making this happen at the April 2008 meeting of the Church Council. I believe it is crucial for us as leaders in this church to have these conversations if we are going to lift up the importance of giving and tithing to members of our congregations in ways that are credible and genuine.

Service at Virginia Tech

It was a most moving experience to be at Virginia Tech and to preach at the Service of Healing and Hope at Luther Memorial Lutheran Church across the street from the campus. It was a poignant reminder of the need for the community of the baptized to continue to boldly and publicly renounce the powers of this world that rebel against God and to proclaim the power and promise of Christ's resurrection. As we continue to give thanks to God for 100 years of Lutheran Campus Ministry, let us pray for the congregations in Blacksburg, campus ministry at Virginia Tech, and the Virginia Synod as they accompany the community on the way of the cross.

Study by Professor Mark Chaves

During its September meeting, the Cabinet of Executives had the privilege of hearing from Dr. Mark Chaves, Professor of Sociology, Religion, and Divinity at Duke University on the topic of "Stability and Change in American Congregations." Dr. Chaves' presentation pointed out several interesting trends in American congregations, including an increased use of computer technology, decreasing worship attendance and participation in church-affiliated groups, and an

increased differentiation between being religious and being spiritual. Dr. Chaves also pointed out that more and more people increasingly are concentrated in the largest churches.

According to research by Kenneth Inskeep, these trends also are apparent in the ELCA, but several additional points should be made. For example, the number of ELCA congregations with 801 or more in worship peaked in 2002 at 90 with 115,856 in worship. Since 2002, the number of congregations with 801 or more in worship has dropped from 90 to 83 with 107,447 in worship. In addition, the total number of congregations with 50 or fewer members has increased dramatically from 1,891 in 1988 to 2,677 in 2006. The majority of people who worship in ELCA congregations do so in congregations with 101 to 350 in worship. It is the loss of worship attendees in these congregations that is most striking. In 1988, 913,685 were in worship in these congregations; the number in 2006 was 714,324.

I hope that these trends will be given serious consideration by all leaders in this church as we seek to be about God's mission in an ever-changing context.

Assist members, congregations, synods, and institutions and agencies of this church to grow in evangelical outreach

Good News about new starts

Collaborative work is being done in this church by synod leaders, congregations, and seminaries as they creatively envision new starts and redevelopment ministries. As one example, excellent work is being done in the Twin Cities area by bishops Craig Johnson and Peter Rogness working in close collaboration as synods and with Luther Seminary and the Evangelical Outreach and Congregational Mission program unit. Each synod designates synod staff to work with the mission director on identifying potential new starts, including contact with key missional congregations for second sites and satellite congregations. Ethnic leaders in the synods actively are involved in envisioning and moving their strategies forward. They both support flexibility in creating and supporting emerging models for new starts, especially in new suburbs and among people living in poverty.

In the Southeastern Pennsylvania Synod, Bishop Claire Burkat and her staff have used creative and strategic thinking to develop new congregations in urban and suburban areas. Significant work has been done ecumenically, especially with the Episcopalians. Claire

has been deeply committed to diversity in her executive staff, which has facilitated strong work in the ethnic communities. The synod has used flexibility in creating various entry points for new mission congregations, including using Synodically Authorized Worshipping Communities, moving them to congregation under development status as soon as potential is determined. Partnership with the Philadelphia seminary also is growing, especially in the development of leaders for African National work. Strong African American congregations are planning to expand their ministry through new starts.

I am grateful to all who are collaborating with ministry partners in creative ways to start and redevelop congregations and ministries in this church.

Transforming congregations

Renewal of congregations is expanding work through the multiplication of leaders. In addition to the churchwide transformation team, regional or synodical transformation teams now are functioning in Regions 1, 2, 3, 6, 7, and 8 with groundwork being laid for other regions and synods as well. This multiplies our capacity and allows more congregations to access this process for mission and renewal. In addition, over 350 Natural Church Development coaches have been trained and over 600 congregations are using the assessment with coaching to improve their health and capacity for mission.

Step forward as a public church that witnesses boldly to God's love for all that God has created

Reflections on the CWA's "public church" actions

The Churchwide Assembly has spoken clearly on a number of matters that strengthen and focus our work together as a public church. We have clear support for continuing to raise strong concerns about any escalation of the Iraq war and we will continue urgently to make the case for creating and implementing those conditions that constitute a just peace. The concern of this church for the care and protection of the environment presents a challenge to us as we make daily decisions that affect the environment in homes, congregations, synods, and the churchwide organization. We continue to press for responsible public policy that will exercise responsible stewardship for the care of creation, not only for our generation, but especially for those who follow. Our commitment to meet the goal of at least \$25 million for the World Hunger Appeal reflects not only the

commitment of this church to address hunger in this country and world, but the conviction that we are a church of compassion and abundance.

Washington, D.C. Bishops' Briefing

Nearly one-third of the Conference of Bishops, including several newly elected members, gathered in Washington, D.C. in September for a three-day briefing. The staff of the Washington Office of Church in Society organized and led the event. Bishop Roy Riley quipped, "If you have wondered where all of the young adults in this church are, they are on the staff in D.C.!" The briefing included visits on the Hill, which went very well. Several bishops were accompanied by their local state public policy directors, providing the opportunity for even further networking. We are encouraged by the increasing engagement of this church as a public church in the public square.

Consultation on HIV and AIDS

Leaders from global companion churches, partner agencies and institutions, and other organizations gathered with churchwide and synodical staff in September at the Lutheran Center for a consultation on HIV and AIDS. The goal of the consultation was to inform and advise members of the Evangelical Lutheran Church in America as this church develops an HIV and AIDS strategy. Through presentations, personal stories, and small group discussion, participants identified discrimination and stigma, poverty and hunger, distribution of medicine, and access to health care as critical issues to consider in addressing the HIV and AIDS pandemic. The strategy will be brought to the Church Council in April 2008.

Lutheran Disaster Response efforts and consultation

Those of you from the Midwest have been in our prayers as you continue to clean up after severe storms and widespread flooding left portions of your synods devastated. I am grateful for the work of Pastor Kevin Massey, assistant director for ELCA Domestic Disaster Response, in reaching out to the synods affected through meetings with clergy and other leaders in the most heavily affected communities, and to LDR, synod partners, and generous donors for the gifts that helped to aid those working to rebuild their lives and communities. Initial grants of \$30,000 each have been sent to our affiliates in Wisconsin and Minnesota.

In recent weeks, California has been plagued with uncontrolled fires. Pastor Kevin Massey and local

Lutheran Disaster Response coordinators remain present in southern California and in conversation with Bishop Murray Finck of the Pacifica Synod and Bishop Dean Nelson of the Southwest California Synod, offering support to clergy and arranging for chaplains and other support personnel to be present with those who have lost their homes. At the same time our response in the Gulf Coast region continues with an amazing outpouring of volunteer efforts.

In response to a discussion at the March 2007 Conference of Bishops meeting, a consultation on ELCA Disaster Response was held September 30-October 1. Participants included bishops, synod staff, pastors of congregations, executives of social ministry organizations, and churchwide staff. A report and recommendations are included in the materials for this meeting.

Deepen and extend our global, ecumenical, and interfaith relationships for the sake of God's mission

Summer Global Mission Events

More than 2,000 people of all ages gathered in July in Columbus, Ohio, for the 2007 Global Mission Event (GME). The theme was a "New Heaven and New Earth." Speakers included the powerful story of Immaculée Ilibagiza, survivor of the Rwandan Holocaust and author of *Left to Tell: Discovering God Amidst the Rwandan Holocaust*.

Discourse with AMEZ Church

Colleagues and I met with the leaders of the American Methodist Episcopal Zion Church (AMEZ) for a second discourse on September 6, 2007. The meeting was held on the campus of AMEZ Hood Seminary in Salisbury, N.C., immediately adjacent to the ELCA's North Carolina Synod office. Among the leaders taking part in the conversation were Senior Bishop George W.C. Walker, Sr. of the AMEZ and Bishop Leonard Bolick of the North Carolina Synod. The discourse focused on the topic of leadership development. Sharing the story of their respective seminaries were the Rev. Dr. Albert Aymer, president of Hood Seminary, Salisbury; the Rev. Dr. Marcus Miller, president of Lutheran Theological Southern Seminary, Columbia, S.C.; and the Rev. Dr. Charles Leonard of the Lutheran Theological Seminary at Philadelphia. Several seminarians were invited to be part of the conversation and share their experiences as well. The meeting was both instructive and inspiring as the twenty participants

engaged in honest conversation about who we are together in mission and what we share together in the formation of emerging leaders in the lives of our churches. A third discourse is planned for March 25, 2008, and will focus on the topic of HIV and AIDS.

Conversations with the Lutheran Church-Missouri Synod

In October we held another day of theological conversations with representatives of the Lutheran Church—Missouri Synod. We continued our previous discussions about how we understand the authority and interpretation of Scripture as the Word of God. I continue to raise the question of how we name what we share in common as Lutherans even as we discuss our differences. I am thankful that we remain committed to our shared work through Lutheran World Relief, Lutheran Immigration and Refugee Services, Lutheran Services in America, and Lutheran Disaster Response. Our meeting was held in Baltimore, which allowed us the opportunity to meet with leaders of the shared ministries that are based there. We also continue our cooperation with LC–MS in military chaplaincy and campus ministry.

Looking to the Future

I believe we are at a very critical time in the ecumenical movement. There continue to be signs that we are in the midst of significant shifts in the ecumenical landscape globally and in the United States. Significant budget challenges and staff reductions at the National Council of Churches in Christ, the uncertain future of Churches United in Christ, the continuing impact on global and ecumenical relations of differing perspectives on human sexuality, and the confusion resulting from the statement of Pope Benedict XIV are a few of the contributing factors.

Even as we continue the important and challenging work of bilateral dialogues, the ecumenical movement needs to be sustained by a grass-roots ecumenism in local communities. Christians praying together, studying Scripture, and engaging in acts of witness, service, and the pursuit of justice are strong testimonies to both our unity and diversity as members of the Body of Christ.

Assist this church to bring forth and support faithful, wise, and courageous leaders whose vocations serve God's mission in a pluralistic world

Vocation and Education

The Vocation and Education unit is finding a helpful sense of unity in its goals for this biennium. They are: *vocation claimed, networks nurtured, leaders equipped.* In August VE planned and Augustana, Rock Island hosted the annual “Vocation of a Lutheran College Conference,” where faculty and administrators, both new and veterans, have a chance to think and talk about their particular callings individually and as institutions.

Vocation and Education staff are learning more about networking as a principle and as a method for working in this church. In addition, staff of Vocation and Education, Evangelical Outreach and Congregational Mission, Multicultural Ministries, and the executive for leadership convened a gathering of synod and seminary leaders to explore our goals and methods for preparing leaders for a missional church, particularly for mission development and congregational renewal. The group made recommendations for ways to improve our shared efforts and enhance a shared vision. These insights and recommendations are moving toward wider discussions and implementation.

Visit to Wittenberg University and California Lutheran University

It was an honor to give the opening fall convocation address at Wittenberg University and to speak at Founders' Day at CLU. Once again I was impressed by the renewed commitment of ELCA colleges and universities to build upon the strong Lutheran themes of vocation, faith seeking understanding, and faith freeing us for engagement in the world. Wittenberg has added a major scholarship program for Lutheran high school students. Both schools have strong enrollments, gifted faculty, engaged boards, generous donors, dynamic administration, and an ever-growing commitment to be connected to this church.

Gatherings of Rostered Leaders

This fall I have had opportunity to be with rostered leaders in the North Carolina, Indiana-Kentucky, and South Dakota synods, and at the first call theological education retreat for Region 2. In those presentations and conversations I have heard great enthusiasm for the Book of Faith initiative, a renewed commitment that we become an evangelizing church, a desire that we become

a more multicultural church, and a recognition that it is often a challenge to help small membership congregations move from a preoccupation with what they lack and have lost to imagine new possibilities for mission in other contexts. In each of these gatherings, worship around the means of grace was central for the renewal of community and commitment.

Commitments for Implementation

Anti-racism

During the Conference of Bishops meeting last month, bishops participated in anti-racism training led by Bishop Margaret Payne and Shenandoah Gale, the coordinator for anti-racism training and education in the Office of the Presiding Bishop. We will continue anti-racism training as a Church Council at this meeting. It is my hope that all of us as leaders are finding ways within our respective synods and places of daily ministry to live into this commitment as well.

I continue to be challenged in my own leadership to deepen my awareness of white privilege while growing in my commitment to working for racial justice and developing my cultural competencies. When a colleague who leads one of the historic black churches asked me what I personally and we together as the ELCA have been doing to address the issues arising out of Jena, Alabama, I confess I had no answer for him. It was not an acceptable response. I have work to do.

Multicultural Ministries Summer Events

The Multicultural Ministries unit sponsored two groundbreaking events in July 2007 in Los Angeles, Calif. that included "Spirit of Wholeness in Christ: A Racial Ethnic Multicultural Event" and the ELCA Leaders of Color Gathering. Almost 800 people participated in the Spirit of Wholeness event, which was sponsored by the ELCA, the Presbyterian Church U.S.A., and the Reformed Church in America. This is the first time these three Formula of Agreement ecumenical partners have co-sponsored a multicultural event of this size and scope.

The ELCA Leaders of Color Gathering brought together 97 participants, including selected staff and elected leaders of color who serve in a variety of settings across the church. This was the first-of-its-kind event that brought together leaders of color from all expressions of the ELCA. The gathering included opportunities for worship and Bible study, acquiring new leadership skills, building relationships, discussing the future role of leaders of color while affirming their

current roles, and gaining a deeper understanding of their baptismal vocation as leaders in the ELCA.

"Food Stamp Challenge"

Thirty-four members of the churchwide staff participated in the "Food Stamp Challenge" the week of September 21–28, 2007. As part of the challenge, each participant agreed to live for a week on the national average food stamp benefit of \$1.00 per-person, per-meal. Three "brown bag lunches" provided opportunities to learn about food stamps, hunger, and the farm bill.

Closing thoughts

I begin my second term with thanks to God for the leadership shared with you, churchwide staff colleagues, the Conference of Bishops, ELCA agencies and institutions, and global and ecumenical companions. I have high expectations for what the Holy Spirit will do through the Gospel in our lives and through our shared ministries. May it be said of us, "When they prayed, the place in which they gathered together was shaken, and they were all filled with the Holy Spirit and spoke the word of God with boldness."

Mark S. Hanson
All Saints Day 2007

Summary of Section Activities

Human Resources

Submitted by: Ms. Else B. Thompson

Responsibility for human resources shall be exercised by the Office of the Presiding Bishop to provide management of the personnel policies for the churchwide organization, except as otherwise determined, including equal-employment opportunity and affirmative action, recruitment, interview, and selection, compensation and benefits, fair-employment practices, staff position description, performance evaluation, and training.

Human Resources, a section of the Office of the Presiding Bishop, includes staffing, compensation and benefits, training and development, employee relations, volunteer coordination, and art management. The HR web site is www.elca.org/employment.

Human Resources is committed to serving the mission of the churchwide organization by serving its people—those here, those deployed, and those who formerly served. The section accomplishes its goals by working with other units in staffing positions, by meeting needs for training and development, through fair compensation and benefit systems, and by promoting positive relationships.

Staffing

The churchwide office once again provided the opportunity for college and seminary students to serve in a paid summer internship program in 2007. As participants, students have the opportunity to develop numerous skills that will help as they prepare for the future.

This year human resources recruited 14 summer interns to work in various units. All the internships were Chicago-based and provided learning opportunities for students in the following units: Church in Society, Communication Services, Development Services, Ecumenical and Inter-Religious Relations, Global Mission, The Lutheran, Multicultural Ministries, Office of the Secretary, Vocation and Education, Women of the ELCA, and Worship and Liturgical Resources. Nine of the interns came from Lutheran colleges and seminaries.

Compensation and Benefits

Approximately forty churchwide employees were randomly selected to participate in focus groups to discuss the strengths and weaknesses of the current performance appraisal system. Many of the

suggestions brought forth in these groups will be used to design an updated appraisal tool for 2007-2008, which will be presented to unit executives for their input in October.

The Position Evaluation Team recently added four new members. In September, the new team was trained in the process of position evaluation using the Hay method of job evaluation. Marcia Hoisington, a compensation consultant who works with human resources to evaluate and update salary ranges, conducted a full-day training for the new members and a refresher for current members. It is hoped that the new position evaluation team, which now numbers nine members from eight different units, will be able to meet on a more regular basis to evaluate new positions throughout the organization.

The Board of Pensions is making significant changes to the health benefit plan in 2008. Human resources staff will be working closely with the Board of Pensions to assist in making the transition as smooth as possible. Staff will be available to meet with individual units and sections to answer questions about the changes, promotional materials will be posted and distributed, and a representative from the Board of Pensions will be conducting six information sessions for staff at the Lutheran Center on November 5-6, 2007.

HR has opened a lactation room, a benefit that is available to all the new moms who wish to use it. A conference room in the HR area has been refurbished with a microwave, a small refrigerator, and other equipment. Prior to the building reconfiguration, the lactation equipment was housed in the sick room.

Payroll Audits

The payroll unit is currently going through an internal audit. This happens every 18 months to two years. During this process, payroll documents are compared with actual entries into the ADP payroll system for accuracy as well as document back-up. Processes are evaluated for segregation of duties. Checks and balances are compared and reviewed. This process ensures an uneventful year end external audit.

Training and Development Opportunities

Human resources is developing a series of training “threads”—classes and workshops that address various topics and/or audiences. These “threads”

include a) required classes in preventing harassment, anti-racism, and orientation; b) a series of training events for supervisors; c) eight workshops for administrative assistants that will result in an administrative assistant certification; and d) a number of courses focused on Lutheranism.

The objectives of the training classes are to help employees acquire knowledge and skills that will enable them to be more effective in their work and to acquire greater understanding both of the churchwide organization and of Lutheranism.

Staff Events

Approximately 500 employees and their families attended the 2007 summer outing—an old fashioned picnic in Portage Park located in Chicago. The day was filled with good company, good food, swimming, frisbee throwing, softball, and other events. The 2007 summer interns provided a number of special games and events for the children.

ELCA Art Collection

More than 2,000 pieces of the ELCA art collection have been hung as part of the final phase of the building reconfiguration. Pieces have been grouped, sometimes by artist, sometimes by subject, and are placed to reflect the ministries of the units in the area. HR has written a new building tour script that incorporates information about many of the pieces in the collection and a cadre of employees has been trained to provide tours to guests and visitors.

Research and Evaluation

Submitted by: Mr. Kenneth W. Inskip

Responsibility for research and evaluation shall be exercised by the Office of the Presiding Bishop to provide reliable and valid research, relevant information, and appropriate evaluation related to the purposes of this church in order to assist the presiding bishop, other leaders, and staff of the churchwide organization to accomplish their duties.

Research and Evaluation (RE) is committed to assisting the leaders and staff of the churchwide organization, synods, and congregations by providing reliable and relevant information and appropriate evaluation related to the purposes of the Evangelical Lutheran Church in America (ELCA). RE makes available to the ELCA the experience, knowledge, and technical skills of its staff.

RE, in cooperation with the Office of the Bishop, completed a review of churchwide unit plans, focusing

on the unit's support of the churchwide organization's commitments and strategic directions.

RE continues to gather information to support the work of churchwide units and synods through its survey work. Surveys have been completed or are in progress for Women of the ELCA, the Youth Gathering, *The Lutheran* magazine, and the churchwide publication, *Making Christ Known*.

Reports were completed on the 2006-2007 ELCA Schools and Early Childhood Centers Survey, the 2006 ELCA Congregational Survey, New Developments in the ELCA, and the AFP Customer Satisfaction Survey. Reports are underway on the 2007 Churchwide Assembly, including a review of the sizes of congregations with voting members attending the Churchwide Assembly, and on the use of media in congregations for worship.

RE, in cooperation with Synodical Relations, participated and authored the report of a synod review in the Sierra Pacific Synod and also is working with the Sierra Pacific Synod on a survey of members of congregations in the synod with 100 or fewer in worship.

RE continues its on-going evaluation work of the grants made to churchwide units through the Thrivent Financial for Lutherans block grant program. As part of the grants process, RE also provides training for the grant applicants and reviews applications.

RE continues to respond to synod and other churchwide requests for information on clergy and on congregations. Trend charts on congregational membership and giving based on the 2006 annual reports from congregations were provided to the approximately 30 synods that requested them.

RE continues to respond to an overwhelming number of requests for demographic information primarily from the mission directors of Evangelical Outreach and Congregational Mission. Considerable demographic work also has been completed in support of the synod and churchwide ministry context presentations.

RE hosted the Faith Communities Today (FACT) 2007 meeting. FACT brings together researchers from a significant number of faith groups in the United States and is a major means for planning and conducting cooperative research on religion in America.

Finally, Rebecca Sims of RE published "Web Surveys: Applications in Denominational Research," in the *Review of Religious Research*, Volume 49(1),

2007. Also, Augsburg Books is planning a second printing of Robert Bacher's and Kenneth Inskeep's 2005 book, *Chasing Down a Rumor: The Death of Mainline Denominations*.

Synodical Relations

Submitted by: Pr. Kathie Bender Schwich

Responsibility for synodical relations shall be exercised by the Office of the Presiding Bishop to coordinate the relationships between the churchwide organization and synods, develop and implement synodical-churchwide consultations and services, render support for synodical bishops and synodical staff, and provide staff services for the Conference of Bishops (15.11.G05).

Conference of Bishops

Synodical Relations provides staff services for the Conference of Bishops and its standing committees. The Conference met October 4-9, 2007, at the Lutheran Center. The meeting included significant time spent with the presidents of this church's eight seminaries, discussing issues of the increasing amount of seminarian indebtedness as well as what synods are doing to prepare congregations to receive first call pastors who are focused on mission and transformation. Considerable time also was spent in conversations with the members of the Task Force on the Studies on Sexuality. Bishop Allan Bjornberg was elected to serve as chair of the Conference for the next four years; Bishop Marie Jerge was elected to a four-year term as vice chair. The 2008 Bishops' Academy will be held January 8-13, 2008, and will include time spent with teaching theologians of this church. The spring 2008 Conference of Bishops will take place in March in San Mateo, California.

Pre-Churchwide Assembly Gathering of Synodical Vice Presidents

Approximately 58 synodical vice presidents and vice presidents-elect met together prior to the opening of the 2007 Churchwide Assembly in August. A committee of vice presidents worked with Synodical Relations in planning the gathering, which provided opportunities for networking, resource sharing, and hearing presentations by churchwide staff and officers.

Leadership Changes in Synods

In 2007 fifteen synods elected new bishops: David Brauer-Rieke (Oregon); Bruce Burnside

(South-Central Synod of Wisconsin); Jessica Crist (Montana); Robert Driesen (Upper Susquehanna); H. Julian Gordy (Southeastern); Richard Graham (Metropolitan Washington D.C.); B. Penrose Hoover (Lower Susquehanna); Kurt Kusserow (Southwestern Pennsylvania); Felipe Lozada-Montanez (Caribbean); Wayne Miller (Metropolitan Chicago); Duane Pederson (Northwest Synod of Wisconsin); Michael Rinehart (Texas-Louisiana Gulf Coast); John Schleicher (North/West Lower Michigan); Lawrence Wohlrabe (Northwestern Minnesota); and David Zellmer (South Dakota). Synodical Relations has been working closely with these synods and their newly elected bishops around transition and staffing issues. New bishops came together for a week of orientation in late June. Bishops' formation will continue for the next two to three years. An orientation for new assistants to bishops will take place December 7-9, 2007, at the Lutheran Center. Synodical Relations staff also provided assistance to synod leaders and the presiding bishop as installation services were scheduled and liturgies were planned.

Working with Synods in Transition

Staff of Synodical Relations have been meeting with synod councils and other synod leaders throughout the fall conducting synod ministry reviews, leading conversations on synodical transitions, and helping synod leaders prepare for personal and professional transitions.

Mission Support Consultations

The Blue Ribbon Committee on Mission Funding called for "vigorous mission-support efforts" throughout the ELCA. This year's mission support consultations are focusing on how congregations, synods, and the churchwide organization can together assist the members of this church to grow in faithful, generous giving. Since the Churchwide Assembly there have been two regional mission-support consultations (Regions 1 and 2) and eight synod consultations. Regional consultations also will be held in Regions 7 and 8, with the remaining consultations in individual synods. Two or three churchwide staff participate in these consultations with synods, typically meeting with synodical bishops and synod councils.

The consultations have included extensive discussion about strengthening the partnership between synods and the churchwide expression of the

ELCA, as well as discussion of the synod's strategy for increasing mission-support. In Region 2 there was consideration given to the development of a regional strategy for growing mission-support in the congregations of the region.

2008 Synod Assemblies

In consultation with Presiding Bishop Hanson, Synodical Relations is working to complete the assignment of churchwide representatives to 2008 synod assemblies. Next spring 15 synods will conduct elections for bishop; eight of these will not have an incumbent available for reelection. The suggested theme for next year's synod assemblies is: God's Work, Our Hands.

2008 Regional Gatherings of Synodical Officers and Leaders

The ELCA has been blessed with a network of partners who actively serve across the church in the context of synods. Synodical Relations will support and coordinate regional gatherings of synodical leaders for the purposes of understanding our vocational calling as leaders, building relationships, strengthening partnerships, mutual sharing and learning, as well as offering the opportunity to become acquainted with ELCA Secretary David Swartling.

Caring for Returning Veterans

Voting members to the 2007 Churchwide Assembly passed a resolution calling for synods and the churchwide organization to work together to provide care for veterans returning from military service. Synodical Relations, under the oversight of the assistant for federal chaplaincy ministries, is working with the Conference of Bishops to provide regional training events for synods and congregations that will seek to address this need.

Synod Visits Database

With the assistance of the churchwide organization's IT unit, Synodical Relations is constructing a tool that will assist churchwide staff in their work with synods. Information on visits to synods will be organized in a database and made available for others to review. Synodical Relations is committed to strengthening our work with synods as we carry out our callings in a spirit of cooperation, coordination, and collaboration with one another and our synodical partners.

Worship and Liturgical Resources Submitted by: Pr. Michael L. Burk

Responsibility for leadership of the worship life of this church shall be exercised by the Office of the Presiding Bishop. In so doing, efforts shall be undertaken to support the worship ministry of this church, oversee the development and review of worship resources intended for use throughout this church, and recommend, through the presiding bishop, policies related to worship and sacramental practices to the Church Council and the Churchwide Assembly (15.11.H05.).

Worship and Liturgical Resources planned and hosted "Worship Jubilee 2007," a churchwide worship event designed to feature the flexibility of *Evangelical Lutheran Worship* and further the ongoing work of worship renewal throughout the Evangelical Lutheran Church in America.

Worship and Liturgical Resources planned and implemented daily worship at the 2007 Churchwide Assembly and provided musical and textual support for worship and singing during plenary sessions. This section also provided for copies of *Evangelical Lutheran Worship* that were used by assembly participants and then distributed to ELCA congregations under development.

Resources produced collaboratively with Augsburg Fortress in 2007 include:

- *Evangelical Lutheran Worship* Gift Edition
- Indexes to *Evangelical Lutheran Worship*
- *Evangelical Lutheran Worship* Simplified Keyboard Edition
- Musicians Guide to *Evangelical Lutheran Worship*
- *Evangelical Lutheran Worship* Ceremonial Binder
- Christ in Your Marriage (based on *Evangelical Lutheran Worship* marriage service)
- *Evangelical Lutheran Worship* art prints and note cards
- Festival Setting Two
- Liturgy offprints for Lent and the Three Days
- Psalter for Worship, Year A
- Gospel Acclamations (Summer & Autumn volumes)
- Lectionary for Worship, Year A (study and ritual)
- Introductions and Alternate Accompaniments for ELW Hymns - Organ, vol. 1 & 6
- Introductions and Alternate Accompaniments for ELW Hymns - Piano, vol. 1 & 6

- Augsburg Choral Hymn Series (based on Evangelical Lutheran Worship hymns)
- Kids Celebrate Worship series (both pre-reader and young reader versions):
 - Holy Communion
 - Baptism

Still due in 2007:

- The Sunday Assembly
- Psalm Setting for the Church Year
- *Evangelical Lutheran Worship* Guitar Edition
- Introductions and Alternate Accompaniments for ELW hymns - Organ, vol. 2 and 7
- Introductions and Alternate Accompaniments for ELW hymns - Piano, vol. 2 and 7
- Festival Setting One
- Sunday of the Passion offprint, Year A
- *Evangelical Lutheran Worship* hymns (Audio CD, vol. 2)
- Kids Celebrate Worship series (both pre-reader and young reader versions):
 - Our prayers
 - The Bible
- *Evangelical Lutheran Worship* service and certificate:
 - Baptism
 - Marriage
 - Affirmation of Baptism

There also are plans to revamp the sundaysandseasons.com Web site to make it more user-friendly, providing access to additional material that will support different approaches to worship.

Current projects include providing support to synods for worship at synod assemblies, planning materials to support synod and local training events related to worship, collaborative efforts with program units, and initiating a churchwide conversation about the ministry of preaching. Worship and Liturgical Resources continues to provide for worship at meetings of the Conference of Bishops and the Church Council.

Ecumenical and Inter-Religious Relations

Submitted by: Dr. Michael Trice for

Pr. Donald J. McCoid

Responsibility for ecumenical and inter-religious relations shall be exercised by the Office of the Presiding Bishop. An executive for ecumenical and inter-religious relations, appointed by the presiding bishop, shall coordinate the ecumenical, inter-

Lutheran, and inter-religious activities of this church, and shall recommend, through the presiding bishop, policies relative thereto to the Church Council and the Churchwide Assembly (15.11.B05.).

This report of the activities of the Ecumenical and Inter-Religious Relations section of the Office of the Presiding Bishop is organized around the various spheres of the section's responsibilities.

Full Communion Relationships

The ecumenical officers of the four churches sharing a relationship of full communion through A *Formula of Agreement* will meet in March 2008. The group continues planning for the 10th anniversary celebration of the adoption of the *Formula of Agreement*.

The Lutheran-Moravian Coordinating Committee met in June (Chicago) and October 2007 (Pennsylvania). The coordinating committee is working on several projects around issues of education, facilitating relationships between the Eastern West Indies Moravian Province and the ELCA, clergy exchange, mission starts, and the continued implementation of "Sustaining Our Shepherds," a resource for maintaining healthy clergy. The Lutheran-Episcopal Coordinating Committee met April 24-26, 2007, in Los Angeles, Calif. This meeting focused its attention on the youth and young adult ministries of the churches. The next meeting is scheduled for January 28-30, 2008, in Washington D.C. The meeting will consider successful local and national examples of the full communion relationship outlined in *Called to Common Mission*.

Bilateral Dialogues

The sixth meeting of Round XI of the Lutheran-Roman Catholic Dialogue met October 10-14, 2007, in Washington D.C. The theme of this round is "The Hope for Eternal Life," and the meeting focused on the presentation of papers on a wide range of topics related to the theme. A drafting committee will prepare a first draft of a common statement for consideration at the dialogue's next meeting in April 2008.

A final meeting of select members of the Lutheran-Orthodox dialogue for the present round of conversations was held November 28, 2006, in Pittsburgh, Penn. The purpose of this meeting was to finalize edited versions of many of the papers that have been presented for posting on the Web sites of

the churches. The subject of this round was "The Holy Trinity and the Mystery of the Church." Because of changes with ecumenical staff in both traditions, it was agreed to have an interim time before beginning a new round for consideration of new dialogue members.

The ELCA-United Methodist Dialogue will meet December 6-8, 2007, Durham, NC. The meeting is expected to be the last meeting of the dialogue, which will have completed its work and thereafter will await the appropriate legislative responses of the two churches.

The ELCA-Christian Church (Disciples of Christ) Dialogue was postponed for a two-year period while that church engaged in study on the doctrine of the ministry related to Churches Uniting in Christ. The Lutheran-Christian Church (Disciples of Christ) Dialogue is scheduled to resume in the summer 2008. The ELCA-African Methodist Episcopal Zion Church Discourse met for a second time on September 6, 2007, in Salisbury, NC. The discourse focused on the how each church encourages emerging leaders, with presentations delivered by students, professors, and presidents of two seminaries. The third discourse is scheduled for March 25, 2008, in Chicago, Ill. The topic will consider how each church is combating HIV/AIDS in North America.

The Committee on Lutheran Cooperation, convened biannually with members of the ELCA and The Lutheran Church—Missouri Synod, met October 24, 2007, in Baltimore, Md. for its regular review of shared ministries. Committee members received reports from the executive directors of Lutheran Immigration and Refugee Service, Lutheran Services in America, and Lutheran World Relief. In addition, the committee discussed at length continuing concerns about full funding by both church bodies for the work of Lutheran Disaster Response. The Lutheran Discussion Panel was convened one day prior to continue its discussion of "The Function of Doctrine and Theology in Light of the Unity of the Church," a document prepared by the Lutheran Council in the U.S.A (LCUSA).

The ELCA-Mennonite Church U.S.A. is currently pursuing the reception of the document "Right Remembering," which outlines how conflict resolution and reconciliation take place between churches with historical conflict. The ELCA and the Mennonite Church U.S.A. anticipate a meeting in summer 2008.

The ELCA entered into an agreement with the Evangelical Church in Germany (EKD) on September 21, 2007, that commits both churches to mutual exchange of information and provides assistance and care for English-speaking Lutheran congregations in Germany and German-speaking congregations in the United States. The agreement, effective Jan. 1, 2008, also provides for mutual exchange of pastors, (EKD) deacons, (ELCA) diaconal ministers and Christian education teachers. Following the signing, a consultation was held with the EKD and representation from the LC-MS related to the Wittenberg Center in Germany, ministries in Eastern Europe, and interfaith relationships.

Conciliar Relationships

The celebration of the 60th anniversary of the founding of the Lutheran World Federation was held in late March 2007 in Lund, Sweden, the site of the establishment of the federation. The meeting was set within the context of a major leadership event and the meeting of the LWF Council. Ms. Kathy Magnus, who has served as the regional officer for the LWF in North America, is retiring effective December 31, 2007. The executive director for Ecumenical and Inter-Religious Relations serves on the North America Regional Conference, and in this capacity is included on the committee for consideration for the search process of the new LWF regional officer. ER and the LWF have offered for four consecutive years a January course of study on global ecumenism and the North American context. The course offers opportunities for seminarians from North America to spend two intensive weeks of study with students from the global south. Over a hundred students will have participated at the end of January 2008.

The plan for the reorganization of the programs and staff of the World Council of Churches voted upon by the Central Committee in September 2006 has significantly changed the portfolios of WCC staff. The WCC U.S. Office also has hired a young adult coordinator. Ecumenical staff of various communions are encouraging relevant offices to work with this new coordinator.

A search process to identify a new general secretary for the National Council of the Churches of Christ (NCCC) was launched and completed. Professor Michael Kinnamon of Eden Seminary is nominated to serve as the next general secretary. There is wide approval of Professor Kinnamon due to

the theological and administrative skill he brings to this call. The NCCC underwent severe staff cuts in October 2007. ER staff will continue to serve on the NCCC governing board, interfaith commission, faith and order commission, and other related areas.

The annual meeting of Christian Churches Together (U.S.A.) (CCT) will meet January 8-11, 2008. Bishop Claire Burkat serves on the CCT Steering Committee on behalf of the ELCA.

A plenary for Churches Uniting in Christ (CUIC) is meeting January 8-11, 2008, in Kansas City, Missouri. Heads of communion from the ten participating churches plans to be present in order to determine the future of CUIC. ELCA staff have participated on the CUIC taskforces for racial justice and local-regional cooperation.

Reception and Inter-Religious Relations

Phase II of the ecumenical and inter-religious strategy through ER includes a comprehensive communication strategy and Web development, resource development, the construction of a new ecumenical database with ecumenical partners, and an ongoing film project by and for young adults about Christian unity in the North American context. Bishops and synodical staff are encouraged to emphasize ecumenism and leadership formation in their synods. One of the more recent outcomes of reception has been the construction of online resources that are downloadable and free online. A second is the impetus for ecumenical formation in ELCA seminaries.

Phase II likewise called for the development of a Consultative Panel on Lutheran-Muslim Relations, which will begin its work on November 14, 2007. Ecumenical and Inter-Religious Life, the semi-monthly online publication, is likewise sent to thousands of individuals. The inter-religious primer, "Windows for Understanding: Jewish-Muslim-Lutheran Relations," continues to be utilized. A second pamphlet called "Your Guide to Inter-Religious Relations in the ELCA," is forthcoming. The Lutheran-Jewish Consultative Panel will meet November 9-10, 2007 in Chicago, Ill. The panel is completing work on a new book that compliments a successful resource titled, "Talking Points: Christian-Jewish Relations." ER staff works cooperatively with Global Mission and Church in Society to address specific interfaith matters and new interfaith relationships as they arise in the life of the church.

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Lutheran World Federation Regional Office for North America Report

66 million Lutherans DO make a difference!

This simple statement is being lived out every day in countless places around the globe where our ministry together as Lutherans changes lives and brings hope. As this report is being written, the current situation in Uganda calls us all to renewed commitment and prayers. The Lutheran World Federation (LWF) has worked in Uganda since war displaced thousands of people in 2003. We have provided critical support in the refugee camps and most recently have helped the refugees return to their homes and villages. This effort has created a strong positive presence for the LWF in this community.

Early this fall, these villages flooded due to the continuous heavy rains that are getting worse. Thousands of people have been forced from their homes because the structures are no longer stable. They are living in the open or have occupied schools or clinics. These are the same people who have just returned home to their villages to rebuild their lives. Both homes and crops are being lost.

LWF is there. We were able to immediately distribute tarpaulins, blankets, mosquito nets, and food, but much new relief work will need to be done. Please pray for today's safety and tomorrow's future for the people of Uganda. Pray too, for LWF staff who serve on our behalf. We are there during this crisis and will be there long after life returns to normal.

60th anniversary

This year marks 60 years of mission and ministry for the LWF. We have been an experiment in hope that has grown to include 66 million Lutherans in 140 churches in 78 countries. Activities and resources developed by the North America office to celebrate this anniversary and raise awareness of the ELCA's membership in the LWF have shaped this year. The ELCA Church Council has named the first Sunday in October as LWF Sunday for the ELCA; on that day, many congregations gave thanks to God for the privilege we have of working together for the healing of the world. Global prayers for each Sunday of the year can be accessed from the LWF North America website www.elca.org/lwf.

Evangelical Lutheran Church in Canada (ELCIC)

At their national convention in June, the ELCIC elected the Rev. Susan Johnson to the office of national bishop. Bishop Johnson took office on

September 1 and was ordained into the office of bishop on September 29. ELCA Vice President Carlos Peña and Kathy J. Magnus, regional officer for North America, were present for the ordination in Winnipeg. Bishop Johnson succeeds Bishop Ray Schultz, who retired on September 1. The convention defeated a proposed action that would have allowed a local option for pastors and congregations that choose to bless same gender couples.

Lithuanian Evangelical Lutheran Church in Diaspora

This small church of 3,000 members took formal action in May to return to their ecclesial roots and merge with the church in Lithuania. They have been a diaspora church since the end of World War II. Pending acceptance by the church in Lithuania in the summer of 2008, the diaspora church will no longer be an independent member church in North America.

Renewal Committee

The LWF Council has appointed a Renewal Committee that is charged with bringing a recommendation to the 2010 Assembly in Stuttgart, Germany to redesign, configure, and staff the LWF. This committee's work is in response to the reality of a new ecumenical landscape. The Rev. Rafael Malpica-Padilla, executive for the ELCA GM unit, is a member of the committee.

ELCA Leadership in the LWF

In addition to financial support of \$7,000,000, the ELCA provides strong gifts of leadership in many arenas of the LWF. Key ELCA leaders include council members, advisors, consultants, and staff in Geneva, Ethiopia, Cambodia, and the UN.

LWF North America Office

The purpose of the LWF Regional Office in North America is to further the vision of the Lutheran communion in North America. This Chicago-based office has been staffed by an executive and part-time administrative assistant since its inception in 1998. An advisory committee with members from the ELCA, ELCIC and LWF assist in setting strategy and direction. Interviews for a new executive will be held in Chicago by the LWF in mid-November. The vacancy is due to the current executive's retirement at the end of 2007.

Kathy J. Magnus

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Report of the Vice President

In my last report, I lamented about the changes in my life. As empty nesters, Diane and I were worried about what the future would hold—a life without kids, a life with just the two of us. What in the world were we going to do?

Well, okay, maybe change isn't so bad after all. Now don't get me wrong, I miss my children very much, but just maybe the recent changes have been good for the Peña family. You'll that remember last spring my son, Steven, took a job in Dallas and moved away from home. You would have thought he was moving to outer Siberia the way Diane took the move. Obviously, the move was a good one for Steven. He recently presented his longtime girlfriend, Stephanie, with an engagement ring. It looks as though the world will get another Stephanie Peña by next August.

My daughter, Stephanie, moved off to college to start a new chapter in her life. And what a struggle it has been! Staying up late worrying about doing well in college, loss of appetite and not wanting to eat, no one to talk to— yep, that's us. She, however, is doing remarkably well. We are very proud of her. Life goes on!

It has been a fairly busy six months. During this time, I attended six synod assemblies: four as the churchwide representative (Southwestern and Northeastern Minnesota, Metro Chicago, Northern Illinois) and two as a guest (North Texas -Northern Louisiana and Texas -Louisiana Gulf Coast). I always am energized by attending assemblies, hearing and seeing firsthand the variety of ways synods carry out the mission of the church. As always, it is a pleasure to see fellow Lutherans responding to God's call for the sake of the world.

In June, I attended the National Convention of the Evangelical Lutheran Church in Canada (ELCIC) that was held in Winnipeg, Manitoba. The convention gathered under the theme "A People Called, In Mission for Others," underscoring the importance of considering the nature of the call we have received. We began the first day in a daylong worship event celebrating the Waterloo Declaration with the General Synod of the Anglican Church in Canada. During their convention, the delegates elected a new national bishop, the Rev. Susan C. Johnson, from the Eastern Synod of the ELCIC. There was also an opportunity to thank Bishop Ray Schultz for his years of ministry. I brought greetings from the ELCA and thanked Bishop Schultz

for the partnership he has developed with the ELCA. His leadership, knowledge, and theological wisdom will be missed. Attending the national convention of our sister church in Canada gave me a chance to sit back and observe the process without the pressure of being "on duty."

In July, I attended the Leaders of Color gathering held in Los Angeles, Calif. It was quite a gathering. This diverse group of folks from throughout the ELCA met to discuss the future role of leaders of color. We also discussed ways to help make our church more fully multicultural and anti-racist. I am grateful to be a part of a church that is committed to confront and act on the scandalous realities of racism and other barriers that are evident in our church and society. The ELCA is committed to becoming more diverse, multicultural, and multi-generational. It is a mission to which God calls us in an increasing multicultural society. It was quite a learning experience.

It was a pleasure to see many of you at the Churchwide Assembly in Chicago. I felt that the business of the assembly was conducted well and that the assembly was composed of an exceptional group of voting members. The re-election of Presiding Bishop Hanson was a strong affirmation for the fine leadership he brings to the church. I welcome Secretary-elect David Swartling and look forward to working with him as a fellow officer. God, as always, blessed us with God's infinite wisdom and steady guidance. I always leave Churchwide Assemblies with a feeling of pride in my fellow Lutherans.

In September, I traveled to Chicago to attend the HIV and AIDS Strategy Consultation at the Lutheran Center. The purpose of this group was to advise the ELCA on strategy development for this church's ministry in HIV and AIDS. As you will remember, the Churchwide Assembly called for a strategy on HIV and AIDS, a pandemic disease that has affected our communities, our families, and our churches. Jesus calls us to be a healing, inclusive, and accompanying church. Thus, we must strive to build communities that are welcoming and supportive and able to "break the silence" about HIV and AIDS. Towards that call, we must also address the stigma and discrimination that accompanies this disease. You will hear more about this strategy in coming months.

The end of September took me back to Winnipeg to attend the ELCIC's National Church Council meeting

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH COUNCIL

November 9-11, 2007

Exhibit A, Part 2

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and the ordination and consecration of Susan Johnson as their national bishop.

I attended the Conference of Bishops' meeting held in Chicago in October. I feel privileged to be included in their discussions. From listening to the bishops, I can get a better understanding of the topics that eventually come before Church Council. I appreciate their leadership, knowledge, and love for our church. I enjoyed meeting the newly elected bishops and look forward to working with them.

And finally, I have just returned from attending the fall Lutheran Men in Mission Gathering in Houston, Tex. We had an excellent conversation on "worship, work, and play" and how they are all interconnected. I was asked to speak as the ELCA vice-president on how I balance that along with being a good husband, raising a family, and managing a thriving business. While it can be challenging at times, I have found that if you place yourself in God's hands, God will provide.

Yes, many things change, but some things are always the same. The passing of time brings new things into our lives, but the love and steadfast guidance of God remain consistent. Diane and I are contemplating our future, knowing it will be different, but trusting God to lead us to new and exciting days ahead. New opportunities await us. More time to read, explore a new hobby or interest, and maybe even travel a bit.

I wonder if the St. Luke's Bottle Band needs a new plucker.

Actions of the 2007 Churchwide Assembly for Response by Churchwide Units

CA07.02.04 Reception of *ELW* (OB, WP)

1. To remember with joy that one of the six primary purposes of the Evangelical Lutheran Church in America is to “worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service” (ELCA constitutional provision 4.02.d.);
2. To applaud the 1997 statement of this church, *The Use of the Means of Grace: A Statement on the Practice of Word and Sacrament*, for the way that statement has contributed to the development of worship resources and continues to provide guidance for the ministry of Word and Sacrament;
3. To recall with gratitude the action of the Church Council in 2000 that authorized the “ELCA Next Generation of Worship Resources,” the churchwide effort that came to be known as Renewing Worship;
4. To acknowledge the subsequent action of the 2005 Churchwide Assembly regarding the ways in which the Renewing Worship effort:
 - a. reinforced the importance of widespread participation in the ongoing work of worship renewal;
 - b. affirmed a collaborative approach to the development of worship resources, drawing on the wisdom of individuals, congregations, pastors, musicians, synodical bishops, teaching theologians, and other leaders, institutions, and agencies;
 - c. demonstrated this church’s commitment to thorough liturgical and theological review of materials intended for use in worshiping assemblies; and
 - d. encouraged and allowed for the completion of the new primary book of worship, *Evangelical Lutheran Worship*;
5. To express gratitude for:
 - a. those who have provided leadership and oversight for the various facets of the development of *Evangelical Lutheran Worship*;
 - b. the widespread participation in introductory events; and
 - c. the many individuals and synodical teams who have provided leadership in introducing *Evangelical Lutheran Worship*;
6. To convey appreciation—through the national bishop of the Evangelical Lutheran Church in Canada—to the pastors, bishops, and many individuals and congregations throughout the Evangelical Lutheran Church in Canada who contributed to the development and introduction of *Evangelical Lutheran Worship*;
7. To receive with thanksgiving *Evangelical Lutheran Worship* and celebrate the ways in which it:
 - a. bears the rich tradition of Christian worship practiced among Lutherans and, at the same time, seeks to renew that tradition in response to a generation of change in the Church and in the world;
 - b. reflects a body of prayer and song that are worthy to hold in common, consistent with the commitment to the treasury of Christian worship affirmed in the Lutheran confessions;
 - c. is grounded in Lutheran convictions about the centrality of the means of grace;
 - d. continues to emphasize that freedom and flexibility in worship is a Lutheran inheritance; the book, therefore, is designed to make more transparent the principle of fostering unity without imposing uniformity;
 - e. represents the gifts of the breadth of the Church of Christ, and prizes the words and songs Lutherans hold in common with other Christians, while at the same time extending the particular accents of the Lutheran heritage as gifts to the whole Church; and
 - f. reflects the understanding that worship is fundamentally about what God does, bringing to expression how God nourishes the people of the Church for mission and accompanies them as they bear the creative and redeeming Word of God, Jesus Christ, to the whole world; and
8. To commit the Evangelical Lutheran Church in America to the ongoing work of renewing worship, understanding that:
 - a. worship takes place in particular assemblies within particular contexts, yet every assembly gathered by the Holy Spirit for worship is connected to the whole Church;
 - b. each Christian assembly worships in the midst of an ever-changing world; and

- c. worship is renewed in order to be both responsible and responsive to the world that the Church is called to serve.

**CA07.02.05. Celebration of the Word of God
(OB, ER, VE)**

1. To rejoice with the whole Church of Jesus Christ in the revelation of God’s Word conveyed to the people of every generation, declaring God’s gifts of mercy and grace, forgiveness and hope, reconciliation and peace, and to confess that we often have failed to hear and heed the Word of God and to benefit from God’s gifts;
2. To give thanks for the Bible through which the Word of God has spoken to God’s people throughout the ages;
3. To remember with enduring esteem the multitudes throughout the ages who embraced the tradition received by the community of the faithful and passed to succeeding generations the glad news of God’s steadfast love;
4. To recall with gratitude the work of Martin Luther and that of the other reformers whose Word-inspired renewal grew from their study of Scripture;
5. To acknowledge with joy the power of the Word of God in the Evangelical Lutheran Church in America, evident in many ways, including:
 - a. The affirmations of the constitutional Confession of Faith that:
 - (1) “Jesus Christ is the Word of God,”
 - (2) “The proclamation of God’s message to us as both Law and Gospel is the Word of God. . . .,”
 - (3) “The canonical Scriptures of the Old and New Testaments are the written Word of God” (provision 2.02.a., b., and c.), and
 - (4) “This church accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith and life” (provision 2.03.);
 - b. The empowered proclamation, study, teaching, worship, meditation, song, community, and service through which the people of this church daily hear, share, and live the witness of Scripture;
 - c. The members, congregations, synods, churchwide ministries, agencies, institutions, and networks of this church, and their planning and programs, including the ELCA Plan for Mission adopted in 2005, which are undergirded by the Bible and seek faithfully to express God’s Word;
6. To recognize that one of the six constitutionally stated purposes for the Evangelical Lutheran Church in America through its congregations, synods, churchwide ministries, and related institutions and agencies is to nurture members “in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world” (provision 4.02.e.);
7. To embrace the passion and commitment that is richly shared among people of the Evangelical Lutheran Church in America for the witness of Scripture in forming and guiding the members of this church individually and corporately in daily life;
8. To express the hope and desire that—in the time leading up to the ELCA’s 25th anniversary in 2012 and to the 500th anniversary of the Lutheran Reformation in 2017—this church will be sustained and renewed by the Word of God, thereby fostering deeper and broader use and understanding of Scripture of its members, equipping them for the life of disciples;
9. To recognize and give thanks that the Word of God speaks and is valued throughout Christ’s Church and that, globally and ecumenically, there are other movements and occasions for renewed attention to the authority of the Bible that will inform and enhance our own understanding, including the work already begun and anticipated in the Lutheran World Federation, the recent proposal among the U.S. Reformed churches for a Lutheran-Reformed consultation on the authority and role of the Word of God in the life of the churches, and the Roman Catholic Church’s intention to celebrate in 2015 the 50th anniversary of the Vatican II statement *Dei Verbum*; and
10. To acknowledge with gratitude the action of the 2005 North Carolina Synod Assembly in memorializing this church to undertake a renewed study of the authority of Scripture in the life of the Church.

**CA07.02.06 Book of Faith
(OB, VE)**

1. To invite and encourage all members, expressions, institutions, and partners of this church to commit themselves regularly and increasingly to hearing, reading, studying, sharing, and being formed by God's Word;
2. To call members, congregations, synods, churchwide ministries, and institutions and agencies of the Evangelical Lutheran Church in America to engage in a five-year collaborative initiative—identified as “Book of Faith: Lutherans Read the Bible”—with the goal of raising to a new level this church's individual and collective engagement with the Bible and its teaching, yielding greater biblical fluency, deeper worship and devotion, and a more profound appreciation of Lutheran principles and approaches for the use of Scripture;
3. To call members, congregations, synods, churchwide ministries, and institutions and agencies of the Evangelical Lutheran Church in America to explore ways to reform culture and customs in this church that will open it to a new level of valuing and being shaped by the power of the Word.
4. To urge that this initiative be designed and carried out in ways that affirm the Bible’s power through the work of the Holy Spirit to speak in all settings and to all ages, with attention to individual and corporate use of the Bible by members and leaders in worship, devotion, study, proclamation, teaching, moral formation, addressing social issues, and evangelizing;
5. To commit the churchwide organization to substantial engagement in this initiative in extensive collaboration with synods and congregations;
6. To request that the presiding bishop of the Evangelical Lutheran Church in America—who “as its pastor, shall be a teacher of the faith of this church and shall provide leadership for the life and witness of this church” (provision 13.21.)—lead this initiative personally and through collaborative programmatic work with the Vocation and Education unit in partnership with Augsburg Fortress, Publishers, as the publishing ministry of this church, and many others;
7. To anticipate the wide availability and use of a rich constellation of existing and new resources as well as the creative use of new means of communication,

- mindful of the global and ecumenical context, in exploration of the nature and authority of Scripture in the life of individuals and the whole Church;
8. To affirm funding of the churchwide organization's share of this “Book of Faith” initiative primarily through the regular operating budget in recognition not only that this initiative is of foundational and ongoing importance, but also in confidence that support for mission will grow from congregations through synods for churchwide ministries; and
 9. To look beyond the time and scope of the “Book of Faith” initiative to what can be built on that work and to other ways in which God's Word will continually renew this church.

**CA07.02.08 Category AS5: Support for
Congregations Aiding Returning Veterans
(OB, Bureau of Federal Chaplaincy Ministries)**

To thank the Saint Paul Area Synod for its concern for the well-being and healthy reintegration of our returning military veterans; and

To urge all congregations and other expressions of the ELCA to provide a welcoming and supporting environment for returning military veterans and further urge the Conference of Bishops to partner with the ELCA Bureau for Federal Chaplaincy Ministries to explore means by which this church effectively might provide healing ministries to military veterans and their families.

**CA07.02.09 Category B2: Social Statement on
Criminal Justice
(CS)**

To thank the Rocky Mountain Synod, South Dakota Synod, and La Crosse Area Synod for their concern for this important social issue that affects those incarcerated, their families, and the broader society; and

To direct the Church in Society unit to develop a social statement on criminal justice, in accordance with “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns” (2006), for possible consideration at the 2013 Churchwide Assembly.

**CA07.03.10 Category B5: The War in Iraq
(CS)**

To acknowledge with gratitude the memorials of the Northwest Washington Synod, Southwest California Synod, Northern Illinois Synod, South-Central Synod of

Wisconsin, La Crosse Area Synod, and Metropolitan Washington, D.C., Synod related to the war in Iraq;

To reaffirm the resolution of the 2005 Churchwide Assembly, “Opposition to War” (CA05.07.39d), and urge members, congregations, synods, and the churchwide organization to call upon the government of the United States of America and its allies to work with the government of Iraq to take immediate and comprehensive steps to end the violence and establish a peaceful, stable, and just society in that country;

To declare this assembly’s opposition to any escalation of the war in Iraq and “To appeal to all leaders to engage in a national debate to determine whether the policy of pre-emptive war is the best means to achieve peace in a post-9/11 world”;

To urge the government of the United States of America to work in concert with the international community and the United Nations to support peacemaking and nation-building operations in Iraq, and to provide generous support to this international effort; and

To urge members and congregations of this church to:

- pray for peace;
- pray for those who serve in the armed forces and their families;
- study and discuss the ELCA social statement “For Peace in God’s World” and the ELCA message “Living in a Time of Terrorism”;
- minister to service personnel and their families whose lives have been adversely affected by this war;
- engage in moral deliberation about the situation in Iraq and the policies and actions of the government of the United States of America in relation to them; and
- make their views known to their congressional representatives and senators.

CA07.03.11 Category B6: Genocide in Darfur (OB, CS, GM)

To thank the New England Synod for its concern for the people of Darfur and its encouragement to the ELCA to become better informed about the situation and to act on their behalf through prayer, advocacy, and relief efforts where these are possible;

To thank the presiding bishop for raising up the needs of the people of Darfur and to support the efforts

both he and the Lutheran World Federation are making to address this critical situation; and

To encourage ELCA congregations and members to utilize the e-Advocacy network to advocate to federal officials on behalf of Darfur.

CA07.03.12 Strategy on HIV and AIDS (CS, GM)

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;
 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.
- 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.
- CA07.04.15 World Hunger Appeal (DS, CS, GM, ER)**
1. To celebrate the milestone of more than \$20 million contributed in one year during fiscal 2006 to the World Hunger Appeal of the Evangelical Lutheran Church in America (ELCA);
 2. To give thanks to God for the generosity of members in reaching for the first time this new level in annual giving to the World Hunger Appeal;
 3. To remember with thanksgiving the vision and commitment of ELCA predecessor church bodies in initiating the World Hunger Appeal in 1974;

4. To rejoice in the fruitful efforts of churches as well as governmental and non-governmental agencies in the battle against hunger, resulting in fewer people numerically going to bed hungry in the world today than in 1974, in spite of the substantial increase in the population of the globe;
5. To express abiding appreciation to the 1999 Churchwide Assembly for establishing the annual goal of \$25 million for World Hunger giving and for those who have used wisely and effectively the funds provided through the World Hunger Appeal of this church and its predecessors throughout the past 33 years, especially:
 - a. the Lutheran World Federation, the 140-member communion of churches through which the ELCA joins in coordinated international efforts to respond to crises and engage in long-term, sustainable development work;
 - b. Lutheran World Relief, a ministry of the Evangelical Lutheran Church in America (ELCA), The Lutheran Church–Missouri Synod (LCMS), individuals, and parish groups in international relief, development, advocacy, and social responsibility;
 - c. missionaries of the ELCA who witness to God’s grace through their service and advocacy on behalf of persons living in extreme poverty;
 - d. ecumenical partners and others of good will with whom this church serves in response to God’s love in meeting human needs; and
 - e. those who serve through congregations, synods, churchwide ministries, community organizations, and Lutheran agencies and institutions advocating for persons experiencing hunger and living in poverty;
6. To call upon each congregation of the ELCA to participate in the World Hunger Appeal and to invite members to contribute; and
7. To invite renewed efforts by members and congregations to reach and surpass, as soon as possible, the goal of \$25 million in annual giving by individuals and congregations to the World Hunger Appeal of the Evangelical Lutheran Church in America.

CA07.04.16 Extension of Full-Communion Status to the Eastern West Indies and Alaska Provinces of the Moravian Church in America (OB, ER)

1. To continue to rejoice in the relationship of full communion between this church and the Northern Province and the Southern Province of the Moravian Church in America;
2. To recognize that these two provinces of the Moravian Church in America do not cover all the geographical territory encompassed by this church;
3. To acknowledge that by extending the relationship of full communion as outlined in “Following Our Shepherd to Full Communion” to the Alaska Province and to the Eastern West Indies Province, more people can participate in the closer working relationship allowed by full communion;
4. To rejoice in the action of the Eastern West Indies Province, which approved a relationship of full communion with this church by adopting “Following Our Shepherd to Full Communion”;
5. To encourage the Alaska Province to take a similar action;
6. To invite the Alaska Province and the Eastern West Indies Province to appoint members to the Lutheran-Moravian Coordinating Committee in order to live into this relationship of full communion more effectively; and
7. To declare that a relationship of full communion exists between the Evangelical Lutheran Church in America and the Eastern West Indies Province of the Moravian Church in America and between the Evangelical Lutheran Church in America and the Alaska Province of the Moravian Church in America, pending approval by the Alaska Province.

CA07.04.18 Category E1: Blessing of Same-Sex Relationships (CS tf)

To receive with gratitude the memorials of the Eastern North Dakota Synod, Southwestern Pennsylvania Synod, Lower Susquehanna Synod, and Metropolitan Washington, D.C., Synod of the Evangelical Lutheran Church in America on matters related to the blessing of same-sex relationships;

To acknowledge that, as the Task Force for ELCA Studies on Sexuality stated, “the disagreement over these issues before the church is deep, pervasive, multi-faceted, and multi-layered. This church is not of

one mind”¹ and that it is appropriate, therefore, that matters of human sexuality continue to be the subject of ongoing study and conversation in this church;

To recognize the resolution of the 2005 Churchwide Assembly [CA05.05.17] that urged “the Evangelical Lutheran Church in America—its members, congregations, synods, churchwide organization, and agencies and institutions—to concentrate on finding ways to live together faithfully in the midst of disagreements, recognizing the God-given mission and communion that we share as members of the body of Christ”;

To affirm that, in the polity of the Evangelical Lutheran Church in America, policies and practices, as well as any revisions of them, must be congruent with this church’s social teachings, Confession of Faith, the process established in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, and that revision of policies must be developed and approved according to the process described in the *Constitution, Bylaws, and Continuing Resolutions of the of the Evangelical Lutheran Church in America* and other relevant governing documents;

To recognize the action of the 2005 Churchwide Assembly [CA05.05.18] to “. . . respect the guidance of the 1993 statement of the Conference of Bishops” and to “. . . trust pastors and congregations to discern ways to provide faithful pastoral care for all to whom they minister”;

To underscore the March 2007 statement of the Conference of Bishops, which said, “This church is engaged in a careful study of issues related to human sexuality with the intention of adopting a social statement at the 2009 Churchwide Assembly. We urge the members of this church to engage fully and faithfully in the study process as part of our ‘living together faithfully’ during this time . . .”; and

To refer these memorials and a verbatim record of this assembly’s committee of the whole discussion of these issues to the Task Force for ELCA Studies on Sexuality, urging that it consider this information in its ongoing discernment and deliberation.

CA07.04.21 “Our Calling in Education” (CS, VE)

To adopt “Our Calling in Education,” as amended, as a social statement of the Evangelical Lutheran Church in America in accordance with the “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns” (2006).

CA07.05.22 Implementation of “Our Calling in Education” (VE, CS, EO, AFP)

To adopt the following implementing resolutions:
Faith Formation and Lifelong Learning

1. To embrace our legacy as a teaching and learning church with gratitude and new vigor and to pray for God’s guidance and power to renew and live boldly our calling in education for a new century;
2. To call upon congregations and families to educate all generations in the faith and to be partners in creating and funding compelling and creative curricula and programs for all ages (children, youth, and adults), thus forming an environment of living faith;
3. To call upon members of the Evangelical Lutheran Church in America to renew their calling in education as students, parents, educators, and citizens and to live out their baptismal vocation as lifelong learners in the faith and in their knowledge of the world;
4. To call upon the Evangelical Outreach and Congregational Mission and the Vocation and Education program units to collaborate with Augsburg Fortress, Publishers, to continue to expand the provision of creative and comprehensive resources necessary to enable parents and congregations to help form the faith of all generations;
5. To call upon the presiding bishop, synodical bishops, and the Evangelical Outreach and Congregational Mission and the Vocation and Education program units to work with Augsburg Fortress, Publishers, and other churchwide units persistently and persuasively to ensure that Christian education for all ages and abilities (adult, children, youth, and family ministry) is a priority in congregational life, seminary education, and synodical planning;
6. To call upon the Evangelical Outreach and Congregational Mission, Vocation and Education,

¹Report and Recommendations from the Task Force for the Evangelical Lutheran Church in America Studies on Sexuality,” January 13, 2005.

and Augsburg Fortress program units to work with synods, regions, congregations, rostered leaders, the Lutheran Association of Christian Educators, Lutheran outdoor ministries, seminaries, lifelong learning centers, and other groups and organizations to share best practices for Christian education and faith formation and to encourage their use in congregations and other ministries;

7. To call upon ELCA seminaries and other teaching institutions of this church to continue their emphasis on preparing pastors, diaconal ministers, deaconesses, associates in ministry, and lay people for excellence in the practice of teaching Christian education and faith formation in service of lifelong learning;
8. To give thanks to God for and to recognize members who are educators in public, Lutheran, and other private schools at all levels of education, to encourage congregations to support them in their callings as educators, and to urge members and all expressions of this church to encourage youth and others to enter these callings;

Public Educational Institutions

9. To call upon all schools to prepare students for living in a complex and global society as persons who are capable of critical thinking, continuing personal growth and concern for others, family responsibility, civic participation, artistic appreciation, productive work, and financial responsibility;
10. To call upon members of this church to advocate for equitable access to an excellent education for all children and youth and to support early childhood education, their public schools, colleges, and universities, advocating for policies that provide adequate resources and their fair distribution for these educational institutions;
11. To call upon members and congregations to develop strong connections with their public schools and to work with others to ensure high quality education for all students;
12. To call upon this church's advocacy ministries to support legislative initiatives that improve public schools and ensure excellent education for all students in ways that are consistent with this social statement and to support financial aid and tuition policies that provide more equitable access to higher education for low- and middle-income students;

Lutheran Institutions

13. To call upon this church's advocacy ministry to support legislative initiatives that ensure adequate funding and support for students with disabilities.
14. To recognize and affirm early childhood education centers, elementary and secondary schools, colleges and universities, seminaries, campus ministries, and outdoor ministries of the Evangelical Lutheran Church in America as part of this church's mission, and to call upon this church's leaders to support them publicly and actively;
15. To call upon this church's colleges, universities, seminaries, and lifelong learning partners to prepare and sustain leaders for schools and early childhood education centers of the Evangelical Lutheran Church in America and to provide ongoing professional development opportunities for them; to expect sponsoring congregations to ensure that their schools and early childhood education centers provide high quality Lutheran education; to encourage non-sponsoring congregations as well as synods to be in partnership with them; and to call upon the Vocation and Education unit to convene consultations throughout this church for the purpose of addressing the challenges and opportunities facing ELCA schools and early childhood education centers;
16. To call upon synods and congregations to support ELCA colleges and universities in their ministry of preparing people to fulfill their vocations in church and world; to call upon the Vocation and Education unit to continue its support of ELCA colleges and universities through the convening of administrators and faculty; and to call upon the Vocation and Education unit to convene consultations throughout this church for the purpose of furthering the respective and mutual ministries of ELCA colleges and universities and this church; to call upon parents and prospective students to consider ELCA colleges and universities when choosing an institution of higher education; and to call upon all members of this church to remember these institutions in their ongoing giving and estate planning.
17. To call upon synods and congregations to support campus ministries and to call upon the Vocation and Education unit to convene consultations throughout this church for the purpose of addressing the challenges and opportunities facing Lutheran campus ministry and developing a strategy to

increase financial support, build new and stronger partnerships, and take such additional actions as may enhance the effectiveness and sustainability of this vital ministry;

18. To affirm the Study of Theological Education, as approved by the 1995 Churchwide Assembly, and its continuing value as a guide for the strengthening of the ELCA's theological education network;

Social Statement Reception

19. To call upon the Church in Society, Evangelical Outreach and Congregational Mission, and Vocation and Education units, in cooperation with other churchwide units, to provide leadership and consultation for synods, seminary clusters and networks, and congregations on the basis of this social statement;
20. To call upon the Vocation and Education and the Evangelical Outreach and Congregational Mission units, in consultation with the Church in Society unit, to collaborate with Augsburg Fortress, Publishers, to develop educational resources to study and act upon this social statement;
21. To call upon teaching theologians, bishops, pastors, diaconal ministers, associates in ministry, deaconesses, educators, and others to continue to deepen the theoretical and practical understanding of our calling in education through intellectual discourse and continued reflection;
22. To call upon all congregations, synods, early childhood education centers, elementary and secondary schools, colleges and universities, seminaries, campus ministries, outdoor ministries, social ministry organizations, public policy advocacy ministries, and churchwide units to carry out the substance and spirit of this statement; and
23. To call upon the Vocation and Education, Church in Society, Evangelical Outreach and Congregational Mission units, and Augsburg Fortress, Publishers, to oversee a process of implementation and accountability for this social statement and to report on implementation of this social statement to the Church Council in 2009.

CA07.06.27 Category E2: Standards for Rostered Leaders (CS tf)

1. To receive with gratitude the memorials of the Northwest Washington Synod, Southwestern

Washington Synod, Oregon Synod, Sierra Pacific Synod, Southwest California Synod, Grand Canyon Synod, Rocky Mountain Synod, Northeastern Minnesota Synod, Minneapolis Area Synod, Saint Paul Area Synod, Metropolitan Chicago Synod, Northern Illinois Synod, Northeastern Iowa Synod, Southeastern Iowa Synod, Greater Milwaukee Synod, South-Central Synod of Wisconsin, New Jersey Synod, New England Synod, Metropolitan New York Synod, Upstate New York Synod, Northeastern Pennsylvania Synod, Southeastern Pennsylvania Synod, and Metropolitan Washington, D.C., Synod of the Evangelical Lutheran Church in America on matters related to policy documents regarding standards for rostered leaders;

2. To acknowledge that, as the Task Force for ELCA Studies on Sexuality stated, "The disagreement over these issues before the church is deep, pervasive, multi-faceted, and multi-layered. This church is not of one mind," and that it is appropriate, therefore, that matters of human sexuality continue to be the subject of ongoing study and conversation in this church;
3. To recognize the resolution of the 2005 Churchwide Assembly [CA05.05.17] that urged "the Evangelical Lutheran Church in America—its members, congregations, synods, churchwide organization, and agencies and institutions—. . .to concentrate on finding ways to live together faithfully in the midst of disagreements, recognizing the God-given mission and communion that we share as members of the body of Christ";
4. To affirm that, in the polity of the Evangelical Lutheran Church in America, policies and practices, as well as any revisions of them, must be congruent with this church's social teachings, Confession of Faith, the process established in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, and other relevant governing documents;
5. To underscore the March 2007 statement of the Conference of Bishops, which said, "This church is engaged in a careful study of issues related to human sexuality with the intention of adopting a social statement at the 2009 Churchwide Assembly. We urge the members of this church to engage fully and faithfully in the study process as part of our 'living together faithfully' during this time. . .";

6. To refer these memorials and a verbatim record of this assembly's committee of the whole discussion of these issues to the Task Force for ELCA Studies on Sexuality, urging that it consider this information in its ongoing discernment and deliberation; and
7. To direct the Task Force for ELCA Studies on Sexuality specifically to address and make recommendations to the 2009 Churchwide Assembly on changes to any policies that preclude practicing homosexual persons from the rosters of this church.

CA07.06.28 Category E3: Restraint in Discipline (CS tf)

RESOLVED, that in an effort to continue as a church in moral deliberation without further strife and pain to its members, the Churchwide Assembly prays, urges, and encourages synods, synodical bishops, and the presiding bishop to refrain from or demonstrate restraint in disciplining those congregations and persons who call into the rostered ministry otherwise-qualified candidates who are in a mutual, chaste, and faithful committed same-gender relationship; and be it further

RESOLVED, that the Churchwide Assembly prays, urges, and encourages synods, synodical bishops, and the presiding bishop to refrain from or demonstrate restraint in disciplining those rostered leaders in a mutual, chaste, and faithful committed same-gender relationship who have been called and rostered in this church.

CA07.06.29 Category E4: Referrals to the Task Force on ELCA Studies on Sexuality

1. To receive the memorials of the Eastern North Dakota Synod, South Dakota Synod, Northern Texas-Northern Louisiana Synod, Northwestern Ohio Synod, Northeastern Pennsylvania Synod, Northwestern Pennsylvania Synod, Southwestern Pennsylvania Synod, Allegheny Synod, Lower Susquehanna Synod, Upper Susquehanna Synod, Virginia Synod, and North Carolina Synod of the Evangelical Lutheran Church in America on matters related to referring concerns to the Task Force on ELCA Studies on Sexuality;
2. To acknowledge that, as the Task Force for ELCA Studies on Sexuality stated, "the disagreement over these issues before the church is deep, pervasive, multi-faceted, and multi-layered. This church is not of one mind," and that it is appropriate, therefore,

that matters of human sexuality continue to be the subject of ongoing study and conversation in this church;

3. To recognize the resolution of the 2005 Churchwide Assembly [CA05.05.17] that urged "the Evangelical Lutheran Church in America—its members, congregations, synods, churchwide organization, and agencies and institutions—. . .to concentrate on finding ways to live together faithfully in the midst of disagreements, recognizing the God-given mission and communion that we share as members of the body of Christ";
4. To affirm that, in the polity of the Evangelical Lutheran Church in America, policies and practices, as well as any revisions of them, must be congruent with this church's social teachings, Confession of Faith, the process established in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, and that revision of policies must be developed and approved according to the process described in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and other relevant governing documents;
5. To underscore the March 2007 statement of the Conference of Bishops, which said, "This church is engaged in a careful study of issues related to human sexuality with the intention of adopting a social statement at the 2009 Churchwide Assembly. We urge the members of this church to engage fully and faithfully in the study process as part of our 'living together faithfully' during this time..."; and
6. To refer these memorials and a verbatim record of this assembly's committee of the whole discussion of these issues to the Task Force for ELCA Studies on Sexuality, urging that it consider this information in its ongoing discernment and deliberation.

CA07.06.30 Category B3: Israeli-Palestinian Conflict (GM, ER)

1. To receive the memorials from the Pacifica Synod, Metropolitan New York Synod, Northern Texas-Northern Louisiana Synod, New England Synod, Southeast Michigan Synod, and Metropolitan Chicago Synod and to thank them for their support of efforts by the Evangelical Lutheran Church in America to promote peace with justice in the Holy Land;

2. To note the participation of the ELCA in ecumenical and inter-religious forums where religious extremism is addressed;
3. To acknowledge the Churchwide Strategy for Engagement in Israel and Palestine, including its call for “increased engagement with conservative Christians and a clearer and more forceful expression of Lutheran theology in the public debate . . .”; and
4. To call upon the ELCA, in all of its expressions, to recommit itself to the Churchwide Strategy for Engagement in Israel and Palestine through awareness-building, accompaniment, and advocacy activities, including pilgrimage visits, sustained financial support, and other forms of economic stewardship; and
5. To call upon the Evangelical Lutheran Church in America to underscore the call for economic initiatives by this church and its members in the “Peace, Not Walls” campaign. Such initiatives, in consultation with the Evangelical Lutheran Church in Jordan and the Holy Land, could include:
 1. purchasing of products from Palestinian providers and
 2. exploration of the feasibility of refusing to buy products produced in Israeli settlements. Also to be explored is the entire investment activity by this church. Examination of investments would exclude the option of divestiture.

CA07.06.31 Blue Ribbon Committee for Mission Funding

OB, SR, EO, DS, CO)

1. To give thanks for the manifold ways in which God has blessed richly the Evangelical Lutheran Church in America with faithful members and abundant resources;
2. To acknowledge God’s summons to be good stewards in commitment to the mission entrusted to the Church and in the responsible management of the resources entrusted to members;
3. To receive with gratitude the report of the Blue Ribbon Committee on Mission Funding in the Evangelical Lutheran Church in America;
4. To commend the content of the report for study and reflection throughout this church; and
5. To foster renewed commitment to vigorous mission-support efforts throughout the congregations, synods, and churchwide ministries of

the Evangelical Lutheran Church in America in a wide variety of ways, including:

- a. examination of “best practices” for mission funding, alternative methods of generating mission-support income, and an improved consultation process for synods and the churchwide organization;
- b. commitment by the churchwide organization to convene stewardship leaders—including synodical stewardship committees, Lutheran professional advisers, and others—to encourage greater widespread ownership of stewardship endeavors throughout this church and to provide training, motivation, and inspiration;
- c. evaluation of stewardship education programs as well as the development and implementation of a strategy for stewardship leadership and staffing;
- d. presentation to the 2009 Churchwide Assembly of a proposal for the development and implementation of a resource to help congregations assess their responsible and accountable use of God’s resources commended to their care;
- e. development of educational opportunities for all those preparing for rostered leadership in this church through seminaries, programs of theological education for emerging ministries, and lay schools of theology;
- f. establishment of a requirement, by autumn 2009, for continuing education (6-10 hours) in financial stewardship for first-call rostered leaders to help them build upon competencies learned and practiced during their seminary education;
- g. engagement of new models for the role of the churchwide organization in financial leadership; and
- h. dissemination by the churchwide organization and synods to an increasing number of member households of regular, clear, and concise communication that is focused on mission interpretation.

CA07.06.32 Requests of Churchwide Units (CC EC)

To receive the actions of the Minneapolis Area Synod, Texas-Louisiana Gulf Coast Synod, Northern Great Lakes Synod, and Metropolitan New York Synod;

To acknowledge that the *Constitution, Bylaws, and Continuing Resolutions* of the Evangelical Lutheran Church in America specifies the process by which synods address the Churchwide Assembly, the Church Council, and units of the churchwide organization; and

To refer the actions to the Executive Committee of the Church Council for proper referral and disposition under the bylaws and continuing resolutions of this church.

CA07.06.33 *En bloc* Memorials

To approve *en bloc*, with the exception of those memorials considered separately, the following responses to 2006 and 2007 synodical memorials printed in the Report of the Memorials Committee (2007 *Pre-Assembly Report*, Section VI):

CA07.06.33a Category A1: Continuing Subsidies of Worthy Ministries (EO, CoB)

To express gratitude to the Indiana-Kentucky Synod for its request for a “recommended approach for setting criteria and subsidizing such ministries that need ongoing support from the wider church”;

To acknowledge with thanks the commitment of the Evangelical Outreach and Congregational Mission (EO) unit to:

1. Continue to work with congregations, synods, and other partners to explore contextual solutions to questions related to sustainability, utilizing the principles described in the response above;
2. Consult with ecumenical partners about how they sustain ministries that are not self-supporting;
3. Discuss the realities of funding and sustainability to gain input from those who work with the ethnic strategies and with ministries among people in poverty;
4. Involve stewardship staff in the development or renewal of ministries in order to strengthen resources for supporting and equipping stewardship efforts in economically marginalized contexts;
5. Receive and review the outcomes of the Blue Ribbon Committee on Mission Funding in order to gain insights about strengthening mission support and ministry funding and incorporate them into Evangelical Outreach and Congregational Mission processes;
6. Train mission directors and stewardship staff about sustainability as part of the cultural proficiency

work of the Evangelical Outreach and Congregational Mission unit; and

To request that the Evangelical Outreach and Congregational Mission unit, in consultation with the Conference of Bishops, continue to study these issues and bring a report and possible recommendations to the April 2008 meeting of the Church Council.

CA07.06.33b Category A2: Amendments to the Constitution for Synods (OS)

To receive the memorial of the North/West Lower Michigan Synod; and

To acknowledge the background information on the nature of the constitution’s provisions, the rationale for the existing language, and the process for constitutional amendments as the response of this assembly to the synod’s memorial.

CA07.06.33c Category A3: ELCA Youth Ministry Network (VE)

To thank the Northwest Washington Synod, Southwest California Synod, Rocky Mountain Synod, Eastern North Dakota Synod, Saint Paul Area Synod, Arkansas-Oklahoma Synod, Lower Susquehanna Synod, Metropolitan Washington, D.C., Synod, and Southeastern Synod for this memorial and to commend commitment to youth ministry wherever it exists in this church;

To call for broader and deeper awareness of the importance of Lutheran ministry to and with youth and to encourage leadership development and network nurture to undergird this work; and

To encourage all the congregations and synods of this church, and adult youth ministry leaders, whether lay or rostered, paid or volunteer, who are engaged in youth ministry, to find ways to become more skilled for this important work, including joining the Youth Ministry Network and attending the annual Extravanzas for adult youth ministry leaders.

CA07.06.33d Category A4: Amendments to the Model Constitution for Congregations (OS)

To receive the memorial of the West Virginia-Western Maryland Synod in regard to voting membership in congregations; and

To acknowledge the action of the 2007 Churchwide Assembly on the proposed amendment of *C8.02.c. in the Model Constitution for Congregations of the Evangelical Lutheran Church in America—as recommended by the Church Council to provide for the protection of voting rights of members of congregations—as the response of this assembly to this memorial.

CA07.06.33e Category A6: “Cherish Our Children” (CS)

To express appreciation to the Northwest Synod of Wisconsin, Minneapolis Area Synod, and Southeastern Iowa Synod for their concern for children and youth who are preyed upon through commercial sexual exploitation;

To commend all Lutheran social ministry organizations that call to our attention the needs of children, youth, and adults who are victimized by commercial sexual exploitation and enlist this church’s help to address this problem;

To encourage concerted action in response to the sexual exploitation of children and youth by all expressions of the ELCA, drawing upon recommendations in the “Message on Commercial Sexual Exploitation”; and

To decline to set a goal of a percentage of synods implementing the “Cherish Our Children” effort.

CA07.06.33f Category A7: “Vision and Expectations” for Congregations (VE)

To thank the South Dakota Synod for this memorial raising awareness of the need for faithfulness in our calling as members of congregations and as congregations;

To acknowledge that basic standards and expectations for congregations and members exist within the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*;

To encourage throughout this church the Lutheran conversation about vocation and to commend the Vocation and Education unit in its intent to nurture the conversation;

To urge that those engaged in these discussions include explicit attention to our callings as congregational members and to the callings of

congregations within the larger ecology of this church and of the whole Church of God; and

To decline to call for the production of a “Vision and Expectations” document for members or for congregations.

CA07.06.33g Category B1: Global Climate Change (CS)

To thank the Oregon Synod, Southeastern Pennsylvania Synod, South-Central Synod of Wisconsin, Texas-Louisiana Gulf Coast Synod, Minneapolis Area Synod, and Metropolitan Chicago Synod for their concern for global climate change because of its effects on plant and animal life and on human beings and for seeking to help this church be a good steward of God’s world;

To urge all expressions of the ELCA, as well as the agencies and institutions of this church, to study “Caring for Creation: Vision, Hope, and Justice” and to make concerted efforts to conduct energy audits, reduce energy consumption through personal lifestyle and institutional changes, follow “green” building practices, select investments in corporations that take positive steps toward a sustainable environment, and take political initiatives to address global climate change; and

To decline to revise the social statement “Caring for Creation” but to request the Church in Society unit to consider developing a message on global climate change.

CA07.06.33h Category B4: HIV and AIDS (CS, GM)

To thank the Metropolitan New York Synod for focusing attention on an important aspect of this church’s response to HIV and AIDS;

To acknowledge the action of the 2007 Churchwide Assembly to develop a Churchwide Strategy on HIV and AIDS as the response to this memorial; and

To request that this memorial be transmitted as information to those charged with developing the Churchwide Strategy on HIV and AIDS.

CA07.06.33i Category B7: Immigration and Sanctuary (CS, LIRS)

To thank the Southwest California Synod, Northwest Washington Synod, and Southwestern Pennsylvania Synod for calling this church’s attention to

the urgent concern for immigrants who are being unjustly treated;

To reaffirm the revision and updating of the 1998 Message on Immigration that was requested by the ELCA Church Council in response to the synodical resolutions received in 2006 for its consideration and approval in November of 2007 and to anticipate that the revisions will address new concerns that are emerging related to immigrant rights and just policies toward immigrants in this country;

To reaffirm the work of Lutheran Immigration and Refugee Service (LIRS) in partnership with the synods of this church in the development of immigration task forces;

To continue this church's support for and close partnership with LIRS, including the delivery of technical assistance, networking, grants to dedicated and independent legal service projects, and advocacy for comprehensive immigration reform; and

To request that the Church in Society unit work with LIRS and other relevant churchwide units to convene opportunities for partners and interested leaders to meet to establish opportunities and strategies for further supporting and accompanying undocumented immigrants.

CA07.06.33j Category B8: Speak Boldly on Behalf of the Poor (CS)

To thank the Southwest California Synod for bringing to this church's attention the continued need to speak with and for people living in poverty, especially as fellow citizens within a global economy that has profound impact on the environment, public health, and immigration patterns;

To urge all expressions of this church to call upon appropriate governing authorities to commit to working toward sufficient, sustainable livelihood for all, thereby providing the conditions for peace and freedom to prevail;

To encourage ELCA congregations and members to join the ELCA e-advocacy network and to engage in the ONE Lutheran Campaign, which seeks to achieve bold commitments and accountability from the U.S.

government on aid, debt, and trade to help ensure that the Millennium Development Goals are achieved; and

To reaffirm and challenge anew the commitment of this church to its prophetic witness and manifold

ministries, including the activities of relief, development, advocacy, hospitality, and reconciliation.

CA07.06.33k Category B9: Hunger Meal (CS, GM)

To receive with gratitude the memorial from the East-Central Synod of Wisconsin with its concern for World Hunger;

To celebrate the generous giving of members of the Evangelical Lutheran Church in America to the World Hunger Appeal and to urge their continued and increased generosity; and

To encourage those voting members who are able to do so to pray while fasting for one evening meal during the assembly and donate the cost of the meal to the World Hunger Appeal.

CA07.06.33l Category B10: Health Care (CS, BoP)

To thank the Alaska Synod for its encouragement and support of the ELCA Board of Pensions and its efforts to manage the cost of health care for members, congregations, and other sponsoring employers of the ELCA health plan;

To thank the Alaska Synod for calling attention to the serious problems of health-care access and affordability, and for finding expression of the Christian faith by connecting it to the scriptural mandate to speak with and for those neighbors in need;

To remind all ELCA health-plan participants that "Healthy Leaders Enhance Lives" and to encourage them to be responsive to the Board of Pensions' invitation to live well and make healthy behaviors a personal priority so that they, as healthy leaders, can enhance the lives of others;

To encourage congregations and other sponsoring employers of the ELCA health plan to create healthy and supportive environments for the well-being of their rostered leaders and lay employees;

To ask all expressions of the ELCA, as well as affiliated agencies and institutions, to study the ELCA social statement on health care, "Caring for Health: Our Shared Endeavor," and respond to its call "to advocate for access to basic health care for all and to participate vigorously and responsibly in the public discussion on how best to fulfill this obligation"; and

To reaffirm support for the advocacy ministries of this church in their efforts to advocate for improved

health-care options for all people, especially those with the fewest resources.

CA07.06.33m Category C1: Full Communion with Lutheran Congregations in Mission for Christ (OS)

To acknowledge the memorial of the Southwestern Texas Synod regarding conversations on altar and pulpit fellowship with the church body known as Lutheran Congregations in Mission for Christ;

To note that this church has established policies for official conversations with other church bodies; and

To decline to initiate a conversation because no overture for official conversation or commitment of respect for the ELCA has been received from Lutheran Congregations in Mission for Christ.

CA07.06.33n Category C2: Lutheran–Muslim Dialogue (OB, ER)

To thank the New England Synod for its memorial related to Lutheran–Muslim Dialogue;

To acknowledge the work of the Ecumenical and Inter-Religious Relations section of the Office of the Presiding Bishop and other churchwide units with the Muslim community both directly and through the National Council of the Churches of Christ; and

To anticipate the development of the Lutheran–Muslim consultative panel.

CA07.06.33o Category D1: Encouraging Gospel Ministry (VE)

To receive with thanks the memorial of the Arkansas-Oklahoma Synod that affirms and contributes to the continuing review and development that are already part of the Vocation and Education unit’s responsibility for the candidacy process;

To acknowledge the challenge always to be creative and open to new possibilities for preparing people for faithful rostered leadership; and

To recognize the importance of mentored contextual education in combination with programs of formal, communal study but to decline to recommend development of a route to ordination solely through pastoral apprenticeships.

CA07.06.33p Category D2: Chaplaincy, Pastoral Care, and Clinical Education (VE)

To receive the memorials of the Southeastern Pennsylvania Synod, Northwestern Ohio Synod, North Carolina Synod, Minneapolis Area Synod, and Metropolitan Chicago Synod concerning the ministries of chaplaincy, pastoral care, and clinical education (MCPCCE);

To commend and thank those who currently serve in ministries of chaplaincy, pastoral care, and clinical education;

To encourage other rostered leaders and candidates for rostered ministry to consider and to prepare for such ministries;

To thank ELCA synods and seminaries for their facilitation of ministries and ministers in chaplaincy, pastoral care, and clinical education, and to encourage the synods and seminaries of this church to recruit actively and collaboratively for such service and to offer continuing and expanded support and preparation opportunities, including scholarship aid;

To affirm the Vocation and Education unit staff, its consultants, and the regional and synodical MCPCCE representatives for their work in these arenas and for their focused and ongoing planning; to encourage the unit’s continued advocacy for chaplaincy, pastoral care, and clinical education ministries;

To acknowledge the action on this subject taken by the Church Council at its November 2006 meeting [CC06.11.57]:

To receive the resolutions of the Southwestern Washington Synod, the Southeastern Iowa Synod, and the Southeastern Synod related to chaplaincy, pastoral counseling, and clinical pastoral education; and

To refer the resolution to the Vocation and Education unit with a request that a report and possible recommendations be brought to the November 2007 meeting of the Church Council; and

To refer the memorials to the Vocation and Education unit as additional information as it prepares its report for the November 2007 meeting of the Church Council.

CA07.06.33q Category D3: The Purpose of the Church, Stewardship, and Disciplinary Activity (OS)

To receive the memorial of the Sierra Pacific Synod concerning the cost of discipline hearings;

To acknowledge that the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* assigns responsibility for the discipline process to synods, on behalf of this church and jointly with it; and

To decline to adopt the changes called for in the memorial to the 2007 Churchwide Assembly.

CA07.06.33r Category F1: Reparative Therapy (CS tf)

To thank the Metropolitan Washington, D.C., Synod for the memorial calling for this church to reject any therapy the intention of which is to seek to change the sexual orientation of a person, and for the care and concern that the memorial reflects for those in this church who may be wrestling with issues of sexual self-understanding; and

To refer this memorial to the Task Force for ELCA Studies on Sexuality urging that it consider this information in its ongoing discernment and deliberation.

CA07.06.34 Accountability of Bishops (OB, SR, CoB)

RESOLVED, that the Evangelical Lutheran Church in America, meeting in assembly at Chicago, Ill., on August 11, 2007, request the Conference of Bishops to enter into discussion and consideration of the matter of the accountability of bishops to the adopted policies, practices, and procedures of the ELCA and to formulate a clear statement of such accountability for consideration and adoption by the 2009 assembly of this church.

CA07.06.35 Motion A: HIV and AIDS Initiative Funding (OB, OT, CC)

To refer this motion to the Church Council and encourage its continued support of the development and funding of this church's strategy on HIV and AIDS.

CA07.06.36 Motion B: Funding for Campus Ministry (OB, OT, CC)

To refer this motion to the Church Council for consideration as it deals with a possible budget surplus at the end of the 2007 fiscal year and assesses ministry needs relative to the strategic plan of this church.

CA07.06.37 Motion C: Electronic Distribution of Churchwide Assembly Minutes (OS)

To refer this motion to the Office of the Secretary for the development of an effective means for electronic distribution of the minutes of the 2007 Churchwide Assembly of the Evangelical Lutheran Church in America.

Report of the Treasurer

The churchwide organization of the Evangelical Lutheran Church in America had expenses in excess of income of \$0.3 million in current operating funds at the end of September 2007, a negative variance of \$2.4 million from the same period in 2006. The results were favorable to the seasonable budget by \$4.4 million.

Receipts totaled \$51.1 million for the eight months compared with \$51.6 million the previous year, a decrease of \$0.5 million or 1.0%. Expenses related to the current operating fund amounted to \$51.4 million, an increase of \$1.9 million or 3.9% from the same period a year ago. Revenue was favorable to the eight month budget by \$0.3 million or 0.7%. Expenses for the period were below the authorized unit spending plan by \$4.1 million or 7.4%.

Income from congregations through synods in the form of mission support for the eight month period increased to \$40.8 million, an increase of \$0.4 million or 1.0% and a positive budget variance of \$0.1 million or 0.2%. Based on the results, we are anticipating a positive annual variance in 2007 mission support income as compared to fiscal 2006.

Other temporarily restricted and unrestricted funds available for the budgeted operations of the church amounted to \$10.2 million compared with \$11.2 million in the first eight months of 2006, a decline of \$0.9 million or 8.4%. The major unfavorable variance to budget was \$0.7 million in bequest and trust income. Historical results indicate that bequest and trust income levels will vary throughout the year, and we may end the year with an unfavorable budget variance since we are unaware of any pending major estate distribution. Positive investment income variances to budget of \$0.8 million offset this shortfall. Other sources of income and the amounts received during the first eight months in 2007 include: Missionary Sponsorship, \$2.0 million; endowment income \$1.5 million; support from the Mission Investment Fund and Thrivent Financial for Lutherans for support of new congregational development, \$2.1 million; Vision for Mission, \$0.6 million; and other income of \$1.2 million.

Total contributions to the ELCA general World Hunger Appeal through September 30, 2007, were \$10.4 million

as compared to \$8.5 million at September 30, 2006. This continues the very positive trend of support for the World Hunger Appeal and leaves us ahead of our 2007 budgeted income level of \$18.75 million. Bequests and Trusts received in support of the World Hunger Appeal were the primary income sources contributing to this positive variance, exceeding the first eight months of 2006 by \$2.0 million. Designated World Hunger income received through September was \$0.4 million with all but \$0.09 million for the Stand with Africa campaign.

ELCA member giving and federal grant receipts for the year total \$4.3 million in disaster response receipts as compared to \$5.5 million as of September 30, 2006.

The first eight months of 2007 reflect satisfactory financial results for the churchwide organization. Mission support is positive as compared to last year and slightly favorable to expectations; investment income remains strong; and other income variances are understandable and do not lead to an anticipated overall unfavorable result. World Hunger income is well ahead of plan, buoyed by bequest and trust income significantly exceeding expectations, but lacking growth in member giving for the period. Expectations are that we will close fiscal year 2007 with a positive variance of income to expense.

Exhibit A, parts 4c-4d, provide additional information, including analysis of variances relative to budget and previous year results, the statement of financial position, and a report of mission support by synod. Additional information or analysis can be provided upon request.

Report of Section Activities

Information Technology

Submitted by: LaRue Unglaube

The treasurer shall provide for information technology in support of the work of this church and the operation of Chicago-based churchwide units. In so doing, the treasurer shall have an executive for information technology, appointed by the treasurer, who shall be responsible for the development and review of guidelines and policies for computer standards, security of electronic data, application development, data storage and data retrieval, and shall enable use of electronic technologies for churchwide staff to assist in support of congregations, synods, and related institutions and agencies of this church (13.52.B05).

Content management systems

SiteCore and NetCommunity are content management systems (CMS) that have been selected to manage www.elca.org and other ELCA sites. SiteCore will host most of the Web pages and NetCommunity will be used for online donations and user authentication. Also, NetCommunity connects to Raiser's Edge, the donor database that was installed last year. IT's involvement from the network and hardware side will be to install and support at least five new servers for this project. From the Web development side, several applications will be reviewed to determine how they will fit in with the new site's structure and design or be replaced by built-in SiteCore technology. The following are some of the many Web applications that will need to be integrated into the new CMS: congregation locator; Good Gifts catalog (giving basket); ELCA news feeds; roster lookup system; schools lookup; and staff lookup system.

Endowments system and deferred gifts system

Currently these two systems used by the ELCA Foundation (FO) are being reviewed by FO and IT for replacement by August 2008. IT staff will provide assistance during the conversion of data, testing the system and development of non-standard reports.

General Ledger System (IFAS)

IFAS Web based version is the next major upgrade of our general ledger system. This project entails two major projects:

- Migration from current servers to Windows web servers and SQL server database; and
- Upgrading IFAS to a Web-based version with installation of new modules: bank reconciliation replacing (check management), IFAS workflow,

documents online (document imaging and report archival), IFAS budgeting (replacing IFAS general ledger budget module).

Support for the current or "classic" IFAS will be discontinued by the end of 2009. This conversion is a complex project that requires intensive planning, migration, training, and support that spans at least 18 months.

Rostered leaders mobility system (People and Places 2.0)

This is an upgrade to a Web application that currently allows lay rostered leaders to post their mobility forms for synods to share. The new version will allow all rostered leaders to file mobility forms online, searchable only by synods. It also will allow congregations and other ministries to post jobs that can be searched by anyone, if approved by synods. IT plans to complete this Web application by November 2008.

Network improvements

The ELCA network has changed in size and complexity during this period. The network is located on seventy-six servers. New software applications are in place and require support, maintenance and upgrading. The organization has become dependent on 24/7 availability of email, MIF systems, Raiser's Edge, and ELCA.org. The 2006-2007 additions of SiteCore, Raiser's Edge, and NetCommunity require knowledge of the operations and hardware needs of these applications by network staff.

Remote office connection

In 2005, the Washington, D.C. and Archives offices came online through a dedicated VPN connection. In August 2007, the New York Office of World Community was brought on line using the same technology. The Washington, D.C. office server and computers also were upgraded. The VPN hardware and increased Internet bandwidth at the churchwide office allows us to accommodate this type of connection.

Wireless access

As a part of the office remodeling, the network wiring was replaced and wireless access points were installed to allow full wireless connectivity in the churchwide office.

2007 Churchwide Assembly

For the 2007 Churchwide Assembly, the IT department provided the most technology of any prior

assembly. Computer rentals were not needed as the ELCA had extra PCs from the desktop rollout. Full wireless Internet access was available in the E-mail center. This allowed the attendees to use their own laptops for mail and to update their own Websites as the event unfolded. A centralized Windows server was provided for back-office function to allow file sharing. A dedicated VPN into the churchwide office network was established for the event. This allowed unlimited access back to the churchwide office network and the use of IP phones to help save money on phone rental and usage charges. It also provided free calls back to the churchwide office using four digit dial. Dedicated file servers were put in place to provide streaming of Real Player, Windows Media, and Flash.

Business Continuity Planning (BCP)

A tabletop exercise was held for all Chicago-based units on October 15, 2007. This exercise presented churchwide leaders with an opportunity to experience decision-making under a simulated crisis situation. Offices, units, and sections all have completed preliminary business continuity plans. The exercise provided feedback on how to proceed to further develop these individual plans.

The Mission Investment Fund successfully completed a disaster recovery exercise at the Sungard recovery facility in Elk Grove Village on October 2, 2007. MIF has worked with Sungard for over a year in gathering information, developing procedures, and planning for this important event.

IT internal audit

The Information Technology section continues to strengthen control processes identified by the ELCA internal auditor.

Management Services

Submitted by: Karen Rathbun

The treasurer shall make provisions for facilities management in support of the operation of the Lutheran Center and the function of Chicago-based churchwide units and, in so doing, the treasurer shall maintain management services with an executive for management services appointed by the treasurer who shall be responsible for building management for the churchwide organization and the coordination of central services for Chicago-based churchwide units (13.52.C05.)

Section Responsibilities

Management Services has responsibility for the operation of the Lutheran Center premises in Chicago,

Ill., the archives building in Elk Grove Village, Ill., and leased properties in Washington, D.C. and New York City. Management Services also provides infrastructure services including: a copy center; maintenance of floor copiers; office supplies; mail management services; scheduling and maintenance of the conference center; building concierge and reception; building tours; and the ELCA Advantage Program, a national cooperative buying program. A building management contractor, Jones Lang LaSalle (JLL), manages the facilities, garage maintenance, cleaning, and security functions.

Reconfiguration update

The reconfiguration within the Lutheran Center is now complete with the exception of some minor items that need adjustment or are in-process. The most significant item is the completion of our upgraded alarm system. The audio component is expected to be added by the end of October to complete the system.

We have installed a security desk on the main floor of our building that is staffed from 6:30 a.m. until 5:30 p.m. daily. As of this writing, the full security process is not in place as we await the electronic badge system, including a small camera to take photographs for visitor identification badges. At this time, visitors sign in and receive a plastic badge to wear. All churchwide employees are asked to show their photo ID for entry into the facility. Once the equipment is fully in place, we expect to finalize procedures and move to a system where staff swipe their entry cards whenever they enter or leave the building. This will not only enhance security, but will also provide us with valuable information on the location of staff in the case of any type of incident, emergency, or disaster.

A late addition to the reconfiguration project included the installation of automatic door openers for the restrooms in order to allow access for staff and visitors in wheel chairs. Even with this and other minor additions to the project, current projections estimate that the reconfiguration project will close well under budget.

Leasing activities

We have just completed a lease renewal for the Lutheran Office on Governmental Affairs (LOGA) in Washington D.C. We will now start working with the management company on site to complete build-out changes that will add a few additional offices and intern stations within the current space. This will enable the current staff and partner organizations to stay in the suite, enhancing their collaboration. Management Services worked with LOGA to complete the 10-year

lease renewal on this space, incorporating the build-out costs as part of the terms.

Due to the reconfiguration, we have opened up an additional 8,000 square foot of rental space within the Lutheran Center and are working with our leasing agent to locate non-profit organization to lease it. One of our current tenants has asked for a three year lease renewal, but needs to return some space due to lack of funding and reduced staffing. We are presently in negotiation with them. Another tenant has informed us that they will not renew their lease and we are in negotiations with a third tenant who is interested in this extra space for their needed expansion. We have just completed a major build out for our largest tenant and it is ready for them to occupy. It will be the first time this space on the first floor, formally a day care center, has been used in many years. Finding tenants continues to be a challenge as not all non-profit organizations are real estate tax exempt.

Office services

Due to changes in the way the United States Postal Service calculates postage, new equipment software was purchased. In the past, the post office used weight only; now the shape of the package or letter will affect the rate. The office services manager held a brown bag lunch meeting with unit staff to discuss these changes, so they are aware of them as they make decisions about how to mail items.

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EVANGELICAL LUTHERAN CHURCH IN AMERICA
CURRENT OPERATING FUNDS
SUMMARY OF REVENUE AND EXPENSES
(In Thousands)
For the Period Ended September 30

	2007 ACTUAL	2007 BUDGET	2006 ACTUAL	Year-to-Date Variance	
				ACTUAL vs BUDGET Favorable/(Unfav)	CURRENT YEAR vs PRIOR YEAR Favorable/(Unfav)
REVENUE					
UNRESTRICTED					
Mission Support	\$ 40,847	\$ 40,774	\$ 40,424	\$ 73	\$ 423
Other	4,350	3,752	5,190	598	(840)
Total Unrestricted	45,197	44,526	45,614	671	(417)
TEMPORARILY RESTRICTED					
Designated Gifts	3,348	3,252	3,243	97	105
Other	2,538	2,964	2,742	(426)	(204)
Total Restricted	5,887	6,216	5,985	(329)	(99)
TOTAL REVENUE	51,084	50,742	51,599	342	(516)
TOTAL EXPENSES	\$ 51,376	\$ 55,477	\$ 49,443	\$ 4,101	\$ (1,933)
NET	\$ (292)	\$ (4,735)	\$ 2,156	\$ 4,443	\$ (2,449)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CURRENT OPERATING FUNDS
REVENUE SUMMARY
For the Period Ended September 30

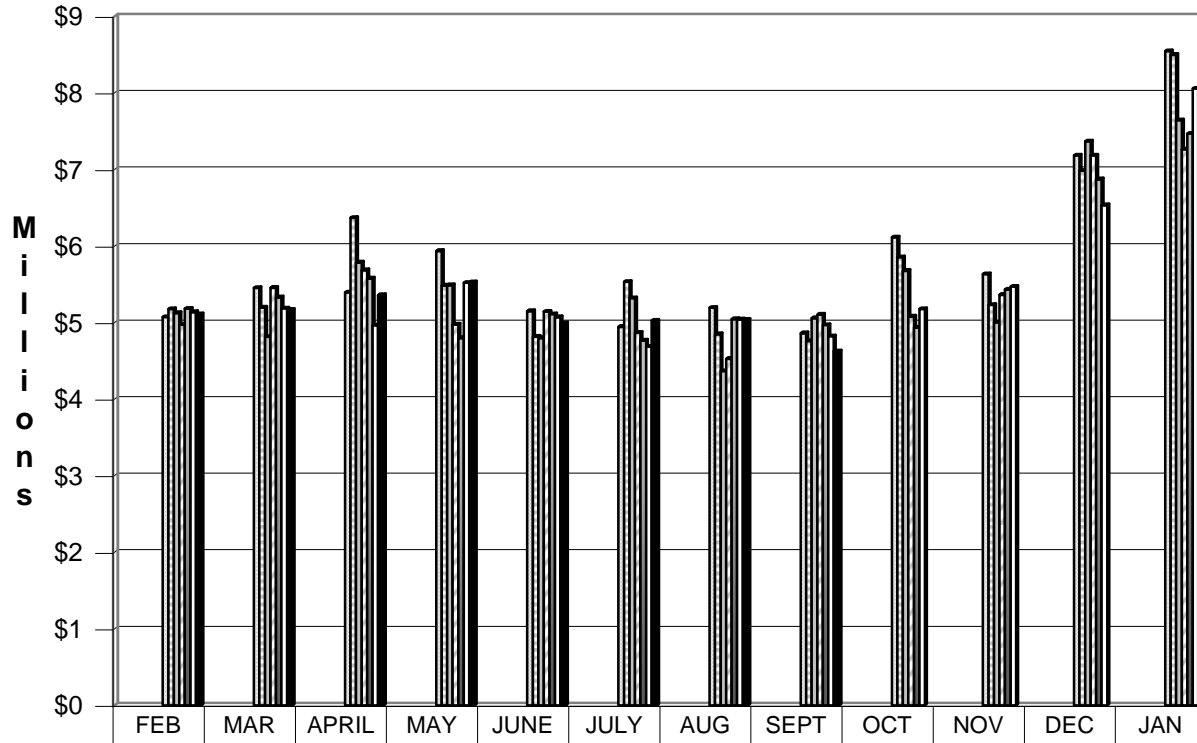
	Year-To-Date Variance				
	2007 <u>ACTUAL</u>	2007 <u>BUDGET</u>	2006 <u>ACTUAL</u>	ACTUAL vs. BUDGET <u>Favorable/(Unfavor)</u>	CURRENT YEAR vs. PRIOR YEAR <u>Favorable/(Unfavor)</u>
UNRESTRICTED					
Mission Support	\$ 40,847,131	\$ 40,773,765	\$ 40,424,254	\$ 73,366	\$ 422,877
Vision for Mission	585,412	680,300	655,542	(94,888)	(70,130)
Investment Income	1,638,858	832,250	1,718,138	806,608	(79,280)
Bequests and Trusts	572,398	800,000	1,535,084	(227,602)	(962,686)
Endowment	544,842	540,250	380,373	4,592	164,469
Rent	605,488	633,333	602,272	(27,845)	3,216
Other	403,339	266,666	298,811	136,673	104,528
Total Unrestricted	<u>45,197,468</u>	<u>44,526,564</u>	<u>45,614,474</u>	<u>670,904</u>	<u>(417,006)</u>
TEMPORARILY RESTRICTED					
Missionary Sponsorship	2,037,478	1,860,000	1,936,825	177,478	100,653
Bequests and Trusts	568,690	1,000,000	722,012	(431,310)	(153,322)
Endowment	969,511	964,120	1,019,089	5,391	(49,578)
Unit Designated Gifts	184,021	266,667	181,568	(82,646)	2,453
Mission Investment Fund	1,127,000	1,125,000	1,125,000	2,000	2,000
Grants	1,000,000	1,000,000	1,000,000	-	-
Total Restricted	<u>5,886,700</u>	<u>6,215,787</u>	<u>5,984,494</u>	<u>(329,087)</u>	<u>(97,794)</u>
TOTAL REVENUE	<u>\$ 51,084,168</u>	<u>\$ 50,742,351</u>	<u>\$ 51,598,968</u>	<u>\$ 341,817</u>	<u>\$ (514,800)</u>

PRELIMINARY AND UNAUDITED

**EVANGELICAL LUTHERAN CHURCH IN AMERICA
CURRENT OPERATING FUNDS
ACTUAL EXPENSES VS. SPENDING AUTHORIZATION
For the Period Ended September 30, 2007**

	2007 ACTUAL EXPENSES	2007 SPENDING AUTHORIZATION	Variance Favorable (Unfavorable)	Percent of Actual to Budget
PROGRAM UNITS				
Evangelical Outreach and Congregational Mission	12,716,836	14,188,783	1,471,947	89.63%
Global Mission	10,124,239	11,005,379	881,140	91.99%
Multicultural Ministries	766,550	872,836	106,286	87.82%
Church in Society	2,309,567	2,571,150	261,583	89.83%
Vocation and Education	7,873,771	8,122,812	249,041	96.93%
OFFICES				
Presiding Bishop (Includes sections of Ecumenical and Inter-Religious Relations, Human Resources, Research and Evaluation, Synodical Relations and Worship and Liturgical Resources)	3,931,781	4,177,848	246,067	94.11%
Treasurer (Includes sections of Information Technology and Management Services)	4,379,411	4,377,946	(1,465)	100.03%
Secretary (Includes Churchwide Assembly, Church Council and Legal Expenses)	2,217,892	2,479,012	261,120	89.47%
SERVICE UNITS				
Communication Services	1,912,806	2,169,808	257,002	88.16%
Development Services	1,709,731	1,951,998	242,267	87.59%
OTHER				
General Treasury	646,815	624,756	(22,059)	103.53%
Retiree Minimum Health Obligation	1,867,590	1,867,590	-	100.00%
Depreciation	918,959	1,066,667	147,708	86.15%
TOTAL EXPENSES	<u>\$ 51,375,948</u>	<u>\$ 55,476,585</u>	<u>\$ 4,100,637</u>	<u>92.61%</u>

**Evangelical Lutheran Church in America
Synodical Mission Support By Month
2001 - 2007**



	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN
1990												
1991												
1992												
1993												
1994												
1995												
1999												
2000												
2001	5.072	5.4535	5.3953	5.9353	5.1511	4.9461	5.1946	4.8623	6.1134	5.6324	7.1839	8.5469
2002	5.1777	5.1969	6.3697	5.4838	4.8153	5.5338	4.8485	4.7596	5.8535	5.2311	6.9826	8.4986
2003	5.1255	4.8136	5.7863	5.4887	4.7981	5.3201	4.3662	5.0591	5.6776	5.0015	7.3686	7.6432
2004	4.9727	5.4548	5.6845	4.9742	5.1443	4.868	4.5281	5.1038	5.079	5.3625	7.1847	7.2645
2005	5.1813	5.3306	5.5761	4.7985	5.1103	4.7652	5.0463	4.9676	4.9346	5.4317	6.873	7.4691

Evangelical Lutheran Church in America
SYNODICAL REMITTANCES
for the period ending
September 30, 2007

		ORIGINAL PLAN			REVISED ESTIMATE			CURRENT PERIOD		YEAR-TO-DATE			\$ VARIANCE		SPECIFIC MISSION SUPPORT
		AMOUNT	MS%	% REC'D	AMOUNT	MS%	% REC'D	2007	2006	2007	2006	% Vary	Monthly	Y-T-D	
Alaska	1A	\$ 205,863	42.0%	48.5%	\$ 173,514	37.0%	57.6%	11,382	6,680	99,868	109,532	(8.8%)	4,702	(9,664)	17,873
N.W. Wash	1B	675,000	45.0%	61.2%	675,000	45.0%	61.2%	49,122	43,697	413,266	399,866	3.4%	5,425	13,401	157,779
S.W. Wash	1C	453,463	37.0%	61.6%	453,463	37.0%	61.6%	31,209	17,000	279,188	251,868	10.8%	14,209	27,319	85,325
E. Wash / Id	1D	364,800	38.0%	56.0%	364,800	38.0%	56.0%	14,640	16,039	204,266	194,400	5.1%	(1,399)	9,865	44,763
Oregon	1E	456,000	40.0%	66.1%	456,000	40.0%	66.1%	38,316	32,590	301,352	292,923	2.9%	5,725	8,429	67,645
Montana	1F	419,265	38.5%	61.4%	419,265	38.5%	61.4%	32,405	28,457	257,235	252,021	2.1%	3,948	5,214	98,549
Total Region 1		<u>2,574,391</u>	<u>40.2%</u>	<u>60.4%</u>	<u>2,542,042</u>	<u>39.8%</u>	<u>61.2%</u>	<u>177,073</u>	<u>144,463</u>	<u>1,555,174</u>	<u>1,500,611</u>	<u>3.6%</u>	<u>32,610</u>	<u>54,564</u>	<u>471,935</u>
Sierra Pacific	2A	1,176,000	49.0%	62.0%	1,217,328	49.0%	59.9%	84,252	84,222	729,347	703,162	3.7%	30	26,186	136,648
SW California	2B	718,340	49.0%	66.6%	718,340	49.0%	66.6%	53,165	72,765	478,308	477,994	0.1%	(19,601)	315	292,315
Pacifica	2C	1,161,000	54.0%	63.9%	1,171,750	54.5%	63.3%	76,466	77,687	741,785	719,641	3.1%	(1,221)	22,144	494,614
Grand Canyon	2D	1,294,380	47.0%	64.3%	1,330,100	47.0%	62.5%	97,307	84,255	831,940	770,273	8.0%	13,052	61,666	168,988
Rocky Mtn.	2E	1,500,000	50.0%	65.5%	1,577,900	50.0%	62.3%	104,823	111,916	982,588	949,131	3.5%	(7,093)	33,457	218,828
Total Region 2		<u>5,849,720</u>	<u>49.7%</u>	<u>64.3%</u>	<u>6,015,418</u>	<u>49.8%</u>	<u>62.6%</u>	<u>416,013</u>	<u>430,846</u>	<u>3,763,969</u>	<u>3,620,201</u>	<u>4.0%</u>	<u>(14,833)</u>	<u>143,768</u>	<u>1,311,393</u>
W. No. Dak	3A	358,764	41.5%	59.5%	358,764	41.5%	59.5%	15,716	27,951	213,326	229,764	(7.2%)	(12,235)	(16,438)	57,867
E. No. Dak	3B	504,800	40.0%	47.4%	504,800	40.0%	47.4%	34,571	22,149	239,218	212,221	12.7%	12,422	26,997	53,509
South Dak	3C	853,439	42.0%	64.5%	878,007	42.0%	62.7%	64,840	67,925	550,871	558,059	(1.3%)	(3,085)	(7,188)	132,478
N.W. Minn	3D	861,900	51.0%	56.6%	918,000	51.0%	53.1%	63,710	63,884	487,605	487,319	0.1%	(174)	287	137,626
N.E. Minn	3E	710,500	49.0%	60.1%	683,550	49.0%	62.5%	48,054	45,929	427,224	420,722	1.5%	2,124	6,502	126,773
S.W. Minn	3F	1,211,068	52.5%	57.2%	1,211,068	52.5%	57.2%	82,732	73,124	692,461	621,607	11.4%	9,608	70,854	250,624
Mpls Area	3G	2,284,000	57.1%	46.9%	2,090,000	55.0%	51.3%	91,273	134,903	1,071,889	1,182,043	(9.3%)	(43,631)	(110,154)	257,922
St. Paul Area	3H	1,170,000	50.0%	58.2%	1,144,000	50.0%	59.5%	84,110	95,952	680,584	653,845	4.1%	(11,842)	26,739	151,058
S.E. Minn	3I	1,186,500	52.5%	54.8%	1,163,925	52.5%	55.9%	63,925	67,579	650,761	671,084	(3.0%)	(3,654)	(20,323)	165,480
Total Region 3		<u>9,140,971</u>	<u>50.2%</u>	<u>54.9%</u>	<u>8,952,114</u>	<u>49.7%</u>	<u>56.0%</u>	<u>548,930</u>	<u>599,396</u>	<u>5,013,939</u>	<u>5,036,664</u>	<u>(0.5%)</u>	<u>(50,466)</u>	<u>(22,725)</u>	<u>1,333,337</u>

Evangelical Lutheran Church in America
SYNOCDICAL REMITTANCES
for the period ending
September 30, 2007

		ORIGINAL PLAN			REVISED ESTIMATE			CURRENT PERIOD		YEAR-TO-DATE			\$ VARIANCE		SPECIFIC MISSION SUPPORT
		AMOUNT	MS%	% REC'D	AMOUNT	MS%	% REC'D	2007	2006	2007	2006	% Vary	Monthly	Y-T-D	
Nebraska	4A	2,394,000	57.0%	63.1%	2,365,500	57.0%	63.8%	133,655	210,556	1,509,488	1,502,331	0.5%	(76,901)	7,157	173,873
Central States	4B	1,158,050	53.0%	66.9%	1,158,050	53.0%	66.9%	110,918	88,950	774,683	773,330	0.2%	21,968	1,353	93,781
Ark/Ok	4C	275,200	42.6%	61.0%	289,300	42.6%	58.0%	15,987	18,521	167,934	179,805	(6.6%)	(2,533)	(11,871)	20,031
N Tx / N La	4D	595,350	45.0%	64.1%	611,065	45.5%	62.4%	38,479	42,506	381,376	388,447	(1.8%)	(4,027)	(7,071)	51,875
S.W. Tex	4E	1,058,750	55.0%	66.8%	1,058,750	55.0%	66.8%	103,563	85,544	706,945	683,898	3.4%	18,019	23,047	93,843 *
Tx.-La. Gulf Coast	4F	812,500	50.0%	61.5%	812,500	50.0%	61.5%	48,110	45,603	499,792	489,062	2.2%	2,506	10,730	88,629
Total Region 4		<u>6,293,850</u>	<u>52.9%</u>	<u>64.2%</u>	<u>6,295,165</u>	<u>52.9%</u>	<u>64.2%</u>	<u>450,713</u>	<u>491,680</u>	<u>4,040,218</u>	<u>4,016,873</u>	<u>0.6%</u>	<u>(40,968)</u>	<u>23,345</u>	<u>522,031</u>
Metro Chicago	5A	2,113,458	55.0%	59.5%	2,034,010	55.0%	61.8%	151,690	135,082	1,257,902	1,212,037	3.8%	16,608	45,865	273,355 *
No. Illinois	5B	1,577,950	55.0%	61.2%	1,577,950	55.0%	61.2%	96,977	118,285	966,382	971,801	(0.6%)	(21,307)	(5,419)	246,112
Gen. So. Ill	5C	1,196,429	56.0%	55.9%	1,196,429	56.0%	55.9%	72,304	64,416	668,887	639,577	4.6%	7,888	29,309	132,554
S.E. Iowa	5D	1,755,720	53.5%	62.1%	1,755,720	53.5%	62.1%	100,918	113,679	1,090,328	1,063,557	2.5%	(12,761)	26,770	140,014
West Iowa	5E	588,000	49.0%	57.8%	583,100	49.0%	58.3%	42,500	42,500	340,000	340,000	0.0%	-	-	91,194
N.E. Iowa	5F	826,500	43.5%	44.2%	826,500	43.5%	44.2%	38,353	38,178	365,411	377,292	(3.1%)	175	(11,881)	186,240
N. Great Lakes	5G	550,800	54.0%	60.9%	559,440	54.0%	60.0%	55,520	41,754	335,522	320,233	4.8%	13,766	15,288	81,446
NW of Wisc	5H	917,560	58.0%	58.7%	917,560	58.0%	58.7%	56,568	54,605	538,631	508,530	5.9%	1,964	30,101	158,606
E.C. Wisc	5I	1,050,500	55.0%	64.2%	1,050,500	55.0%	64.2%	73,743	87,257	674,146	653,915	3.1%	(13,514)	20,232	224,262 *
Grtr Milwaukee	5J	1,628,700	61.0%	60.0%	1,661,030	61.0%	58.9%	119,587	109,536	977,875	986,565	(0.9%)	10,052	(8,690)	159,078
SC of Wisc	5K	1,078,760	59.6%	58.1%	1,078,760	59.6%	58.1%	69,217	59,134	626,299	641,077	(2.3%)	10,083	(14,779)	170,228
LaCrosse (W)	5L	450,000	55.0%	64.7%	450,000	55.0%	64.7%	36,891	29,165	291,204	269,879	7.9%	7,727	21,326	77,774
Total Region 5		<u>13,734,377</u>	<u>54.8%</u>	<u>59.2%</u>	<u>13,690,999</u>	<u>54.9%</u>	<u>59.4%</u>	<u>914,269</u>	<u>893,590</u>	<u>8,132,586</u>	<u>7,984,464</u>	<u>1.9%</u>	<u>20,679</u>	<u>148,122</u>	<u>1,940,864</u>
SE Mich	6A	914,250	53.0%	62.9%	914,250	53.0%	62.9%	66,548	67,208	575,377	550,289	4.6%	(660)	25,088	63,000
NW Lower Mich	6B	950,000	50.0%	61.0%	950,000	50.5%	61.0%	75,511	71,065	579,440	581,770	(0.4%)	4,446	(2,330)	106,248
Ind / Ky	6C	1,325,000	50.0%	62.5%	1,300,000	50.0%	63.7%	85,710	103,068	827,565	810,535	2.1%	(17,359)	17,031	183,075
N.W. Ohio	6D	1,292,902	51.0%	60.7%	1,318,301	51.0%	59.6%	77,154	97,526	785,242	802,943	(2.2%)	(20,372)	(17,701)	203,113 *
N.E. Ohio	6E	1,200,000	50.0%	55.8%	1,147,500	50.0%	58.3%	60,684	84,698	669,497	706,550	(5.2%)	(24,014)	(37,053)	123,184
S. Ohio	6F	1,080,000	43.2%	66.7%	1,080,000	43.2%	66.7%	90,000	90,000	720,000	720,000	0.0%	-	-	125,519
Total Region 6		<u>6,762,152</u>	<u>49.3%</u>	<u>61.5%</u>	<u>6,710,051</u>	<u>49.4%</u>	<u>62.0%</u>	<u>455,606</u>	<u>513,565</u>	<u>4,157,121</u>	<u>4,172,087</u>	<u>(0.4%)</u>	<u>(57,959)</u>	<u>(14,965)</u>	<u>804,139</u>

Evangelical Lutheran Church in America
SYNOCDICAL REMITTANCES
for the period ending
September 30, 2007

		ORIGINAL PLAN			REVISED ESTIMATE			CURRENT PERIOD		YEAR-TO-DATE			\$ VARIANCE		SPECIFIC MISSION SUPPORT
		AMOUNT	MS%	% REC'D	AMOUNT	MS%	% REC'D	2007	2006	2007	2006	% Vary	Monthly	Y-T-D	
New Jersey	7A	1,391,724	50.0%	53.7%	1,391,724	50.0%	53.7%	75,367	90,695	747,395	740,468	0.9%	(15,328)	6,927	155,475
New England	7B	1,265,004	55.0%	60.5%	1,307,075	55.0%	58.6%	77,279	86,882	765,547	760,178	0.7%	(9,603)	5,368	88,718
Metro NY	7C	651,000	46.5%	51.3%	651,000	46.5%	51.3%	33,385	33,229	334,174	305,892	9.2%	156	28,282	43,397
Upstate NY	7D	775,882	46.0%	65.3%	775,882	46.0%	65.3%	42,265	53,069	506,747	449,960	12.6%	(10,804)	56,788	107,073 *
N.E. Penn	7E	1,722,500	53.0%	56.4%	1,696,000	53.0%	57.3%	102,796	116,298	972,287	1,036,233	(6.2%)	(13,502)	(63,946)	258,762
S.E. Penn	7F	1,484,000	53.0%	63.6%	1,484,000	53.0%	63.6%	115,829	117,756	943,821	936,882	0.7%	(1,927)	6,940	178,462
Slovak Zion	7G	34,220	29.0%	59.9%	34,220	29.0%	59.9%	2,500	2,500	20,500	20,000	2.5%	-	500	3,804
Total Region 7		<u>7,324,330</u>	<u>51.1%</u>	<u>58.6%</u>	<u>7,339,901</u>	<u>51.1%</u>	<u>58.5%</u>	<u>449,421</u>	<u>500,429</u>	<u>4,290,472</u>	<u>4,249,612</u>	<u>1.0%</u>	<u>(51,008)</u>	<u>40,859</u>	<u>835,690</u>
N.W. Penn	8A	455,000	48.5%	63.9%	455,000	48.5%	63.9%	27,558	35,196	290,933	288,482	0.8%	(7,638)	2,451	77,831
S.W. Penn	8B	1,331,000	55.0%	62.9%	1,331,000	55.0%	62.9%	105,767	100,876	837,560	836,045	0.2%	4,891	1,515	148,556
Allegheny	8C	525,500	50.0%	60.7%	525,500	50.0%	60.7%	30,117	40,756	318,995	330,839	(3.6%)	(10,639)	(11,844)	10,965
Lower Susq	8D	2,139,375	52.5%	62.7%	2,139,375	52.5%	62.7%	180,282	187,509	1,340,473	1,353,588	(1.0%)	(7,227)	(13,114)	379,728
Upper Susq	8E	620,000	50.0%	60.9%	620,000	50.0%	60.9%	37,996	44,819	377,608	378,001	(0.1%)	(6,823)	(393)	76,253
Del / Md	8F	1,531,170	53.0%	59.9%	1,531,170	53.0%	59.9%	120,601	105,199	916,444	898,452	2.0%	15,402	17,992	109,854
Metro DC	8G	1,083,500	55.0%	58.0%	1,107,942	55.0%	56.7%	95,247	98,614	628,362	710,860	(11.6%)	(3,367)	(82,498)	84,299
W Virg-W Mlyd	8H	332,574	50.0%	66.7%	332,574	50.0%	66.7%	27,721	26,930	221,720	215,440	2.9%	791	6,280	18,612
Total Region 8		<u>8,018,119</u>	<u>52.6%</u>	<u>61.5%</u>	<u>8,042,561</u>	<u>52.6%</u>	<u>61.3%</u>	<u>625,290</u>	<u>639,900</u>	<u>4,932,096</u>	<u>5,011,707</u>	<u>(1.6%)</u>	<u>(14,610)</u>	<u>(79,611)</u>	<u>906,097</u>
Virginia	9A	1,120,291	50.0%	65.6%	1,130,291	50.0%	65.1%	96,707	85,997	735,296	728,288	1.0%	10,710	7,008	129,437
N. Carolina	9B	2,000,000	41.5%	66.7%	2,000,000	41.5%	66.7%	166,667	166,667	1,333,334	1,333,333	0.0%	-	0	173,228
S. Carolina	9C	1,538,000	46.2%	66.7%	1,538,000	45.5%	66.7%	128,167	123,667	1,025,336	989,336	3.6%	4,500	36,000	242,629
Southeastern	9D	1,442,501	50.0%	62.0%	1,290,300	50.0%	69.3%	84,362	115,084	894,124	838,975	6.6%	(30,722)	55,148	136,592
Florida-Bahamas	9E	1,518,224	50.5%	62.8%	1,518,224	50.5%	62.8%	102,359	117,558	953,466	922,103	3.4%	(15,199)	31,363	227,799
Caribbean	9F	45,000	17.1%	44.4%	45,000	17.1%	44.4%	10,000	-	20,000	20,000	0	10,000	-	7,116
Total Region 9		<u>7,664,016</u>	<u>46.3%</u>	<u>64.7%</u>	<u>7,521,815</u>	<u>46.1%</u>	<u>66.0%</u>	<u>588,263</u>	<u>608,973</u>	<u>4,961,555</u>	<u>4,832,035</u>	<u>2.7%</u>	<u>(20,710)</u>	<u>129,520</u>	<u>916,802</u>
Total		<u>\$ 67,361,926</u>	<u>50.4%</u>	<u>60.6%</u>	<u>\$ 67,110,066</u>	<u>50.5%</u>	<u>60.9%</u>	<u>\$ 4,625,577</u>	<u>\$ 4,822,841</u>	<u>\$ 40,847,131</u>	<u>\$ 40,424,254</u>	<u>1.0%</u>	<u>(\$197,264)</u>	<u>\$ 422,876</u>	<u>9,042,288</u>

* Includes additional 2006 mission support remitted in 2007.

**SYNODICAL MISSION SUPPORT
SUMMARY VARIANCE REPORT
FOR THE PERIOD ENDING SEPTEMBER 30, 2007**

	CURRENT MONTH	YEAR-TO- DATE
<u>Synods:</u>		
Showing Increases	29	43
Showing Decreases	32	19
Level with Previous Year	4	3
Number of synods reporting:	65	65
<u>Dollar Variance for Synods:</u>		
Showing Increases	\$ 232,897	\$ 875,233
Showing Decreases	\$ (430,161)	\$ (452,356)
Total Change	\$ (197,264)	\$ 422,876
<u>Average Variance for Synods:</u>		
Showing Increases	\$ 8,031	\$ 20,354
Showing Decreases	\$ (13,443)	\$ (23,808)
Total	\$ (3,035)	\$ 6,506

EVANGELICAL LUTHERAN CHURCH IN AMERICA
Consolidating Statement of Financial Position

	General Operating and Restricted Funds	Endowment Funds	Deferred Gift Funds	Total September 2007	Total September 2006
ASSETS					
Cash and Cash Equivalents	3,677,456	6,721,894	7,083,989	17,483,339	26,164,167
Cash and Securities Held as Collateral for Securities Loaned	-	32,239,521	54,376,207	86,615,728	69,298,893
Payables Under Securities Loan Agreements	-	(32,239,521)	(54,376,207)	(86,615,728)	(69,298,893)
Investments	34,385,572	345,594,392	194,344,115	574,324,079	519,963,303
Accounts Receivable	6,099,048	1,746,720	702,016	8,547,784	8,388,893
Notes Receivable	2,358,957	-	958,337	3,317,294	3,383,713
Due from Affiliates	2,672,279	-	-	2,672,279	2,892,719
Interest Receivable	-	708,756	1,192,211	1,900,967	1,718,493
Advances and Other Assets	3,048,118	-	4,663	3,052,781	1,515,513
Real Estate Investments	74,961	-	-	74,961	74,959
Beneficial Interest in Outside Trusts	-	15,952,059	1,394,052	17,346,111	15,312,629
Cash Surrender Value of Life Insurance	1,476,977	2,714,104	-	4,191,081	3,842,322
Property, Plant & Equipment	61,716,006	-	-	61,716,006	55,907,303
Accumulated Depreciation/Amortization	(32,736,983)	-	-	(32,736,983)	(31,315,627)
Other Non-Current Assets	1,039,182	-	-	1,039,182	1,087,103
TOTAL ASSETS	83,811,573	373,437,925	205,679,383	662,928,881	608,935,490
LIABILITIES					
Accounts Payable	2,730,174	2,336,514	1,185,666	6,252,354	11,850,255
Mortgage and Notes Payable	8,240,073	-	-	8,240,073	9,948,924
Accrued Liabilities	1,980,124	-	90,934	2,071,058	1,843,218
Due to Related Organizations	-	1,253,681	103,113	1,356,794	1,054,154
Unfunded Post-Retirement Medical Liability	81,274,084	-	-	81,274,084	81,446,400
Deferred Revenue	25,833	171,684	2,113,915	2,311,432	2,237,273
Annuities Payable	-	-	110,922,367	110,922,367	113,057,519
Funds Held for Others in Perpetuity	-	39,346,825	-	39,346,825	27,414,041
Funds Held for Others	-	128,673,694	52,455,538	181,129,232	149,195,301
Total Liabilities	94,250,288	171,782,398	166,871,533	432,904,219	398,047,085
NET ASSETS					
Unrestricted/Undesignated	30,420,397	16,533,616	6,312,801	53,266,814	46,753,664
Unfunded Post-Retirement Medical Liability	(81,274,084)	-	-	(81,274,084)	(81,446,400)
Designated	12,029,447	-	-	12,029,447	13,673,250
Temporarily Restricted	28,385,525	67,556,969	16,381,331	112,323,825	104,358,423
Permanently Restricted	-	117,564,942	16,113,718	133,678,660	127,549,468
Total Net Assets	(10,438,715)	201,655,527	38,807,850	230,024,662	210,888,405
TOTAL LIABILITIES AND NET ASSETS	83,811,573	373,437,925	205,679,383	662,928,881	608,935,490

EVANGELICAL LUTHERAN CHURCH IN AMERICA
Statement of Financial Position
As of September 30

	<u>2007</u>	<u>2006</u>
ASSETS		
Cash and Cash Equivalents	3,677,456	6,388,111
Investments	34,385,572	47,418,377
Accounts Receivable	6,099,048	6,356,255
Notes Receivable	2,358,957	1,384,967
Due from Affiliates	2,672,279	2,892,719
Advances and Other Assets	3,048,118	1,515,513
Real Estate Investments	74,961	74,959
Cash Surrender Value of Life Insurance	1,476,977	1,466,654
Property, Plant & Equipment	61,716,006	55,907,303
Accumulated Depreciation/Amortization	(32,736,983)	(31,315,627)
Other Non-Current Assets	1,039,182	1,087,103
	<u>83,811,573</u>	<u>93,176,334</u>
TOTAL ASSETS		
LIABILITIES		
Accounts Payable	2,730,174	2,001,094
Mortgage and Notes Payable	8,240,073	9,948,924
Accrued Liabilities	1,980,124	1,800,998
Deferred Revenue	25,833	43,758
Unfunded Post-Retirement Medical Liability	81,274,084	81,446,400
Total Liabilities	<u>94,250,288</u>	<u>95,241,174</u>
NET ASSETS		
Unrestricted-Undesignated	30,420,397	29,172,522
Unfunded Post-Retirement Medical Liability	(81,274,084)	(81,446,400)
Designated	12,029,447	13,673,250
Restricted	28,385,525	36,535,788
Total Net Assets	<u>(10,438,715)</u>	<u>(2,064,840)</u>
	<u>83,811,573</u>	<u>93,176,334</u>
TOTAL LIABILITIES AND NET ASSETS		

PRELIMINARY AND UNAUDITED

EVANGELICAL LUTHERAN CHURCH IN AMERICA
Statement of Financial Position
Endowment Funds

	<u>September 2007</u>	<u>September 2006</u>
ASSETS		
Cash and Cash Equivalents	6,721,894	12,269,064
Cash and Securities Held as Collateral for Securities Loaned	32,239,521	14,717,919
Payables Under Securities Loan Agreements	(32,239,521)	(14,717,919)
Investments	345,594,392	286,146,619
Accounts Receivable	1,746,720	1,912,763
Interest Receivable	708,756	540,893
Beneficial Interest in Outside Trusts	15,952,059	13,873,865
Cash Surrender Value of Life Insurance	2,714,104	2,375,668
	<u>373,437,925</u>	<u>317,118,872</u>
TOTAL ASSETS	<u>373,437,925</u>	<u>317,118,872</u>
LIABILITIES		
Accounts Payable	2,336,514	8,254,864
Due to Affiliates	1,253,681	641,259
Deferred Revenue	171,684	108,302
Funds Held for Others in Perpetuity	39,346,825	27,414,041
Funds Held For Others	128,673,694	99,750,150
Total Liabilities	<u>171,782,398</u>	<u>136,168,616</u>
NET ASSETS		
Unrestricted	16,533,616	11,953,660
Temporarily Restricted	67,556,969	56,468,640
Permanently Restricted	117,564,942	112,527,956
Total Net Assets	<u>201,655,527</u>	<u>180,950,256</u>
TOTAL LIABILITIES AND NET ASSETS	<u>373,437,925</u>	<u>317,118,872</u>

EVANGELICAL LUTHERAN CHURCH IN AMERICA
Statement of Financial Position - Deferred Gift Funds

	<u>September 2007</u>	<u>September 2006</u>
ASSETS		
Cash and Cash Equivalents	7,083,989	7,506,992
Cash and Securities Held as Collateral for Securities Loaned	54,376,207	54,580,974
Payables Under Securities Loan Agreements	(54,376,207)	(54,580,974)
Investments	194,344,115	186,398,307
Accounts Receivable	702,016	119,875
Notes Receivable	958,337	1,998,746
Prepaid Expenses and Other Assets	4,663	-
Interest Receivable	1,192,211	1,177,600
Beneficial Interest in Perpetual Trusts	1,394,052	1,438,764
TOTAL ASSETS	<u>205,679,383</u>	<u>198,640,284</u>
LIABILITIES		
Accounts Payable	1,185,666	1,594,297
Due to Affiliates	103,113	412,895
Other Liabilities	90,934	42,220
Deferred Revenue	2,113,915	2,085,213
Annuities Payable	110,922,367	113,057,519
Funds Held for Others	52,455,538	49,445,151
Total Liabilities	<u>166,871,533</u>	<u>166,637,295</u>
NET ASSETS		
Unrestricted	6,312,801	5,627,482
Temporarily Restricted	16,381,331	11,353,995
Permanently Restricted	16,113,718	15,021,512
Total Net Assets	<u>38,807,850</u>	<u>32,002,989</u>
TOTAL LIABILITIES AND NET ASSETS	<u>205,679,383</u>	<u>198,640,284</u>

EVANGELICAL LUTHERAN CHURCH IN AMERICA
Statement of Financial Position - General Operating and Restricted Funds

	<u>September 2007</u>	<u>September 2006</u>
ASSETS		
Cash and Cash Equivalents	3,677,456	6,388,111
Investments	34,385,572	47,418,377
Accounts Receivable	6,099,048	6,356,255
Notes Receivable	2,358,957	1,384,967
Due from Affiliates	2,672,279	2,892,719
Advances and Other Assets	3,048,118	1,515,513
Real Estate Investments	74,961	74,959
Cash Surrender Value of Life Insurance	1,476,977	1,466,654
Property, Plant & Equipment	61,716,006	55,907,303
Accumulated Depreciation/Amortization	(32,736,983)	(31,315,627)
Other Non-Current Assets	1,039,182	1,087,103
	<u>83,811,573</u>	<u>93,176,334</u>
TOTAL ASSETS		
LIABILITIES		
Accounts Payable	2,730,174	2,001,094
Mortgage and Notes Payable	8,240,073	9,948,924
Accrued Liabilities	1,980,124	1,800,998
Deferred Revenue	25,833	43,758
Unfunded Post-Retirement Medical Liability	81,274,084	81,446,400
Total Liabilities	<u>94,250,288</u>	<u>95,241,174</u>
NET ASSETS		
Unrestricted/Undesignated	30,420,397	29,172,522
Unfunded Post-Retirement Medical Liability	(81,274,084)	(81,446,400)
Designated	12,029,447	13,673,250
Restricted	28,385,525	36,535,788
Total Net Assets	<u>(10,438,715)</u>	<u>(2,064,840)</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>83,811,573</u></u>	<u><u>93,176,334</u></u>

PRELIMINARY AND UNAUDITED

EVANGELICAL LUTHERAN CHURCH IN AMERICA
Consolidating Statement of Financial Position

	<u>Endowment</u>	<u>Deferred Gift</u>	<u>Total September 2007</u>	<u>Total September 2006</u>
ASSETS				
Cash and Cash Equivalents	6,721,894	7,083,989	13,805,883	19,776,056
Cash and Securities Held as Collateral for Securities Loaned	32,239,521	54,376,207	86,615,728	69,298,893
Payables Under Securities Loan Agreements	(32,239,521)	(54,376,207)	(86,615,728)	(69,298,893)
Investments	345,594,392	194,344,115	539,938,507	472,544,926
Accounts Receivable	1,746,720	702,016	2,448,736	2,032,638
Notes Receivable	-	958,337	958,337	1,998,746
Prepaid Expenses and Other Assets	-	4,663	4,663	-
Interest Receivable	708,756	1,192,211	1,900,967	1,718,493
Beneficial Interest in Outside Trusts	15,952,059	1,394,052	17,346,111	15,312,629
Cash Surrender Value of Life Insurance	2,714,104	-	2,714,104	2,375,668
TOTAL ASSETS	<u>373,437,925</u>	<u>205,679,383</u>	<u>579,117,308</u>	<u>515,759,156</u>
LIABILITIES				
Accounts Payable	2,336,514	1,185,666	3,522,180	9,849,161
Other Liabilities	-	90,934	90,934	42,220
Due to Affiliates	1,253,681	103,113	1,356,794	1,054,154
Deferred Revenue	171,684	2,113,915	2,285,599	2,193,515
Annuities Payable	-	110,922,367	110,922,367	113,057,519
Funds Held for Others in Perpetuity	39,346,825	-	39,346,825	27,414,041
Funds Held for Others	128,673,694	52,455,538	181,129,232	149,195,301
Total Liabilities	<u>171,782,398</u>	<u>166,871,533</u>	<u>338,653,931</u>	<u>302,805,911</u>
NET ASSETS				
Unrestricted -Undesignated	16,533,616	6,312,801	22,846,417	17,581,142
Temporarily Restricted	67,556,969	16,381,331	83,938,300	67,822,635
Permanently Restricted	117,564,942	16,113,718	133,678,660	127,549,468
Total Net Assets	<u>201,655,527</u>	<u>38,807,850</u>	<u>240,463,377</u>	<u>212,953,245</u>
TOTAL LIABILITIES AND NET ASSETS	<u>373,437,925</u>	<u>205,679,383</u>	<u>579,117,308</u>	<u>515,759,156</u>

PRELIMINARY AND UNAUDITED

Report of the Conference of Bishops

The Conference of Bishops of the Evangelical Lutheran Church in America met at the Lutheran Center in Chicago October 4–9, 2007.

Fifteen new bishops were welcomed to the conference, and we spent significant time discussing “The Office and Ministry of the Bishop in the Evangelical Lutheran Church in America: A Shared Vision of Episcopacy and a Relational Agreement.” This relational agreement among the bishops of the ELCA describes our ongoing collegial practice in the office to which we are called. Consistent practice among bishops in candidacy, ordination, mobility, companion synod relationships, as well as in constitutional matters is not only helpful, but necessary. Our agreement is most certainly a living document, constantly evolving, and the subject of frequent conversation. It is one way the conference can welcome and orient those newly called to the office of bishop.

We welcomed Mr. David Swartling, the newly elected secretary of the ELCA, as a member of the conference. Pastor Lowell Almen offered his final report to the conference as retiring secretary. We shall miss his wisdom and guidance, and we join with this whole church in gratitude for his ministry. Bishop Roy Riley concluded his term as chair of the conference. Bishop Riley has led the conference meetings with grace and good humor for the past four years.

A new executive committee was elected. They are Bp. Allan Bjornberg, Rocky Mountain Synod, Chair; Bp. Marie Jerge, Upstate New York Synod, Vice-Chair; Bp. Peter Rogness, Saint Paul Area Synod; Bp. Greg Pile, Allegheny Synod; and Bp. Gerald Mansholt, Central States Synod. Secretary Swartling and Presiding Bishop Hanson complete the committee. Pr. Kathie Bender-Schwich also meets with us.

Meetings of the Conference of Bishops are anchored in Bible study and worship. Dr. Mark Allan Powell, Professor of New Testament at Trinity Lutheran Seminary, engaged us in creative study of scripture and stewardship. Dr. Michael Burk and the ELCA worship staff continue to provide quality worship for our gatherings.

Bishops received reports from the officers of this church. We spent significant time in anti-racism training, received a report from Ms. Barbara Keller on the issues of internet pornography, and a summary of the recent ELCA Disaster Response consultation. Dr. Diane Jacobson joined us and offered an update on *Book of*

Faith, the unfolding initiative to deepen our Bible fluency.

We are grateful for the opportunity to engage in small group and plenary conversation with members of the Task Force for the ELCA Studies on Sexuality. Our conversation was enormously helpful to members of the conference, and we hope it was helpful to the task force. Another highlight was the presence of our seminary presidents. Our conversation about the growing debt of seminarians is necessary and urgent. We also explored the implications of impending clergy retirements, as well as the preparation of congregations for missional leadership.

We were treated to an evening with scholarship recipients of the Fund for Leaders in Mission. The opportunity to spend time with them at dinner, to recognize significant donors to the fund, and glimpse this church’s future was a rare privilege. It was exciting to see the fruits of this important initiative.

The annual Bishop’s Academy will be held January 8-13, 2008. We look forward to several days of conversation with the teaching theologians of our church. The spring meeting of the Conference of Bishops will take place March 6-11, 2008, in San Mateo, Calif.

Bishop Allan C. Bjornberg, Chair
ELCA Conference of Bishops

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Synodical Resolutions for Referral

1. Interpretation of 1993 Conference of Bishops Statement Allegheny Synod (8C)

WHEREAS, the Evangelical Lutheran Church in America at its 2005 Churchwide Assembly adopted the following [CA05.05.18]:

WHEREAS, this church holds that “marriage is a lifelong covenant of faithfulness between a man and a woman” (Message on Sexuality: Some Common Convictions [1996], page 3); and

WHEREAS, the Conference of Bishops in October 1993 stated, “We, as the Conference of Bishops of the ELCA, recognize that there is basis neither in Scripture nor tradition for the establishment of an official ceremony by this church for the blessing of a homosexual relationship. We, therefore, do not approve such a ceremony as an official action of this church’s ministry. Nevertheless, we express trust in and will continue dialogue with those pastors and congregations who are in ministry with gay and lesbian persons, and affirm their desire to explore the best ways to provide pastoral care for all to whom they minister” (CB93.10.25); therefore, be it

RESOLVED, that the Evangelical Lutheran Church in America continue to respect the guidance of the 1993 statement of the Conference of Bishops; and be it further

RESOLVED, that this church welcome gay and lesbian persons into its life (as stated in Churchwide Assembly resolutions from 1991, 1995, and 1999), and trust pastors and congregations to discern ways to provide faithful pastoral care for all to whom they minister; and

WHEREAS, the Synod Council of the New England Synod adopted “Guidelines for pastors and congregations of the New England Synod, regarding the blessing of unions of same-sex couples,” in which liturgical rites are provided for the blessing of same-sex unions; and

WHEREAS, ever since the adoption of Recommendation Two at the 2005 Churchwide Assembly, there has been a lack of clarity in some quarters as to whether “pastoral care” means the approval of the blessing of same-sex unions; therefore, be it

RESOLVED, that the Allegheny Synod Council requests that the Church Council of the Evangelical Lutheran Church in America provide an interpretation of the action passed by the 2005 Churchwide Assembly.

CC ACTION [EN BLOC]

Recommended:

Responses to Synodical Resolutions

1a. Chaplaincy, Pastoral Counseling, and Clinical Pastoral Education Southwestern Washington Synod (1C)

WHEREAS, the Lutheran Church has historically been a pioneer and leader in the delivery of chaplaincy services, pastoral counseling, and clinical pastoral education, dating from at least 1944 through the National Lutheran Council, the college chaplains of the American Protestant Hospital Association, the Lutheran Hospital Association, and the National Council of Churches Commission on Ministry in Institutions of Religion and Health; and

WHEREAS, in 1947 a conference of Lutheran professors of theology recommended that the National Lutheran Council explore possibilities of making adequate provision for the training of Lutheran institutional chaplains, and that it is recommended that each seminary of this church strengthen its own program with special courses and supervised field work; and

WHEREAS, in 1950 the Lutheran Advisory Council on Pastoral Care was formed and, in dialogue with the Lutheran theological professors, became the spokesperson for the Lutheran Church and the integrating agency for Lutheran clinical pastoral training; and

WHEREAS, in 1955 an agreement was reached between the National Lutheran Council and the Lutheran Church–Missouri Synod relative to chaplaincy, pastoral counseling, and clinical pastoral education; and

WHEREAS, in 1962 Henry Cassler became the secretary to the National Lutheran Council and in 1967 Walter Baepler became an associate director of the National Lutheran Council and in 1977 David Farley was added as an associate director upon the resignation of Henry Cassler; and

WHEREAS, the Commission for a New Lutheran Church at the formation of the Evangelical Lutheran Church in America in 1988 recommended one staff person for the Office of Chaplaincy, Pastoral Counseling, Clinical Pastoral Education; and

WHEREAS, the Division for Ministry reduced this position to two-thirds and one-third candidacy in about 1994; and

WHEREAS, this staff position was further reduced to quarter-time consultant in 2003; and

WHEREAS, since from 1988 to 2005 there has been a reduction of rostered persons in the Evangelical Lutheran Church in America serving in the field of chaplaincy, pastoral counseling and clinical pastoral education from 1000 to 690; a reduction of certified pastoral education training supervisors from 148 to 51 active supervisors; and a reduction from 429 rostered, endorsed, and certified persons serving in chaplaincy, pastoral counseling and clinical pastoral education in 1995 to 355 in 2005; and

WHEREAS, the seminaries of the ELCA require a unit (1600) hours of clinical pastoral education of students before

graduation from seminary, and the dramatic decline in Lutheran clinical pastoral education supervisors limits opportunities for Lutheran seminary students to serve their clinical pastoral education within a Lutheran context; therefore, be it

RESOLVED, that the Southwestern Washington Synod Assembly direct the Southwestern Washington Synod Council to forward this resolution to the Church Council of the Evangelical Lutheran Church in America for consideration and possible action to correct this departure from the rich historical tradition of Lutheran leadership in the field of chaplaincy, pastoral counseling, and clinical pastoral education, and take action to rectify the dramatic decline of rostered persons called to serve in these missional ministries of the ELCA.

1b. Chaplaincy, Pastoral Counseling, and Clinical Pastoral Education Southeastern Iowa Synod (5D)

WHEREAS, the Lutheran Church historically has been a pioneer and leader in the delivery of chaplaincy services, pastoral counseling, and clinical pastoral education, dating from at least 1944 through the National Lutheran Council, the College of Chaplains of the American Protestant Hospital Association, the Lutheran Hospital Association, and the National Council of Churches Commission on Ministry in Institutions of Religion and Health; and

WHEREAS, in 1947 a conference of Lutheran professors of theology recommended that the National Lutheran Council explore possibilities of making adequate provision for the training of Lutheran institutional chaplains and recommended that each seminary of this church strengthen its own program with special courses and supervised field work; and

WHEREAS, in 1950 the Lutheran Advisory Council on Pastoral Care was formed and, in dialogue with the Lutheran theological professors, became the spokesperson for the Lutheran Church and the integrating agency for Lutheran clinical pastoral training; and

WHEREAS, in 1955 an agreement was reached between the National Lutheran Council and the Lutheran Church–Missouri Synod relative to chaplaincy, pastoral counseling, and clinical pastoral education; and

WHEREAS, in 1962 Henry Cassler became the secretary to the National Lutheran Council; in 1967 Walter Baepler became an associate director of the National Lutheran Council; and in 1977 David Farley was added as an associate director upon the resignation of Henry Cassler; and

WHEREAS, the Commission for a New Lutheran Church at the formation of the Evangelical Lutheran Church in America in 1988 recommended one staff person for the Office of

Chaplaincy, Pastoral Counseling, and Clinical Pastoral Education; and

WHEREAS, the Division for Ministry subsequently reduced this position to a two-thirds time position and further reduced it to a quarter-time consultant in 2003; and

WHEREAS, from 1988 to 2005 there has been a reduction of rostered persons in the Evangelical Lutheran Church in America serving in the field of chaplaincy, pastoral counseling, and clinical pastoral education from 1000 to 690; a reduction of certified pastoral education training supervisors from 148 to 51 active supervisors; and a reduction from 429 rostered, endorsed, and certified persons serving in chaplaincy, pastoral counseling, and clinical pastoral education in 1995 to 355 in 2005; and

WHEREAS, the seminaries of the ELCA require one unit (400) hours of clinical pastoral education of students before graduation from seminary and 1600 hours of clinical pastoral education for endorsement for ministries in chaplaincy, pastoral counseling, and clinical education (formerly called specialized pastoral care), and the dramatic decline in Lutheran clinical pastoral education supervisors limits opportunities for Lutheran seminary students to serve their clinical pastoral education within a Lutheran context; therefore, be it

RESOLVED, that the Southeastern Iowa Synod request that the Evangelical Lutheran Church in America take action to correct the departure from the rich historical tradition of Lutheran leadership in the field of chaplaincy, pastoral counseling, and clinical pastoral education, reverse the neglect of the nurture of Lutheran chaplains, pastoral counselors, and clinical pastoral education supervisors, and take action to rectify the dramatic decline of rostered persons called to serve in these missional ministries of the ELCA; and be it further

RESOLVED, that the Southeastern Iowa Synod Assembly direct the Synod Council to forward this resolution to the Church Council's Executive Committee for proper referral and disposition under the bylaws and continuing resolutions of this church; and be it further

RESOLVED, that the Synod Council request that the Church Council report to the 2007 Southeastern Iowa Synod Assembly the actions taken and the progress made in this matter.

Background provided to the 2007 Churchwide Assembly Memorials Committee by the Vocation and Education unit

From 1988 through the reorganization of the churchwide organization in 2005, the former Division for Ministry was responsible for churchwide relationships with ministries of chaplaincy, pastoral care, and clinical education (MCPCCE). Since then, these relationships have been overseen through the Vocation and Education unit.

The 2003 Churchwide Assembly adopted the social statement, "Caring for Health: Our Shared Endeavor." That statement includes attention to these areas of ministry, and one of the implementing resolutions requested a study of the "current trends and future needs for ministries in health-care chaplaincy, pastoral counseling, spiritual direction, and clinical education," and also a study of the "clinical and academic education needed for the future of these ministries." A report on this study was presented to the Vocation and Education program committee in March 2007. The bulk of the material from that report is incorporated here because it is current and addresses the concerns of the synodical memorials.

The Church Council at its November 2006 meeting considered similar resolutions and took the following action [CC06.11.57]:

To receive the resolutions of the Southwestern Washington Synod, the Southeastern Iowa Synod, and the Southeastern Synod related to chaplaincy, pastoral counseling, and clinical pastoral education; and

To refer the resolution to the Vocation and Education unit with a request that a report and possible recommendations be brought to the November 2007 meeting of the Church Council.

The churchwide organization had engaged previously in careful consideration of this church's needs and opportunities in MCPCCE. In 2000 a "Strategic Plan for Specialized Pastoral Care and Clinical Education" was developed by a planning team. That plan restated the importance of health-care chaplaincy, pastoral care, and clinical education in the ELCA and laid out an ambitious set of goals for these ministries and various expressions of this church. Not all goals of the plan were adopted by the unit's board, nor have all been met. Nevertheless, they have guided the churchwide role into a focus on consultation with synod leadership and implementation of the ecclesiastical endorsement system for the ELCA.

The work of the churchwide organization related to MCPCCE is overseen through the Vocation and Education unit's leadership workgroup. MCPCCE is part of the portfolio of the director for rostered and authorized ministries. A part-time consultant and nine regional consultants—who receive a small honorarium—do the bulk of the organizational and consultative work. It is the responsibility of each regional consultant to work with the synodical bishops so that there will be an active MCPCCE liaison in each of the 65 synods. A Vocation and Education administrative assistant handles all the paper work for

the ecclesiastical endorsement process. Twenty volunteers across this church serve as conveners for the endorsement panels that serve the process. Although Vocation and Education unit staff members and the program committee would be pleased to have more extensive staffing in this arena, they agree that present and projected financial realities make that impossible. More importantly, they agree that the present system is working well and that synods are the primary location for developing and supporting MCPCCE leadership.

Through the Inter-Lutheran Coordinating Committee for Ministries in Chaplaincy, Pastoral Counseling, and Clinical Education (ILCC), the ELCA participates with The Lutheran Church–Missouri Synod in a process of ecclesiastical endorsement that determines an individual to be both a recognized (i.e., rostered) minister in good standing and one who has met the appropriate criteria for ecclesiastical endorsement for ministries in MCPCCE. This endorsement, combined with an individual's professional certification, helps establish criteria for persons to serve as qualified and certified health-care chaplains and pastoral counselors. There is a similar process for persons endorsed and certified to be clinical education supervisors. A summary of procedures for ecclesial endorsement is included in the ELCA Manual of Policies and Procedures for the Management of the Rosters. The full process is explained in the newly revised ILCC manual, "Ministries in Chaplaincy, Pastoral Counseling, and Clinical Education: Endorsement Standards and Procedures, Call Criteria, Program Guidelines."

Current Trends and Future Needs

There continues to be an obvious need for qualified persons to serve as health-care chaplains. The emphasis within the health-care industry for higher standards in health-care delivery, including chaplaincy programs, amplifies the importance of the systems that provide for ecclesiastical endorsement and for professional certification.

There has been some decline in the number of ELCA ordained or consecrated rostered ministers with ecclesiastical endorsement serving in the ministries of chaplaincy, pastoral counseling, and clinical education. In 1995 there were a total of 429 rostered persons with ecclesiastical endorsement and professional certification serving in health-care chaplaincy, pastoral counseling, and clinical education; in 2006 the number had declined to 366 persons. Age profiles of those presently serving suggest that the decline in numbers may continue. One area of particular concern is the decline in the number of

Clinical Pastoral Education (CPE) programs available and the decline in the number of ELCA chaplains certified to lead such programs. On the other hand, in 2006, twenty-six rostered leaders received endorsement for ministries in chaplaincy, pastoral care and clinical education. That is an addition of seven percent to those serving in the prior year, suggesting that there is strong, growing interest in these ministries, despite some declines in prior years.

Demographic trends and changes in health care in this country likely will create a need to increase the number of qualified and professionally trained pastoral care providers, though perhaps in different service configurations and with new skills. The decline in the number of rostered persons in the ELCA who serve in these ministries should be reversed if the ELCA is to continue to have its traditional proportional and leadership representation in the field. Lutheran health and social service institutions are part of one of the largest ministry networks in this country. Many of the available and needed positions are in ELCA institutions, but ELCA ministers also serve in other private and in public institutions.

Seminaries and synods can play important roles in communicating the need for qualified people to serve in those ministries and in facilitating preparation and support. The establishment of the roster of ELCA diaconal ministers in 1995 and the continuation of the ELCA Deaconess Community are areas of potential growth, as these two lay rosters focus on service ministries, often at the edges of the institutional church. Some associates in ministry also prepare for and serve in these roles. Along with these ministries of Word and Service, there continues to be a need for ordained ministers of Word and Sacrament in MCPCCE roles. Both the Master of Arts degree and the Master of Divinity degree offered by ELCA seminaries can provide the appropriate academic background for people preparing to serve in MCPCCE ministries. The additional requirements for clinical education and supervised fieldwork enable an individual to seek ecclesiastical endorsement and professional certification.

Those exploring or beginning candidacy for ordained or consecrated ministries—as well as those already serving in rostered ministry—can be invited to consider serving in a ministry in health-care chaplaincy, pastoral counseling or clinical education. Students in ELCA seminaries are eligible for a variety of general financial assistance. It would be useful if additional

funding sources were developed to make possible the specialized learning required for many MCPCCE ministries, notably additional training and clinical supervision. The Vocation and Education unit currently provides very limited scholarship assistance for qualified ELCA candidates and also shares in an inter-Lutheran scholarship fund that was established to provide financial assistance to qualified people from both the Evangelical Lutheran Church in America and The Lutheran Church–Missouri Synod.

MCPCCE and the Vocation and Education program unit

As indicated above, good structures are in place for supporting, encouraging, and monitoring needs and opportunities for ministry in chaplaincy, pastoral care, and clinical education. Through staff members and the regional and synodical representatives, the Vocation and Education program unit will continue to lift up the importance of having an ample cadre of qualified people both to serve as endorsed and certified health-care chaplains, pastoral counselors, and clinical educators and to facilitate the endorsement and support processes. These ministers provide pastoral care for people at critical life and death junctures and are trained to provide the theological and spiritual dimensions in health care and to demonstrate God's gracious and healing presence in life, as described in the "biblical and theological perspectives" section of "Caring for Health: Our Shared Endeavor."

The Vocation and Education unit has systematized the way in which new bishops and synod staff members are made aware of the ELCA's commitment to and processes for MCPCCE. The unit also is more regularly convening its nine regional MCPCCE representatives for planning to address needs identified in the various studies and reports. The focus is on support to synods, seminaries, and the various networks engaged in this work. This group facilitates and monitors ecclesiastical endorsements by the ELCA. The Vocation and Education unit will continue to cooperate through the Inter-Lutheran Coordinating Committee for these.

With sustained support from the churchwide organization, primary responsibility for ministries in chaplaincy, pastoral care, and clinical education will continue to be in synods. In the synods, staff and other leaders can be more directly aware of those serving or having the potential to serve in these ministries and can actively recruit, offer preparation, and facilitate support. In collaboration with synods and their candidacy

committees, and with clinical education programs, seminaries will continue to play a critical role in invitation and preparation.

Recommendation for Assembly Action

To receive the memorials of the Southeastern Pennsylvania Synod, Northwestern Ohio Synod, North Carolina Synod, Minneapolis Area Synod, and Metropolitan Chicago Synod concerning the ministries of chaplaincy, pastoral care, and clinical education (MCPCCE);

To commend and thank those who currently serve in ministries of chaplaincy, pastoral care, and clinical education;

To encourage other rostered leaders and candidates for rostered ministry to consider and to prepare for such ministries;

To thank ELCA synods and seminaries for their facilitation of ministries and ministers in chaplaincy, pastoral care, and clinical education, and to encourage the synods and seminaries of this church to recruit actively and collaboratively for such service and to offer continuing and expanded support and preparation opportunities, including scholarship aid;

To affirm the Vocation and Education unit staff, its consultants, and the regional and synodical MCPCCE representatives for their work in these arenas and for their focused and ongoing planning; to encourage the unit's continued advocacy for chaplaincy, pastoral care, and clinical education ministries;

To acknowledge the action on this subject taken by the Church Council at its November 2006 meeting [CC06.11.57]:

To receive the resolutions of the Southwestern Washington Synod, the Southeastern Iowa Synod, and the Southeastern Synod related to chaplaincy, pastoral counseling, and clinical pastoral education; and

To refer the resolution to the Vocation and Education unit with a request that a report and possible recommendations be brought to the November 2007 meeting of the Church Council; and

To refer the memorials to the Vocation and Education unit as additional information as it prepares its report for the November 2007 meeting of the Church Council.

For background information from the Vocation and Education unit, see Exhibit O, Part 3.

CC ACTION [EN BLOC]

Recommended:

To thank with gratitude the Southwestern Washington and the Southeastern Iowa Synods for bringing attention to the issue of chaplaincy, pastoral counseling, and pastoral care; and

To acknowledge the action of the 2007

Revised November 7, 2007; 11:50 a.m.

**Churchwide Assembly [CA07.06.33p] as the response of the Church Council to these resolutions; and
To request that the secretary of this church inform the synod of this action.**

2. Criminal Justice

South Dakota Synod (3C)

WHEREAS, Jesus instructs us that ministry to those in prison is ministry to him (Matthew 25:31-46), and as faithful disciples we desire to model charity and justice toward those who commit crimes, as well as to offer care and support for those who suffer the effects of crime; and

WHEREAS, the United States now incarcerates over 2.2 million of its citizens, giving it the highest *per capita* rate of people in prison of any nation in the world with an incarceration rate of 726 per 100,000*; and

WHEREAS, funding appropriations for prisons has grown, diverting funds from other state programs such as education and human services; therefore, be it

RESOLVED, that the 2006 South Dakota Synod Assembly encourage its congregations to promote education on prison issues, to pray for ministries to those in prison and for those who work and serve in the prison systems, and to advocate for sufficient funding for alternatives to incarceration, for prevention services for children and families, and for aftercare of inmates; and be it further

RESOLVED, that the 2006 South Dakota Synod Assembly ask the Church in Society unit to consider and recommend the best ways for the Evangelical Lutheran Church in America to promote education on prison issues, to pray for ministries to those in prison and for those who work and serve in the prison systems, and to advocate for sufficient funding for alternatives to incarceration, for prevention services for children and families, and for aftercare of inmates; and be it further

RESOLVED, that the 2006 South Dakota Synod Assembly direct the South Dakota Synod Council to forward this resolution to the Executive Committee of the Church Council for proper referral and disposition under the bylaws and continuing resolutions of this church.

**Source of information: American Correctional Association*

Background Information:

The 2007 Churchwide Assembly received memorials from the Rocky Mountain Synod, South Dakota Synod, and La Crosse Area Synod concerning criminal justice and calling for a social statement on the topic. The assembly voted:

To thank the Rocky Mountain Synod, South Dakota Synod and La Crosse Area Synod for their concern for

this important social issue that affects those incarcerated, their families, and the broader society;

To direct the Church in Society unit to develop a social statement on criminal justice, in accordance with "Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns" (2006), for possible consideration at the 2013 Churchwide Assembly.

It is anticipated that the proposed social statement will address the issues raised in the resolution from the South Dakota Synod.

CC ACTION [EN BLOC]

Recommended:

To thank the South Dakota Synod for bringing attention to the issue of criminal justice and urging people to pray for prisoners, prison systems, and for those who work in prison systems;

To acknowledge the action of the 2007 Churchwide Assembly calling for the Church in Society unit to develop a social statement on criminal justice as the response of the Church Council to this resolution;

To refer the resolution to the task force for the criminal justice social statement; and

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

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3. Improvements in the Pension Disability Plan Northern Great Lakes Synod (5G)

WHEREAS, congregations of the Northern Great Lakes Synod and congregations of all the synods of the Evangelical Lutheran Church in America make a monthly contribution to the Board of Pensions for the disability benefit program; and

WHEREAS, each congregation with clergy under call expects to receive certain financial benefits for their person(s) under call and for relief of other financial obligations for health insurance benefits and pension benefits when a medical disability would occur; and

WHEREAS, the current language of the plan reads that this benefit shall not apply to any person who has reached the full benefit retirement age as defined by Social Security; and

WHEREAS, the Northern Great Lakes Synod has clergy under call who have exceeded the full retirement age as defined by Social Security and other synods also have clergy under call who have reached this same benchmark in their life passage; indeed, there were 392 pastors under call in this church who, because they have exceeded the Social Security full retirement age, are not under this benefit even as their congregations are paying for it; and

WHEREAS, the clergy shortage within this church will only increase the number of pastors who are over 65 years of age and still serving under call; therefore, be it

RESOLVED, that the Northern Great Lakes Synod meeting in assembly hereby memorializes the 2007 Churchwide Assembly of the Evangelical Lutheran Church in America to require the Board of Pensions to amend the disability benefit program for this church to provide to those workers of this church under call who have passed full benefit retirement age a temporary total disability benefit equal to the current benefit, but not to exceed a predetermined time limit, such as six months from the onset of the disability.

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Response of the ELCA Board of Pensions

The Northern Great Lakes Synod has brought attention to the need for disability benefits for the increasing number of pastors who are working beyond Social Security's normal retirement age. In addition the synod has pointed out an inconsistency between the ELCA Disability Plan's benefit provisions and the related contributions billed to congregations and other sponsoring employers.

The ELCA Disability Benefits Plan provides for benefits to be paid until "expected retirement ages," or earlier recovery or death. Currently the plan defines

Revised October 30, 2007; 7:50 a.m.

“expected retirement age” as the member’s Social Security normal retirement age, which ranges from age 66 to 67, depending on the member’s year of birth.

The ELCA Board of Pensions has taken action to address the needs identified by the Northern Great Lakes Synod. If approved by the trustees of the ELCA Board of Pensions at its meeting on August 5, 2007, effective January 1, 2008, the ELCA Disability Benefits Plan will no longer exclude those who are working beyond Social Security normal retirement age. Instead it will provide that all sponsored members are eligible for disability benefits regardless of age, subject to the following maximum period of payment:

Age at Disability	Maximum period of payment
Less than 63	To Social Security normal retirement age
63	To Social Security normal retirement age, but not less than 36 months
64	To Social Security normal retirement age, but not less than 30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 and over	12 months

The plan’s benefits will remain the same for all who become disabled, regardless of the age at disability. Those benefits include replacement of 2/3 of the member’s pre-disability income plus continuation of health, survivor and retirement plan contributions.

With regard to contributions, congregations will continue to be billed for those working beyond Social Security normal retirement age. With the change in benefit provisions, there will no longer be an inconsistency between the plan’s benefit provisions and the related contributions.

CC ACTION [EN BLOC]

Recommended

To thank the Northern Great Lakes Synod for raising up the need to revise the ELCA Disability Plan

benefit provisions to better meet the needs of pastors who are serving beyond Social Security normal retirement age and the congregations that sponsor those pastors; and

To acknowledge and support the benefit changes being implemented by the ELCA Board of Pensions to address those needs; and

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

4. Change the Policy of the Mission Investment Fund

Texas–Louisiana Gulf Coast Synod (4F)

Note: This resolution was conceived as a memorial by the synod. The Memorials Committee requested that it be considered by the Executive Committee as a resolution.

WHEREAS, congregations directly affected by natural or human-made disasters need to minister to the suffering people in their communities without becoming overly preoccupied with their own financial needs and economic viability; and

WHEREAS, some secular financial institutions, such as banks and credit card companies, graciously have deferred, postponed, and even canceled payments for some disaster customers; therefore, be it

RESOLVED, that the Mission Investment Fund of the Evangelical Lutheran Church in America (ELCA) be encouraged to work in collaboration with synods to assist ELCA congregations impacted by natural disaster. This assistance could include, but not be limited to, appropriate modifications, such as a moratorium on loan or rental payments or a reduction in an outstanding loan balance; and be it further

RESOLVED, that the Texas–Louisiana Gulf Coast Synod, meeting in assembly, direct the Texas–Louisiana Gulf Coast Synod Council to forward this resolution to the Church Council’s Executive Committee for proper referral and disposition under the bylaws and continuing resolutions of this church.

The Executive Committee voted (EC07.10.28f)

To receive the resolution of the Texas-Louisiana Gulf Synod requesting a change in the policy of the Mission Investment Fund;

To refer the resolution to the Office of the Presiding Bishop in consultation with the Church in Society unit and ELCA Disaster Response with the request that the report on the consultation on disaster response anticipated at the November 2007 meeting of the ELCA Church Council address the issues raised by the synod; and

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

Response from the Mission Investment Fund

The Texas-Louisiana Gulf Coast Synod has asked that the Mission Investment Fund of the ELCA “be encouraged to work in collaboration with synods to assist ELCA congregations impacted by natural disaster.”

The Mission Investment Fund (MIF) both appreciates the importance of partnership of congregations with synods in working to respond to the complex construction and financial issues that often develop as a result of natural disasters and welcomes the opportunity to provide experience and resources where possible to support congregations. When a disaster occurs, the Mission Investment Fund will:

1. Be in contact with the synods and assist as appropriate in assessing damage, advising on property matters, and consulting on financial issues in order to determine some possible steps to assist the congregation.
2. Consult collaboratively with synods in response to any suggestions and requests for special assistance from the MIF.
3. Maintain regular communications throughout the period of recovery, focusing on the best way to be good stewards of the resources entrusted to us, while also supporting the mission and ministry of the synod and the ELCA.

CC ACTION [EN BLOC]

Recommended:

To request that the information provided by the Mission Investment Fund of the ELCA be the response of the Church Council to the resolution of the Texas-Louisiana Gulf Coast Synod related to the suspension of transactions; and

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

5a. Clergy for Disaster Areas

Texas–Louisiana Gulf Coast Synod (4F)

Note: This resolution was conceived as a memorial by the synod. The Memorials Committee requested that it be considered by the Executive Committee as a resolution.

WHEREAS, in the wake of Hurricanes Katrina and Rita, the financial, emotional, and spiritual burdens on congregations afflicted by disaster have increased enormously; and

WHEREAS, a number of congregations in the Texas–Louisiana Gulf Coast Synod have been unable to call pastoral staff to lead them because of the uncertainty of their circumstances in the wake of the hurricanes; and

WHEREAS, the finances of some disaster-stricken

congregations have been so devastated that they are unable to compensate adequately their pastors so that they can continue to live in the communities where they have been called to serve; and

WHEREAS, the pastoral staffs of other congregations have been taxed severely as a result of their responsibility not merely to lead their own congregations but to assist in the support and rebuilding of other congregations destroyed—or placed at risk—by the hurricanes and their aftermath; and

WHEREAS, there is a need for an intentional commitment on the part of this church to provide additional ordained leadership in times of crisis in order to assist those churches in need of pastoral staff and to provide relief to those pastors who have struggled without respite since these disasters; therefore, be it

RESOLVED, that:

1. the presiding bishop promptly undertake to identify and create a list of retired rostered clergy and chaplains who are willing to serve in disaster-stricken areas as intentional interim pastoral staff for those congregations that need pastors or to provide respite and relief to existing pastoral staff in disaster-stricken communities and congregations that need additional help; and
2. the Evangelical Lutheran Church in America provide resources sufficient to fund the amounts necessary to pay interim and permanent pastoral staff salaries (if local congregations lack the means to do so) in order to permit rostered clergy and chaplains to return to the service of this church in disaster-stricken areas; and be it further

RESOLVED, that the Texas–Louisiana Gulf Coast Synod Assembly direct the Texas–Louisiana Gulf Coast Synod Council to forward this resolution for proper referral and disposition under the bylaws and continuing resolutions of this church.

Executive Committee Action

The Executive Committee voted (EC07.10.28c)

To receive the resolution of the Texas-Louisiana Gulf Synod related to clergy for disaster areas;

To refer the resolution to the Office of the Presiding Bishop in consultation with the Church in Society unit and ELCA Disaster Response with the request that the report on the consultation on disaster response anticipated at the November 2007 meeting of the ELCA Church Council address the issues raised by the synod; and

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

5b. Disaster Response

Texas–Louisiana Gulf Coast Synod (4F)

Note: This resolution was conceived as a memorial by the synod. The Memorials Committee requested that it be considered by the Executive Committee as a resolution.

WHEREAS, Hurricanes Katrina and Rita taught many valuable lessons to be learned about disaster response; and

WHEREAS, the faith communities of the Gulf Coast areas, the Evangelical Lutheran Church in America, and the world responded with great generosity and love; and

WHEREAS, the presence of local pastors and congregations became beacons of hope and visible signs of Christ; and

WHEREAS, the local congregations and their church facilities should be spiritual centers in the relief response and long-term recovery efforts as well as a public witness to the core values of Lutheran communities; and

WHEREAS, Lutheran Disaster Response does not allocate money for the financial support of pastors and staff, rebuilding of church buildings, or congregational ministries devastated by a disaster; and

WHEREAS, the gap of coverage for churches and their staff impacted by a disaster is one of the lessons from Hurricanes Katrina and Rita as well as after other disasters which have hit this country; therefore, be it

RESOLVED, that the Texas–Louisiana Gulf Coast Synod, meeting in assembly, requests that the Evangelical Outreach and Congregational Mission unit of the Evangelical Lutheran Church in America develop a clear, immediate, and effective response plan to assist local pastors and congregations in disaster areas; and be it further

RESOLVED, that the Texas–Louisiana Gulf Coast Synod Assembly direct the Texas–Louisiana Gulf Coast Synod Council to forward this resolution to the Church Council’s Executive Committee for proper referral and disposition under the bylaws and continuing resolutions of this church

Executive Committee Action

The Executive Committee voted (EC07.10.28d)

To receive the resolution of the Texas-Louisiana Gulf Synod related to disaster response;

To refer the resolution to the Office of the Presiding Bishop in consultation with the Church in Society unit and ELCA Disaster Response with the request that the report on the consultation on disaster response anticipated at the November 2007 meeting of the ELCA Church Council address the issues raised by the synod; and

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

5c. Change the Policy of Lutheran Disaster Response

Texas–Louisiana Gulf Coast Synod (4F)

Note: This resolution was conceived as a memorial by the synod. The Memorials Committee requested that it be considered by the Executive Committee as a resolution.

WHEREAS, the current policy and practice of Lutheran Disaster Response (LDR) does not allow money contributed to LDR to be used for the rebuilding of churches devastated by disaster; and

WHEREAS, that policy forces local congregations to hustle and scramble in search of alternate financial assistance for their rebuilding; and

WHEREAS, many contributors to LDR naturally assume that their donations also will be used for the rebuilding of Lutheran churches; and

WHEREAS, current policy and practice often lead pastors and congregations to be preoccupied with finding the financial resources to rebuild their structures, diverting time, effort, and money away from the other ministries of the congregations; and

WHEREAS, the current policy and practice has caused bewilderment, outrage, and resentment among members of devastated churches and has caused a public relations blunder for LDR in recently ravaged areas; and

WHEREAS, it is the local congregation that provides hope, compassion, and physical help to its community and therefore needs immediate support following a disaster; therefore, be it

RESOLVED, that the practice and policy of the Lutheran Disaster Response immediately be changed in order to free up both current and future donations to Lutheran Disaster Response for use in the rebuilding of church facilities affected by disaster; and be it further

RESOLVED, that the Texas–Louisiana Gulf Coast Synod Assembly direct the Texas–Louisiana Gulf Coast Synod Council to forward this resolution to the Church Council’s Executive Committee for proper referral and disposition under the bylaws and continuing resolutions of this church.

Executive Committee Action

The Executive Committee voted (EC07.10.28e)

To receive the resolution of the Texas-Louisiana Gulf Synod requesting a change in the policy of Lutheran Disaster Response;

To refer the resolution to the Office of the Presiding Bishop in consultation with the Church in Society unit and ELCA Disaster Response with the request that the report on the consultation on disaster response anticipated at the November 2007 meeting of the ELCA Church Council address the issues raised by the synod; and

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

CC ACTION [EN BLOC]

Recommended:

To thank the Texas–Louisiana Gulf Coast Synod for its resolutions related to clergy for disaster areas, the policy of Lutheran Disaster Response, and disaster response;

To acknowledge the report of the ELCA Disaster Response Consultation and the action of the Church Council as the response of the Church Council to the resolutions of the Texas-Louisiana Gulf Coast Synod;

To request that the report and the action of the Church Council be transmitted as information to the synod; and

To anticipate additional response by the Church Council at its November 2008 meeting.

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2007 Churchwide Assembly List of Actions
 Referrals to Churchwide Units

Church Council

CA07.06.32 Category D4: Requests of Churchwide Units (CC EC)

Due: 11/08

CA07.06.35 Motion A: funding for the HIV and AIDS initiative (OB, OT, CC)

Due: 4/08

CA07.06.36 Motion B: additional funding for campus ministry (OB, OT, CC)

Due: 4/08

Office of the Presiding Bishop

CA07.02.06 Book of Faith initiative (OB, VE)

Ongoing

CA07.02.08 Category A5: Support for Congregations Aiding Returning Veterans (OB, Federal Chaplaincy Ministries)

Ongoing

CA07.03.11 Category B6: Genocide in Darfur (OB, CS, GM)

Information

CA07.06.31 Blue Ribbon Committee on Mission Funding Recommendations (OB, SR, EO, DS)

Due: 11/07 (also CWA 2009)

CA07.06.33n Category C2: Lutheran–Muslim Dialogue (OB, ER)

Information

CA07.06.34 Conference of Bishops: discussion of bishops' accountability to the policies, practices, and procedures of the ELCA; statement concerning the matter to the 2009 Churchwide Assembly (OB, SR, CoB)

Due: CWA 2009

CA07.06.35 Motion A: additional funding for the HIV and AIDS initiative (OB, OT, CC)

Due: 4/08

CA07.06.36 Motion B: additional funding for campus ministry (OB, OT, CC)

Due: 4/08

Ecumenical and Inter-Religious Relations

CA07.06.30 Category B3: Israeli-Palestinian Conflict (GM, ER)

Information

CA07.06.33n Category C2: Lutheran–Muslim Dialogue (OB, ER)

Information

Synodical Relations

CA07.02.08 Category A5: Support for Congregations Aiding Returning Veterans (OB, Federal Chaplaincy Ministries)

Ongoing

CA07.06.31 Blue Ribbon Committee on Mission Funding Recommendations (OB, SR, EO, DS)

Due: 11/07 (also CWA 2009)

CA07.06.34 Conference of Bishops: discussion of bishops' accountability to the policies, practices, and procedures of the ELCA; statement concerning the matter to the 2009 Churchwide Assembly (OB, SR, CoB)

Due: CWA 2009

Office of the Secretary

CA07.06.25 To adopt an amendment to the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* concerning the Mission Investment Fund (OS)

Information

CA07.06.37 To refer Motion C on electronic distribution of assembly minutes to the Office of the Secretary (OS)

Due: CWA 2009

Office of the Treasurer

CA07.06.35 Motion A: additional funding for the HIV and AIDS initiative (OB, OT, CC)

Due: 4/08

CA07.06.36 Motion B: additional funding for campus ministry (OB, OT, CC)

Due: 4/08

Augsburg Fortress, Publishers

CA07.05.22 To implement "Our Calling in Education" (VE, CS, EO, AFP)

Due: CWA 2009

Church in Society

CA07.02.09 Category B2: Social Statement on Criminal Justice (CS)

- CA07.03.12 **Due: CWA 2013**
To approve the strategy on HIV and AIDS (CS, GM)
Due: 4/08
- CA07.04.18 Category E1: Blessing of Same-Sex Relationships (Cstf)
Information
- CA07.05.22 To implement "Our Calling in Education" (VE, CS, EO, AFP)
Due: CWA 2009
- CA07.06.27 Category E2: Standards for Rostered Leaders (Cstf)
Due: CWA 2009
- CA07.06.28 Category E3: Restraint in Discipline (Cstf)
Information
- CA07.06.29 Category E4: Referrals to the Task Force on ELCA Studies in Sexuality (Cstf)
Information
- CA07.06.33g Category B1: Global Climate Change (CS)
Information
- CA07.06.33h Category B4: HIV and AIDS (CS, GM)
Information
- CA07.06.33i Category B7: Immigration and Sanctuary (CS, LIRS)
Ongoing; due: 4/08
- CA07.06.33l Category B10: Health Care (CS, BoP)
Information
- CA07.06.33r Category F1: Reparative Therapy (CStf)
Information

Evangelical Outreach and Congregational Mission

- CA07.05.22 To implement "Our Calling in Education" (VE, CS, EO, AFP)
Due: CWA 2009
- CA07.06.31 Blue Ribbon Committee on Mission Funding Recommendations (OB, SR, EO, DS)
Due: 11/07 (also CWA 2009)
- CA07.06.33a Category A1: Continuing Subsidies of Worthy Ministries (EO, CoB)
Due: 4/08

Global Mission

- CA07.03.12 To approve the strategy on HIV and AIDS (CS, GM)
Due: 4/08
- CA07.06.30 Category B3: Israeli-Palestinian

Conflict (GM, ER)

Information

- CA07.06.33h Category B4: HIV and AIDS (CS, GM)

Information

Vocation and Education

- CA07.02.06 Book of Faith initiative (OB, VE)

Ongoing

- CA07.05.22 To implement "Our Calling in Education" (VE, CS, EO, AFP)

Due: CWA 2009

- CA07.06.33o Category D1: Encouraging Gospel Ministry (VE)

Information

- CA07.06.33p Category D2: Chaplaincy, Pastoral Care, and Clinical Education (VE)

Ongoing; due: 11/07

Board of Pensions

- CA07.06.33l Category B10: Health Care (CS, BoP)

Information

Development Services

- CA07.06.31 Blue Ribbon Committee on Mission Funding Recommendations (OB, SR, EO, DS)

Due: 11/07 (also CWA 2009)

Mission Investment Fund

- CA07.06.25 To adopt an amendment to the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* concerning the Mission Investment Fund (OS)

Information

Conference of Bishops

[NOTE: does not include actions with reference to synods and congregations]

- CA07.06.33a Category A1: Continuing Subsidies of Worthy Ministries (EO, CoB)

Due: 4/08

- CA07.06.34 Conference of Bishops: discussion of bishops' accountability to the policies, practices, and procedures of the ELCA; statement concerning the matter to the 2009 Churchwide Assembly (OB, SR, CoB)

Due: CWA 2009

Revised November 11, 2007; 9:05 a.m.

2007–2009 CHURCH COUNCIL COMMITTEE MEMBERS AND RELATED ADVISORY COMMITTEE MEMBERS

EXECUTIVE COMMITTEE

Mark S. Hanson, Presiding Bishop
David D. Swartling, Secretary
Christina Jackson-Skelton, Treasurer
Carlos Peña, Vice President and Chair
Norma Hirsch
Susan Langhauser
William Lloyd
Steve Loy
Jeff Sorenson
Phyllis Wallace
Gary Wipperman

AUDIT COMMITTEE

Ann Niedringhaus (8/09)
John Richter (chair) (4/09)
Timothy Stephan (8/09)
John Timmer (8/08)
Philip Bertram
Deborah Chenoweth
Staff: Christina Jackson-Skelton, Michael McKillip

BOARD DEVELOPMENT COMMITTEE

Mark S. Helmke
Lynette Reitz
Gary L. Wipperman (chair)
Judith Tutt-Starr
Pablo Obregon
[TBD]
Staff: Wyvetta Bullock, Myrna Sheie

BUDGET AND FINANCE COMMITTEE

Christina Jackson-Skelton
2009: John Richter
Phyllis Wallace (chair)
2011: David Anderson
Keith Hunsinger
Ann Niedringhaus
Lynette Reitz
2013: **Deborah Chenoweth (4)**
John Emery (3)
Advisory bishops: Marie Jerge; Peter Rogness
Advisors: **Michael Bash**; Carmen Richards
Samuel Schlouch
*Staff: Wyvetta Bullock, Christina Jackson-Skelton,
Craig Settlage*

LEGAL AND CONSTITUTIONAL REVIEW COMMITTEE

2009: William Lloyd
2011: Mark Helmke
Jonathan Linman
2013: **Mark Johnson**
[Norene Smith]

Advisory bishop: Martin Wells
Advisor: Larry Thiele
Staff: David Swartling; Phil Harris; David Ullrich

PLANNING AND EVALUATION COMMITTEE

2009: Judith Bunker
David Jensen
Richard Wahl
Gary Wipperman
2011: Bradley Dokken
Jeff Sorenson (chair)
David Truland
2013: **Karin Graddy (2)**
Susan Langhauser
Pablo Obregon
Advisory bishops: **Callon Holloway (x)**;
Gerald Knoche (x); Paul Stumme-Diers
Advisors: Chi Shih Chen; Khader El-Yateem; Joseph
Husary; **Richard Torgerson; Brianna Watts; Suzanne
Wise**
*Staff: Wyvetta Bullock; Kenneth Inskeep, Kathie
Bender Schwich*

PROGRAM AND SERVICES COMMITTEE

2009: Norma Hirsch
J. Paul Rajashekar
Judith Tutt-Starr
2011: Steven Loy (chair)
Sandra Schlesinger
2013: **Rebecca Brakke**
Rachel Connelly
John Munday
Mark Myers
David Peters
Advisory bishops: Leonard Bolick; **Murray Finck**;
Gerald Mansholt
Advisors: Joseph Husary; Phillip Krey; O. Dennis
Mims **Fred Strickert, Kai Swanson**
Staff: Myrna Sheie

Church Council Task Forces

PRAYER TEAM

Judith A. Bunker
Rachel Connelly
Bradley Dokken
Norma Hirsch
Keith Hunsinger
Jeff B. Sorenson

Church Council liaison positions

CORPORATE SOCIAL RESPONSIBILITY
John Richter

THE LUTHERAN MAGAZINE

Deborah Chenoweth

JUSTICE FOR WOMEN ADVISORY COMMITTEE

David Truland

**EVANGELICAL OUTREACH AND CONGREGATIONAL
MISSION**

Ann Niedringhaus

GLOBAL MISSION

J. Paul Rajashekar

VOCATION AND EDUCATION

David Anderson

CHURCH IN SOCIETY

John C. Richter

MULTICULTURAL MINISTRIES

Pablo Obregon

WOMEN OF THE ELCA

Phyllis L. Wallace

2007-2009 Church Council Committee Preferences

Name	Current	B/F	LCR	P/S	P/E	BD	LU	JW	CSR	Program Unit	PT
David Anderson		1	4	2	3					VE	
Judith Bunker	PE				1						
Bradley Dokken	PE	3	4	2	1	X	X			VE	X
Mark Helmke	LCR	3	1	2	4	X					
Norma Hirsch	PS	3	4	1	2						X
Keith Hunsinger	BF	1	2	3	4					UCC liaison	X
David Jensen	PE (chair)				1						
Jonathan Linman	LCR		1								
William Lloyd	LCR	2	1	3	4	X			X	VE	
Steve Loy	PS (chair)			1							
Ann Niedringhaus	BF	1	4	2	3					EO	
J. Paul Rajashekar	PS	3	4	1	2					EO, GM	
Lynette Reitz	BF	1	4	2	3	X					
John Richter	BF	1	4	2	3				X	CS	
Sandra Schlesinger	PS			1							
Jeff Sorenson	PE	4	3	2	1	X					X
David Truland	PE	4	2	3	1	X		X		CS	
Judith Tutt-Starr	PS	4	3	1	2					GM, VE	
Richard Wahl	PS				1					EO	
Phyllis Wallace	BF (chair)	1	4	2	3					W/ELCA, EO	

Name	Current	B/F	LCR	P/S	P/E	BD	LU	JW	CSR	Program Unit	PT
Gary Wipperman	PE	4	3	2	1	X					
Rebecca Joe Brakke				1			X				
Deborah Chenoweth		4	3	2	1		X			GM	
Rachel Connelly		3	4	1	2						X
John Emery		3	1	2	4				X	GM, CS	
Karin Graddy		4	3	1	2						
Mark Johnson		4	1	3	2						
Susan Langhauser		4	3	2	1					VE	
John Munday		4	1	3	2					GM	
Mark Myers		4	2	1	3					GM	
Jose Obregon		3	4	2	1					EO, MM	
David Peters		4	3	1	2						
Michael D. Bash	Augsburg Fortress	1									
Suzanne Wise	Social Ministry	4	3	2	1						
Chi Shi Chen	Asian Pacific Islander	3	4	2	1						
Khader El-Yateem	MM	3	4	1	2						
Joseph Husary	Arab and ME		4		1						
Phil Krey	Seminary Presidents			X							
Kristin Kvam	Justice for Women										
O. Dennis Mims	African American			X							

CHURCH COUNCIL

Clergy [Term 2009] - *to replace resignation of Pr. Jennifer J. Thomas, Milwaukee, WI (5J)*

1. a. Pr. Norene A. Smith, Milwaukee, WI (5J)
- b. Pr. Kathy J. Boadwine, Waukesha, WI (5J)

EVANGELICAL OUTREACH AND CONGREGATIONAL MISSION

Clergy [Term 2009] - *to replace resignation of Pr. Pamela R. Fickenscher, Minneapolis, MN (3G)*

1. a. Pr. Robert W. Fritch, Jamaica, NY (7C)
- b. Pr. Steven E. Wigdahl, Naples, FL (9E)

Clergy [Term 2011] - *to replace resignation of Pr. Angela L. Shannon, Fort Wayne, IN (6C)*

1. a. Pr. Kristine L. Carlson, Minneapolis, MN (3G)
- b. Pr. Jeffrey L. Sandgren, Fargo, ND (3B)

Lay Female [Term 2011] - *to replace resignation of Marilyn Liden Bode, Kingston, WA (1B)*

1. a. Ms. Barbara R. Dowdy, Richmond, VA (9A)
- b. Ms. Maxine S. Young, Darby, PA (7F)

VOCATION AND EDUCATION

Clergy [Term 2011] - *to replace resignation of Pr. Gerald A. Spice, Grosse Pointe Farms, MI (6A)*

1. a. Pr. Heidi M. Murken, Grafton, WI (5J)
- b. Pr. Paul A. Wollner, Irmo, SC (9C)

ADVISORY COMMITTEE FOR THE LUTHERAN

Clergy [Term 2013] - *to replace vacancy of Pr. Karen G. Bockelman, Duluth, MN (3E)*

1. a. Pr. Pamela S. Russell, Seattle, WA (1B)
- b. Pr. Jennifer M. Ginn, Salisbury, NC (9B)

ELCA BOARD OF PENSIONS

Lay Female [Term 2011] - *to replace resignation of Ivy S. Bernhardson, Bloomington, MN (3G)*

1. a. Ms. Ingrid S. Stafford, Evanston, IL (5A)
- b. Ms. Andrea K. Hayes, San Mateo, CA (2A)

Lay Male [Term 2011] - *to replace resignation of David D. Swartling, Bainbridge Island, WA (1B)*

1. a. Mr. John L. Capecci, Charlotte, NC (9B)
- b. Mr. Bruce D. George, Westborough, MA (7B)

CHURCHWIDE COMMITTEE ON DISCIPLINE

Lay Female [Term 2009] - *to replace vacancy of Aureo Andino, San Juan, PR (9F)*

1. a. Ms. Nancy M. Reed, Luray, VA (9A)
- b. Ms. Kathryn E. Baerwald, Washington, D.C. (8G)

CHURCHWIDE COMMITTEE OF HEARING OFFICERS

Clergy [2013] - *to replace vacancy of Pr. Leslie G. Svendsen, Sioux Falls, SD (3C)*

1. a. Pr. Tor K. Berg, Pullman, WA (1D)
- b. Pr. Charles H. Maahs, Olathe, KS (4B)

Clergy [2013] - *to replace vacancy of Pr. J. Phillip Wahl, Worthington, OH (6F)*

2. a. Pr. Kerry L. Nelson, Houston, TX (4F)
- b. Pr. Paul J. Blom, Houston, TX (4F)

Lay Male [2013] - *to replace vacancy of Bradford E. Cook, Manchester, NH (7B)*

1. a. Mr. Kevin D. Anderson, Gaithersburg, MD (8G)
- b. Mr. Ray E. Boyd, Blackfoot, ID (1D)

**BOARD OF TRUSTEES OF THE ENDOWMENT FUND OF THE ELCA
AND BOARD OF ADVISORS OF THE ELCA FOUNDATION**

The Board of Trustees of the Endowment Fund of the ELCA and Board of Advisors of the ELCA Foundation recommends to the Church Council ratification of the following:

Lay Female [Term 2013] - *to replace vacancy of Tonia J. Lindquist, Gresham, OR (1E)*

1. Ms. Kathleen M. Rehl, Tampa, FL (9E)

CHURCH COUNCIL: CLERGY

Pr. Norene A. Smith

Greater Milwaukee Synod (5J)

1) Congregational membership

Bay Shore Lutheran Church, Milwaukee, WI

2) Experience relevant to this position

Parish ministry in both rural and urban settings since 1983;

Campus Ministry, Luther College 1991-1997;

Advocacy for adolescent mental health via Rogers Mem. Hosp Found.

3) Church-related service

GMS member chosen to introduce the ELW to our synod.;

Member of 2 synod worship committees, reference and council committee;

Member of MICAH-Milwaukee Inner City Churches Alive in Hope

4) Education

Queen Anne High School, Seattle WA, 72; B. Music., Pacific Lutheran University, 76;

M. Div., Luther Theological Seminary, 82

5) Occupation

Rev./Pastor; Bay Shore Lutheran Church

6) Community service

Milwaukee clergy rep for Next Door Foundation annual Walk For Kids;

Advocate for adolescent mental health via Rogers Memorial Hosp Found.;

Helped sponsor ecumenical Theology and the Environment symposium.

7) Year of birth

1954

8) Primary language

English

Describe why you wish to be elected as a member of Church Council:

1. I love the ELCA. 2. I am very proud of the ELCA.

3. I have time, energy and creativity to serve the larger Church at this time in my life. 4. This is a critical and opportune time in ELCA history, especially as we look forward to the 2009

Churchwide Assembly and I want to be a part of these history-making moments. 5. Someone has said, "Courage is fear that has said its prayers." I'll say my prayers and hopefully, the courage will follow.

6. Both in my current parish and at Luther College, I helped facilitate conversation re highly charged topics. At Luther College, we gathered members of the Student Congregation to discuss the first ELCA Sexuality statement. Some believed that homosexuality was a sin, others were "out" as gay and lesbian Christians. This group prayed together,

talked together and learned from one another. Both groups had broadening faith experiences as a result. The student leaders really were leaders for the whole Church! Several have now become pastors. I think I have skills for the deep, hard, careful listening that these conversations require. 7. I am highly motivated to be a part of forming an ELCA of which my 19 and 21 year-old daughters can and will be proud.

Are there particular perspectives that you would contribute as a Church Council member?

1. My father's work often called him to be a part of arbitration and collective bargaining events. He has exceptional negotiating skills. I learned a great deal from him. 2. I have been ordained through much of the ELCA's history of ordaining women. 3. As a member of the Greater Milwaukee Synod, our suburban parish has been "partnered" with an inner city parish, Hephatha Lutheran. The partnership has many, many facets and has grown in breadth and depth. It is a powerful and empowering experience for both churches. Christian friendship and advocacy are possible across racial, geographic and class boundaries. It is a hope producing partnership that can inspire others in the Church. 4. I have relatives serving in chaplaincy and parishes from coast to coast in the U.S. This gives me some direct experience with leadership possibilities and challenges in a variety of contexts and regions. 5. My clergy husbands' membership in the US Navy Chaplaincy Reserve Corps for 23 years has helped me see what ELCA chaplaincy brings to the Armed Forces. 6. During my years at Luther College, I met many members of our international Church expression, including Lutheran World Federation and Relief. Luther hosted the Peace Prize Forum and a Global Mission event while I was there. ELCA officials were regular visitors and preachers at chapel. Great learning for me! 7. I have resettled a refugee family through LSS in every parish I have served. 8. I have attended a number of ELCA camps and have written many references for students wishing to be camp counselors. 9. At Luther College, I was hired by H. George Anderson who chaired the ELCA-Roman Catholic dialogues. More first hand learning! As Presiding Bishop, he called me to serve as chaplain at an unpublished nationwide meeting of ELCA leaders and the Word Alone group. I learned some of what is at stake in that dialog at "close range." 10. I serve in a Reconciled in Christ Synod and in a congregation that is open and welcoming of all. 11. I officiated at

the blessing of a lesbian couple in our current parish. They have been warmly welcomed by many. Last Sunday, their two children were baptized. It was a great day for our church and a great day for The Church! 12. I have supported a victim through a clergy sexual abuse case, met with national legal staff for the ELCA and was a part of a synod ecclesiastical court that heard the case. In NE Iowa Synod, I chaired the task force that developed a procedural handbook for congregations involved in sexual abuse cases.

What, in your judgment, is the most important responsibility of the Church Council?

To help discern the Spirit for the direction of the Churches' many expressions. And then, to lead from that discernment.

CHURCH COUNCIL: CLERGY

Pr. Kathy J. Boadwine

Greater Milwaukee Synod (5J)

1) Congregational membership

St. Luke, Waukesha, WI

2) Experience relevant to this position

I have 28 years of parish experience in a variety of settings;

I have served on boards of directors for social service agencies

3) Church-related service

Greater Milwaukee Synod Council, 1994-1998, 2007-;

Executive Committee GMS Council 1994-1997;

Board of Directors, Lutheran Campus Ministry, WI and Upper Michigan

4) Education

B.A., Concordia College, Moorhead, MN; M.Div., Wartburg Theological Seminary

5) Occupation

Pastor; St. Luke

6) Community service

President;

Community Dev. Block Grant Committee, City of Waukesha, member;

Shalom Center Board of Directors, Kenosha, WI

7) Year of birth

1953

8) Primary language

English

Describe why you wish to be elected as a member of Church Council:

I have a great love for the gospel and for the church. I desire the ELCA to be a strong and faithful witness to the Word made flesh in a world that so

desperately is in need of a word of hope and new life. I desire the congregations of the ELCA to be sacred places where people connect with God and with each other, grow in their faith and serve local and global communities. I desire the ELCA to continue to work with our ecumenical partners to promote peace and unity. I desire the ELCA to be actively engaged in the public arena especially as we approach the 2008 election. I desire the vision of the ELCA to be so great that it can only be accomplished by the grace of God.

Are there particular perspectives that you would contribute as a Church Council member?

In my 28 years of parish ministry I have served a rural 2-point congregation in Southern WI., have been a pastor-developer of a new congregation, Sr. Pastor of a 3000+ congregation and a co-pastor. I believe those varied experiences provide me with a broad perspective of the church and of ministry. I have a passion for finding ways to end poverty and world hunger. I am deeply concerned about health care and wellness. I stand in solidarity with the people of Palestine who long for peace and for a home.

What, in your judgment, is the most important responsibility of the Church Council?

I understand the Church Council to be a servant of the whole expression of the Church. I would expect the Council to have oversight in matters of governance and good order; to provide leadership for the whole church, to be faithful stewards of the gifts received; to struggle with the tough issues of our day; to, individually and corporately, be a witness to the gospel in word and deed and above all, to discern the work of the Spirit so that the Council might also be a prophetic voice in the marketplace.

EVANGELICAL OUTREACH AND CONGREGATIONAL MISSION: CLERGY

Pr. Robert W. Fritch

Northeastern Pennsylvania Synod (7E)

1) Congregational membership

Our Saviour Lutheran Church, Jamaica, NY

2) Experience relevant to this position

Pastor of turnaround congregation in urban NYC; Published in various evangelism resources; Lead workshops on evangelism and church marketing in US and South America

3) Church-related service

Member - Metro NY Synod Comm. on Immigration;

Founding Member - Metro NY Ministry Among
Guyanese Comm.;

Former Board Member - Lutheran Social Services of
NY

4) *Education*

BS, Indiana Univ. of PA; MDiv, Trinity Lutheran
Seminary

5) *Occupation*

Senior Pastor; Our Saviour Lutheran Church

6) *Community service*

Former-Chaplain - Fraternal Order of Police;
Jaycees - PA;
Member - South Bronx Churches & Queens
Citizen's Organizations

7) *Year of birth*

1955

8) *Primary language*

English

*Describe why you wish to be elected as a member of this
committee:*

I find that congregations are desperate for practical
ways to implement growth strategies - this seems to
be one of my gifts as well as contextualizing
ministry and worship. I have also been published in
Evangelism resources and have presented at the
Global Mission Event of 2006

*Are there particular perspectives that you would
contribute as a committee member?*

The area of hospitality evangelism is the area that I
address most often. I tend to look at evangelism not
as a "program" but as everything we do as a church.
My other resource areas are in church marketing and
worship accessibility.

Pr. Steven E. Wigdahl

Florida-Bahamas Synod (9E)

1) *Congregational membership*

Emmanuel Lutheran, Naples, FL

2) *Experience relevant to this position*

Served as pastor in Utah for 15 years, with unique
evangelism experience;

Informed about challenges within the church
regarding mission;

Currently expanding our mission into a new area of
southwest Florida

3) *Church-related service*

Currently involved in congregational
Mission/Ministry Exploration in Florida;
Synod Council/Mission Outreach Board of the
RMS/ELCA;

Involved with "Caloosa Conference Mission
Exploratory Team"

4) *Education*

B.A., Luther College, Decorah, Iowa; Certificate,
Brown Institute, Minneapolis, MN;
M.Div., Luther Seminary, St. Paul, MN

5) *Occupation*

Senior Pastor; Emmanuel Lutheran Church

6) *Community service*

President of St. Anne's Center for the Homeless in
Ogden, Utah;
Strategic Planning Team for the Ogden School
District;
Board Member of the Naples Theological Center

7) *Year of birth*

1953

8) *Primary language*

English

*Describe why you wish to be elected as a member of this
committee:*

My ministry is rooted in mission outreach. During
my seminary years I served my internship in Salt
Lake City, Utah, within 7 blocks of the headquarters
for the Mormon Church. After graduation from
seminary in 1984 I returned to Ogden, Utah as a
parish pastor for 15 years. During this time, in an
environment where Lutherans were 0.29% of the
population, we reached into the community and
grew a congregation of nearly 1000 members. We
relocated the church from a side-street to a main 10-
acre thoroughfare in the Ogden area. In 1999 I was
called to serve Emmanuel Lutheran Church in
Naples, Florida. Emmanuel is located in one of the
fastest growing areas in the United States, and our
congregation has become intentional in regard to
outreach. Currently we are preparing to enter into a
second site about 24 miles from our current location
and have purchased 22 acres of land, strategically
positioned via demographic study.

*Are there particular perspectives that you would
contribute as a committee member?*

Through the years I've been a student of evangelical
outreach. In recent days I attended a conference on
multi-site ministry in Fairfax, Virginia and followed
it up with another ELCA gathering for large
Lutheran congregations at Prince of Peace in
Burnsville, Minnesota. I have also managed within
the past two months, while communicating a capital
campaign with seasonal members of our

congregation in the Midwest, to stop by Hope Lutheran Church in Fargo, North Dakota. There I explored what has been accomplished in that setting during the past two decades, where the congregation embarked upon a north and south location, essentially one church in two locations. I have taken seriously the call for Lutherans to not just talk about evangelical outreach, but to prayerfully develop strategies that attend to the demands of a rapidly changing culture in this the early part of the 21st century.

EVANGELICAL OUTREACH AND CONGREGATIONAL MISSION: CLERGY

Pr. Kristine L. Carlson

Minneapolis Area Synod (3G)

1) Congregational membership

Christ Church Lutheran, Minneapolis, MN

2) Experience relevant to this position

Pastoral leader of an urban congregation committed to Transformational Ministry;

A focus of my ministry has been encouraging & equipping people for discipleship;

Growing up in a congregation in Bklyn., NY, taught me about diversity & mission

3) Church-related service

Leader, joint ELCA ministry efforts, Longfellow Parish & Minneapolis Area Synod;

Curriculum writer, Augsburg Fortress, Bible Studies & Discipleship materials;

Partners in Mission Trips to South Africa & Madagascar

4) Education

B.A., St. Olaf College; M.A., University of Minnesota;

M.Div., Luther Seminary

5) Occupation

Senior Pastor; Christ Church Lutheran

6) Community service

Summer teaching volunteer, Holden Village;

Alumni Mentor for St. Olaf College;

Volunteer at my son's school

7) Year of birth

1952

8) Primary language

English

Describe why you wish to be elected as a member of this committee:

I believe I am a good committee member: I listen well; think creatively; draw on a rich and diverse life experience; speak articulately; use my gifts fully to contribute to the healthy life of a committee; care deeply and passionately about the ELCA, outreach, and mission. I am a dependable person who honors her commitments. I strive for excellence in my work. I work collaboratively, joyfully, and diligently with others in common endeavors. Next year, my youngest son leaves for college, so I am at a stage in life where I have time to give to the wider church. In the congregation I serve now--a small urban congregation committed to Transformational Ministry--I work every day with the issues at the heart of this committee's task. It would be exciting, and a privilege, to be able to bring my perspectives to the table, and then work with others on larger projects and visions for the whole ELCA.

Are there particular perspectives that you would contribute as a committee member?

I believe I would bring a wide familiarity with the ELCA: I grew up in New York City and continue to visit the East Coast and family there; I have been ordained for 25 years and have led congregations in the Midwest and taught at Luther Seminary; I have journeyed almost every summer to Holden Village where I connect with West Coast Lutherans; I am the grand-daughter of missionaries who served in Madagascar, and have a lifelong interest in the global church. I am also very interested in the diverse cultural life of the United States. I have a heart for people on the margins, and seek to help their voices speak. I am interested in good worship and in the arts, and their role in evangelism. As the mother of three sons, in their teens and twenties, I care about young people and the church. I believe that this is God's church and, while we work with all our hearts, it is the Holy Spirit who calls, gathers, enlightens, and grows the church. Our calling is to be faithful.

Pr. Jeffery L. Sandgren

Eastern North Dakota Synod (3B)

1) Congregational membership

Olivet Lutheran Church, Fargo, ND

2) Experience relevant to this position

20+ years of congregational ministry;

Served in rural, rapidly growing suburban, and redeveloping urban churches;
Participation in acquisition and development of a second site for outreach

3) *Church-related service*

President of Campus Ministry Board, NDSU, current;
ELCA YMNET Development Council, current;
Synodical Stewardship Chair, past

4) *Education*

B.A., Augsburg College; M. Div., Luther Northwestern Seminary

5) *Occupation*

Sr. Pastor; Olivet Lutheran Church

6) *Community service*

Fargo-Moorhead Healthy Communities Initiative, Exec. Comm., current;
Meritcare Healthcare System Faith Communities Advisory Board, current;
Bethany Homes Capital Campaign Steering Committee, current

7) *Year of birth*

1960

8) *Primary language*

English

Describe why you wish to be elected as a member of this committee:

Sharing the good news of God's love as revealed in Jesus Christ is the mission of the Church. Having the opportunity to participate in ELCA Churchwide ministry that is devoted to this mission would be both a high calling and a deep privilege. As a parish pastor, I have been blessed to see the power of the Holy Spirit unleashed as God's people have literally embodied grace by reaching out in countless ways. I have witnessed the miracle of the resurrection in changed lives and have faith that the ELCA has a vital role to play in the Kingdom of God right now. I would hope to bring a sense of urgency and real enthusiasm to this task, and pray that my participation would strengthen the team.

Are there particular perspectives that you would contribute as a committee member?

In Christ's church I've served in settings that have given me unique perspective. My first parish was rural and deeply mired in the farm crisis of the 80's

while experiencing a devastating drought. Our congregation reached out to the entire community and provided services to people who had never needed them before. God provided both spiritual and numerical growth. My second congregation was one of the fastest growing in the ELCA. We transitioned from being a programmatic church to a mega-church in just a few, fast years. There I learned that the gurus and the gimmicks of "church growth" were no match for faithful ministry and the clear proclamation of God's saving grace. In my current call, God is revealing how hope and trust in Christ can transform a congregation in crisis that had come to believe its best days were in its past. We have engaged in significant global ministries, established a second site as a mission outpost, and grown in benevolence. God is good!

**EVANGELICAL OUTREACH AND
CONGREGATIONAL MISSION: LAY FEMALE
Ms. Barbara R. Dowdy**

Virginia Synod (9A)

1) *Congregational membership*

Lutheran Church of Our Saviour, Richmond, VA

2) *Experience relevant to this position*

Lifelong Lutheran, grew up in a rural parish in Virginia;

Joined a mission congregation when it was less than 10 years old

3) *Church-related service*

President, Church Council, two terms;
Financial Secretary, five years;
Chair, Worship & Music Committee

4) *Education*

B.A. College of William & Mary

5) *Occupation*

Safety Manager; Philip Morris USA

6) *Community service*

n/a

7) *Year of birth*

1954

8) *Primary language*

English

Describe why you wish to be elected as a member of this committee:

My experiences in the church are relevant to many of the programs directed by EOCM. I grew up in a rural parish and joined a mission congregation after

college. My current church home is less than 30 years old. I have served in a variety of positions - church council to include president, financial secretary, Worship & Music, Outreach, Stewardship and our music ministry. As a lifelong Lutheran I hold dear the theology of our faith and believe we are a sleeping giant waiting to embrace the unchurched. Working as member of EOCM is an opportunity to discern ways to reach those who have not heard the message of Christ and help them grow in faith.

Are there particular perspectives that you would contribute as a committee member?

Having been a member of a congregation that has evolved from mission status to self sufficiency has been a great learning which I believe would be valuable to this program committee. I especially value my work with Stewardship. Encouraging people to embrace the life of a steward of God's gifts is a challenging endeavor. As we at LCOS grew out of mission status, we took and still take leaps of faith as we try to grow our ministries and pay our bills. Helping people understand how their gifts support the synod and ELCA as well as our local congregation and why that is important is a message we need to continue to find new ways to share.

VOCATION AND EDUCATION: CLERGY

Pr. Heidi M. Murken

Greater Milwaukee Synod (5J)

1) Congregational membership

Grace Lutheran Church, Grafton, WI

2) Experience relevant to this position

Seminary Internship with Lutheran Campus Ministry in Saint Louis;

Internship with Division for Ministry;

Attended ELCA College, Seminary, and Camps

3) Church-related service

South Loop Campus Ministry Leader/Mentor;

Lutheran Disaster Relief Volunteer- Hurricane Katrina Recovery;

Life-long Learning Seminary Student Representative

4) Education

B.A., Luther College; M.Div., Lutheran School of Theology at Chicago;

Loyola University Medical Center

5) Occupation

Pastor; Grace Lutheran Church

6) Community service

Raised money for battered women;

Avon Walk for Breast Cancer;

Chicago Park District Clean-up Crew

7) Year of birth

1980

8) Primary language

English

Describe why you wish to be elected as a member of this committee:

I have extensive experience and interest in several areas of responsibility of the Vocation and Education Unit. I attended an ELCA college and seminary and went through the candidacy process. I attended and worked at ELCA camps (Lutheran Outdoor Ministries Center and Lutherdale). I completed a summer internship in what was then the Division for Ministry, researching non-degree theological education, and also served as the life-long learning student representative at LSTC. I was very active in campus ministry at Luther College and represented Luther at a Lutheran Student Movement Gathering. I was a seminary intern for Lutheran Campus Ministry in Saint Louis, where I led classes studying vocation. I also worked to help start the South Loop Campus Ministry in Chicago. Multi-cultural ministry and ministry to those with disabilities are also very important to me (worked for LSS with adults with disabilities). I will be participating in the First Call Theological Education program.

Are there particular perspectives that you would contribute as a committee member?

I would come to this committee as someone who greatly values a Lutheran understanding of vocation and education. I am creative and intelligent. I have recent experience in several areas of the Vocation and Education Unit. I am reliable, a good communicator, and work well in groups. I am willing to give my honest opinion. I come as a child of God, a pastor, a Lutheran, a woman, an advocate for justice, and a life-long learner.

Pr. Paul A. Wollner

South Carolina Synod (9C)

1) Congregational membership

Mt. Pilgrim Lutheran Church, Prosperity, SC

2) Experience relevant to this position

Ministry experience in large and small

congregations, urban and rural settings;
Continually enriched by regional and synodical First
Call Theological Education;

A Spirit led passion to serve the spiritual and social
needs of young adults

3) *Church-related service*

Coordinator - "ELCA Affirming Young Rostered
Leaders Event" - Chicago 2007;

Chair of the Creation Team - South Carolina Synod
Young Adult Movement;

Discernment Advocate - "Project Connect" - Eastern
Cluster of Seminaries

4) *Education*

B.A., University of Florida; M. Div., Lutheran
Theological Southern Seminary

5) *Occupation*

Parish Pastor; Mt. Pilgrim Lutheran Church

6) *Community service*

Volunteer Chaplain - Lexington Medical Center;
Volunteer Instructor - Mid Carolina Middle School
Bible Class Elective;

Annual Team Member - American Cancer Society
"Relay for Life"

7) *Year of birth*

1979

8) *Primary language*

English

*Describe why you wish to be elected as a member of this
committee:*

I believe that my creativity, enthusiasm, and desire
for collaboration within the whole church would
help me to serve well as a member of this program
committee. These traits were affirmed for me when I
served as coordinator of the planning team for the
"Affirming Young Rostered Leaders" event at the
2007 Assembly. Being part of this Churchwide
event from inception to completion allowed me to
see a bold expression of how God is at work in
equipping leaders of the church and allowed me to
connect with young people from around the ELCA
who share a passion for the church and its future. I
am excited about the ideas and energy I can offer. I
believe my participation in this committee would
allow me to represent others who have the passion
and energy for ministry that will be needed to do
God's work in equipping faithful leaders in all
vocations. I also believe that being part of this
committee would allow me to bring the energy of

the ELCA back to the community that I serve daily.

*Are there particular perspectives that you would
contribute as a committee member?*

The past ten years have provided me with a
transforming perspective as I have progressed in my
baptismal journey from a high school graduate to an
ordained minister. During that time I have been
involved in many of the endeavors of the Vocation
& Education Unit including: National Youth
Gatherings, Lutheran Campus Ministry, Lutheran
Outdoor Ministries, the Candidacy Process in the
Florida-Bahamas Synod, Theological Study at
LTSS, the Assignment Process, and First Call
Theological Education. I appreciate all the joys and
challenges that I have been blessed to experience.
Now, my perspective continues to evolve as I move
from being a participant to being a leader. I hope my
recent experiences as a leader of churchwide and
synodical young adult focused ministries will allow
me to keep a pulse on the perspectives of young
people who are discerning what God is continually
calling them to do with their lives.

Ms. Maxine S. Young

Southeastern Pennsylvania Synod (7F)

1) *Congregational membership*

Calvary (SW), Philadelphia, PA

2) *Experience relevant to this position*

African American Lutheran Association;
Synod Council;
Metropolitan Christian Council of Philadelphia

3) *Church-related service*

Churchwide Assembly Representative;
Candidacy Committee;
Congregation Council President

4) *Education*

M of Human Serv Lincoln University

5) *Occupation*

Retired, Public Health Program Analyst; Phila
Office of Mental Retardation

6) *Community service*

Life Changers International;
Assist the elderly and infirmed;
Juvenile first offenders

7) *Year of birth*

1946

8) *Primary language*

English

Describe why you wish to be elected as a member of this committee:

I would serve well as a member of this program committee as result of having a lifetime of human service experiences that were developed through the following: -Formal and informal education (Master of Human Services, various certificates) -Church-Leadership exp in the church (synod and church council, youth ministries) -City and state government (policies and procedures) -Community service (school district, juvenile first offenders) - Worked to meet the developmental needs of individuals (assess and identify needs for training, counseling)

Are there particular perspectives that you would contribute as a committee member?

I bring a unique perspective as a minority in Lutheran Church who has been seasoned by experiences acquired in various cultures:-Persons colors (national and international
-Cross generations
-With various religious institutions

ADVISORY COMMITTEE FOR THE LUTHERAN: CLERGY

Pr. Pamela S. Russell

Northwest Washington Synod (1B)

1) *Congregational membership*

Prince of Peace Ev. Lutheran Church, Shoreline, Wash.

2) *Experience relevant to this position*

6 years of parish ministry;
12 years as a working journalist and editor of policy newsletters;
5 years in advertising sales and media buying

3) *Church-related service*

Pastor of Prince of Peace Lutheran Church;
Chair of Northwest Washington Board of Worship

4) *Education*

B.A., University of Minnesota-Morris; M.A.,
University of Virginia;
M.Div., PLTS

5) *Occupation*

Pastor; Prince of Peace Lutheran Church

6) *Community service*

Board Member, North Help Line (a local food bank, community assistance agency)

Board Member, Ailanga School Project (supporting a school of ELC-Tanzania)

7) *Year of birth*

1954

8) *Primary language*

English

Describe why you wish to be elected as a member of this committee:

As a parish pastor, I am constantly interpreting, translating and considering creative ways to nurture people in their Christian faith. I read publications, websites, blogs and books, searching for new ideas or a better way. I am gathering a community, serving a community, and developing leaders for the community. My first two careers in journalism and advertising sales have helped enormously to prepare me to be a pastor. I believe the combination of these three vocations will help me to provide advice, insight and vision to the editor and staff of The Lutheran magazine.

Are there particular perspectives that you would contribute as a committee member?

I have lived in the Seattle area for nearly 20 years. The Northwest is a distinctive place in which to be church. My perspective is that of a Christian community organizer working in a secular place that loves to organize itself, but not for religious purposes. I discovered early on that there is more than metaphor in the image of pastor (shepherd). Where there is no flock, there is no shepherd. I am constantly asking what it takes to gather people who invoke the name of Christ together, what will nurture them, what glue will hold them. It must be God, because it certainly isn't anything I can do.

Pr. Jennifer M. Ginn

North Carolina Synod (9B)

1) *Congregational membership*

St. John's Lutheran Church, Salisbury, NC

2) *Experience relevant to this position*

10 yrs, experience as a writing instructor at college level, tutor in seminary;
Acquisitions editor, SAS software: recruiting authors, marketing, contracts;
Published: Christian Century, The Lutheran, Christ in Our Home, Women at the Well

3) *Church-related service*

Served 2 terms on NC Synod Education Committee;
Currently on Board of Trustees, Lutheran Family

Services--Carolinas;
Voting member at 2 Churchwide Assemblies (2005
and 2007)

4) *Education*

B.A., Wake Forest University; M.A., Univ. of
Tennessee--Knoxville;
M.Div., Lutheran School of Theology--Chicago

5) *Occupation*

Pastor; St. John's Lutheran Church

6) *Community service*

Planned start-up ministry for at-risk youth: grant-
writing, recruiting, training
Recruiting managers for community shelter ministry
and Habitat projects

7) *Year of birth*

1953

8) *Primary language*

English

*Describe why you wish to be elected as a member of this
committee:*

I am deeply committed to writing as a means of self-
discovery and often find myself deeply moved by
the writing of others. I believe in the power of
written communication. I love the church and the
people in it, and I have a strong confidence in God's
abundance in providing resources and gifted people
for every need. In these times of division in the
church, I am able to live in the tension of unresolved
differences, confident that the Holy Spirit is at work.
As a leader, I like to work in teams and in
community, valuing the contributions of all. I like
listening to others, especially to voices that are too
often overlooked.

*Are there particular perspectives that you would
contribute as a committee member?*

As a second-career pastor, I bring to the work of the
church a dual perspective; that is, I can remember
and speak from the perspective of a lay leader as
well as from a pastoral perspective. As a female
pastor serving in both a profession and a geographic
area in which male voices usually dominate the
conversation, I have had to learn how to speak
assertively but lovingly. I have learned to be a
consensus builder. I'm also pretty good at recruiting
leaders and marketing a product I believe in. I have
enjoyed working with funding development during
my term on the Board of Trustees of Lutheran
Family Services--Carolinas.

ELCA BOARD OF PENSIONS: LAY FEMALE

Ms. Ingrid S. Stafford

Metropolitan Chicago Synod (5A)

1) *Congregational membership*

Trinity, Evanston, IL

2) *Experience relevant to this position*

Assoc. Vice Pres., Finance, Northwestern Univ.
(Manage \$1B Assets);
Wintrust Inc. - Lake Forest, IL Bd. of Dir; Audit.
Risk Mgt.;
ELCA Audit Committee

3) *Church-related service*

Vice Pres., Trinity, Council 2006-present;
Wittenberg Univ., Bd. of Dir. 1993-2006; Chair,
2001-2005;
ELCA Audit Com. 2000-2006 (term expiring 2007-
2008)

4) *Education*

B.A., Wittenberg University; M.A., University of
Michigan;
M.B.A., Northwestern University

5) *Occupation*

Assoc. Vice Pres. for Finance & Controller;
Northwestern University

6) *Community service*

Evanston Community Foundation - Investment,
Audit Com.;
College Illinois Investment Advisory Board

7) *Year of birth*

1953

8) *Primary language*

English

*Describe why you wish to be elected as a member of this
board:*

As Treasurer of Northwestern University, I am
responsible for financial operations for a university
with \$7B in assets & \$1.5B operating budget; I staff
Audit, Investment and Budget Committees. I serve
as Director of a publicly-traded financial services

company & also its Risk Management, Audit Committees. I serve on Investment Committees of Wittenberg University (\$120M), Evanston Community Foundation (\$6M), McGaw YMCA (\$4M), and College Illinois (\$875M). I am Vice President of Council, Trinity Lutheran, Evanston. I am concluding an 8-year tenure on the ELCA Audit Committee. I served the Board of Directors of Wittenberg University from 1993-2006, including 4 years as its Chair (2001-2005)

Are there particular perspectives that you would contribute as a board member?

I bring the perspective of an experienced financial professional working in leadership and board levels in complex organizations comparable to the Board of Pensions. I have current and relevant experience with comparable actuarial, investment and risk management issues faced by the Board of Pensions.

Ms. Andrea K. Hayes

Sierra Pacific Synod (2A)

1) Congregational membership

Hope Lutheran Church, San Mateo, CA

2) Experience relevant to this position

Operations Analysis in both for profit & nonprofit models;

An understanding of the current healthcare system;
Significant research on Prevention/Wellness Models to reduce costs, encourage compliance

3) Church-related service

Church Council Member, Finance & Personnel
1996-1997;

Congregational President during rework of
Constitution 1998-1999

4) Education

B.S.B.A., University of San Francisco; M.B.A.,
University of San Francisco

5) Occupation

VP Client Services & Co-Founder; Voices in
Advocacy/CA Chronic Care Coalition

6) Community service

California Chronic Care is an unpaid position;
Volunteer for Epilepsy Foundation Community Ed.
& patient advocacy;

Bd., USF Center for Pacific Rim/Ricci Institute

7) Year of birth

1957

8) Primary language

English

Describe why you wish to be elected as a member of this board:

Along my life's journey, I've often questioned why I was where I was, as well as how I should use my experiences. My husband, whose faith is constant

and strong, always counseled me to be patient and listen to what God wants from me. In recent years, with my analytical experience melding with my personal skills, I've seen emerge a linear path in my service: Insurance (Risk Transfer) to Customer Relationships (Operations Analysis) to Healthcare Advocacy. All have required a questioning mind and ability to solve puzzles and communicate results in difficult circumstances. Most of the work I do is uncompensated. I choose my projects carefully, limiting myself to projects that improve lives, and move forward with passion. I've proven myself to be a good "herder of cats," and I enjoy the challenge.

Are there particular perspectives that you would contribute as a board member?

Other than my professionally developed analytical skills, I'm young enough to understand multi-generational, social perspectives, with experiences that developed out of necessity, rather than accident. I've had epilepsy for 34 years, understand what it takes to successfully manage a chronic condition and am quite comfortable relaying my experiences in a way that doesn't require Kleenex. I also understand the importance of including family in decision-making and planning for optimal health, both financial and physical.

ELCA BOARD OF PENSIONS: LAY MALE

Mr. John L. Capecci

North Carolina Synod (9B)

1) Congregational membership

Christ Lutheran Church, Charlotte, NC

2) Experience relevant to this position

In financial services industry 19+ yrs & involved
with financial markets daily;

Employed by Fidelity Investments, largest mutual
fund co., 14 yrs.;

I give economic/financial info to both general public
& financial advisors

3) Church-related service

Christ Lutheran Church, presented to economic
outlook;

Christ Lutheran Church Sunday School Teacher

4) Education

B.B.S., University of Iowa; License, Series 7, 63
Securities;

License, Life, health Insurance

5) Occupation

Senior Vice Pres.; Fidelity Investments Institutional
Services Co.

6) Community service

YMCA Y guides sponsor;

Charlotte Mecklenburg Sch. Volunteer at McKee
Rd. School

- 7) *Year of birth*
1964
- 8) *Primary language*
English

Describe why you wish to be elected as a member of this board:

I believe my 20 years of financial and industry experience is an invaluable asset to the Board of Pensions. I began my career with a Van Kampen Merritt in 1987 after graduating with a finance degree from the University of Iowa. VKM was primarily a fixed income firm; therefore I received great knowledge on bonds and their behavior in different rate environments. I decided to join Fidelity Investments in 1992 to have exposure to high quality equity investments. My career at Fidelity has allowed me to gain expertise in several different markets and investment vehicles. I also have been fortunate to be involved with retirement plans and current legislative changes. It would be an honor to assist the ELCA and more importantly assist the church leaders with their pension.

Are there particular perspectives that you would contribute as a board member?

In my current position with Fidelity Investments, I give financial market commentary on a daily basis. I also receive market information and updates on a regular basis. I am able get perspective on all markets both domestic and international. I believe this perspective is an unmatched wealth of information and knowledge. I also enjoy working with other individuals on a team basis. It would be a pleasure to serve the ELCA and the Board of Pensions. Please let me know additional information is needed. Thank you for your consideration.

Mr. Bruce D. George
New England Synod (7B)

- 1) *Congregational membership*
Good Shepherd Lutheran Church, Westborough, MA
- 2) *Experience relevant to this position*
25 yrs experience in investments/investment management;
6 yrs as congregation treasurer/CFO for Good Shepherd;
MBA in finance and Business Economics, Chartered Financial Analyst
- 3) *Church-related service*
2000-2005 Treasurer/Chief Financial Officer-Good Shepherd;
1986-1988 Director of Finance - Cross of Christ

Lutheran Church

- 4) *Education*
B.S.A., Central Michigan Univ, Mt. Pleasant, MI;
M.B.A., Wayne State Univ. Detroit, MI
- 5) *Occupation*
Senior Vice President, Dir. Marketing & M. D. Sass Group
- 6) *Community service*
1986-1995 Adjunct Asst. Prof of Finance, Waldo College;
2000-2005 ELCA NE Synod Congregation Treasurer Support Group;
2000-2006 St. Mark School, Parents Welcoming Committee
- 7) *Year of birth*
1957
- 8) *Primary language*
English

Describe why you wish to be elected as a member of this board:

Investing successfully on behalf of others is my ministry and mission. I will bring a unique combination of knowledge and experience, passion and commitment to this board. I worked in the asset management industry 25 years & served my church. Professionally, I have been an analyst, portfolio manager, chief investment officer & head of relationship management. The experience I have gained gives me insight that cannot be duplicated. I have served as a volunteer leader in my church. I served on the Stewardship Committee as Director of Finance and a member of Church Council. I served as Treasurer/CFO and been on the interim steering committee, building committee & capital campaign committee. In short, my church is a significant part of my life. Four Pastors have, and continue to inspire me; Gordon Light, Jon Reusch, Kenneth Bean and Eric Wefald. Their sacrifice of time and talent is my guide and I will serve in honor of the service that they, and countless others, have given the church.

Are there particular perspectives that you would contribute as a board member?

With my varied background, both professionally and personally, there are certain perspectives that I will readily contribute as a member of this board. First, I have extensive experience, hands on, in hedge funds and other alternative strategies. I also bring the perspective of having personally managed money for large institutional investors previously in my career - \$7.5 billion at its peak, and I did so for 13 years. Lastly, I bring a background of having worked with many diverse types of institutional investors; large public pension funds, corporate

pension plans as well as the portfolios of endowments and foundations. I bring the perspective of passion to the board. This work is important work and, I believe that it contributes significantly and meaningfully to the overall mission of the church. Investing successfully on behalf of others is my ministry and mission and I will bring a unique combination of knowledge and experience, passion and commitment to this board.

COMMITTEE ON DISCIPLINE: LAY FEMALE

Ms. Nancy M. Reed

Virginia Synod (9A)

1) *Congregational membership*

St. Mark, Luray, VA

2) *Experience relevant to this position*

I am a trial attorney and part time prosecutor (23 years);

I assist with risk management for local and synodical organizations;

ELCA Attorneys Association Member

3) *Church-related service*

Caroline Furnace Lutheran Camp & Retreat Center Board (6 years, chair 2 years);

St. Mark Preschool Committee Chair for 16 years, 2 terms on church council;

I have assisted in advising our bishop on some clergy misconduct matters

4) *Pr. Education*

A.B., College of William and Mary; J.D., College of William and Mary

5) *Occupation*

Attorney; Reed & Reed, P.C.

6) *Community service*

Board and CEO Search team chair Girl Scouts of Shawnee Council, Inc.;

Member of Page County Domestic Violence Community Response Team (15 years);

Girl Scout Leader for teens 6 years

7) *Year of birth*

1959

8) *Primary language*

English

Describe why you wish to be elected as a member of this committee:

I have practiced in both private practice and as a part time prosecutor for 23 years. My private practice is a general practice focusing on family law. I have prosecuted for 16 years and focus on crimes involving families and children as either victims or defendants. As a result of the nature of both practices I am in court several days a week. I appear in all levels of courts including some appellate work and administrative hearings. Legal education and

the practice of law obviously give an individual a set of skills that would be extremely useful as a member of the Committee on Discipline. Legal professionals have the ability to read and interpret constitutions and by-laws and regulations, obtain and evaluate evidence and conduct evidentiary hearings, as well as write opinions. Familiarity with administrative procedure and evidentiary rules is also be very useful. Our firm also wrote the sexual misconduct policy for the Virginia Synod.

Are there particular perspectives that you would contribute as a committee member?

I feel that I would be willing to evaluate each case fairly, without bringing any particular personal prejudices to the position. I am willing to consider the evolving standards that the Churchwide Assembly and Council have enacted in various areas. The Assembly and Council speak for the church and the Committee on Discipline enforces and interprets the rules imposed by the Assembly and Council. I prosecute domestic violence and child abuse, cases which have unique issues related to victims, so I would be well qualified in dealing these issues in the discipline process.

Ms. Kathryn E. Baerwald

Metropolitan Washington D.C. Synod (8G)

1) *Congregational membership*

Augustana Lutheran Church, Washington, DC

2) *Experience relevant to this position*

I served as an ELCA hearing officer;

I am an attorney;

I currently serve on the Georgetown "Category C" discipline committee

3) *Church-related service*

ELCA Church Council 1987 - 1993;

ELCA Hearing Officer 1993 - 1999 (?);

General Secretary, The American Lutheran Church

4) *Education*

B.A., Valparaiso University; J.D., University of Minnesota;

L.L.M., Georgetown University

5) *Occupation*

Senior Associate General Counsel; Georgetown University

6) *Community service*

Gettysburg Seminary -- board of directors;

Natl. Assoc. of College and Univ. Attorneys -- various committees, programs;

volunteer -- Martha

7) *Year of birth*

1950

8) *Primary language*

English

Describe why you wish to be elected as a member of this

committee:

I have a good knowledge of the beliefs, structure, workings, and precepts of the ELCA. I understand the process. My training as a lawyer teaches me to carefully weigh the facts (or supposed facts) and carefully assess the credibility of each witness. I can clearly articulate my assessment while, at the same time, listen carefully to, and respect the positions, of others.

Are there particular perspectives that you would contribute as a committee member?

After having been closely involved in the church-wide structure (and predecessors) for many years, I reached my self-imposed quota, so to speak, and have chosen not to be involved in church-wide matters. Instead, I have been actively involved in two different ELCA congregations in the D.C. area, one quite traditional and now one that is generally on the cutting edge of social and theological issues. I have also spent the last ten years as legal counsel to Georgetown University, a role that has exposed me to a wide variety of conduct issues and how they are adjudicated. I believe that I am ready, once again, to serve the ELCA.

**COMMITTEE OF HEARING OFFICERS:
CLERGY**

Pr. Tor K. Berg

Eastern Washington-Idaho Synod (1D)

1) *Congregational membership*

Trinity Lutheran Church, Pullman, WA

2) *Experience relevant to this position*

Alban Institute Conflict Mediation Training;
Synodical Constitution Consultant;

Washington State University Institutional Review
Board Training

3) *Church-related service*

Northwest Washington Conflict Mediation Team;
Eastern Washington-Idaho Synod Parish

Constitution Review Committee;
President of the Board, Lutherhaven Ministries

4) *Education*

B.A., Eastern Washington University; M.Div.,
Luther Northwestern Seminary

5) *Occupation*

Parish Pastor; Trinity Lutheran Church

6) *Community service*

Washington State University Institutional Review
Board;

Guest presenter various WSU panels on religion and
science;

Member Parent Teacher Association

7) *Year of birth*

1964

8) *Primary language*

English

Describe why you wish to be elected as a member of this committee:

I enjoy working collaboratively and pursuing an answer. I work well with others and do not mind allowing the process to flow where in needs to go. I love the church and understand its structure and its guiding principles. I listen well and am able to reflect back what others say. I speak clearly and am able to articulate complex ideas simply. I have no problem being the focal point of conflict as long as it is part of the process to bring about a resolution.

Are there particular perspectives that you would contribute as a committee member?

As a trained conflict mediator I have the skills to help organizations work through difficult problems. As a president of the board of a para-church organization I have learned better how to negotiate and lead people toward positive outcomes. As a parish pastor I can bring a perspective of the church both from a rural and small town culture. I also believe sometimes the question is more important than the answer and the process through which we work through that question can be the answer in and of itself. Having served on university committees I also have been reminded that much of the world needs to see how healthy organizations work through conflict and belief the ELCA is teaching many what that looks like.

Pr. Charles H. Maahs

Central States Synod (4B)

1) *Congregational membership*

Advent Lutheran Church, Olathe, KS

2) *Experience relevant to this position*

Ministry as Bishop of Central States Synod (1987-
2001);

Attendance at one discipline hearing;

Experience with numerous boundary issues with
rostered persons

3) *Church-related service*

Congregational pastor for 22 years;
Region 4 representative on ELCA Church Council
(8 years);

Conference of Bishop's Vice-Chair & Chair (1991-
1999)

4) *Education*

B.A., Wartburg College; M.Div., Wartburg
Seminary;

Th.D., University of Tuebingen, Germany

5) *Occupation*

Former Bishop; Central States Synod (1987-2001)

6) *Community service*

Board Member Bethany College, Lindsborg, KS
(1978-2001);

Little League Basketball and Baseball Coach (Boys and Girls);
Major Gifts Team for Metropolitan Lutheran Ministry-KC, MO. (2007)

- 7) *Year of birth*
1935
- 8) *Primary language*
English

Describe why you wish to be elected as a member of this committee:

I have had first hand experience with dealing with boundary issues that might result in being brought before a Discipline Hearing Committee. Prior to this experience, I served on the CNLC Committee that began the process of putting together Chapter 20 for the ELCA Constitution so I am familiar with its content. During my tenure as Bishop of the Central States Synod, we followed through with one Discipline Hearing and I had the opportunity to observe the role of the Hearing Officer. I have great respect for the Discipline/Appeals process that is in place for our Church.

Are there particular perspectives that you would contribute as a committee member?

My particular perspective would be that of someone who has been involved with numerous boundary issues involving rostered persons in our Church. For that reason, I have a great deal of empathy for victims of any abuse and although I would understand the role of the Hearing Officer to be objective, I would understand that a Discipline Hearing is to be one that enables justice to be served. My perspective is also one that has great respect and gratitude for the counsel that is provided by the Office of the General Counsel of the ELCA. Obviously, I would welcome the opportunity to be part of an orientation should I be appointed.

**COMMITTEE OF HEARING OFFICERS:
CLERGY**

Pr. Kerry L. Nelson

Texas-Louisiana Gulf Coast Synod (4F)

- 1) *Congregational membership*
Covenant Lutheran Church, Houston, TX
- 2) *Experience relevant to this position*
19 years of parish ministry;
Personal experience in recovery (Al-Anon)
- 3) *Church-related service*
Several terms as conference dean
- 4) *Education*
B.A., Concordia College, Moorhead, MN; M.Div.,
Luther Northwestern Theological Seminary
- 5) *Occupation*
Senior Pastor; Covenant Lutheran Church

- 6) *Community service*
Volunteer Chaplain, Wynne Unit, Texas Department
of Corrections;
Volunteer Chaplain, Krause Children

- 7) *Year of birth*
1960
- 8) *Primary language*
English

Describe why you wish to be elected as a member of this committee:

I believe trust lies at the heart of our faith and of congregational ministry. When the loss of such trust is at stake, some situations require outside intervention and discernment. While I don't like to see such situations develop, I would like to be part of that process to ensure fairness, justice and mutual care to happen. I also believe that crises hold the seeds for growth and this board therefore is truly about both health and growth.

Are there particular perspectives that you would contribute as a committee member?

I have personally been in recovery for many years, beginning in the seminary where I was first encouraged to look at the effects of my family system in my life. Over the years, I have learned a great deal about myself and how people often act out in pathological ways. My assumption is that this might contribute to some of what eventually appears before a discipline committee.

Pr. Paul J. Blom

Texas-Louisiana Gulf Coast Synod (4F)

- 1) *Congregational membership*
Kinsmen Lutheran Church, Houston, TX
- 2) *Experience relevant to this position*
Service as bishop for 16 years;
Have had to mediate conflicts in congregations, with pastors;
Chaired 16 Synod assemblies
- 3) *Church-related service*
Bishop of synod;
Executive Committee - ELCA Conference of Bishops;
ELCA Church Council member; also advisor as bishop
- 4) *Education*
B.A., St. Olaf College, Northfield, MN; M. Div.,
Luther Seminary, St. Paul, MN
- 5) *Occupation*
Former Bishop; Texas Louisiana Gulf Coast Synod
- 6) *Community service*
Community of Refugee Resettlement;
Northwest Assistance Ministry (executive

committee);

Little League Baseball coach

7) *Year of birth*

1941

8) *Primary language*

English

Describe why you wish to be elected as a member of this committee:

My experience as a parish pastor and bishop of the ELCA (and predecessor body) has provided a breath of experience in dealing with challenging situations. I served one congregation that was plagued by significant conflict and another that had a short term conflict over the place/role of an associate pastor. As bishop I had to deal with disciplinary situations on numerous occasions. I had to call for, or negotiate, the resignation of several rostered leaders due to misconduct issues. There were other situations where the matter resulted in admonitions and corrective actions, but not removal from the roster. I understand the purpose, context and legal ramifications of disciplinary actions as well.

Are there particular perspectives that you would contribute as a committee member?

As noted, my experience serving in the Office of the Bishop on a synodical level provided first hand experiences related to disciplinary issues and cases.

COMMITTEE OF HEARING OFFICERS:

LAY MALE

Mr. Kevin D. Anderson

Metropolitan Washington D.C. Synod (8G)

1) *Congregational membership*

Good Shepherd Lutheran Church, Gaithersburg, MD

2) *Experience relevant to this position*

Quarter century of practice in law and law-related fields;

Former government official responsible for writing rules and regulations;

President of two congregations (1987-88 and 2002-04)

3) *Church-related service*

Member, Reference and Counsel Committee, Metro Wash DC Synod (2005-present);

Chair, two Listening Committees (C9.05.b./d.)

Metro Washington DC Synod (2007);

Member, Synod Council, Metropolitan Washington DC Synod (2003-present)

4) *Education*

BBA, University of Wisconsin--Whitewater; JD, University of Michigan Law School

5) *Occupation*

Partner; BDO Seidman, LLP

6) *Community service*

Volunteer Income Tax Assistance (2003-present);

Children's Hospital of Wisconsin Telethon Cabinet (1994-95)

7) *Year of birth*

1953

8) *Primary language*

English

Describe why you wish to be elected as a member of this committee:

I have been working collaboratively with people from many walks of life for several years. These include clients, colleagues, adversaries, and government representatives (as a private-sector professional advisor); taxpayers, their representatives, other constituents, and other government officials (as a government official); and clergy, members of congregations, and church leaders (in my congregational and synodical activities). Pr. My approach in such matters is generally collegial and cooperative, rather than confrontational and managerial. Most recently, I led our Synod Council through the consideration of an appeal under 20.41.A01 from a congregation's discipline of a member, gaining a reputation for being fair, impartial, and unemotional about difficult issues. At the same time, I have a deep and abiding love for the church, and see this opportunity as uniquely suited to my ability to use my professional skills and training in service to the church.

Are there particular perspectives that you would contribute as a committee member?

As an experienced lawyer, I have the ability to discern the meaning of a body of rules and principles and apply them to a specific set of facts. My experience in federal tax law is the result of routinely assessing a set of facts and a desired outcome to in order to determine whether the outcome is consistent with applicable law. It could be said that my enthusiasm for tax law indicates an innate ability to grapple with complex facts and legal issues. My training and my responsibilities require me to write and speak clearly so that legal advice is neither misunderstood nor incorrectly applied. I recognize that, as a hearing officer, the qualities of impartiality and fairness are more important than others. However, I consider this role to be similar to that of a judge, and a knowledge of the relevant rules and policies, as well as a general legal background, is vital to this important position.

Mr. Ray E. Boyd

Eastern Washington-Idaho Synod (1D)

1) *Congregational membership*

Emanuel Evangelical Lutheran, Blackfoot, ID

2) *Experience relevant to this position*

School administrator

- Public school negotiator
Synodical services
- 3) *Church-related service*
Congregation President, secretary & treasurer
experience
Synod Council
Synod Vice President
- 4) *Education*
BS, Colorado State University; MAEd, Idaho State
University;
Post Graduate Study
- 5) *Occupation*
Head of School; Fort Hall Indian Reservation
Christian School
- 6) *Community service*
Board of Directors, Luther Heights Bible Camp
Board of Directors, Dawn Enterprises, Sheltered
Workshop
Friends of the Library, Board of Directors
- 7) *Year of birth*
1936
- 8) *Primary language*
English

Describe why you wish to be elected as a member of this committee:

Experience as a public and private school administrator. Nearly 10 years experience in negotiations - listening and helping 'side' come to an equitable conclusion. Over 40 years experience in dealing with students, parents, administrators and the public. Many years experience on synod council, including serving as vice president. These years included serving on the synod discipline committee. An ability to be, or become, knowledgeable in the requirements set forth by policy. An ability to listen to all positions of a question and help those participating resolve differences.

Are there particular perspectives that you would contribute as a committee member?

The perspective of the legalities in question, as well as the perspectives of the more human side of the differences gained from years of working with various groups.

**FOUNDATION OF THE ELCA: LAY FEMALE
Ms. Kathleen M. Rehl**

Florida-Bahamas Synod (9E)

- 1) *Congregational membership*
Grace Lutheran Church, Tampa, FL
- 2) *Experience relevant to this position*
Involved with "vision" committees, both church and secular;
Previously served on national non-profit board;
Sole proprietor of Rehl Financial Advisors

- 3) *Church-related service*
Organized and now chair the Grace Lutheran Church
Mission Endowment Fund;
Led "Values Based Estate Planning" workshops for
many Lutheran congregations;
Workshop leader at several WELCA annual retreats
for synods
- 4) *Education*
B.S., University of Wisconsin-Madison; M.S.,
University of Wisconsin-Madison;
Ph.D., University of Illinois-Urbana/Champaign
- 5) *Occupation*
Certified Financial Planner / business owner; Rehl
Financial Advisors
- 6) *Community service*
Volunteer at The Spring-domestic violence shelter;
Meals on Wheels-holiday food deliveries;
Christmas Carolers-volunteer group visiting shut-ins
- 7) *Year of birth*
1947
- 8) *Primary language*
English

Describe why you wish to be elected as a member of this board:

Action-oriented person who enjoys planning and implementing positive changes in peoples' lives. Passionate about helping people experience the "gratitude principal" in their lives, through my workshops, writing, and one-on-one assistance. Extensive practical experience as a certified financial planner and, a decade ago, as a development officer for both Lutheran Social Services and a major healthcare foundation.

Are there particular perspectives that you would contribute as a board member?

Experienced with multiple forms of current and planned giving, having assisted my clients and others to put gifts in place. Achieved professional notoriety via both published articles in financial publications and frequent quotations by financial media as an expert on charitable giving. Encouraged my colleagues to involve their own clients in philanthropy-speaking on this topic at national and regional conferences.

Church Council Member Synod Visit Summary

A full report is available in a notebook on the resource table located in the Council room.

#	Synod Name	Representative	Event	Date of Visit
1A	Alaska	C. Mays		
1B	Northwest Washington	C. Mays		
1C	Southwest Washington	J. McKee	Synod Council	3/17/07
1D	Eastern Washington-Idaho	J. McKee		
1E	Oregon	G. Anderson		
1F	Montana	G. Anderson		
2A	Sierra Pacific	J. Tutt-Starr		
2B	Southwest California	J. Tutt-Starr		
2C	Pacifica	S. Loy		
2D	Grand Canyon	S. Loy		
2E	Rocky Mountain	S. Loy		
3A	Western North Dakota	B. Dokken		
3B	Eastern North Dakota	B. Dokken		
3C	South Dakota	J. Sorenson		
3D	Northwest Minnesota	A. Niedringhaus	Synod Assembly	5/18/07
3E	Northeast Minnesota	A. Niedringhaus	Synod Assembly	6/8/07
3F	Southwest Minnesota	J. Sorenson		
3G	Minneapolis Area	J. Crippen (Niedringhaus)		
3H	Saint Paul Area	J. Crippen (Niedringhaus)		
3I	Southeastern Minnesota	J. Crippen		
4A	Nebraska	D. Nelson		
4B	Central States	D. Nelson		
4C	Arkansas-Oklahoma	J. Biffle		
4D	N. Texas-N. Louisiana	K. Kanouse		
4E	Southwestern Texas	M. Helmke		
4F	Texas-Louisiana Gulf Coast	J. Biffle		

#	Synod Name	Representative	Event	Date of Visit
5A	Metropolitan Chicago	S. Stumme		
5B	Northern Illinois	S. Stumme		
5C	Central/Southern Illinois	S. Stumme		
5D	Southeastern Iowa	N. Hirsch		
5E	Western Iowa	N. Hirsch		
5F	Northeastern Iowa	G. Wipperman		
5G	Northern Great Lakes	D. Jensen		
5H	Northwest Synod of Wisconsin	D. Jensen		
5I	East-Central Synod of Wisconsin	D. Jensen		
5J	Greater Milwaukee	J. Thomas		
5K	South-Central Synod of Wisconsin	J. Thomas		
5L	La Crosse Area	G. Wipperman		
6A	Southeast Michigan	S. Schlesinger		
6B	North/West Lower Michigan	S. Schlesinger		
6C	Indiana-Kentucky	K. Hunsinger		
6D	Northwestern Ohio	K. Hunsinger		
6E	Northeastern Ohio	E. Eaton		
6F	Southern Ohio	E. Eaton		
7A	New Jersey	J.P. Rajashekar		
7B	New England	D. Truland		
7C	Metropolitan New York	J. Linman	Synod Council Synod Council	3/20/07 9/17/07
7D	Upstate New York	D. Truland		
7E	Northeastern Pennsylvania	J. Richter		
7F	Southeastern Pennsylvania	A. Thomas		
7G	Slovak Zion	D. Truland <i>(if needed)</i>		
8A	Northwestern Pennsylvania	L. Reitz		

8B	Southwestern Pennsylvania	J. Linman	Assembly voting member	6/15/07
#	Synod Name	Representative	Event	Date of Visit
8C	Allegheny	W. Lloyd, Jr.	Synod Council	5/19/07
8D	Lower Susquehanna			
8E	Upper Susquehanna	L. Reitz		
8F	Delaware-Maryland	R. Wahl		
8G	Metropolitan Washington, D.C.	R. Wahl		
8H	West Virginia-Western Maryland	W. Lloyd, Jr.		
9A	Virginia	K. Rupp		
9B	North Carolina	F. Ashton		
9C	South Carolina	F. Ashton		
9D	Southeastern	J. Bunker		
9E	Florida-Bahamas	J. Bunker		
9F	Caribbean	P. Wallace		

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Proposal for Church Council Racial Justice Process Observation
Racial Justice Process Observation
A Practice for Transforming the Scandalous Reality of Racism

Background

The ELCA Church Council is committed to addressing racism within the Church Council itself. To guide this commitment, the Executive Committee appointed an ad hoc planning team at its November 2006 meeting. In this role, the planning team developed a statement of purpose in February 2007, "To lead the Church Council to become racially just through a sustained and accountable initiative of ongoing education, critical self-examination, awareness, and repentance, leading to changes in institutional policies, practices, and procedures." To give permanence to this commitment, at its April 2007 meeting, the Church Council transferred responsibility for anti-racism education and training from the planning team to the Board Development Committee, including responsibility for considering the engagement of racial justice monitors to provide observations of the Church Council's deliberation process.

The mandate

Firmly grounded in the Gospel, the ELCA *Constitution, Bylaws, and Continuing Resolutions*, the strategy for Multicultural Ministry, the social statement, "Freed In Christ: Race, Ethnicity, and Culture," and the ELCA Plan for Mission affirm God's call to each ELCA member and body intentionally and actively to engage racism in society and, more specifically, within this church. As a 97 percent white racial and ethnic denomination, how do we become a less-excluding church in an increasingly multi-ethnic domestic and global context? What does an anti-racist and multicultural ELCA Church Council look like? To name and begin a journey toward such a vision, Church Council members courageously would name and understand the implications of current corporate culture and practice. The tool of monitoring, or process observation, would assist the Church Council in bringing to light its own corporate culture and practices.

What is process observation?

Process observation is a tool to garner immediate feedback on a process or proceeding, such as deliberations. Observation is a "method of collecting information without intruding by simply observing

and recording."¹ Process observers watch and listen to group process, focused and guided solely by questions developed by the group itself. Observers then report observations to the group during specified intervals vis-à-vis the questions.

An illustration

For example, "Freed In Christ: Race, Ethnicity and Culture" states, "We of the Evangelical Lutheran Church in America have recognized ourselves to be in mission and ministry in a multicultural society, and have committed ourselves to welcome cultural diversity." The Board Development Committee creates a set of questions to ascertain how congruent the body's actual practice is to the ELCA stated commitment. One question may be, "Were policy decisions and recommendations made in deliberation that moved the ELCA closer to being an anti-racist multicultural church?"

At the end of deliberations, the process observer might offer this feedback: "The deliberations by the Council this morning on several important proposals did not include any observations about the connections between these actions and our commitment to become an anti-racist and multicultural church and our will to understand and address ways in which this body excludes cultural diversity."

Based on this observation, the Board Development Committee may propose that the Church Council adopt a process practice in which every proposed action will be examined through the lens of our anti-racism, multicultural commitments before final action is taken.

The above illustration is used to show how the observation process flows. The actual questions to be used by the observers are still to be developed by the Board Development Committee and, of course, the responses proposed by the Board Development Committee will be related to these questions.

Proposal

That the Church Council adopt a pilot for racial justice process observation to be implemented at the

¹<http://www.evaluationtoolsforracialequity.org/>

April 2008 Church Council Meeting. The Board Development Committee (BDC), or its designees, would design, implement, and revise the pilot in consultation with the coordinator for anti-racism education and training, who would resource their work within the context of the overall ELCA commitment to address institutional racism. After a few cycles of pilot implementation and revision, the Board Development Committee may propose to the Church Council a model to monitor corporate culture and practices that promote the body's commitment to become anti-racist and multicultural.

Pilot Timeline

October 2007

- Board Development Committee considers proposal to pilot the racial justice process observation model

November 2007 Church Council meeting

- Church Council considers proposal to pilot the racial justice process observation model with funding from the budget for anti-racism training in the Office of the Presiding Bishop.

November 2007 - April 2008 (BDC)

The Board Development Committee or its designees:

- Identify and/or develop a listing of values from which to develop process observation questions for the Church Council. These may be drawn from the Church Council's position description, ELCA governing documents, ELCA social statements, and the ELCA Plan for Mission.
- Consults by phone and/or in-person with one or two experienced process observation practitioners. Based on research, consultation, and dialogue, BDC designs a racial justice process observation model, including:
 1. Questions for Church Council process observation;
 2. The number of process observers;
 3. Whether process observers would be internal to the ELCA Church Council (i.e., including Church Council members, advisors, and resource people), external and/or both;
 4. A method for how process observers will provide feedback to the Church Council;
 5. A method for how the Church Council will evaluate its experience of the pilot; and
 6. Development of guidelines for coaching process observers.
- Provides in the pre-meeting materials for the April 2008 Church Council meeting:

1. A synopsis of pilot design process and model development;
2. Procedures for pilot implementation, including:
 - a. Profiles of process observers;
 - b. Process observation questions;
 - c. Process by which observers will give feedback to the Church Council;
 - d. Process by which the Church Council will evaluate the pilot;
 - e. How evaluation will be incorporated into revision.

April 2008 Church Council Meeting

- Implement model
- Receive Council member evaluations and process observers' feedback

April 2008 - November 2008 (BDC)

- Analyze evaluation and feedback
- Analyze and revise piloted racial justice process observation model
- Prepare model revision update and rationale for Church Council pre-meeting materials

November 2008 Church Council Meeting

- Implement revised model
- Receive Council member evaluations and process observers' feedback

November 2008 - April 2009 (BDC)

- Analyze evaluation and feedback
- Analyze and revise piloted racial justice process observation model
- Prepare model revision update and rationale for Church Council pre-meeting materials
- Based on pilot, Board Development Committee may submit to Church Council a proposal for a model of practice to monitor corporate culture and practices that promote its commitment to become anti-racist and multicultural. If regularized, funding will be provided by the Church Council budget in the Office of the Secretary.

April 2009 Church Council Meeting

- Implement revised model
- Receive Council member evaluations and process observers' feedback
- Church Council may consider a Board Development Committee proposal for a model of practice to monitor corporate culture and practices that promote its commitment to become anti-racist and multicultural.

Church Council Member Synod Contacts

#	Synod Name	Representative
1A	Alaska	Mr. Mark Johnson
1B	Northwest Washington	Mr. Mark Johnson
1C	Southwest Washington	Ms. Deborah Chenoweth
1D	Eastern Washington-Idaho	Pr. David Peters
1E	Oregon	Ms. Deborah Chenoweth
1F	Montana	Pr. David Peters
2A	Sierra Pacific	Mr. Mark Myers
2B	Southwest California	Ms. Judith Tutt-Starr
2C	Pacifica	Ms. Judith Tutt-Starr
2D	Grand Canyon	Mr. Mark Myers
2E	Rocky Mountain	Pr. Steven Loy
3A	Western North Dakota	Mr. Bradley Dokken
3B	Eastern North Dakota	Mr. Bradley Dokken
3C	South Dakota	Pr. Jeff B. Sorenson
3D	Northwest Minnesota	Pr. Pablo Obregón
3E	Northeast Minnesota	Ms. Ann Niedringhaus
3F	Southwest Minnesota	Pr. Pablo Obregón
3G	Minneapolis Area	Mr. John Munday
3H	Saint Paul Area	Mr. John Munday
3I	Southeastern Minnesota	
4A	Nebraska	Pr. Susan Langhauser
4B	Central States	Pr. Susan Langhauser
4C	Arkansas-Oklahoma	Ms. Rebecca Brakke
4D	N. Texas-N. Louisiana	Ms. Rebecca Brakke
4E	Southwestern Texas	Mr. Mark Helmke
4F	Texas-Louisiana Gulf Coast	Mr. Mark Helmke
5A	Metropolitan Chicago	Ms. Karin Graddy
5B	Northern Illinois	Ms. Karin Graddy

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH COUNCIL

November 8, 2007

Exhibit D, Part 3

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#	Synod Name	Representative
5C	Central/Southern Illinois	Ms. Karin Graddy (if needed)
5D	Southeastern Iowa	Ms. Norma Hirsch
5E	Western Iowa	Ms. Norma Hirsch
5F	Northeastern Iowa	Mr. Gary Wipperman
5G	Northern Great Lakes	Pr. David E. Jensen
5H	Northwest Synod of Wisconsin	Pr. David E. Jensen
5I	East-Central Synod of Wisconsin	Mr. John Emery
5J	Greater Milwaukee	
5K	South-Central Synod of Wisconsin	Mr. John Emery
5L	La Crosse Area	Mr. Gary Wipperman
6A	Southeast Michigan	Ms. Sandra Schlesinger
6B	North/West Lower Michigan	Ms. Sandra Schlesinger
6C	Indiana-Kentucky	Pr. Keith Hunsinger
6D	Northwestern Ohio	Pr. Keith Hunsinger
6E	Northeastern Ohio	Pr. David Anderson
6F	Southern Ohio	Pr. David Anderson
7A	New Jersey	Pr. J. Paul Rajashekar
7B	New England	Mr. David Truland
7C	Metropolitan New York	Pr. Jonathan Linman
7D	Upstate New York	Mr. David Truland
7E	Northeastern Pennsylvania	Pr. John Richter
7F	Southeastern Pennsylvania	
7G	Slovak Zion	Mr. David Truland (if needed)
8A	Northwestern Pennsylvania	Ms. Lynette Reitz
8B	Southwestern Pennsylvania	Pr. Jonathan Linman
8C	Allegheny	Mr. William Lloyd, Jr.
8D	Lower Susquehanna	Pr. John Richter
8E	Upper Susquehanna	Ms. Lynette Reitz

#	Synod Name	Representative
8F	Delaware-Maryland	Mr. Richard Wahl
8G	Metropolitan Washington, D.C.	Mr. Richard Wahl
8H	West Virginia-Western Maryland	Mr. William Lloyd, Jr.
9A	Virginia	
9B	North Carolina	Pr. Rachel Connelly
9C	South Carolina	Pr. Rachel Connelly
9D	Southeastern	Ms. Judith Bunker
9E	Florida-Bahamas	Ms. Judith Bunker
9F	Caribbean	Ms. Phyllis Wallace

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Report of the ELCA Disaster Response Consultation

A consultation requested by Presiding Bishop Mark Hanson met September 30-October 1, 2007, in Tampa, Florida. A list of attendees accompanies this report. The primary objective of the consultation was to explore how the Evangelical Lutheran Church in America (ELCA) in all of its expressions and institutional forms contributes to the needs of congregations and rostered leaders affected by disaster. The consultation additionally sought to respond to a variety of concerns raised by synodical resolutions pertaining to disaster response, including:

- Identification and training of interim pastoral staff to serve in disaster-affected areas as well as list maintenance and financial support for such persons.
- Financial support for the rebuilding of church facilities.
- Financial support for clergy, staff, and programs of congregations in disaster-affected areas.
- Policy changes for church-related loans (e.g. Mission Investment Fund) that pre-exist a disaster.
- Independent assessment of disaster recovery in order to determine best use of donated church funds.
- Planning the various stages of the church's overall response.
- Communication between all partners who are part of the response.

The facilitated conversation included a situational analysis of the present state of disaster response within the ELCA. In this analysis, participants described the needs of congregations and rostered leaders affected by disaster and the present state of response to these needs. Themes prevalent in this analysis included:

- Communities look to clergy for help and support in times of a disaster. Clergy look to bishops and synod staffs for help and support in times of a disaster. All can be overwhelmed by the disaster even as they are called upon to serve.
- Previous experience and preparedness in responding to a disaster are positively associated with more effective disaster response.
- Information and support are urgently needed early on in response to a disaster.
- Every comment was understood to reflect contextually the scale and scope of a particular disaster, whether a localized event or a widespread

catastrophic event.

The situational analysis was followed by a time of exploration into the ways in which the interdependent expressions of the ELCA with differentiated yet complementary roles may marshal untapped resources to enhance this church's response. Concepts that emerged in this exploration included:

- Significant financial resources and personnel support often come to synods and congregations in a non-formal way in time of disaster. These resources and personnel join the more formal institutional resources gathered through churchwide appeals and volunteer deployment.
- Churchwide programs and personnel not traditionally associated with disaster response, such as mission directors and transformational ministry and redevelopment specialists, may have significant capacity to guide local leaders in re-envisioning ministry after a disaster.
- Issues such as insurance costs and repair and rebuilding of church facilities are highly complex and need leaders from all expressions of the ELCA to consider meaningful solutions.
- The challenge of the sustainability of this church's disaster response was acknowledged. Systems and structures brought to bear in this church's response always must balance concrete and achievable goals within reasonable expectations and finite resources.

The consultation acknowledged that disasters present numerous challenges and opportunities for ministry, including ministry by the ELCA with the wider community as well as in response to the needs of ELCA members, congregations, and synods. The consultation supported the following guiding principles for ELCA disaster response: 1) the ELCA is a church of abundance; 2) to be Lutheran is to love the neighbor; 3) Lutheran Disaster Response (LDR) is the primary way that the ELCA provides care for the wider community; 4) synods are the primary way that the ELCA provides care for congregations and rostered leaders; and 5) we assume support and cooperation between all expressions of the church.

The consultation then performed a synthesis of these discussions. It produced a series of proposed new directions for strengthening ELCA disaster response in the areas of concern raised by the resolutions. The following proposals emerged on

which there was general consensus:

1. In light of the very high expectations placed upon ELCA synods and bishops in caring for the needs of congregations and rostered leaders following a disaster, the consultation encourages the ELCA, through the Conference of Bishops and Lutheran Disaster Response, to accompany these high expectations with high levels of support and training for bishops and synod staff members. There is the need for constant renewal and refreshment among synodical leaders with regard to disaster preparedness. Further, understanding that high expectations will inevitably bring instances when the response may not be sufficient to meet the needs, the consultation requests the Conference of Bishops to consider what processes may be appropriate to address such instances. One concrete step to enhance synod disaster preparedness has been taken in the creation of the role of LDR Liaison to Synods and Districts. This role includes a portfolio of assisting ELCA synods to create and enhance crisis management plans.
2. The consultation requests the Conference of Bishops, the Office of the Presiding Bishop, and Lutheran Disaster Response to collaborate in developing a Rapid Response Team of persons with experience working as synod leadership in time of disaster to consult and accompany bishops and synod staff teams when affected by disaster.
3. The consultation believes that the ELCA response will be significantly strengthened by the following steps that require widespread collaboration within and beyond the churchwide organization. In a time of disaster, tables should be convened to facilitate an expanded exchange of information and initiate planning:
 - a. One table, convened by the Office of the Presiding Bishop, would consist of representatives from churchwide units minimally including the Office of the Presiding Bishop, Evangelical Outreach and Congregational Mission (EOCM), Vocation and Education (VE), Church in Society, Communication Services, Development Services, and the Mission Investment Fund. This table will consult with leadership in the affected synod and representatives of Lutheran Services in America to explore how personnel and assets of the churchwide expression can assist synod leaders in responding to the disaster and mutually plan how the ministry of Lutheran Disaster Response to the wider community can complement the mission of the synod and congregations.
 - b. Financial challenges faced or anticipated by the synod for meeting the needs of congregations and rostered leaders based on context regularly will be the subject of these convened tables and will seek concrete ways of generating financial partnerships. Additionally, particular attention will be given to communication among all partners as a means of empowering them in their mutual responses. All communication must include greater articulation and clarity of the roles of LDR, synods, social ministry organizations, and churchwide units.
 - c. Another table would be convened by the synodical bishop following a disaster. This table would minimally include the bishop, synod staff, representatives of local Lutheran social ministry organizations, the local Lutheran Disaster Response coordinator, and any representatives of churchwide units appropriate to address the concerns. This table would collaborate to identify how the personnel and assets of these intersecting organizations and interests would mutually assist the bishop in meeting synod responsibilities to congregations and rostered leaders.
4. The consultation encourages leaders in EOCM, VE, and LDR to explore ways that existing rosters of interim ministers and ministry in chaplaincy, pastoral counseling, and clinical education can be further developed to be shared with synod bishops affected by disaster to enhance support for rostered leaders.
5. Likewise, the consultation encourages the Conference of Bishops to explore how partner synod relationships can be utilized in mutually responding to the needs of congregations and rostered leaders affected by disaster. There were other topics of conversation on complex ideas for which final consensus was not achieved because of time constraints. These topics will be taken up by the Office of the Presiding Bishop in subsequent churchwide consultations. The topics included:

1. The appointment of an ombudsperson to assist in arbitrating in disagreements about the timeline and results of decisions made among ELCA partners in responding to a disaster.
2. The identification of the concrete methods by which the financial generosity of our members can include support for repairing and rebuilding church facilities and supporting rostered leaders.

At the request of the participants in this consultation, it was agreed that an additional consultation of all partners engaging in Gulf Coast recovery work will be convened by the Office of the Presiding Bishop in collaboration with the affected synods and Lutheran Disaster Response to conduct a follow-up assessment related to the unmet needs apparent throughout the stages of recovery at this time.

Participants in the consultation expressed their gratitude for the opportunity to address these important and timely topics pertaining to ELCA disaster response.

Consultation Participants

Mr. Ken Aicher
Assistant to the Bishop for Administration
Florida-Bahamas Synod
Tampa, FL

Ms. Kristi Bangert
Executive Director for Communication Services
Evangelical Lutheran Church in America
Chicago, IL

Ms. Jennifer Barger
Coordinator for Donor Relationships
ELCA World Hunger and Disaster Appeal
Chicago, IL

Bishop Edward R. Benoway
Florida-Bahamas Synod
Tampa, FL

Bishop Stephen P. Bouman
Metropolitan New York Synod
New York, NY

Rev. Ralph W. Edwards
Chaplain Beaver Township Police Department
Lutheran Disaster Response
Volunteer Level 2-C.M. & S.C.
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The Plan for Mission and Churchwide Unit Plans

The litmus test for the value of an organization-wide strategic plan is the active presence and manifestation of the plan throughout the organization. If you can see the mission, vision, and priorities of the organization alive in the organization's parts, the central strategic plan has had its intended effect on the organization.

The Plan for Mission was adopted by the Churchwide Assembly in 2003 and the attendant changes to structure, governance, and budget in 2005. Over the course of 2006-2007 the units of the churchwide organization have developed unit plans based on the Plan for Mission and their prioritization of specific unit responsibilities enumerated in the ELCA's constitution. This report reviews how those unit plans support the five strategic directions of the churchwide organization and the four commitments for implementation of the Plan for Mission. These same units undertake many other constitutionally-directed ministries in addition to the activities directly connected to the strategic directions, but this report is limited to the work that lifts up the Plan for Mission.

The Strategic Directions

Support congregations in their call to be faithful, welcoming, and generous, sharing the mind of Christ.

The plan for Evangelical Outreach and Congregational Mission (EO) calls for EO to support this strategic direction by fostering and enhancing a culture of discipleship within the ELCA. This includes efforts to:

1. Foster and enhance the ministry of children, youth, and young adults;
2. Develop and strengthen networks in order to foster and enhance a culture of discipleship.
3. Implement the goals of prayer and discipleship from the ELCA evangelism strategy;
4. Promote activities from the ethnic strategies that foster and enhance a culture of discipleship within the ELCA;
5. Use and leverage resources and communication methods to enhance and foster a culture of discipleship within the ELCA; and
6. Strengthen the justice and advocacy nature of discipleship.

While the focus of the work of Global Mission (GM) is primarily to deepen and extend the global, ecumenical, and interfaith relationships of this church for the sake of God's mission, the strategic plan of GM seeks to support each of the strategic directions within the life of the ELCA as well as within the life of the companion churches. For example, the over-arching goal of GM is to increase the capacity of both the ELCA and its companions in other countries to participate in God's reconciling mission through proclamation and service. This specifically includes assisting companion churches and international partners to increase their capacity for mission through the development of effective programs and ministries. It also includes increasing the capacity of ELCA members, congregations, synods, agencies, institutions, and the churchwide organization to proclaim and serve by receiving the gifts of companions.

The unit plan of Multicultural Ministries (MM) supports this strategic direction by working to deepen the discipleship of congregational members in multicultural congregations. The unit's primary goal is to involve more people in Bible study, faith formation, adult studies, evangelizing, advocacy, and service.

The Vocation and Education (VE) unit plan gives particular attention to facilitating the work of the institutions and networks that nurture and support rostered leaders so they are well prepared to lead congregations. VE intends to make available Web materials on the topic of Christian vocation for use by congregations.

The Worship section of the Office of the Bishop (WO) continues, in cooperation with Augsburg Fortress Publishers (AF), to provide considerable support for *Evangelical Lutheran Worship*.

The Lutheran Magazine supports this strategic direction by publishing articles that:

1. Nurture an awareness of Christ's presence in daily life and in the world;
2. Share stories of God's people living their faith;
3. Tell the stories of congregations;
4. Connect readers with the global Christian community; and
5. Challenge readers to bring God's grace and care to all.

AF supports this strategic direction by continuing

to provide engaging resources for congregations. Recent examples include:

1. *Akaloo!* a Web-based, intergenerational, home and church-based, life-long learning faith formation resource.
2. *Here We Stand* confirmation materials, including Web sites for both leaders and students.
3. *Bread for the Day 2007: Daily Bible Readings and Prayers* (in partnership with the Northeastern Iowa Synod).
4. *Conozca su Biblia* (Spanish language Bible commentary series of books for lay readers published in cooperation with EO).
5. Luther's *Small Catechism* in English and Spanish (on facing pages).
6. *The Lutheran Course*, which is designed for adults and focuses on the fundamentals of what it means to be a Lutheran Christian.
7. *The Lutheran Course on Marriage*, which is a marriage enrichment resource designed with good theology and good humor.
8. *Splash!* is a faith formation resource for families with young children.
9. *Christian Education as Evangelism*

The Board of Pensions of the ELCA (BOP) supports this strategic direction by working to improve the health of clergy and other rostered people. This effort is designed to help them be at their best as teachers and leaders in their congregations. BOP is also focusing its efforts on optimally managing health care costs so those costs can be kept as low as possible for congregations. Low cost allows congregations to devote more of their income to mission and ministry.

Women of the ELCA (WO) supports this strategic direction by calling the women of the ELCA to discipleship, growing in faith, affirming of gifts, and the support of one another in their callings.

Assist members, congregations, synods, and institutions and agencies of this church to grow in evangelical outreach.

The strategic plan for EO calls for the unit to support this strategic direction by building the capacity of the whole church to start new congregations and renew existing congregations by strengthening and expanding the ELCA's ability to do this work. It also includes rethinking the annual reports received from congregations so they more faithfully report on the health, mission, diversity, and

engagement of congregations. The plan also seeks to better tell the stories of healthy, missional, diverse, and engaged congregations.

The GM unit plans support this strategic direction by assisting the ELCA in building its capacity to proclaim and serve by providing opportunities and the means for ELCA members, synods, and congregations to learn from companions in the global church.

The unit plan of MM supports this strategic direction by focusing on an increase in the number of ethnic-specific and multicultural congregations. One of the primary outcomes of the plan is that ethnic-specific congregations will grow by two percent by the end of 2009. MM will:

1. Work with EO, synod staff, and the ethnic communities to identify sites for starting new congregations;
2. Work with Research and Evaluation (RE) to provide existing ministries with site studies; and
3. Work with EO on training new mission developers.

The VE unit plan proposes a systemic approach to leadership development and a comprehensive plan for that work. One tactic already being implemented in collaboration with EO gathers those engaged in the preparation of leaders for starting new and renewing existing congregations.

The Communication Services (CO) strategic plan supports this strategic direction by working to increase the broader cultural awareness of this church. This awareness potentially can lead to an increase in membership and growth in average weekly worship attendance for local congregations. The goal is to create simple, powerful communications that connect with and influence the behavior of members and non-members alike, along with tailoring communications to meet the needs of congregations and synods.

The Research and Evaluation section of the Office of the Bishop (RE) will support this strategic direction by:

1. Providing demographic site studies for congregations;
2. Making available research reports on the practices of fast growing congregations; and
3. Coordinating an evaluation of the evangelism strategy.

The strategic plan for the Mission Investment Fund (MIF) supports this strategic direction by working toward the development of more intentional and consistent communication between mission

developers, MIF consultants, and MIF staff and by sponsoring training events in budget development and financial management for new-start congregations.

Step forward as a public church that witnesses boldly to God's love for all that God has created.

The unit plan for Church in Society (CS) calls for the unit to support this strategic direction by working to inspire, motivate, and transform two key groups (e.g., synodical leaders and youth/young adults) so that they are theologically equipped to confront the "scandalous realities" of our society (e.g. racial, ethnic, gender barriers) and to pursue inclusiveness. The plan also focuses on equipping these two groups not only to understand and engage in accompaniment in which they will know, understand, and respect other people's assets, values, and vulnerabilities but also to have experience in supporting, challenging, relating to, and walking together with neighbors, communities, and society.

The strategic plan of GM supports this strategic direction by:

1. Working with CS in assisting the United States government and the United Nations to enact laws and develop policy that will more effectively strengthen peace-building efforts and enhance sustainable development.
2. Building the capacity of the ELCA as a whole for global mission though increased and/or improved cooperation and collaboration between GM, United States-based church-related and ecumenical institutions, and other partners.
3. Channeling appropriately and effectively the ELCA's response to international disasters and to poverty and hunger throughout the world through a global network of relationships.
4. Strengthening United States-based and international networks and alliances of partners in relief, development and advocacy, clarifying roles (especially with constituency), and developing creative models for collaboration.
5. Increasing the ELCA's capacity to accompany companions in reconciliation and peace-building activities.
6. Assisting the ELCA to deepen its engagement in interfaith conversations (in particular Christian-Muslim dialogue).
7. Assisting companions to build their capacity to engage in reconciliation and peace-making efforts.

By focusing on vocation, the VE strategic plan intends to help this church better understand that a Christian calling is the Lutheran Christian way of being in the world and bearing witness to God's love for all that God has created. The affirmation of the vocation of daily life in the public sphere is central to the unit's plan as it works with schools, early childhood centers, colleges, and universities. The unit, for example, sponsors an annual gathering for college and university faculty and staff, *the Calling of a Lutheran College*. Also, the theme for the 2009 Lutheran Youth Gathering in New Orleans, "Jesus, Justice and Jazz," has a strong public church component.

The Lutheran magazine will continue to support this strategic direction by providing an open forum for discussion of the issues facing the church.

AF also will support this strategic direction by continuing to provide relevant resources. Examples of recent resources include:

1. *Ending Poverty: a 2020 Vision*
2. *Ending Hunger Now*
3. *Breaking the Conspiracy of Silence*
4. *God in the Raging Waters: Stories of Love and Service Following Hurricanes Rita and Katrina*
5. *Shaking the Gates of Hell: Faith Led Resistance to Corporate Globalism.*
6. *The Stem Cell Debate*
7. *War, Peace and God: Rethinking the Just-War Tradition*

WO supports this strategic direction by calling the women of this church to engage in ministry and action and to promote healing and wholeness in the church, society, and the world.

Deepen and extend our global, ecumenical, and interfaith relationships for the sake of God's mission.

The strategic plan for GM calls for the unit to support this strategic direction by:

1. Developing relationships with emerging churches that are based on mutuality, have the potential for building capacity for mission, and are sustainable over time.
2. Strengthening the capacity of emerging and re-emerging churches and churches in crisis through GM's participation in Lutheran and ecumenical outreach alliances.

3. Deepening relationships and providing assistance to churches in crisis as they struggle to survive and engage in mission in difficult situations.
4. Aligning financial and human resources with GM's capacity building priorities and the priorities of companion churches.
5. Contributing to the building of the mission capacity of companion churches through sharing financial resources, and utilizing processes in the ELCA and companions that are strategic, transparent, and accountable.
6. Clarifying and deepening the role of GM within an integrated and effective churchwide system of engagement for "global formation" with ELCA members, congregations, and synods that: expresses this church's commitment to the accompaniment model for mission, encourages commitment and action by ELCA members, and reflects an understanding of GM as a "steward" of this church's relationships with global companions.
7. Deepening in ELCA synods an understanding of the accompaniment model for mission and enhancing in their global relationships the patterns of action that express this commitment.
8. Expanding and enhancing the Young Adults in Global Mission Program (YAGM).

The emphasis of VE's plan for exploring vocation with young adults includes ecumenical and global aspects. Also, the unit's plan emphasizes networking as a principle that takes regular account of partnership options beyond the ELCA.

The strategic plan for Ecumenical and Inter-Religious Relations (ER) calls for the unit to support this strategic direction by:

1. Broadening and deepening the implementation of the full communion agreements with the Reformed Churches, The Episcopal Church, and the Moravian Church.
2. Guiding the bilateral dialogues with the Roman Catholic Church, the Orthodox Churches, the United Methodist Church, the Christian Church (Disciples of Christ), and the African Methodist Episcopal Zion Church.
3. Broadening and deepening commitment to and participation with various conciliar organizations including the Lutheran World Federation, the World Council of Churches, the National Council of the Churches of Christ, Churches Uniting in

Christ, and Christian Churches Together in the U.S.A.

4. Coordinating a plan, in consultation with Global Mission, to be presented to the presiding bishop, to coordinate the inter-religious work of the churchwide organization.

AF supports this strategic direction by continuing to provide relevant resources. Examples of recent resources include:

1. *Christians and a Land Called Holy: How We Can Foster Peace, Justice, and Hope.*
2. *Understanding Islam: an Introduction.*

AF also supports this strategic direction by participating in several ecumenical partnerships including the following:

1. A partnership with a variety of denominational publishers on variations of *The Lutheran Handbook* for their denominations including Presbyterian Church (U.S.A.) (published 2006), the United Methodist Church (spring 2007), Mennonite Church (due 2007), and the Reformed Church in America (due 2007).
2. A partnership on the development of key faith formation curricula with other denominations including *Akaloo* with Presbyterian Church (U.S.A.), *Great Bible Reef* (VBS 2007) with *Our Sunday Visitor* (Catholic).
3. Global partnerships for publishing many books, including recent or forthcoming translations of *The Lutheran Handbook* or *the Christian Handbook* in traditional Chinese, Korean, and Swedish.
4. An exclusive North American distribution agreement for theological books in Spanish published by Sigueme (Spain).

Assist this church to bring forth and support faithful, wise, and courageous leaders whose vocations serve God's mission in a pluralistic world.

The strategic plan for CS calls for the unit to support this strategic direction by:

1. Increasing the awareness of leaders regarding the assets of neighbors, organizations, and communities through educational resources, events, and research.
2. Offering immersion and learning experiences and purposeful travel for leaders.

The strategic plan for EO calls for the unit to support this strategic direction by:

1. Promoting and implementing EO activities within each ethnic strategy intended to lead to an increase in the number of ethnic leaders in the ELCA.
2. Identifying and exploring new leadership initiatives (i.e., coaching, advanced coaching, train-the-trainer approaches, and an approach to emerging generations).
3. exploring collaborative ministry partnerships with VE, MM, Women of the ELCA, and ELCA's Men's Ministry to equip and increase the number of leaders.

The strategic plan for GM calls for the unit to support this strategic direction by:

1. Increasing access to the broad range of leadership training opportunities for churches in crisis and emerging churches.
2. Increasing access of companion churches and with emerging communities of faith to a broad range of leadership training opportunities that can increase their capacity to engage in mission.
3. Responding to the requests of companion churches to assist them to build effective programs that advance their mission priorities through the strategic placement of ELCA international personnel in accordance with the accompaniment model for mission.

The strategic plan for MM calls for the unit to work to increase the number of rostered and lay leaders in congregations, synods, seminaries, and the churchwide expression from the ELCA's ethnic communities. The primary outcomes include:

1. Increasing the number of ethnic-specific teaching theologians in ELCA seminaries;
2. Increasing the number of ethnic-specific congregations with leaders from the same ethnic community;
3. Increasing the number of ethnic-specific leaders serving multicultural and white congregations; and
4. Making sure retiring roster leaders will be replaced adequately by leaders from the same ethnic community.

The strategic plan for VE calls for the unit to support this strategic direction by:

1. Centering the work of the unit in the Lutheran conversation about vocation.
2. Increasing the use of emerging technologies to educate and engage leaders in congregations, synods, churchwide, agencies, and institutions on the topic of vocation.

3. Planning and participating in meetings, events, resource development, and other work to discover and promote conversation about vocation.
4. Working with other parts of the churchwide organization and other ELCA leadership formation programs and networks to create a systemic leadership development plan.
5. Working to strengthen the educational institutions and networks required to equip and support current and developing leaders.
6. Seeking to assure that leadership policies and procedures remain faithful, clear, relevant, respectful, and usable.
7. Giving significant attention to leadership development for faith formation among children, youth, and young adults.

The strategic plan for ER calls for the section to support this strategic direction by engaging in intentional efforts for leadership development, particularly among seminarians and first-call pastors.

The strategic plan for the Synodical Relations section of the Office of the Presiding Bishop (SR) calls for the section to support this strategic direction by:

1. Assisting in the transitioning process for bishops and synodical leaders by working with synod councils in order to help bishops complete their terms well; the introduction of a synod council resource providing models of structure, severance agreements, and other information as resources; and providing orientation and training for newly elected bishops, assistants, and synodical officers.
2. Intentionally and systematically providing personal care and connection to synod leaders through visits, cards, e-mails, and phone calls.
3. Providing resources and staff services to synods regarding synod programming, staffing, and structure
4. Providing support to federal chaplaincy ministries AF supports this strategic direction by continuing to provide relevant resources. Examples of recent resources include:
 1. *The Pastor: A Spirituality*
 2. *Ethics in the Community of Promise: Faith, Formation and Decision, second edition*
 3. *Humanity Before God: Contemporary Faces of Jewish, Christian, and Islamic Ethics*
 4. *The Disciple's Joy: Six Practices for Spiritual Growth*
 5. *Emerging Ministry: Being Church Today*

6. *Living Lutheran: Renewing Your Congregation*

The Commitments for Implementation

In implementing the strategic directions, the churchwide organization also has made four commitments. These commitments have a direct influence on how units do their work in support of the strategic directions. The following are examples.

Encourage, welcome, and depend upon the lively and creative exchange of resources and ideas throughout the Evangelical Lutheran Church in America.

All the units use networking as a primary method for doing their work. Through these networks resources and ideas are exchanged.

Recognize and encourage the vital contributions and deepening relationship with institutions and agencies of this church and with Lutheran, ecumenical, and interfaith partners.

All the units continue to work intentionally at developing and enhancing partnerships with the institutions and agencies of the church. Ecumenical and interfaith partnerships are especially critical to the work of CS, GM, and ER.

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.

Again, all the units are committed to addressing the impact of these realities in their work. The CS unit plan, for example, also focuses on equipping the leaders of this church theologically to address this commitment. The MM plan sets out the goal of equipping congregations, synods, seminaries, and the churchwide expression to become an anti-racist and multicultural church.

Pursue ardently the ELCA's commitment to becoming more diverse, multicultural, and multi-generational in an ever-changing and increasingly pluralistic context, with special focus on full inclusion in this church of youth, young adults, and people of color and people whose primary language is other than English.

Finally, once again, all the units are very committed to pursuing the ELCA's commitment to becoming more diverse, multicultural, and multi-

generational. This commitment is especially a focus of VE, EO, and MM.

Conclusion

When this information about unit strategic plans is joined by the executive for administration's report to the 2007 Churchwide Assembly highlighting inter-unit collaborations, the picture is one of an organization deeply committed to advancing the Plan for Mission. We hope these reports assist the Church Council in fulfilling its responsibility to evaluate, through the Planning and Evaluation Committee, the work of the churchwide organization.

The Blue Ribbon Committee on Mission Funding

Implementation Plan

At its April 2007 meeting, the Church Council voted (CC07.04.15):

To delegate oversight and coordination for the implementation of the Blue Ribbon Committee's report on mission funding to the Office of the Presiding Bishop—with special responsibility assigned to the Synodical Relations section and the Mission Funding and Interpretation Team—with an implementation plan, including specific measurements and evaluation cycles, to be presented to the November 2007 meeting of the Church Council and subsequently through regular progress reports to the Church Council commencing in April 2008.

Following is the implementation plan requested by the Church Council in its April 2007 action on the Blue Ribbon Committee (BRC) Report. There are several key churchwide roles that relate to all the goals in this plan; they are therefore not repeated in the specific plan associated with each of the goals:

- The Research and Evaluation section of the Office of the Presiding Bishop has a central role in the development of monitoring and evaluation instruments for the entire plan and is working with each goal manager in the drafting of specific measurements.
- The Mission Funding and Interpretation Team has the pivotal role of monitoring the implementing of the goals.
- The executive for administration provides oversight of the churchwide organization's implementation of the entire BRC report.
- The Church Council will receive a progress report on implementation of the report at each of its meetings, this commitment to regular reporting to the council will not be repeated in the specific plan associated with each goal.

The *implementation plan* for each goal includes:

- (a) a listing of lead staff and their unit or section, plus other churchwide units, staff, or teams involved in the goal;
- (b) a listing of key partners outside the churchwide organization to be directly involved in implementation of the goal;
- (c) indication of any specific measurements known at this time and when other proposed measurements will be brought to the Mission Funding and Interpretation Team for review;
- (d) the planned cycle for monitoring and evaluating each goal;
- (e) and an implementation timeline based,

where possible, on one, three, and five year increments.

Mission Funding Outcomes, Goals, and Implementation Plans

1. “Best practices” for mission funding, alternative methods of raising mission support, and improved consultation processes are identified and implemented.

Goals:

- a. Gifts from congregations for synodical and churchwide mission support (“undesigned giving”) will be acknowledged as key to “best practices” for mission funding.
 - 1) Synodical Relations (SR) through the director for mission support; Office of the Treasurer (OT); Office of the Presiding Bishop (OB)
 - 2) Conference of Bishops (COB)
 - 3) Measurements will include affirmation of this key to best practices by synods in the synodical-churchwide consultation process; increased mission support from congregations to synod and churchwide ministries and mission
 - 4) Annual evaluation
 - 5) Implementation beginning with the 2007-2008 consultations and continuing annually with an ongoing focus on “telling the story” of why members give to mission and ministry through synods and the churchwide expression.
- b. Operating out of a faith-based belief that we are living in God's gift of abundance, congregations, synods, and the churchwide organization will renew the effort to focus attention on the importance of an increased percent sharing of mission support income. By November 2008, a plan will be established to assist each synod currently sharing below the goal of 55 percent to move toward that level of sharing, while affirming synods that already share mission support of 55 percent or greater. The 2007-2008 consultations will include discussion of “unfunded mandates,” the differentiated roles of each expression of this church, and ways in which the churchwide organization can assist each synod

to reach its mission funding goals.

- 1) Synodical Relations through the director for mission support; Office of the Treasurer
 - 2) Conference of Bishops; synodical officers (vice-presidents and treasurers).
 - 3) Measurements will include a report from the 2007-2008 consultations on the intent of synods to plan for measured increases in the proportion of mission support dollars shared with the churchwide organization. How many synods have a plan to increase that proportionate sharing by November 2008?
 - 4) Report to the November 2008 meeting of the Church Council with annual follow-up reporting
 - 5) Implementation beginning in the 2007-2008 consultations
- c. By mid-2008, the churchwide organization will review the restricted and designated giving opportunities it offers and adjust its processes so that it encourages unrestricted giving and is strategic in providing designated giving opportunities.
- 1) Development Services (DS) through the executive director working specifically with the DS leadership staff related to the World Hunger Appeal, Global Mission (GM), Fund for Leaders in Mission, and other program and ministry-related staff as appropriate; and OT.
 - 2) To some degree, inter-Lutheran agencies as they relate to our work together (e.g., Lutheran World Relief)
 - 3) Measurement will include:
 - completion of case for support that interprets ministry through the churchwide organization
 - undesignated dollars received through Development Services;
 - the number of requests or proposals for undesignated support made by Development Services staff;
 - packaging of five designated projects that support churchwide budgeted ministry;
 - reduce and clarify restricted or designated projects and the GM second-level giving program; and
- recommend annual priorities for designated giving (2008-2012).
- 4) Initiated in spring 2008 with annual review and evaluation built in to the DS and Foundation planning process in consultation with Office of the Treasurer. The measurement will be the same as above.
- d. Through the 2007-2008 consultation process, four or five synods will be identified and asked to develop and submit pilot proposals with clearly defined goals and objectives for increasing the amount of mission support in their synods. The churchwide organization will support these pilot proposals by offering a team that will include a mission interpreter and stewardship, development, and communication staff of the churchwide organization to provide increased mission interpretation to each congregation of the synod and its members.
- 1) Synodical Relations through the Director for Mission Support; Office of the Treasurer; Evangelical Outreach and Congregational Mission (EOCM) through the director for stewardship. An inter-unit team will be identified to coordinate increased mission interpretation to the congregations in the pilot synods.
 - 2) Conference of Bishops
 - 3) After completion of the 2007-2008 mission support consultations, a report will be prepared for review by the Mission Funding and Interpretation Team indicating which pilot projects have been selected.
 - 4) Synods with pilot proposals will be reviewed annually as to their effectiveness in increasing mission support in their synods. An initial review will focus on the practices of the project and a determination then will be made of how well the projects are supported by the churchwide organization and executed by the synods. A final review will evaluate the effectiveness of the projects based primarily on a sustained increase in mission support.
 - 5) Implementation beginning in 2008

- e. Beginning in 2008, standardized reporting will allow for expanded acknowledgment of local giving. To facilitate this goal, synods will actively pursue full and accurate submission of parochial data reports.
- 1) ELCA Treasurer, Office of the Treasurer; executive director for development services, development services unit. In consultation with: Office of the Secretary, and the Synodical Relations and Research and Evaluation sections of the Office of the Bishop and the Mission Funding and Interpretation Team.
 - 2) Conference of Bishops, pastors of ELCA congregations
 - 3) Beginning in 2008, the Office of the Treasurer will report to synods on designated gifts to the churchwide organization from congregations by synod. Adjustments will be made in subsequent years based on review of feedback and system capabilities.
 - Beginning in 2008, Research and Evaluation, Office of the Secretary, Development Services, Synodical Relations, and Office of the Treasurer will review possibilities for acknowledgment of local giving efforts by congregations that go beyond giving to the churchwide organization. Based on the resulting plan, additional acknowledgments will be made early in 2009 based on the 2008 parochial data.
 - Office of the Secretary and Research and Evaluation will oversee necessary adjustments to the 2008 parochial report forms in order to facilitate the gathering of information that will allow for some acknowledgment of local giving beyond the churchwide organization and more consistency in the reporting of financial information in order to make it more comparable across synods.
 - From 2007 to 2011 there will be both an increase in the number of congregations reporting and greater accuracy in the reporting due to increased efforts by Office of the Secretary and Synodical Relations to stress the importance of reporting to the Conference of Bishops, enhanced communication by the Office of the Secretary to congregations regarding how the data is used, and an increasingly user-friendly method for reporting as a result of collaboration of Research and Evaluation, Information Technology (IT), and the Office of the Secretary.
 - 4) The units assigned as lead and contributing will meet at least semi-annually to review progress and to determine appropriate means for gathering feedback from key partners on the changes that have been implemented.
 - 5) All goals will be implemented based on the dates given in the measurement indicators above. It is expected that this goal will be fully implemented by mid-2009.
- f. Beginning in 2008, the Conference of Bishops will review all mission support plans of the synods, utilizing a format with consistent data from each synod. The Conference of Bishops will provide for a fuller conversation within the conference agenda regarding the context for mission support within synods, and will provide a recommendation to the ELCA Church Council regarding any requests for mission support exceptions.

Background

The ELCA Church Council voted at its April 2007 meeting (CC07.04.25) to amend continuing resolution 15.31.A03. as 15.31.A07. related to the responsibilities of the Conference of Bishops

The Conference of Bishops of the Evangelical Lutheran Church in America shall...

- I. *Assist the bishops in their role as leaders in fostering support for the work of this church by being a forum for discussion of annual mission support plans and serving as a means of providing advice and counsel to the Church Council in the council's responsibility for approval of those plans.*

- a) *Synodical Relations through the Director for Mission Support; Office of the Treasurer; Research and Evaluation.*

- b) *Conference of Bishops.*
 - c) *Discussion in the Mission Funding and Interpretation Team prior to the October 2007 meeting of the Conference of Bishops and prior to the March 2008 meeting of the Conference of Bishops. In 2008, and in subsequent years, there will be discussion of synod mission support plans by the Conference of Bishops. By 2010 a determination will be made by the Mission Funding and Interpretation Team on whether the review process leads to more consistent and equitable support of the churchwide organization by synods.*
 - d) *The spring meetings of the Conference of Bishops each year would be the time for monitoring and implementation of this goal.*
 - e) *Implementation will begin in March 2008 and continue on an annual basis.*
- g. The churchwide organization will provide a convening role in facilitating discussion regarding the roles of congregations, synods, and the churchwide expression of this church in their interdependent sharing in the mission of the ELCA.
- 1) Office of the Presiding Bishop through the executive for administration; Synodical Relations section; Program Planning and Coordination Team; Administrative Team
 - 2) Conference of Bishops; congregations; institutions and agencies of this church; inter-Lutheran agencies
 - 3) Measurements include: each year the Office of the Presiding Bishop will ensure that at least one major aspect of this church's mission (e.g. campus ministry) will be the topic of intentional consultation between the churchwide organization and the Conference of Bishops; each consultation will address the differentiated roles of this church's expressions and its institutions and agencies in leading and supporting the major aspect of our mission under review; each consultation process will include

- representatives of the ministries most affected by decisions on this topic; each consultation process will be guided by the four commitments for implementation in the Plan for Mission and policies enacted by a Churchwide Assembly or the Church Council; each consultation will calculate the budgetary and staffing implications of differentiated roles and develop a timetable for implementing these implications. Other measurements will be brought to the Mission Funding and Interpretation Team for consideration in the first quarter of 2008.
- 4) The annual consultation topic(s) will be identified jointly between the Office of the Presiding Bishop and Conference of Bishops before the beginning of each new fiscal year. We will monitor progress in the planning and implementation of the consultation(s) based on whether the consultation(s) can be integrated into the meeting cycle of the Conference of Bishops (March and October) or if the character of the consultation suggests another venue. Evaluation instruments will be used at the close of each topical consultation. A report will be published on each consultation.
 - 5) The topic of new ministry starts already is established as one key area of consultation in 2008. A process is established with a sub-committee of bishops for bringing a report and discussion process to the March 2008 Conference of Bishops meeting. In November 2007 the Office of the Presiding Bishop and Program Planning and Coordinating Team will determine if other 2008 topics for our interdependent sharing in the ELCA's mission should be proposed to the Conference of Bishops. The Conference likewise will be invited, through its executive committee, to determine if other topics bear urgent discussion in 2008. Both the lead units and teams in the churchwide organization and the Conference of Bishops will be asked to develop and prioritize a list of consultation topics for the years 2009-2012.

- h. The development of a proposal to the 2009 Churchwide Assembly for the development and implementation of a resource to help congregations assess their responsible and accountable use of God's resources commended to their care.
- 1) Evangelical Outreach and Congregational Mission through the Director for Stewardship.
 - 2) Synodical Relations through the Director for Mission Support; Communication Services through the Executive Director.
 - 3) A proposal to the Mission Funding and Interpretation Team by October 2008.
 - 4) Following action by the 2009 Churchwide Assembly, a resource will be developed and piloted in selected synods. Following evaluation of the pilots, a final resource will be prepared and utilized throughout the ELCA.
 - 5) Implementation will begin in 2008 with development of a proposal for the resource.

2. An increasing number of ELCA member households receive regular, clear, and concise communication focused on mission interpretation from the churchwide organization and their synod.

Goals

- a. As a result of clear and relevant communication from the churchwide organization, ELCA members will know the distinctive missional identity of this church, will be empowered to know and tell the story of God's redeeming love in the world, and, living in God's abundance, will personally support the work of this church in and beyond their congregations.
- 1) Blue Ribbon staff person (storyteller, relationship builder); Communications Services; all churchwide units as part of the comprehensive communication plan.
 - 2) ELCA congregations; Conference of Bishops; synod communicators; the communication advisory committee; agencies and institutions of this church; inter-Lutheran agencies.
 - 3) The Blue Ribbon staff person joins Communications Services no later than February 1, 2008; research (benchmark,

during and after) certain initiatives (i.e., advertising); measure and track response to interactive components on the redeveloped ELCA website; monitor mission funding levels for evidence of increased commitment; track increased number of media placements (stories being told—more than news—in a wider variety of media).

- 4) Research will be required before, during, and after each initiative is in place; Web interactivity will be monitored on a monthly basis; mission support levels on a quarterly basis; measure number and scope of media placements on a monthly basis.
 - 5) One initiative—advertising—is already underway; the Web redesign will be rolled out in April 2008; a Communications Services advisory committee will receive regular reports and will be engaged on an annual basis for ongoing critique, support, and creative input.
- b. The churchwide organization will implement a process to enable it to better invite, listen, and respond to feedback from ELCA members.
- 1) Communications Services
 - 2) Congregations and synods; institutions and agencies of this church; inter-Lutheran agencies.
 - 3) Each month a Communications Services staff person (in rotation) visits a synod or congregation(s) to establish listening posts and gather stories; interactive Web is designed for ELCA member audience and non-member audience participation.
 - 4) A visitation plan will be developed on an annual basis and measured on a monthly basis; the Web redesign will be available in April 2008.
 - 5) The visitation plan developed by the end of 2007 initiated in January 2008, and made a priority for staff development every year thereafter; the Web site continually updated and monitored for members and non-members.
- c. Beginning immediately, the churchwide organization will focus on increasing its

donor, rostered, and e-mail address databases in size and breadth of information in order to enhance its communication with ELCA members. This will include opportunities through synods for a voluntary opting in to regular e-mail communications.

- 1) Development Services staff working with staff in the Office of the Secretary, Communication Services, Information Technology, and Synodical Relations.
- 2) Synods and Synod Communicators
- 3) Includes:
 - Implementation of NetCommunity, including constituent log-in (which will collect e-mail addresses)
 - Definition and creation of roles, which will allow for role-specific information to be made available online, i.e., Church Council members will have private areas online to read and share information).
 - Creation of topic-specific e-newsletters than can be subscribed to through NetCommunity
 - Phase 2 of Raiser's Edge Project including: integration of donor, rostered leader, and congregational databases, plan for integrating constituent information from Form B; creation of policies and procedures for managing integration; creation of privacy policies for use of integrated data; improved churchwide and synod information sharing; implementation of synod-specific sites and information on ELCA website; offering of e-news subscription links via synodical websites; annual reporting of gifts and website activity to synods.
- 4) Specific monitoring with measurable goals need to be developed as a part of annual and strategic planning.

FY 2007

- Implementation of NetCommunity including constituent log-in which will collect e-mail addresses.

FY 2008

- Implementation of NetCommunity including definition and creation of roles, which will allow for

role-specific information to be made available online, (i.e., Church Council members will have private areas online to read and share information.)

- Creation of topic-specific e-newsletters that can be subscribed to via NetCommunity.
- Phase 2 of Raiser's Edge Project including integration of donor, rostered leader, and congregational databases.

FY 2009

- Phase 2 of Raiser's Edge Project including plan for integrating/relating constituent information from Form B
- Creation of policies and procedures for managing integration
- Creation of privacy policies for use of integrated data

FY 2010

- Improved churchwide and synod information sharing
- Implementation of synod specific sites and information on ELCA website
- Offering of e-news subscription links via synodical Websites
- Annual reporting of gifts and Website activity to synods

- d. By October 2007, the churchwide organization will have a case statement for mission support in the ELCA.
 - 1) Synodical Relations through the director for mission support; Communication Services through the executive director.
 - 2) Development Services and ELCA Foundation through the executive director; Conference of Bishops; Synod Councils.
 - 3) Review of present communication focused on mission interpretation and an evaluation of what is needed. Completion of a case statement by the end of October 2007. By the end of 2008 the case statement will be in widespread use throughout the ELCA.
 - 4) Review by the Mission Funding and Interpretation Team and testing through Communication Services.
 - 5) Implementation as indicated above, with revision of the case statement as needed.

3. Stewardship education programs and processes are evaluated and a strategy for stewardship leadership is developed and implemented.

Background

The 2007 Churchwide Assembly amendment to the recommendations on the BRC report is pertinent. It requested “presenting to the 2009 Churchwide Assembly a proposal for the development and implementation of a resource to help congregations assess their responsible and accountable use of God’s resources commended to their care.”

Goals

- a. The churchwide organization will develop and implement a process to evaluate existing congregational stewardship education resources and its synodical and churchwide staffing.
 - 1) Synodical Relations through the Director for Mission Support; Research and Evaluation through the Director; EOCM through the Director for Stewardship.
 - 2) Synods and the Conference of Bishops; Congregations.
 - 3) Appointment of an advisory team to develop the process of evaluation, with final responsibility for implementation by Synodical Relations and Research and Evaluation; Blue Ribbon administrative staff person joins SR staff to assist in implementation of the evaluation process.
 - 4) Existing congregational stewardship resources will be evaluated by the end of 2008 with direct input from congregations.
 - 5) Evaluation of resources and staffing beginning in 2008, with annual reports until a report and proposal is prepared (three to five years).
- b. The churchwide organization will develop and implement a process to determine the potential of deployed stewardship staff to help synods reach their 55/45 percent mission support goal.
 - 1) Synodical Relations through the director for mission support; EOCM through the director for stewardship.
 - 2) Synods and the Conference of Bishops.
 - 3) Appointment of an advisory team to develop the process of evaluation, with final responsibility for implementation by

Synodical Relations and Research and Evaluation.

- 4) Review by the Mission Funding and Interpretation Team (MFIT) in early 2008.
- 5) Evaluation of the effectiveness of deployed stewardship staff beginning in 2008, with annual reports to the MFIT until a final report and proposal is prepared (three to five years).

4. Seminaries, lay theological education programs, and Theological Education for Emerging Ministries (TEEM) programs offer stewardship education opportunities for all those preparing for rostered leadership in this church.

Goals:

- a. In consultation with ELCA seminaries, by fall 2008, seminaries will receive a template on suggested stewardship education content. The template will be developed by the Stewardship of Life Institute with the Evangelical Outreach and Congregational Mission (EO) unit of the churchwide organization.
 - 1) Evangelical Outreach and Congregational Mission through the director for stewardship; Vocation and Education through the director for theological education.
 - 2) ELCA seminaries and the Stewardship of Life Institute (SOLI).
 - 3) SOLI meeting with seminaries and churchwide staff met October 25-26, 2007 to discuss development of templates.
 - 4) Review by the Mission Funding and Interpretation Team in early 2008.
 - 5) Implementation beginning in fall 2008, with annual reports and evaluation on implementation of stewardship theological education by ELCA seminaries.
- b. Stewardship education content will include six stewardship competencies: Biblical, annual response, capital campaigns, mission endowment funds, planned giving, and ecclesiology; parish-based internships will include active involvement with the congregation’s stewardship and finance committees and programs.
 - 1) Evangelical Outreach and Congregational Mission through the director for

- stewardship; Vocation and Education through the director for theological education and the director for candidacy.
- 2) ELCA Seminaries and the Stewardship of Life Institute (SOLI); ELCA seminary Contextual Education Directors.
 - 3) SOLI meeting with seminaries and churchwide staff met October 25-26, 2007 to discuss development of templates; annual meeting of contextual education directors in March, 2008.
 - 4) Review by the Mission Funding and Interpretation Team in early 2008.
 - 5) Implementation beginning in fall 2008, with annual reports and evaluation on implementation of stewardship theological education by ELCA seminaries; consultation with ELCA candidacy committees regarding this focus.
- c. By spring 2008, parish-based internship sites will have a template for internship learning goals on stewardship. The template will be developed by Stewardship of Life Institute with the Vocation and Education (VE) unit of the churchwide organization and in consultation with the seminaries of this church. The evaluation of internship will include a report on the completion of these stewardship learning goals.
- 1) Evangelical Outreach and Congregational Mission through the director for stewardship; Vocation and Education through the director for theological education and the director for candidacy.
 - 2) ELCA Seminaries and the Stewardship of Life Institute (SOLI); ELCA seminary contextual education directors.
 - 3) SOLI meeting with seminaries and churchwide staff set met October 25-26, 2007 to discuss development of templates; annual meeting of contextual education directors in March, 2008.
 - 4) Review by the Mission Funding and Interpretation Team in early 2008.
 - 5) Implementation beginning in fall 2008, with annual reports and evaluation on implementation of stewardship theological education by ELCA seminaries; consultation with ELCA candidacy committees regarding this focus.
5. **By fall 2009, continuing education (6-10 hours) in financial stewardship is available to first-call rostered leaders to help them build upon the six competencies learned and practiced during seminary education and internship.**

Goals:

 - a. The churchwide organization will develop a template for first call rostered leaders' continuing education in stewardship.
 - 1) Evangelical Outreach and Congregational Mission through the director for stewardship; Vocation and Education through the director for lifelong learning.
 - 2) Stewardship of Life Institute; Synodical Relations through the coordinators for ministry leadership in regions; ELCA Synodical Bishops.
 - 3) • Utilize "The Whys and Hows of Money Leadership" for first-call theological education, beginning in early 2008.
 - Develop competencies for stewardship leadership and guiding principles for first-call rostered leaders, beginning in early 2008.
 - The coordination of first-call theological education programs regarding stewardship education through Vocation and Education, Regional Coordinators, and Synod first-call theological education leaders, beginning in April 2008.
 - Stewardship continuing education resources to be available on the ELCA Website by July 2008.
 - 4) Review by the Mission Funding and Interpretation Team, beginning in early 2008, including evaluation of the effectiveness of stewardship education for first-call rostered leaders.
 - 5) Implementation beginning in November 2007 with annual review of the effectiveness of these programs.
 - b. Synodical bishops will encourage first-call rostered leaders to participate in financial stewardship continuing education and to share their learning with other rostered leaders in the synod.
 - 1) Evangelical Outreach and Congregational Mission through the director for

- stewardship; Vocation and Education through the director for life-long learning.
- 2) Synodical bishops; the Conference of Bishops; Stewardship of Life Institute; coordinators for ministry leadership in regions; First-Call Theological Education program directors.
 - 3) Survey of selected synods to determine first-call theological education stewardship education programs available, beginning in November 2007. By April 2008 a process will be developed to implement first-call theological stewardship education programs in all synods.
 - 4) Review by Mission Funding and Interpretation Team, beginning in early 2008, including an evaluation of the participation of first-call rostered leaders in financial stewardship education programs and how that participation has impacted rostered leaders in every synod.
 - 6) Implementation beginning in November 2007 with annual review of the participation of first-call rostered leaders in financial stewardship continuing education.

6. The churchwide organization will encourage stewardship by convening stewardship leaders (e.g., synodical stewardship committees, Lutheran professional advisers, and others) for the purpose of training, coordinating, motivating, and inspiring faithful stewardship practices.

Goals:

- a. Coordination, collaboration, and mutual accountability among the three expressions of the ELCA will be strengthened to promote positive mission funding outcomes.
 - 1) Evangelical Outreach and Congregational Mission through the director for stewardship; Synodical Relations through the director for mission support.
 - 2) ELCA synodical bishops; the Conference of Bishops.
 - 3) A report from the 2007-2008 synodical-churchwide mission support

- consultations regarding discussion of coordination, collaboration, and mutual accountability among the three expressions of the ELCA regarding mission funding.
- 4) Review by Mission Funding and Interpretation Team beginning in 2008 regarding the process of closer coordination, collaboration, and mutual accountability.
 - 5) Implementation beginning in the 2007-2008 synodical-churchwide mission support consultations, and continuing on an annual basis.

- b. Stewardship leaders will develop training models for stewardship practices.
 - 1) Evangelical Outreach and Congregational Mission through the director for stewardship.
 - 2) Deployed and Shared EOCM stewardship staff.
 - 3) An initial report on training models will be presented to the Mission Funding and Interpretation Team in early 2008.
 - 4) Review by the Mission Funding and Interpretation Team beginning in 2008 and continuing on an annual basis.
 - 5) Implementation beginning in early 2008.

7. Congregations, synods and the churchwide organization will model stewardship.

Goals:

- a. Beginning immediately and continuing as feasible, the presiding bishop (or a member of the presiding bishop's staff) will meet one-on-one with synodical bishops to ask about their personal and corporate stewardship, including the importance of tithing. This is especially important at the time a synodical bishop takes office.
 - 1) Presiding Bishop; members of the bishop's staff
 - 2) Synodical Relations.
 - 3) Measurements will include the scheduling and conducting of these one-on-one conversations of at least 30 minutes duration. The executive for synodical relations will assist the presiding bishop with these beginning during the Bishops

- Academy in January 2008. The conversations will continue through the March 2008 Conference of Bishops meeting, and will involve newly elected bishops at the June 2008 bishops' formation event.
- 4) Report to the 2008 meetings of the Conference of Bishops and Church Council.
 - 5) This process will be introduced at the October 2007 meeting of the Conference of Bishops and will begin in January 2008.
- b. Beginning immediately, the churchwide organization will incorporate the same model with the ELCA Church Council, encouraging Church Council members to challenge each other to tithe and then publicly witness to those gifts.
- 1) Office of the Presiding Bishop; vice-president of the ELCA.
 - 2) ELCA officers, unit executive directors, members of the presiding bishop's staff.
 - 3) Measurements will include the scheduling and conducting of one-on-one meetings of at least 30 minutes duration during meetings and retreats of the Church Council. Council members will be asked to find ways in which to speak or write publicly about their giving in order to encourage others to do the same.
 - 4) Report to the November 2008 meeting of the Church Council.
 - 5) The process will begin at the April 2008 meeting of the Church Council and will continue at each meeting, incorporating newly elected Church Council members into the process.
- c. Beginning immediately and continuing as feasible, each synod bishop will meet one-on-one with rostered leaders to ask about their personal and corporate stewardship, including the importance of tithing. This is especially important at the time of a candidate's first call and during call transition. Synod Council members will also be invited into conversation about their personal stewardship and the importance of tithing.
- 1) Synodical bishops;
 - 2) Assistants to synodical bishops; conference deans.
 - 3) Measurements will include a report from synodical bishops about these conversations at each meeting of the Conference of Bishops.
 - 4) Report to the Conference of Bishops, beginning in November 2008.
 - 5) Implementation will begin in January 2008.
- d. Beginning immediately and continuing as feasible, pastors will engage the members of congregational councils in conversation about their personal stewardship, including the importance of tithing, so that the leaders of ELCA congregations are able to witness to their stewardship.
- 1) Synodical bishops
 - 2) Assistants to synodical bishops; conference deans.
 - 3) Measurements will include evidence of congregational newsletters with articles about the importance of tithing; the inclusion of stewardship presentations, including the importance of tithing, in synodical leadership gatherings.
 - 4) Synodical bishops' reporting at each meeting of the Conference of Bishops, beginning in November 2008.
 - 5) Implementation will begin in January 2008.

**Evangelical Lutheran Church in America
 Revised 2007 Income Estimates**

	2007		
	April Estimate	Projection Revisions	Revised Projection
CURRENT FUNDS			
UNRESTRICTED			
Mission Support	\$65,800,000	\$500,000	\$66,300,000
Vision for Mission	1,250,000		1,250,000
Investment Income	1,250,000	300,000	1,550,000
Bequests & Trusts	1,200,000	(250,000)	950,000
Endowment	722,000		722,000
Rent	950,000	(50,000)	900,000
Other	400,000	50,000	450,000
Total Unrestricted	\$71,572,000	\$550,000	\$72,122,000
TEMPORARILY RESTRICTED			
Missionary Support	4,000,000		4,000,000
Bequests and Trusts	1,500,000	(250,000)	1,250,000
Endowment	1,450,000		1,450,000
Unit Designated	400,000	(25,000)	375,000
Mission Investment Fund	1,500,000		1,500,000
Grants	1,000,000		1,000,000
Total Restricted	\$9,850,000	(\$275,000)	\$9,575,000
Total Current Funds	\$81,422,000	\$275,000	\$81,697,000
WORLD HUNGER			
Gifts:			
Through Synods	\$11,750,000	(\$200,000)	\$11,550,000
Through Direct Giving	6,250,000	(10,000)	6,240,000
Endowment	275,000	10,000	285,000
Bequests, W/ELCA, and Misc.	475,000	1,500,000	1,975,000
Total World Hunger	\$18,750,000	\$1,300,000	\$20,050,000
TOTAL INCOME	\$100,172,000	\$1,575,000	\$101,747,000

**Evangelical Lutheran Church in America
 2007 Expenditure Authorization - Revised**

	Current Fund			World Hunger	Total
	Current	Post CWA	Revised		Revised
Evangelical Outreach and Congregational Mission	\$20,886,550		\$20,886,550		\$20,886,550
Global Mission	16,108,479	434	16,108,913	13,428,320	29,537,233
Multicultural Ministries	1,290,285		1,290,285		1,290,285
Church in Society	3,842,039	19,389	3,861,428	4,008,560	7,869,988
Vocation and Education	11,734,280		11,734,280	151,300	11,885,580
Presiding Bishop	6,003,000		6,003,000		6,003,000
(Incl. sections of Ecumenical and Interreligious Relations, Research and Evaluation, Human Resources, Synodical Relations, and Worship and Liturgical Resources)					
Secretary	3,577,705		3,577,705		3,577,705
(Incl. Churchwide Assembly, Church Council and Legal Expenses)					
Treasurer	6,428,665		6,428,665		6,428,665
(Incl. sections of Information Technology and Management Services)					
Communication Services	3,264,072	207	3,264,279		3,264,279
Development Services	2,861,550		2,861,550	1,161,820	4,023,370
General Treasury	820,000		820,000		820,000
Retiree Minimum Health Obligation	2,800,000		2,800,000		2,800,000
Depreciation	1,690,000		1,690,000		1,690,000
Strategic Initiative Fund	115,375	(20,030)	95,345		95,345
Total	\$81,422,000	\$0	\$81,422,000	\$18,750,000	\$100,172,000

**Evangelical Lutheran Church in America
 Revised 2008 Income Estimates**

	2008		
	CWA Proposal	November-07 Revisions	Revised Proposal
CURRENT FUNDS			
UNRESTRICTED			
Mission Support	\$66,100,000	\$500,000	\$66,600,000
Vision for Mission	1,300,000	0	1,300,000
Investment Income	1,000,000	(214,000)	786,000
Bequests & Trusts	1,200,000	0	1,200,000
Endowment	700,000	74,000	774,000
Rent	1,120,000	(57,985)	1,062,015
Other	400,000	(50,000)	350,000
Total Unrestricted	\$71,820,000	\$252,015	\$72,072,015
TEMPORARILY RESTRICTED			
Missionary Support	4,000,000	0	4,000,000
Bequests and Trusts	1,500,000	0	1,500,000
Endowment	1,450,000	73,635	1,523,635
Unit Designated	400,000	0	400,000
Mission Investment Fund	1,500,000	0	1,500,000
Grants	1,000,000	0	1,000,000
Total Restricted	\$9,850,000	\$73,635	\$9,923,635
Total Current Funds	\$81,670,000	\$325,650	\$81,995,650
WORLD HUNGER			
Gifts:			
Through Synods	\$11,950,000	(\$50,000)	\$11,900,000
Through Direct Giving	6,535,000	(50,000)	6,485,000
Endowment	290,000		290,000
Bequests, W/ELCA, and Misc.	475,000	100,000	575,000
Total World Hunger	\$19,250,000	\$0	\$19,250,000
TOTAL INCOME	\$100,920,000	\$325,650	\$101,245,650

2008 Expense Proposal
With 2007 comparison

	Current Fund						
	2007			2008			
	April	Post CWA	Revised	CWA Proposal	Comp Distrib	Post CWA	Revised
Evangelical Outreach and Congregational Mission	\$20,886,550		\$20,886,550	\$20,268,310	\$369,030	\$33,222	\$20,670,562
Global Mission	16,108,479	434	16,108,913	15,633,039	279,675	434	15,913,148
Multicultural Ministries	1,290,285		1,290,285	1,290,285	25,390		1,315,675
Church in Society	3,842,039	19,389	3,861,428	3,732,879	59,075	19,389	3,811,343
Vocation and Education	11,734,280		11,734,280	11,568,120	109,880	165,222	11,843,222
Presiding Bishop	6,003,000		6,003,000	6,083,100	128,065	170,600	6,381,765
(Incl. sections of Ecumenical and Interreligious Relations, Research and Evaluation, Human Resources, Synodical Relations, and Worship and Liturgical Resources)							
Secretary	3,577,705		3,577,705	3,557,705	51,260		3,608,965
(Incl. Churchwide Assembly, Church Council and Legal Exp.)							
Treasurer	6,428,665		6,428,665	6,441,305	129,600	72,000	6,642,905
(Incl. sections of Information Technology and Management Services)							
Communication Services	3,264,072	207	3,264,279	3,164,072	62,330	493,428	3,719,830
Development Services	2,861,550		2,861,550	2,861,550	36,175		2,897,725
General Treasury	820,000		820,000	820,000		62,500	882,500
Retiree Minimum Health Obligation	2,800,000		2,800,000	2,500,000			2,500,000
Depreciation	1,690,000		1,690,000	1,690,000		(40,000)	1,650,000
Compensation Pool			0	1,400,000	(1,250,480)	(149,520)	0
Strategic Initiative Fund	115,375	(20,030)	95,345	309,970		(151,960)	158,010
Blue Ribon Committee Recommendations			0	349,666		(349,666)	0
Total	\$81,422,000	\$0	\$81,422,000	\$81,670,000	\$0	\$325,650	\$81,995,650

2008 Expense Proposal
With 2007 comparison

	World Hunger		Total	
	2007	2008	2007 <i>Revised</i>	2008 Revised
Evangelical Outreach and Congregational Mission			\$20,886,550	\$20,670,562
Global Mission	13,428,320	13,767,800	29,537,233	29,680,948
Multicultural Ministries			1,290,285	1,315,675
Church in Society	4,008,560	4,109,900	7,869,988	7,921,243
Vocation and Education	151,300	155,125	11,885,580	11,998,347
Presiding Bishop (Incl. sections of Ecumenical and Interreligious Relations, Research and Evaluation, Human Resources, Synodical Relations, and Worship and Liturgical Resources)			6,003,000	6,381,765
Secretary (Incl. Churchwide Assembly, Church Council and Legal Exp.)			3,577,705	3,608,965
Treasurer (Incl. sections of Information Technology and Management Services)			6,428,665	6,642,905
Communication Services			3,264,279	3,719,830
Development Services	1,161,820	1,217,175	4,023,370	4,114,900
General Treasury			820,000	882,500
Retiree Minimum Health Obligation			2,800,000	2,500,000
Depreciation			1,690,000	1,650,000
Compensation Pool			0	0
Strategic Initiative Fund			95,345	158,010
Blue Ribon Committee Recommendations				0
Total	\$18,750,000	\$19,250,000	\$100,172,000	\$101,245,650

**Summary of Church Council Designated Funds
 1999 - 2006 (1)**

Designation	Year	Amount	Expended	Balance
Second Mile Ministry Fund	1999	\$ 12,000,000	\$ 11,963,968	\$ 36,032
Studies on Sexuality	2001	250,000		
	2002	<u>900,000</u>	1,150,000	183,910
Culture-Specific Resources	2001	400,000	66,863 (2)	333,137
Introduction of New Primary Worship Resource	2005	950,000	494,287 (2)	455,713
Leadership Development Initiative	2005	2,587,622	1,416,004 (2)	1,171,618
Ministry Among People Living in Poverty	2005	400,000	138,955	261,045
Churchwide Strategy for ELCA Engagement in Israel and Palestine	2005	100,000	37,264	62,736
 Total		 <u>\$ 17,587,622</u>	 <u>\$ 15,083,432</u>	 <u>\$ 2,504,189</u>

(1) Does not include Church Council Designated Funds Functioning as Endowment.

(2) This relates to the Church Council Designated funds only. Other revenue sources have supplemented this work.

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CHURCH COUNCIL
 November 9-11, 2007
Exhibit F, Part 3b

Church Council Designated Fund Report for:
Year Designated by Church Council:
Estimated Period of Designation:
Reporting Date:

SECOND MILE MINISTRY FUNDS
1999
1999 - 2007
September 30, 2007

	Allocation	Expended	Balance
Ministry Among People in Poverty			
Evangelical Outreach and Congregational Mission	\$900,000	\$900,000	\$0
Global Mission	900,000	900,000	-
Church in Society	1,200,000	1,200,000	-
Sub-Total	\$3,000,000	\$3,000,000	\$0
Supporting Ministry That Needs Special Attention			
Special Needs Retirement Fd Functioning as Endow	500,000	500,000	-
In the City for Good Funds Function as Endow	600,000	600,000	-
Leadership Development	500,000	500,000	-
Anti-Racism projects with Ecumenical Partners	300,000	263,968	36,032
World Hunger Appeal Anniversary	100,000	100,000	-
Identity Project	2,000,000	2,000,000	-
Sub-Total	\$4,000,000	\$3,963,968	\$36,032
Total Expense to Operating/Designated Fund	\$7,000,000	\$6,963,968	\$36,032
Lutheran Center Mortgage Relief	\$5,000,000	\$5,000,000	\$0
Grand Total	\$12,000,000	\$11,963,968	\$36,032

Church Council Designated Fund Report for:
Year Designated by Church Council:
Estimated Period of Designation:
Reporting Date:

ELCA STUDIES ON SEXUALITY
2001, 2002
2001 - 2009
September 30,2007

<u>Activity</u>	<u>Budget</u>	<u>Inception-To-Date</u>	<u>Balance</u>
Staff Compensation and Travel	\$790,000	\$551,550	\$238,450
Task Force, Hearings and Focus Groups	121,000	168,189	(47,189)
Second Circle Consultations	24,000	16,189	7,811
Writers	20,000	8,550	11,450
Printing and Distribution (less sales)	195,000	221,612	(26,612)
Total	<u>\$1,150,000</u>	<u>\$966,090</u>	<u>\$183,910</u>

Church Council Designated Fund Report for:
Year Designated by Church Council:
Estimated Period of Designation:
Reporting Date:

CULTURE-SPECIFIC RESOURCE DEVELOPMENT
2001
On-going
September 30, 2007

<u>Activity Name</u>	<u>Budget</u>	<u>Inception - To Date</u>	<u>Balance</u>
Chinese / Mandarin Worship Resource	\$130,800	\$55,387	\$75,413
Alaska Native Worship Resource	\$67,860	\$3,808	\$64,052
Asian / Evangelism Language Resources	\$7,668	\$7,668	\$0
Planned Projects	\$206,328	\$66,863	\$139,465
Unallocated to date:	\$193,672	\$0	\$193,672
Total Church Council Funds	<u>\$400,000</u>	<u>\$66,863</u>	<u>\$333,137</u>

Note:

Other Cultural Specific Resources Available Funding:

Strategy Implementation Fund	100,000	100,000
Multilingual Program Budget Allocation	54,125	54,125
Consignment Sales	3,250	3,250
Other Unit Participation	35,000	35,000
Total Available Resources	<u>\$592,375</u>	<u>\$525,512</u>

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CHURCH COUNCIL
 November 9-11, 2007
Exhibit F, Part 3e

Church Council Designated Fund Report for: INTRODUCTION OF NEW PRIMARY WORSHIP RESOURCE
Year Designated by Church Council: 2005
Estimated Period of Designation: 2005 - 2007
Reporting Date: September 30, 2007

<u>Activity</u>	<u>Budget</u>	<u>Inception-To-Date</u>	<u>Balance</u>
Announcement Packet	\$65,000	\$21,319	\$43,681
Preview Kit (Augsburg Fortress expense)	-	-	-
Video Production	-	14,245	(14,245)
ELW Introductory Package	144,000	173,921	(29,921)
(study guide; liturgical review cons.)	-	35,755	(35,755)
Training Events:	490,000	266,926	223,074
Churchwide/Synodical/Local			
National Worship Event	195,000	(11,667)	206,667
2007 CWA Core Resources Reception	15,000	-	15,000
Administration Expenses	45,000	-	45,000
Consignment Sales	(4,000)	(6,213)	2,213
Total Church Council Funds	<u><u>\$950,000</u></u>	<u><u>\$494,287</u></u>	<u><u>\$455,713</u></u>
Other Sources of Funding:			
Worship and Liturgical Resources budget	\$50,000	\$0	\$50,000
Total Available Resources	<u><u>\$1,000,000</u></u>	<u><u>\$494,287</u></u>	<u><u>\$505,713</u></u>

Church Council Designated Fund Report for:
Year Designated by Church Council:
Estimated Period of Designation:
Reporting Date:

LEADERSHIP DEVELOPMENT INITIATIVE
2005
2005 -- 2007
September 30, 2007

<u>Expense Type</u>	<u>Budget</u>	<u>Inception-To-Date</u>	<u>Balance</u>
Leadership Development			
Grants - other	\$0	\$6,000	(\$6,000)
Salaries and Benefits	463,422	396,847	66,575
Travel	19,800	24,009	(4,209)
Contracts	16,500	1,500	15,000
Accommodations	16,500	1,245	15,255
Event Travel	13,200	1,142	12,058
Meals	3,800	3,211	589
Speakers	2,200	-	2,200
Office Expenses	(0)	1,050	(1,050)
Catering	2,200	2,813	(613)
Total Leadership Development	<u>\$537,622</u>	<u>\$437,817</u>	<u>\$99,805</u>
Leadership Development Initiative			
Grants:			
<i>Vocation and Education:</i>			
Next Generation of PhDs	\$150,000	\$150,000	\$0
Making the Connections	400,000	184,000	216,000
Lutheran Center at Atlanta	133,000	123,000	10,000
Developing Leaders	100,000	100,000	-
Missiologists/Leadership Consultation	4,844	4,844	-
<i>Multicultural Ministries:</i>			
Come, See, Discover	108,000	26,647	81,353
African Descent Horizon	105,000	81,000	24,000
Asian Leadership Development	60,000	10,157	49,843
American Indian/AK Native Community Center	15,000	15,000	-
Asian American Young Adult Network	10,000	4,240	5,760
Leaders of Color Gathering	25,000	25,000	-
American Indian/AK Native Youth Gathering	32,000	-	32,000
American Indian/AK Native Leadership	30,000	-	30,000
<i>Evangelical Outreach and Congregational Mission:</i>			
Emerging Leaders Network	63,000	-	63,000
Evangelical Horizon Internships	100,000	64,000	36,000
Congregational Latino/Hispanic	300,000	76,004	223,996
Coaching Trainers Network	15,000	15,000	-
<i>Church in Society:</i>			
A Call to Public Justice	100,000	22,700	77,300
<i>Global Mission:</i>			
Young Adult Program	100,000	-	100,000
<i>Gettysburg Seminary:</i>			
Intersections Institute	26,000	26,000	-
<i>Metropolitan New York Synod:</i>			
Urban Leaders Institute	20,000	20,000	-
<i>Region 1:</i>			
American Indian/Alaska Native Ministry	20,000	20,000	-
<i>Lutheran School of Theology-Chicago</i>			
Leadership Development Grant	7,000	7,000	-
<i>Non-Staff Travel</i>			
Transforming Leaders Event ('07)	1,733	1,733	-
Leadership Grant Strategy Committee Meeting ('05)	1,862	1,862	-
Unallocated	122,561	-	122,561
	<u>\$2,050,000</u>	<u>\$978,187</u>	<u>\$1,071,813</u>
Total Available	<u>\$2,587,622</u>	<u>\$1,416,004</u>	<u>\$1,171,618</u>

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CHURCH COUNCIL
 November 9-11, 2007
Exhibit F, Part 3g

Church Council Designated Fund Report for:
Year Designated by Church Council:
Estimated Period of Designation:
Reporting Date:

MINISTRY AMONG PEOPLE IN POVERTY
2005
2005-2007
September 30, 2007

<u>Activity Name or Expense Type</u>	<u>Budget</u>	<u>Inception-To-Date</u>	<u>Balance</u>
Grants	\$363,500	\$128,425	\$235,075
Staff Travel	10,000	1,252	8,748
Travel Special	5,000	5,339	(339)
Printing	4,000	0	4,000
Teaching Material	5,000	0	5,000
Purchased Services	10,000	1,800	8,200
Catering	500	2,139	(1,639)
Misc. Registrations	2,000	0	2,000
 Total Church Council Funds	 <u>\$400,000</u>	 <u>\$138,955</u>	 <u>\$261,045</u>
 Other Designated Fund Transfers	 \$203,324		 \$203,324
Misc. Gifts	1,497		1,497
	 <u>\$604,821</u>	 <u>\$139,468</u>	 <u>\$465,866</u>

Church Council Designated Fund Report: Churchwide Strategy for ELCA Engagement in Israel and Palestine
Year Designated by Church Council: 2005
Estimated Period of Designation: 2005-2008
Reporting Date: September 30, 2007

Activity Name or Expense Type	<u>Budget</u>		<u>Inception-To-Date</u>		<u>Balance</u>	
Advocacy						
Trip to Israel/Palestine	\$30,000				\$30,000	
Hill Briefing	2,000	32,000		0	2,000	32,000
Advocacy and Awareness Building						
Visit of Companions <i>from</i> the Holy Land	12,000			2,628	9,372	
Resource Production	16,000			20,539	(4,539)	
Shipping Charges				357	(357)	
Grant for Peace Camp for Palestinian Children in Ranallah				900	(900)	
Cost Recovery (T-Shirt/DVDs/Communion Ware)		28,000	(3,793)	20,632	3,793	7,368
Accompaniment						
"Seeding" Visits <i>to</i> the Holy Land	15,000	15,000		0	15,000	15,000
Contract and Support Staff						
Additional Help	25,000	25,000	16,632	16,632	8,368	8,368
Total	<u>\$100,000</u>		<u>\$37,264</u>		<u>\$62,736</u>	

2008 Synod Mission Support Plans
And 2006 Actuals with 2007 Revisions

SYNOD NAME	#	2006		2007		2008			
		ACTUAL	MS %	REVISED ESTIMATES **		SYNOD PLANS		REVISED ESTIMATES	
				AMOUNT	MS %	AMOUNT	MS %	AMOUNT	MS %
ALASKA	1A	187,878	42.00%	173,514	36.96%	159,319	33.60%	159,319	33.60%
N.W. WASH	1B	629,665	45.00%	675,000	45.00%	655,200	45.50%	655,200	45.50%
S.W. WASH	1C	422,668	37.00%	453,463	37.00%	453,463	37.00%	459,591	37.50%
E.WASH/ID	1D	327,332	37.00%	364,800	38.00%	381,150	38.50%	381,150	38.50%
OREGON	1E	463,203	40.00%	456,000	40.00%	494,050	41.00%	494,050	41.00%
MONTANA	1F	399,000	38.00%	419,265	38.50%	439,206	39.00%	439,206	39.00%
SIERRA-PACIFIC	2A	1,125,784	48.10%	1,217,328	49.00%	1,200,000	50.00%	1,200,000	50.00%
SW CALIFORNIA	2B	753,403	48.00%	718,340	49.00%	800,000	50.00%	800,000	50.00%
PACIFICA	2C	1,123,373	54.00%	1,171,750	54.50%	1,171,750	54.50%	1,229,250	55.00%
GRAND CANYON	2D	1,233,753	45.00%	1,330,100	47.00%	1,443,300	50.00%	1,443,300	50.00%
ROCKY MTN	2E	1,482,474	50.00%	1,577,900	50.00%	1,600,000	50.00%	1,614,472	50.00%
W. NO.DAK	3A	380,581	41.50%	358,764	41.50%	385,140	42.00%	385,140	42.00%
E. NO.DAK	3B	418,636	40.00%	504,800	40.00%	532,000	40.00%	532,000	40.00%
SO. DAK.	3C	860,368	42.00%	878,007	42.00%	895,567	42.00%	895,567	42.00%
NW. MINN.	3D	855,271	51.00%	918,000	51.00%	943,500	51.00%	943,500	51.00%
NE. MINN.	3E	666,503	49.00%	683,550	49.00%	717,850	49.00%	717,850	49.00%
SW. MINN.	3F	1,190,669	52.52%	1,211,068	52.50%	1,225,878	52.50%	1,255,878	52.50%
MINPLS. AREA	3G	2,011,579	57.10%	2,090,000	55.00%	2,090,000	55.00%	2,090,000	55.00%
ST PAUL (M)	3H	1,116,263	50.00%	1,144,000	50.00%	1,172,600	50.00%	1,172,600	50.00%
SE. MINN.	3I	1,180,278	52.50%	1,163,925	52.50%	1,210,493	52.50%	1,210,493	52.50%
NEBRASKA	4A	2,354,023	57.00%	2,365,500	57.00%	2,199,500	53.00%	2,199,500	53.00%
CENTRAL STATES	4B	1,190,497	53.00%	1,158,050	53.00%	1,173,950	53.00%	1,173,950	53.00%
ARK/OK	4C	280,217	42.50%	289,300	42.60%	275,200	42.60%	298,500	42.70%
N.TEX/N.LOU	4D	604,225	45.00%	611,065	45.50%	632,923	46.00%	632,923	46.00%
S.W.TEXAS	4E	1,069,167	55.00%	1,058,750	55.00%	1,164,625	55.00%	1,080,750	55.00%
GULF COAST	4F	797,108	50.00%	812,500	50.00%	835,000	50.00%	835,000	50.00%
METRO CHGO	5A	1,982,860	55.98%	2,034,010	55.00%	2,095,033	55.00%	2,095,033	55.00%
NO. ILL	5B	1,525,900	55.00%	1,577,950	55.00%	1,612,050	55.00%	1,612,050	55.00%
CEN.SO. ILL	5C	1,040,474	56.00%	1,196,429	56.00%	1,037,904	56.00%	1,037,904	56.00%
SE IOWA	5D	1,734,643	53.50%	1,755,720	53.50%	1,804,043	53.50%	1,804,043	53.50%
WEST IOWA	5E	577,365	49.00%	583,100	49.00%	595,925	49.25%	600,850	49.25%
NE IOWA	5F	849,353	47.00%	826,500	43.50%	836,000	44.00%	836,000	44.00%
N GRT LKES	5G	571,111	54.00%	559,440	54.00%	561,750	53.50%	561,750	53.50%
NW.SYN (W)	5H	893,493	58.00%	917,560	58.00%	971,645	58.00%	971,645	58.00%
EC WISC	5I	1,043,068	55.00%	1,050,500	55.00%	1,058,750	55.00%	1,058,750	55.00%
GRTR MILWKEE	5J	1,662,889	61.50%	1,661,030	61.00%	1,694,275	61.00%	1,694,275	61.00%
SO.-CENT (W)	5K	1,077,931	59.60%	1,078,760	59.60%	1,079,356	59.60%	1,079,356	59.60%
LACROSSE (W)	5L	466,829	55.00%	450,000	55.00%	450,000	55.00%	450,000	55.00%
SE. MICH	6A	879,272	53.00%	914,250	53.00%	964,600	53.00%	964,600	53.00%
N/W LOWER MICH	6B	919,461	50.00%	950,000	50.53%	950,000	50.00%	950,000	50.00%
IND/KY	6C	1,345,866	50.00%	1,300,000	50.00%	1,300,000	50.00%	1,377,000	51.00%
NW OHIO	6D	1,332,025	51.00%	1,318,301	51.00%	1,331,484	51.00%	1,305,248	51.00%
NE OHIO	6E	1,130,723	49.75%	1,147,500	50.00%	1,160,000	50.00%	1,160,000	50.00%
S. OHIO	6F	1,080,000	41.97%	1,080,000	43.20%	1,150,000	45.50%	1,150,000	44.66%
NEW JERSEY	7A	1,313,793	50.00%	1,391,724	50.00%	1,350,000	50.00%	1,380,000	50.00%
NEW ENGLAND	7B	1,254,902	55.00%	1,307,075	55.00%	1,361,670	55.00%	1,346,287	55.00%
METRO NY	7C	603,313	43.50%	651,000	46.50%	651,000	46.50%	651,000	46.50%
UPSTATE NY	7D	738,611	45.00%	775,882	46.00%		47.00%	0	47.00%
NE PENN	7E	1,658,443	53.00%	1,696,000	53.00%	1,669,500	53.00%	1,669,500	53.00%
SE PENN	7F	1,476,973	53.00%	1,484,000	53.00%	1,510,500	53.00%	1,510,500	53.00%
SLOVAK ZION	7G	34,297	28.75%	34,220	29.00%	34,866	29.50%	34,866	29.50%

2008 Synod Mission Support Plans
And 2006 Actuals with 2007 Revisions

SYNOD NAME	#	2006		2007		2008			
		ACTUAL	MS %	REVISED ESTIMATES **		SYNOD PLANS		REVISED ESTIMATES	
				AMOUNT	MS %	AMOUNT	MS %	AMOUNT	MS %
NW PENN	8A	457,157	48.00%	455,000	48.50%	465,000	49.00%	465,000	49.00%
SW PENN	8B	1,366,236	55.00%	1,331,000	55.00%	1,320,000	55.00%	1,320,000	55.00%
ALLEGHENY	8C	515,714	50.00%	525,500	50.00%	500,000	50.00%	500,000	50.00%
LOW SUSQ	8D	2,156,009	52.50%	2,139,375	52.50%	2,152,500	52.50%	2,152,500	52.50%
UPP SUSQ	8E	612,756	50.00%	620,000	50.00%	620,000	50.00%	620,000	50.00%
DEL-MRYLND	8F	1,422,465	52.90%	1,531,170	53.00%	1,459,432	53.00%	1,459,432	53.00%
METRO DC	8G	1,086,546	55.00%	1,107,942	55.00%	1,071,125	55.00%	1,071,125	55.00%
W. VA/W.MYLD	8H	332,226	50.00%	332,574	50.00%	332,574	50.00%	340,170	51.00%
VIRGINIA	9A	1,103,496	50.00%	1,130,291	50.00%	1,222,358	50.50%	1,222,346	50.50%
NO. CAROLINA	9B	2,000,000	42.32%	2,000,000	41.49%	2,100,000	42.00%	2,100,000	41.87%
SO. CAROLINA	9C	1,484,004	47.47%	1,538,000	45.49%	1,538,000	45.00%	1,538,000	45.32%
SOUTHEASTERN	9D	1,303,496	50.00%	1,290,300	50.00%	1,316,000	50.00%	1,316,000	50.00%
FLORIDA-BAHAMAS	9E	1,474,011	50.50%	1,518,224	50.50%	1,703,400	51.00%	1,703,400	51.00%
CARIBBEAN	9F	32,400	14.45%	45,000	17.08%	40,400	15.13%	40,400	15.13%
TOTAL REMITTANCES		\$65,664,031	50.58%	\$67,110,066	50.51%	\$67,322,804	50.58%	\$67,448,219	50.60%

REPORT OF MANAGEMENT SERVICES

The treasurer shall make provisions for facilities management in support of the operation of the Lutheran Center and the function of Chicago-based churchwide units and, in so doing, the treasurer shall maintain management services with an executive for management services appointed by the treasurer who shall be responsible for building management for the churchwide organization and the coordination of central services for Chicago-based churchwide units (13.52.C05.).

Section Responsibilities

Management Services has responsibility for the operation of the Lutheran Center premises in Chicago, Illinois, the archives building in Elk Grove Village, Illinois, and leased properties in Washington, D.C. and New York City. Management Services also provides infrastructure services including: a copy center; maintenance of floor copiers; office supplies; mail management services; scheduling and maintenance of the conference center; building concierge/reception and building tours; and the ELCA Advantage Program, a national cooperative buying program. A building management contractor, Jones Lang LaSalle (JLL), manages the facilities, garage maintenance, cleaning, and security functions.

Reconfiguration Update

The reconfiguration within the Lutheran Center is now complete with the exception of some minor items that need adjustment or are in-process. The most significant item is the completion of our upgraded alarm system. The audio component is expected to be added by the end of October to complete the system.

We have installed a security desk on the main floor of our building that is staffed from 6:30 a.m. until 5:30 p.m. daily. As of this writing, the full security process is not in place as we are awaiting the electronic badge system, including a small camera to take photographs for visitor identification badges. At this time, visitors sign in and receive a plastic badge to wear. All churchwide employees are asked to show their photo ID for entry into the facility. Once the equipment is fully in place, we expect to finalize procedures and move to a system where staff swipe their entry cards whenever they enter or leave the building. This will not only enhance security, but will also provide us with valuable information on the location of staff in the case of any type of incident, emergency or disaster.

A late addition to the reconfiguration project included the installation of automatic door openers to the restrooms in order to allow access for staff and visitors in wheel chairs. Even with this and other minor additions to the project, current projections estimate that the reconfiguration project will close well under budget.

Leasing Activities

We have just completed a lease renewal for the Lutheran Office on Governmental Affairs (LOGA) in Washington DC. We will now start working with the management company on site to complete build out changes that will add a few additional offices and intern stations within the current space. This will enable the current staff and partner organizations to stay in the suite, enhancing their collaboration. Management Services worked with LOGA to complete the 10 year lease renewal on this space, incorporating the build out costs as part of the terms.

We have opened up an additional 8,000 square foot of rental space within the Lutheran Center due to the reconfiguration and are working with our leasing agent to locate non-profit organization to lease it. One of our current tenants has asked for a three year lease renewal, but needs to return some space due to lack of funding and reduced staffing. We are presently in negotiation with them. Another tenant has informed us that they will not renew their lease and we are in negotiations with a third tenant who is interested in this extra space for their needed expansion. We have just completed a major build out for our largest tenant and it is ready for them to occupy. It will be the first time this space on the first floor, formally a day care center, has been used in many years. Finding tenants continues to be a challenge as not all non-profit organizations are real estate tax exempt.

Office Services

Due to changes in the way the United States Postal Service calculates postage, new equipment software was purchased. In the past, the post office used weight only; now the shape of the package or letter will affect the rate. The office services manager held a brown bag lunch meeting with unit staff to discuss these changes, so they are aware of them as they make decisions about how to mail items.

Karen Rathbun
Executive for Management Services

Church Council Audit Committee Member: Lay Male

Mr. Philip W. Bertram

Metropolitan Chicago Synod (5A)

1) Congregational membership

Our Saviours Evangelical Lutheran Church, Arlington Heights, IL

2) Experience relevant to this position

Director, Internal Audit for 2 manufacturing and business services companies.;

Certified Internal Auditor, Certified Fraud Examiner, CPA;

OSLC Church Council Member (6 yrs) & OSLC Council President (2 yrs)

3) Church-related service

Metropolitan Chicago Synod Assembly Delegate (2000, 2001, 2007);

OSLC Church Council Member (6 yrs) & OSLC Council President (2 yrs);

Chair, OSLC Facilities Study Task force (2003-2005) & Chair, OSLC Audit Com.

4) Education

B.A. Augustana College, Rock Island, IL(1976)

5) Occupation

Director, Internal Auditor and Compliance Officer; Komatsu America Corp.

6) Community service

OSLC Biloxi Mission Trip (June 2006);

OSLC "Mane Event" Evangelism Project Coordinator (August 2006);

OSLC Brass Ensemble Director

7) Year of birth

1954

8) Primary language

English

Describe why you wish to be elected as a member of this committee:

(ELCA Audit Committee) All the gifts I have come from the Lord. In thankfulness, I work to use those gifts in His service. As an ELCA Audit Committee member, I can use my professional experience to ensure the ELCA operates its business as a steward of what the Lord provides for our ministry together. I understand the operations of the local churches and how the synod interacts with them. I also understand the purposes and general operating concepts of the ELCA, its Board of Pensions and the Mission Investment Fund through my experiences as a lay leader at Our Saviours. As a practicing internal auditor, I understand what it takes to develop and operate an effective internal audit function, how to deal with external auditors, and how to identify and manage risk within a complex organization. I can serve as a sounding board for the current internal auditor and help add a business perspective to mitigating the risks an Audit Committee seeks to ensure are mitigated.

Are there particular perspectives that you would contribute as a committee member?

As a business man and practicing internal auditor, I bring the capability to understand the risks an organization faces and how to mitigate them. Having intimate experience in Sarbanes-Oxley Act compliance and being an expert in internal control, fraud prevention and examination, and process improvement, I understand how effective internal controls benefit an organization and the level of support an internal auditor and his senior management peers require to prevent fraud and effectively and efficiently operate an organization. I also understand the inner workings of an Audit Committee and what needs to occur for it to fulfill its fiduciary duty. I also understand the necessity for independence as an Audit Committee member and the benefit a skeptical, objective stewardship perspective can have on improving and protecting an organization. Finally, I would bring the perspective of a steward and always work to remember who we serve in our ministry together.

REPORT OF THE AUDIT COMMITTEE

Management presented a preliminary draft of financial statements of the Evangelical Lutheran Church in America for the year ended January 31, 2007. It was noted that, in Crowe Chizek and Company's preliminary opinion, the financial statements present fairly the financial position of the Evangelical Lutheran Church in America as of January 31, 2007, and the changes in its net assets and its cash flows for the year then ended were in conformity with generally accepted accounting principles. In addition, the committee reviewed and discussed the SAS 61 letter with the external auditors, including, but not limited to, any changes required in the original audit plan or any serious difficulties or disputes with management during the course of the audit. In this letter Crowe Chizek indicated that there were no such changes required or serious difficulties or disputes encountered.

The committee also:

- Received and reviewed the 2007 management letter provided by Crowe Chizek and Company along with management's response to this letter;
- Received and reviewed the internal auditor's report outlining audits executed, issues raised and management's responses;
- Reviewed and confirmed the independence of the external auditors by monitoring fees paid for consulting or other non-audit services and reviewing any relationships that may impact the objectivity or independence of the auditor;
- Met with the internal auditor to discuss any fraud or "whistle blower" complaints, of which none have been reported; and
- Executed all the other duties and responsibilities as outlined in, and in compliance with its Charter. No exceptions were noted.

Upon completion of a review of the documents provided, the committee voted to receive and approve the financial statements and management letter.

Submitted by:

John Richter
Chair, Audit Committee

ELCA AUDIT COMMITTEE CHARTER

Purpose

The primary purpose of the Evangelical Lutheran Church in America (ELCA) Audit Committee is to assist the Budget and Finance Committee of the Church Council in fulfilling its general oversight of the churchwide organization's accounting and financial reporting, internal control systems and audit functions.

Authority

Subject to the approval of the ELCA Budget and Finance Committee, the Audit Committee shall have the authority to retain special legal, accounting or other consultants to advise the committee. The Audit Committee shall have the authority to request any officer or employee of the churchwide organization, its outside counsel or independent auditor to attend a meeting of the committee, or to meet with members of the committee.

Responsibility

Church management is responsible for preparing financial statements in accordance with GAAP, maintaining a system of internal controls and complying with appropriate laws and regulations. The director of internal audit is responsible for evaluating the adequacy and effectiveness of the system of internal controls. The independent auditor is responsible for performing an independent audit as a basis for providing an opinion that the Church's financial statements are fairly presented in accordance with GAAP.

The Audit Committee is responsible for reviewing significant accounting and reporting issues and judgments made in connection with the preparation of the financial statements, including analyses of the effects of alternative GAAP methods on the financial statements.

The Board of Pensions, Augsburg Fortress Publishers, the Mission Investment Fund (MIF) and the Women of the ELCA (W/ELCA) are separately incorporated units and, as such, have independent financial statement audits. The ELCA Audit Committee has no responsibilities with respect to the Board of Pensions, Augsburg Fortress Publishers, the MIF or W/ELCA.

Membership

The Audit Committee shall consist of six members. A minimum of 2 members should be 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 2-year term with the possibility of reappointment up to their Church Council term. Non-Church Council members should be appointed for a 2-year term, renewable for 2 additional terms. Terms need to be staggered in recognition of the need for continuity of committee membership from year to year.

The chair of the committee shall be a member of the Budget and Finance Committee and shall be appointed by the chair of the Budget and Finance Committee. Members of the committee will have no relationship to the church that may interfere with the exercise of the member's independence and must be financially literate. At least one member shall have accounting or related financial management experience.

In order to provide for an effective committee, attendance at the Audit Committee meeting is required of all members. Upon two successive absences that have not been approved by the committee, the member's position shall be declared vacant by the chair.

Meetings

The Audit Committee will meet at least two times per year or more frequently as circumstances require. Meeting agendas will be cleared by the committee chair in advance of the meeting. Minutes will be prepared by one of the churchwide staff, approved by the committee and maintained in the permanent records of the church.

Duties and Responsibilities

The Audit Committee shall have the following duties and responsibilities with respect to:

Financial Statements

Inquire of the independent auditors and churchwide organization management as to the acceptability and appropriateness of financial accounting practices and disclosures used or proposed.

Review the church's audited financial statements and related footnote disclosures and consider whether they are complete and consistent based on information known to committee members.

Discuss with the independent auditors, the effect of regulatory and accounting initiatives on the ELCA's financial statements.

Review with the independent auditors any matters related to the conduct of the audit which are required to be communicated to the committee under generally accepted auditing standards, including, but not limited to, any significant changes required in the original audit plan or any serious difficulties or disputes with management during the course of the audit.

External Audit

Recommend to the Budget and Finance Committee the engagement, retention or discharge of the independent auditors and consider the appropriateness of rotating independent auditors on a regular basis.

Evaluate the performance of the independent auditors.

Review and approve the independent auditors' audit fees and the proposed audit plan. **As part of this responsibility, review the fraud risk assessment with management and internal audit, providing guidance and input as appropriate.**

Review and confirm the independence of the external auditors by monitoring fees paid to the auditor for consulting or other non-audit services and reviewing any relationships that may impact the objectivity or independence of the auditor.

Internal Audit

Review and approve the appointment or dismissal of the director of internal audit in consultation with the Executive for Administration.

Review with the director of internal audit the charter, staffing and organizational structure of the internal audit function.

Review the effectiveness of the internal audit function by obtaining assurance there are no restriction that would limit the director of internal audit's ability to carry out his audit responsibilities.

Review and approve the annual internal audit plan and schedule based on a mutually acceptable risk assessment. **As part of this responsibility, review the fraud risk assessment with management and internal audit, providing guidance and input as appropriate.**

Internal Control

Review any internal control comments and recommendations in the independent auditor's management letter that are classified as material weaknesses or reportable conditions as well as management's response to these comments and recommendations.

Review internal audit's report to the committee, including significant comments and recommendations to management and management's responses to these comments and recommendations.

Review, on an annual basis, the code of ethics policy.

Communication and Reporting

Meet, in separate executive sessions, as necessary, with the independent auditor, the director of internal audit or churchwide staff to discuss any matters that the Audit Committee believes should be discussed privately.

Provide for an open avenue of communications between the independent auditor or director of internal audit and the committee chair.

Review and assess the adequacy of this Charter annually and submit proposed changes to the Budget and Finance Committee for their review and submission to the Church Council for approval.

Report the committee's performance of the duties and responsibilities defined in this charter, including any recommendations the Committee deems appropriate, to the Budget and Finance Committee of the Church Council.

The effective date of this Charter is November 8, 2002.

Revised November 8, 2007.

Summary of Activities of Program Units and Service Units of the Churchwide Organization

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Program Units

Church in Society

Submitted by Pr. Rebecca S. Larson

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 (16.12.D05).

Administration

A new director for congregation-based community organizing, Pr. Susan Engh, began October 1. This work is now Chicago-based. Also on October 1, a new director for the Lutheran Office of Public Policy in Wisconsin, Amy Johnson, began work in Madison,

Wisconsin. Twenty-one percent of CS staff is under 30, as compared to eight percent for the rest of the churchwide organization.

Advocacy

A major focus of advocacy work has been the 2007 farm bill. A Religious Working Group on the Farm Bill has included five mainline Protestant denominations, the U.S. Conference of Catholic Bishops, and Bread for the World. "Ready benches" made up of ELCA synod bishops also have been active around this legislation. A major goal has been to make farm commodity payments more equitable for farmers in the U.S. and less harmful to farmers in developing countries.

The ELCA Washington Office has begun a project to assist congregations, seminaries, and campus ministries in preparing for the 2008 elections by

explaining nonpartisan political activities in which they may engage, describing key issues, and offering theological justification for civic engagement.

The ONE Lutheran Campaign in support of increasing government funding for the Millennium Development Goals, is an increasingly recognized faith-based branding for the ONE campaign.

An initiative to connect Women of the ELCA with women of other denominations and faith groups around issues impacting women's health and well-being resulted in a pre-conference to the 2007 Bread for the World hunger gathering in July.

Twenty-seven synod bishops and the Presiding Bishop participated in the bishops' briefing, September 17-19, in Washington, D.C.

In May, the Lutheran Office for World Community hosted a delegation of women from Mauritania that gave testimony to the 38th Convention on the Elimination of Discrimination Against Women and spoke at a panel on how to improve laws for women in Muslim societies.

In the last year, the Corporate Social Responsibility program has interacted with 50 corporations and government agencies on a wide variety of issues, based on 11 issue papers.

Poverty Ministries

A major consultation on HIV and AIDS was held in September to give domestic and international partners the opportunity to advise the ELCA on the development of an AIDS strategy that was called for by the 2007 Churchwide Assembly.

In order to deepen congregations' capacity for public engagement, 18 to 20 synods are being invited to train rostered and lay leaders in the principles and practices of congregation-based organizing.

The director for Poverty Ministries Networking and the director for Community Development Services provided consultation to and funding for long-term recovery for bayou communities along the Gulf coast.

Studies

The task force to develop a social statement on genetics held its initial meeting in June. A study on genetics will be published in November 2008.

The first draft of a new message on immigration was finished in September.

Forty-four people attended "Equipping for Peacemaking II" event in April, another step in carrying out the ELCA's commitment to the Decade for a Culture of Peace and Nonviolence.

In October, the Task Force for ELCA Studies on Sexuality met concurrently with the Conference of Bishops to receive the bishops' insights and assessment of "Free in Christ to Serve the Neighbor: Lutherans Talk about Human Sexuality." A youth version of this study, titled "Free in Christ to Care for the Neighbor: Lutheran Youth Talk about Human Sexuality," was published and distributed to every congregation in early September. The deadline for responses to the adult study is November 1 and for responses to the youth study, December 15.

Social Ministry Organizations

Four organizations have become affiliated with the ELCA as social ministry organizations since spring 2007 and affiliation studies are being finalized for three additional organizations. The revision of affiliation criteria for social ministry organizations is nearing completion. This is the first revision since 1997.

In April, the tenth anniversary of Lutheran Services in America was celebrated at the annual conference in Baltimore with a record attendance of social ministry organization leaders. Shaping a vision for the next decade will culminate at the next conference in St. Louis in spring 2008.

Lutheran Disaster Response (LDR) has coordinated over 33,000 volunteer experiences worth approximately \$29 million of in-kind service for work along the Gulf coast. LDR has received additional federal funding to provide case management services for people displaced by Hurricane Katrina.

In recent months, LDR has responded to: the tornado that struck Greensburg, Kansas; flooding in the Midwest and Great Plains; an earthquake in Hawaii; and the incident at Virginia Tech.

World Hunger Ministries

In spring 2007, World Hunger funds awarded 360 domestic grants for relief, development, and community organizing totaling \$913,300. Thus far in 2007, the ELCA World Hunger Development Loan Fund has invested \$1.15 million in low-interest loans to combat the root causes of poverty and social injustice. As of September 1, \$393,066 has been given in the form of hunger education and advocacy grants to ELCA institutions and global organizations.

One hundred and forty synod hunger leaders attended the World Hunger Leadership Gathering in Columbus, Ohio, in July. The focus was on water.

This fall in four synods, the ELCA World Hunger

Program, in collaboration with Young Adult Ministries in the Vocation and Education unit, is inviting young adults to talk about hunger, social justice, and what it means to live one's values in daily life.

Evangelical Outreach and Congregational Mission

Submitted by Pr. Richard Magnus

The Evangelical Outreach and Congregational Mission unit shall foster and facilitate the efforts of congregations, synods, and related institutions and agencies in reaching out in witness to the Gospel to people in all contexts and cultures within the territory of this church. It will do so by equipping existing congregations and ministries; developing new ministries and congregations; seeking to renew strategic ministries; and working with congregations and synods in programs and strategies for renewal and evangelical outreach. (16.12.A05)

One of the major accomplishments of the Evangelical Outreach and Congregational Mission (EO) unit since the last Church Council meeting was the completion of the strategic plan, which includes three goals related to the overall work of the unit in starting new and renewing congregations: "In working with our churchwide, synod, congregation, ethnic communities, and other partners in ministry, EO will: foster and enhance a culture of discipleship within the ELCA; equip leaders who multiply themselves; and build capacity to start new and renew congregations that are healthy and missional in a diverse and multicultural context." Sixteen objectives were developed with many tactics. This report is built around the goals.

Foster and enhance a culture of discipleship within the ELCA

In March, the stewardship resource "Stories to Tell and Gifts to Share" was published by Augsburg Fortress. Staffing has been re-organized to accommodate a record number of synod stewardship staff vacancies due to the election of new bishops. One deployed staff position has been redeveloped to test a model within Region 9 for a staff person to assist the regional shared stewardship staff and the ethnic communities in the region. The approach may provide input to the Blue Ribbon Committee on Mission Funding that will conduct a review and an evaluation of current stewardship staffing. Twenty-two synods have scheduled mission

interpreter training workshops. The 2008 stewardship annual review cover is available to all congregations. There has been an increased stewardship emphasis on God's abundance.

Lutheran Men in Mission hosted the last of the 2006-2007 mini-gatherings. They also developed a new retreat model entitled, "One Year to Live." LMM has sold or distributed over 2300 copies of the Master Builders Bible for Men in the past six months, bringing the total to over 40,000 bibles distributed. Prayer and accompaniment are essential components of training for both Mission Partners and coaching. Mission Builders completed four construction projects for churches or ELCA-related organizations and approved a grant of \$20,000 from their support fund for the building fund of La Sagrada Familia, a fast-growing congregation in a low-income area of Phoenix, Ariz.

The evangelizing team presented a progress report on the implementation of the evangelism strategy to the Churchwide Assembly, which highlighted increased activity in revivals throughout the church. By the end of November, seven regions will have experienced revivals. Many of those are congregational events, but the Central States Synod and a conference in Buffalo, New York also are sponsoring revivals. The Evangelizing Church Website is being updated with stories of strong evangelism. The evangelizing prayer network received 27,128 prayer requests in July and has 533 congregations serving as prayer intercessors.

Let the River Flow, a conference for the pastors and ministry staff of large congregations was held in June 18-21 at Prince of Peace Lutheran Church in Burnsville, Minn. Over 850 participants gathered from across the country to worship, celebrate, learn from one another, and share their ministry experiences in large congregations. The responses and feedback were excellent and a similar event is being planned for 2009.

"Grow to Go: Disciples on the Mission," the seventh annual Christian education program planner was made available electronically in July. The planner is intended for CE leaders who work primarily with children, but components are useable as a congregational resource.

The Christian education and the African descent outreach strategy teams, in conjunction with the Multicultural Ministries unit, held the first African American Christian education consultation in response

to the ELCA African descent strategy. Participants gathered to identify CE resources currently used by African descent congregations, articulate best practices, and address leadership development.

Equip leaders who multiply themselves

Lutheran Men in Mission hosted the first “coming of age” events to assist church leaders in engaging young men. EO staff heard a presentation on the role of gender in the church's outreach and mission.

The Mission Partners (MP) program provided 'how to' Mission Partners training for three synod committees. A Mission Partners advisory team works with synod MP committees. The staff also provided initial “Coaching 101” training in 13 synods with approximately 250 participants; ten more training events are scheduled. Continuing education events for coaches were provided in two synods. They are also coaching and mentoring 20 registrants for the October "developing coaching excellence" event and preparing 16 synod coaching coordinators.

The evangelizing team provided two leadership training events and the evangelizing leaders and prayer evangelist networks received additional training at the Willow Creek Leaders Summit. Resources for leaders were produced including one in Spanish and another primarily for rural and small town settings.

The African national advisory team held a series of training modules. An international Oromo leaders' gathering included about 500 participants.

Ethnic-specific leadership development efforts have included an Arab and Middle Eastern ministry gathering, an African national ministry gathering, a Hispanic outreach program team, and an Asian ministry planting team. All met to further leadership development opportunities and enhance collaborative efforts to identify new missional opportunities. EO also participates fully with the Office of Presiding Bishop's leadership office to facilitate implementation of the leadership components of the five ELCA ethnic strategies and its evangelism strategy. Four leadership projects are underway.

The renewing congregations program has seen growth in the number of coaches trained with an interest in Natural Church Development (NCD—a congregational assessment tool on the quality of congregational life). Fourteen persons have been trained and approved as trainers for NCD which should increase the capacity to train and support NCD

coaches. Transformational ministry training takes place nationally and is increasingly developing within regions and synods. Regions 1, 3, 7, and 8 are forming teams for such training and synodical teams are under development in regions 2 and 6. This multiplication of training throughout the church will result in more congregations trained for transformational ministry and provide better follow up with these congregations.

The stewardship key leader program equips leadership teams in congregations. The program offers materials, training, and coaching.

Build capacity to start new and renew congregations that are healthy and missional in diverse and multicultural contexts

Staff of Lutheran Men in Mission (LMM) will participate in the training of mission developers. In addition, LMM is two-thirds of the way toward its \$1.5 million goal for the endowment fund by August 1, 2008. The LMM board will adopt by-laws and start the process of filing for 501c3 status at its October 2007 meeting.

Mission Partners is committed to sharing stories of American Indian/Alaska Native and Arab/Middle-Eastern congregations, both in publications and with congregations requesting Mission Partners. Mission Partner gifts of \$40,300 were distributed to new and renewing ethnic congregations and synod Mission Partners have been challenged to have representation from ethnic communities on their committees. A Latino-specific coaching curriculum has been developed and will be introduced beginning in October. Mission Partners facilitated 11 university sessions related to new and renewing congregations and had a display at the Global Mission Event (GME).

Renewing congregations reports growing interest from existing congregations about multiplication as they renew. Mergers, consolidations and relocations are increasing. This will be an ongoing growth area as systemic conditions press people to rethink ministry options in new ways; more proactive support will be needed for this work in the future.

A total of 56 new ministries were approved for 2007. These new ministries will begin as Synodically Authorized Worshiping Communities, traditional free standing new starts, satellite ministries, and second site ministry development. They vary by location, socio-economic status, ethnicity, and generational

context. Currently there are 172 new starts under development in addition to those approved.

Churches starting churches continues to be promoted. A conference in April brought together participants to learn how one church can start another. The summer urban ministry institute brought groups of leaders from several congregations to learn how purpose and guiding principles can assist them to reclaim and strengthen their urban ministry, usually among marginalized communities.

The Christian education advisory team has drafted a "statement of common understanding." The role of the team is to support and advocate for the collaborative ministry of Christian education by nurturing existing and emerging networks of educational providers in the ELCA. The group represents most educational networks, organizations, and institutions in the ELCA.

An emerging church launching team has been created to provide advice and support to developing new ministries among the emerging generations. On-going coordination takes place with Multicultural Ministries ethnic directors and church planting teams in the various ethnic communities to obtain advice and direction for work in starting new and renewing congregations.

The position of assistant director for development of new congregations has been added to the unit. This person will assist the program in its work with Research and Evaluation to better track and evaluate new starts, work with the Mission Investment Fund on the purchase of land and development of first sites for new congregations, increase communication with mission developers, and assist in training and orienting new mission directors.

A very strong mission developer training event in August included a large group from the Evangelical Lutheran Church in Canada and nearly a dozen African national leaders. A Latino mission developers training brought together mission developers from 13 new ministries representing ten synods.

The African descent outreach strategy team met in September to review and recommend new starts and develop and implement a comprehensive strategy for outreach work in 2007-2008. The team identified six AD candidates for mission development with a goal of identifying ten candidates in 2008. In addition, also met with two synods to develop a comprehensive local African descent synodical outreach strategy.

Strong leadership from the unit was given to the

first ELCA Leaders of Color Gathering in Los Angeles in July through staff involvement in planning and implementation of the event.

Staffing

The unit is in the process of selecting a director for discipleship to replace the former Director for Evangelism. A second round of interviews to be scheduled will allow the new executive director to participate in the interview process and staffing decision.

The position of director for African national ministry was created. There are 82 African missions around the country which have expressed interest in being fully part of the ELCA.

Other

The unit continues to work on using technology for orientation, training, and communication. There is tremendous potential of the Webex process to decrease travel and increase communication with staff deployed throughout the church.

The unit continues to place a high priority for personal development of all staff to grow in anti-racist cultural proficiency. Through partnership with the Office of the Presiding Bishop and Multicultural Ministries, the unit seeks to equip staff for stronger work with ethnic communities.

Conversations continue to take place to increase the cooperation, coordination, and collaboration at the intersection of global and domestic work involving staff of the Global Mission, Multicultural Ministries, and EO units.

The review table process for new starts was challenged this year with the reality of a \$618,000 budget reduction for 2008. Decisions on grants for 2008 were reduced by 7.5 percent to fit within available financial resources. A careful review will be done at year end to identify any available funds for special grants that could make up some of the reduction. The unit celebrates the excellent participation of the Conference of Bishops in the review table process.

The unit looks forward to the results of the current search for a new executive director. We ask your thoughts and prayers for all involved in this transition of leadership.

Global Mission

Submitted by Pr. Rafael Malpica-Padilla

The Global Mission unit shall be responsible for this church's mission in other countries and shall be the channel through which churches in other countries engage in mission to this church and society.(16.12.B05)

ELCA Mission Personnel

The Global Mission unit, working together with the Vocation and Education unit and the eight ELCA seminaries, recently inaugurated a sabbatical award program to encourage ELCA seminary faculty and administrators to teach and serve in companion institutions during a portion of their sabbatical leave. Upon return the ELCA faculty will share their new insights and experiences with seminarians, enriching their education and preparation for pastoral ministry in a changing and evolving social context.

The ELCA placed 120 new mission personnel in service between January 1 and September 30, 2007. Missionary orientation is provided for all personnel serving nine months or more, in one of four summer orientation programs: Amity (China) sponsored by Church World Service; ELCA specific orientation, ecumenical orientation held jointly with the Presbyterian Church (U.S.A.) and the Reformed Church in America; a teachers' orientation in Slovakia; and the Young Adults in Global Mission orientation, conducted jointly with the PC (U.S.A.) and the RCA.

119 missionaries gathered for four days in July at GM's annual summer missionary conference with GM staff and invited guests for worship, presentations, workshops, regional meetings, fun, and fellowship. The SMC was preceded by a smaller gathering of 54 long-term missionaries at their biennial consultation and debriefing with GM staff.

As of September 30, 276 ELCA mission personnel were serving in 49 countries: 78 in Africa, 79 in Asia and the Pacific, 78 in Europe and the Middle East, and 41 in Latin America. These mission personnel serve in a variety of patterns of service: long-term (109), contract (20), two-year programs (40), seminary interns (5), volunteers (46), Global Mission Associates (16), and Young Adults in Global Mission (40). The ratio of clergy (30 percent) to lay (70 percent) mission personnel remains unchanged.

Leadership Development

Accompanying churches around the world with their leadership development needs continues to be an important aspect of GM's work (See *The Lutheran*, March 2007.) Twenty-three scholars completed their

studies in 2007, bringing the total of scholarship recipients since 1988 to 699. These include four who graduated with PhDs and 17 with master's degrees. Through the learnings these students take home, companion churches will be strengthened in areas of pastoral care, youth and family ministry, music, development, surgery, library, and biblical studies.

In recent years, the number of doctoral degrees has increased (85), reflecting the advanced scholarship in which companion churches engage. The remainder received master's degrees (268), bachelor's degrees and other non-degree certificates. 220 scholarship recipients have been women.

HIV and AIDS Consultation

An important step in the development of the churchwide HIV and AIDS strategy, set in motion by action of the Church Council in April 2007 and the 2007 Churchwide Assembly, was the September 7-9, 2007, HIV and AIDS consultation. Domestic and international participants, including GM companions and mission personnel from Indonesia, Argentina, Nigeria, Estonia, Cameroon, and Tanzania, and from the LWF regional expression in southern Africa, provided helpful input to the process that will lead to the development of a strategy in 2008.

Global Mission Education and Companion Synod Program

The Global Mission education team (GMET) equips ELCA members to understand and practice the accompaniment model of mission through experiential education opportunities that transform attitudes and equip people to engage in global mission and companion relationships.

In 2006-2007 much of this work was carried on through a series of Global Mission Events held around the country. 1,492 participants attended the summer GME held July 19-22 in Columbus, Ohio, under the theme "New Heaven and New Earth." Three global mission education events were held during the winter: a Global Mission Festival at St. John's Lutheran Church, Orlando, Fla., January 26-28; a Leadership Training Event, in cooperation with the Grand Canyon Synod, February 5-6 in Phoenix, Ariz.; and the annual "Rally in the Valley" gathering for seniors in Scottsdale, Ariz. had a global emphasis.

Four regional Global Mission Formation Events will take place in Region 5 in the coming year: February 29-March 1 in Stevens Point, Wisc.; April 4-5 in McFarland, Wisc.; April 18-19 in Des Moines, Iowa; and May 2-3 in Minn. The goal of the formation events is to equip congregational leaders for global ministry, and to celebrate global mission at the

summer GME will be held July 17-20 in La Crosse, Wisc.

GMET continues to connect and resource global mission advocates through yearly network meetings in each region, and communicates the work of GM through the Global Mission Annual, the January global mission mailing, and resources and articles.

International Development

Global Mission international development accompanies people who are impoverished and oppressed and in order to improve their quality of life, addresses basic human needs through and with companion churches and related ecumenical agencies.

In 2007, the GM budget for sustainable development-related activities is over \$13.4 million, funded by ELCA World Hunger. In addition, GM received \$751,482 from the World Hunger 2006 overage. These funds supported development projects in fifteen counties through ELCA companion churches and in nine countries through Lutheran World Federation World Service programs. This also includes ELCA Global Mission support to Lutheran World Relief programs. Many of these projects and activities address the Millennium Development Goals (MDG).

Global Mission also funds companions in prevention of HIV and AIDS, counseling and support for families and children affected by this endemic disease. In 2007, over \$550,000 in Stand With Africa funds have been designated for HIV and AIDS programs of companion churches in Africa. HIV and AIDS programs in Asia and Latin America are funded through regular World Hunger grants. In addition the ELCA has designated \$500,000 for LWF companion HIV and AIDS programs. In July 2007, GM's director for international development and disaster response and the GM health consultant presented a workshop at the Young Women's Christian Association (YWCA) International HIV and AIDS Consultation in Nairobi, Kenya. GM also sponsored 25 HIV positive women to attend the conference and sent an HIV positive ELCA pastor as a resource person.

International Disaster Response

Since January 1, Global Mission has responded to international disasters in over 17 countries, providing over \$2.1 million to companion churches, Action by Churches Together, and Lutheran and ecumenical organizations. In 2006, Global Mission allocated \$3.7 million for 27 disasters in twenty countries.

Africa

2006 International Disaster Response (IDR) funds

were sent to help people affected by drought and famine in Ethiopia, Kenya, and Tanzania, where countless livestock have perished and many people have died. 2007 funds have been sent to Madagascar as well as Mozambique, Uganda, and Zambia after major floods.

In 2007, IDR responded to help people affected by civil wars such as in Burundi, Democratic Republic of Congo, Chad, and Sudan. Although the long civil war has laid waste to the infrastructure of southern Sudan, refugees have started to return. ACT implementing members Lutheran World Federation, Church Ecumenical Action in Sudan, and the Sudan Council of Churches are helping people return home and rebuild their communities. In 2007, the LWF started providing assistance to refugees from Darfur in Chad. ELCA IDR continues to accompany people in southern Sudan as well as Darfur.

Southeast Asia

Three years after the 2004 tsunami, ELCA companions in the region continue to rebuild infrastructures and assist communities in regaining their livelihood. In Indonesia, GM works with Church World Service and Yakkum Emergency Unit, both members of the ACT alliance. In India, GM provided funds through the United Evangelical Lutheran Church in India to rebuild communities and supported the Jubilee Village. In August, GM staff and the LWF organized a meeting with LWF member churches to discuss the best way to use unspent tsunami funds for disaster response preparedness and risk management without violating donors' intentions. Natural disasters such as earthquakes and floods—as evidenced by the September 2007 earthquake in Indonesia—seem to be frequent events which need adequate and effective disaster response mechanisms in place.

Middle East, Lebanon and Palestine

GM provided IDR funds to Augusta Victoria Hospital (AVH) when it was affected by blockage of funds by international donors and withholding of taxes and customs duties collected for the Palestinian National Authority following the January 2006 election.

Latin America and the Caribbean

GM funds enabled the companion church in Peru to provide drinking water, food, and shelter to people affected by August 2007 earthquake near Pisco, which damaged public infrastructure and left 503 dead and 1,042 injured.

Multicultural Ministries

Submitted by Pr. Sherman Hicks

The Multicultural Ministries unit shall guide the churchwide organization in the multicultural dimensions of its work. (16.12.E05)

The Multicultural Ministries unit is claimed, gathered, and sent by God's grace for the sake of the world, through the implementation of the ELCA's strategic directions.

Multicultural Ministries supports congregations in their call to be faithful, welcoming and generous, sharing the mind of Christ and assist this church to bring forth and support faithful, wise and courageous leaders through:

- One Body, Many Members: A Journey for Congregations Reaching Across Culture, Race and Class (www.elca.org/multicultural) is an action-oriented biblically based resource for congregations in changing neighborhoods who want to reach out but are confused and uncertain about how to get started and how to change the congregational culture to be a place of welcome and authentic community. The resource presents information on change, culture, conflict, communication, and leadership. Resource participants have the opportunity to share stories of the struggle and learnings of congregations who have been engaged in the process and address the dynamic process of invitation, welcome and ongoing change in the life of the congregation.

Multicultural Ministries works to deepen and extend our global, ecumenical, and interfaith relations for the sake of God's mission through:

- The Spirit of Wholeness in Christ: A Racial Ethnic Multicultural Event was held July 12 - 15, 2007, in Los Angeles, Calif. The event was sponsored by the ELCA, Presbyterian Church (U.S.A.) and the Reformed Church in America. This is the first time these three Formula of Agreement ecumenical partners have co-sponsored a multicultural event. Almost 800 people participated. Participants involved in ethnic-specific and multicultural ministries received crucial lessons from the 46 workshops offered at the event that can be incorporated into their ministries. Some of the workshops offered were, "Using Hip-Hop's Essence, Music and Culture as an Intervention," "Understanding Muslim's Worldview," "Introduction to Cultural

Proficiency," "First and Second Generation Ministry: Together or Apart?"

Multicultural Ministries assists this church to bring forth and support faithful, wise and courageous leaders through:

- The ELCA Leaders of Color Gathering held on July 11 - 12, 2007, in Los Angeles, Calif., which was sponsored by the Multicultural Ministries unit and planned by a diverse group of leaders of color from ELCA churchwide staff, regional staff, and congregations. The gathering brought together 97 participants, including selected staff and elected leaders of color who serve in a variety of settings across the church. This is the first of its kind event that brings together leaders of color from all expressions of the ELCA. The gathering included opportunities for worship and Bible study, hearing from Presiding Bishop Mark Hanson, acquiring new leadership skills, building relationships, discussing the future role of leaders of color, while affirming their current roles, and gaining a deeper understanding of their baptismal vocation as leaders in the ELCA.
- An American Indian and Alaska Native Ministries young people's leadership event sponsored by the American Indian and Alaska Native Ministries and community members in consultation with colleagues from Vocation and Education will be held November 1-4, 2007.
- Breaking the Barriers: An African Descent Young Adult Consultation gathered 43 people (ages 18 - 35) from across the ELCA with the intent of learning about churchwide vocations, networking, and listening to one another's story of what it means to be an African Descent young adult in the ELCA and society. These young adults have structured themselves into regions and will be planning follow-up meetings. Thirty-five young adults in Regions 7 - 9 met in Brooklyn, New York the weekend of August 17, 2007.

Multicultural Ministries steps forward as a public church that witnesses boldly to God's love for all that God created through:

- The European American [White] Lutheran Association (EALA), which is being created to continue the centuries-old work of dismantling racism in the many forms it is manifested in the United States and the world. The EALA stands

alongside the five other ethnic associations within the Multicultural Ministries unit. The prospective members of the EALA are people of European ancestry who self-identify as white or Caucasian and are committed to engaging the white privilege and racism that are embedded in societal institutions and in learned behaviors, attitudes, and the access to resources. Four volunteer coordinating teams have been established to further the work of creating a faithful, responsive, and strong national association. A process of national feedback to the EALA organizational structure is taking place September 2007 through April 2008. The EALA launching assembly will be held in fall 2008.

- Progress continues on the media project, “Indian Country in America.” This documentary is designed to be a historical teaching document relating to racial justice issues for AIAN people. It will capture the work of the former National Indian Lutheran Board and relate it to current and future justice work within the ELCA. It will be accompanied by a study guide. It will be aired on ABC and Hallmark networks. Completion is scheduled for late 2008. This project is a direct result of work relating to the Indigenous Institute. Notices of air time will be shared with you in advance. Please pray for the success of this venture.

Publishing House of the ELCA

Submitted by Ms. Beth Lewis

The Publishing House of the Evangelical Lutheran Church in America— also known as Augsburg Fortress, Publishers—shall be responsible for the publishing, production, and distribution of publications to be sold to accomplish the mission of this church, work in close cooperation with congregations, synods, and the churchwide organization to provide a diversity of published resources, and relate to other churchwide units through resource planning groups.(16.31.A05)

Year to Date Accomplishments

ELCA Congregations

- The overwhelming success story in 2007 is *Evangelical Lutheran Worship*. It is a success story in terms of the partnership of the ELCA Worship and Liturgical Resources staff, Augsburg Fortress Worship and Music staff and people throughout this church in the development of a beautifully crafted worship book and the family of

resources that accompany it. It is also a success in terms of the number of congregations that have embraced it. To date, we have sold 20 or more copies of the *ELW* pew edition to over 3800 ELCA congregations and institutions—36 percent of the ELCA in less than a year. Sales of the *ELW* pew edition in 2007 are 491,000 units. This is in addition to the 296,000 units sold in the 4th quarter of 2006.

- AF is the leading denominational publisher in terms of delivery of content via Web-based subscriptions. The statistics for ELCA congregational subscribers of these resources are:
 - Sundaysandseasons.com (S&S.com) 2600+ congregations
 - Herewestandconfirmation.org (HWS) 2400+ congregations
 - Akaloo.org 620+ congregations
 - Newproclamation.com (NP.com) 600+ congregations
- Augsburg Fortress has received rave reviews from users of our 2007 Vacation Bible School program, *Great Bible Reef*, and is already receiving accolades for our 2008 VBS program, *Rainforest Adventure*.
- On the heels of the tremendous success of *The Lutheran Course* and *The Lutheran Handbook*, we launched *The Lutheran Course 2* and *The Lutheran Handbook 2* earlier this year. The *Course* is excellent for adult forums and new member classes. The *Handbook* is used with the *Course*, as an accompaniment to Herewestandconfirmation.org, and as a freestanding book.
- AF staff members are actively engaged with staff from the Vocation and Education unit and others throughout this church on the development of a plan for the Book of Faith initiative. Plans are underway to publish a Lutheran Study Bible in early 2009 in support of this initiative.
- This fall and winter, AF is beta-testing a new subscription Website featuring contemporary Lutheran worship, music, and media resources. It will be officially launched in March 2008.

ELCA Seminaries

- In early October, AF and Lutheran School of Theology at Chicago (LSTC) will celebrate AF’s assumption of management of the campus bookstore. This store not only will serve the

LSTC community, but also the McCormick Theological Seminary and Catholic Theological Union communities and Chicago-area ELCA and other congregations.

- In September, AF launched a beta test of “seminary hub” at Lutheran Theological Seminary at Gettysburg (LTSG). This Web-based portal provides free access to all of the AF subscription websites for Gettysburg students and faculty. If this beta-test is successful in this school year, a similar portal will be offered to each of the other seven ELCA seminaries.

Ecumenical Partners

- AF is reaching ecumenical partners with both our print and Web-based resources through partnerships with ecumenical publishing houses. These include *Akaloo* and *HWS* partnerships with Harcourt Religion (Catholic) and PCUSA (Presbyterian) and *Rainforest Adventure* (VBS 2008) partnerships with Our Sunday Visitor (Catholic) and PCUSA (Presbyterian).
- AF Canada has assumed management of the Anglican Book Centre in Toronto, effective July 2007. This store, along with AF’s store and distribution center in Kitchener, Ontario, will continue to serve both the Anglican and Lutheran congregations in Canada.

YTD 2007 Financial Results

	Jan-Aug 2007		
	Budget	Actual	Variance
Net Sales	30,900,000	35,531,000	4,631,000
Cost of Goods Sold	12,901,000	15,491,000	2,590,000
Gross Margin	17,999,000	20,040,000	2,041,000
Operating Expenses	17,385,000	16,849,000	536,000
Operating Income	614,000	3,191,000	2,577,000
Non Operating Income	143,000	233,000	90,000
Net Income	757,000	3,424,000	2,667,000

Our financial performance has been strong all year. Much of our financial success has resulted from

the exceptional market acceptance of *Evangelical Lutheran Worship* (ELW). Sales of the pew editions and other ancillary ELW products have been steady and over our budgeted sales forecast. In addition, our other core products, such as Sunday school resources and other faith formation resources also are doing well, consistent with the prior year and close to current year budget levels. Book sales are lagging behind budget. The gross margin percentage is slightly below budget. We have a positive variance in operating expenses as we continue to manage headcount and closely monitor our significant product development and marketing projects. We have approximately 220 full-time employees. Overall, we are enjoying a very good year from a financial perspective. Assuming that financial results continue along these lines for the balance of the year, this will be the third year in a row that AF has had a year-over-year sales increase. It will be the second year in a row with a profitable finish. This is significant given the declining financial trends of the past.

One mission. One future. Together.

We launched this use of the slogan, “One Mission. One Future. Together.” in 2005. As the ministry of publishing for the ELCA, part of our story is helping our partners in ministry consider the stewardship implications of purchasing decisions. We must be competitive in terms of quality, price, and service. *Any income we make in excess of expenses does not go into “shareholder value”, but is reinvested into the development of new ministry resources for the ELCA and our ecumenical partners.*

We request that you help us tell this stewardship story in your own places of ministry. One mission. One Future. Together.

Vocation and Education

Submitted by Pr. Stan Olson

The Vocation and Education unit shall be responsible for development and support of faithful, wise, and courageous leaders whose vocations serve God’s mission in the world; and shall assist this church and its institutions in equipping people to practice their callings under the Gospel for the sake of the world.(16.12.C05)

The goals of the Vocation and Education (VE)

unit for the 2007-2009 biennium, briefly stated, are: Vocation Claimed, Networks Nurtured, Leaders Equipped. This report on pursuing the Plan for Mission and the Vocation and Education strategic plan

is organized under the headings of VE's three work groups.

Educational Partnerships and Institutions Work Group

- The initiative, *Book of Faith: Lutherans Read the Bible*, was endorsed by the Churchwide Assembly, and Dr. Diane Jacobson, professor of Old Testament at Luther Seminary, has begun work (half-time) as director for the initiative. The initial goal is to seek the commitment of congregations, synods, and other organizations in this church to a broader and deeper engagement with the Bible and a more emphatic teaching and use of the wisdom of our Lutheran heritage for hearing the Word through Scripture. Please visit www.elca.org/bookoffaith regularly to follow developments. VE continues to collaborate closely with Augsburg Fortress in planning and leading this initiative and developing supportive resources.
- A Young Rostered Leaders program brought 85 rostered leaders under age 31 as visitors to the 2007 Churchwide Assembly. The event was supported by a Thrivent grant, with additional support from the Board of Pensions, Lilly Endowment, Mission Investment Fund, Augsburg Fortress, and Women of the ELCA.
- The eight ELCA seminaries reported an increase in Master of Divinity degrees awarded in spring 2007:

ELCA M.Div. Graduates, Spring 2002-2007

Seminary	'07	'06	'05	'04	'03	'02
LTSG	30	35	35	27	28	17
LTSP	32	24	26	30	31	26
LTSS	22	20	22	21	26	19
LSTC	35	40	25	23	33	28
Trinity	26	32	31	27	29	30
Wartburg	39	31	28	35	30	30
Luther	67	71	78	66	75	74
PLTS	27	14	19	16	21	25
Total	278	267	264	245	273	249

Source: Vocation and Education unit based on reports from ELCA seminary registrars

- The Association of Teaching Theologians gathered 61 participants in August 2007 at Lenoir-Rhyne College for ATT's annual convocation. The convocation addressed the topic, "Probing Theological Foundations in an Age of Biological Intervention," and was convened in collaboration with the Task Force for an ELCA Social Statement on Genetics. ATT is a membership organization of ELCA members who are theologians on the faculties of institutions of higher education, both ELCA related and non-related. At this convocation members voted to open membership in the association to ELCIC teaching theologians.
- Two leaders of ELCA-related schools were honored this spring. Sharon Koplinski, director of the Children's Center of Celebration, Our Saviour's Lutheran Church, Naperville, Ill., was named ELCA Early Childhood Education Director of the Year. Sandra L. Kalin, school principal at Bethel Lutheran Church, St. Louis, Mo., was named ELCA Principal of the Year for 2007; she was named National Distinguished Principal by the U.S. Department of Education and the National Association of Elementary School Principals.
- "Our Calling in Education, a social statement adopted by the 2007 Churchwide Assembly, will guide this unit for years to come. The implementing resolutions name multiple specific matters to be addressed in this biennium. Planning has begun to fulfill the statement's call for consultations around this church on the mission of ELCA-related colleges and universities, on support and leadership for its schools and early childhood education centers, and on the mission and funding of campus ministry.
- VE staff normally serve as advisory members on presidential search committees at our colleges and universities. Recent changes in presidential leadership include the election of Edward Leonard at Bethany College; Denvy Bowman at Capital University; and Philip Johnson at Finlandia University. Two interim presidents were elected: Howie Wennes at California Lutheran University and Stephen Fritz at Midland Lutheran College.

Leadership Work Group

- Through a Thrivent Financial for Lutheran grant, a three-day consultation was convened for teaching

theologians of color, students of color, pastors of color, clinical psychologists, deployed staff, bishop's assistants responsible for candidacy, and churchwide staff to discuss ways of making the candidacy process friendlier, especially as it relates to people of color. Out of that consultation came seven recommendations that now serve as a guide for candidacy work.

- Barbara Keller, consultant for the prevention of sexual misconduct, continues to work with synod and churchwide staff members, advising about prevention efforts and concerning the handling of misconduct cases. In the latter capacity, she works in consultation with the ELCA General Counsel. In early October she was invited to speak to the Conference of Bishops about internet pornography.
- A new disability mentors program has formed a group of seven to develop a pilot program where disabled seminary students and ordained clergy in their first call will be teamed with someone with more experience in ministry. Participants will meet together by e-mail and letters or in person to talk about seminary education and rostered ministry. The initial group will gather in April 2008. Ginny Thornburg from the National Organization for Disability will be the presenter for that meeting. Youth Ministry's Definitely Abled Committee met in September with the theme of "Hope." They meet next winter in New Orleans where the 2009 Definitely Abled Youth Leadership Event will be held.
- Support for Women in Ministry reviewed existing data, surveyed seminaries, gathered young first call leaders for discussion, participated in conferences on women's leadership, and began planning for a rostered women of color event.
- The candidacy process focus on developing healthy missional leaders has recently involved consultations related to mission developer identification; recruitment, and candidacy for people of color; seminary debt; recruitment and discernment with young adults; and developing training and other resources for committees in these areas. Candidacy staff assists in transitions with new bishops and staff orientations in many synods.

Youth and Young Adult Ministry Work Group

- The annual campus ministry conference gathered

staff, both past and present, as part of campus ministry's centennial celebration. Highlights of the event included presenters Sharon Daloz Parks and Chris Sharen and a festival Eucharist with Presiding Bishop Hanson preaching and presiding. The college and university presidents joined in celebrating campus ministry's centennial during the Churchwide Assembly with a joint reception at the tip of Navy Pier.

- The outdoor ministry program sponsored and hosted 38 international camp counselors in partnership with the Global Mission unit. They represented 24 partner church bodies in Africa, Asia, Europe, and South America. These young adult leaders spent three months working in 30 different ELCA-affiliated summer camp programs where they shared their culture, their faith, and information about hunger and justice issues.
- The 91 young adult voting members to the 2007 Churchwide Assembly were invited to a one-day pre-assembly gathering, allowing participants to connect with each other and learn about churchwide ministries and leadership opportunities. The gathering also provided a context for understanding churchwide participation as part of one's vocation.
- Youth ministry highlights will center on leadership development. In July 2007, youth of the Multicultural Advisory Committee attended both the ELCA Leaders of Color gathering and the ecumenical Spirit of Wholeness Conference in Los Angeles. In August, a vibrant youth convocation was held concurrently with the Churchwide Assembly. Initial public announcements were made for the 2009 Youth Gathering to be held in a single session in New Orleans, while vitally important new practices continue to take shape for the gathering program and gathering financial management. Visit <http://www.elca.org/youth/gathering.html> for more information.

Women's Organization

Submitted by Ms. Linda Post Bushkofsky

The Women of the Evangelical Lutheran Church in America, as the program unit for the women's organization, shall enable its members to grow through biblical study, theological reflection, and prayer, cooperate with other units of this church in advocating for the oppressed and voiceless, urging change in systems and structures that

exclude and alienate, and working for peace and justice as messengers of hope, provide for development and distribution of resources for and to its members, including a magazine, facilitate local initiative in creating programs and identifying alternative structural models that encourage and support flexibility, and design and implement a leadership development program for its members, assisting its members to identify, develop, and express their gifts for ministry.(16.41.A05)

This past summer the churchwide women's organization had several opportunities to partner with other units of the ELCA at national events. These opportunities offered Women of the ELCA a chance to share the mission and ministry of the women's organization, learn about our partners' ministries, and dream together of new cooperative possibilities. Article III of the churchwide constitution of Women of the ELCA lists "principles of organization." These principles set out the fundamental ways in which we will order our lives together as Women of the ELCA. One of those principles is interdependence. We agree that "All entities of the ELCA, the unit, the synodical women's organization, and the churchwide women's organization shall function interdependently and share responsibility for fulfilling the common purpose." (Article III, Section 6)

In June Women of the ELCA helped to sponsor "Let the River Flow," a connecting event for pastors, ministry and program staff, and key leaders of large congregations of the ELCA. All who attended this event received copies of two of our resources, *Worship Boldly* and *Listening to God: A Guide to Discernment*. A Women of the ELCA display greeted attendees and staff were present to talk about our ministries. Staff also presented two workshops on our health initiative. Staff learned about women's ministries in large congregations and what the organization could produce that would be helpful for such congregations.

In July Women of the ELCA had a presence at the Global Mission Event with this year's theme of "New Heaven and New Earth." Two "conversations with Women of the ELCA" were held, and 62 women joined with staff to reminisce over global treks of the past and to talk about future global connections.

In August Women of the ELCA helped to sponsor "Affirming Young Leaders: Thanks Be to God!" This event celebrated, strengthened, and enhanced the public ministry of nearly 100 young rostered leaders (31-years-old and younger). The leaders explored

vocational issues, health and wellness, and resources for support and vitality in ministry. Using a café theme, staff introduced the rostered leaders to the many ministries and resources of Women of the ELCA, setting out to eliminate stereotypes about the women's organization, and offering ways in which to partner with local congregations.

Participants were asked to identify the top five issues facing women and girls in their congregations. The top two issues were balancing one's life (career, family, church) and body and self-image issues. The third issue revolved around family: raising a family, caring for children, raising faithful children, single parenthood, day-care. This simple research will help our organization reach and meet the needs of younger women in our congregations.

The 20th anniversary of Women of the ELCA has been observed and celebrated across the organization this year. Congregational units have held special events, as have synodical women's organizations, often as part of a synodical convention. The churchwide expression of Women of the ELCA has supported this anniversary in several ways.

- An anniversary brochure was produced and first distributed to congregational units in the fall of 2006. It proved so popular that a second printing was done. About 15,000 brochures have been distributed in total.
- Nancy Stelling wrote a relatively brief history of the women's organization, and it appeared in the June 2007 issue of *Lutheran Woman Today*. Much positive feedback was received from that article.
- Anniversary Web pages were created and published. They include Stelling's article and the text of the anniversary brochure, most notably the different ways to celebrate our anniversary and information about the anniversary offering.
- The anniversary study tour of Germany included 76 participants and six staff. An article in the October issue of *Lutheran Woman Today* tells about the trip.
- The anniversary offering will be distributed one-half to the ongoing ministries of Women of the ELCA and one-half to two ministries identified at the Sixth Triennial Convention in 2005 as being dear to the heart of women in this church. Those ministries are Augustus Victoria Hospital in Jerusalem and a Stand with Africa clean water project. The offering will continue to be collected through the end of the fiscal year. As

of September 28, 2007, a total of \$17,404.10 had been received for the offering. Nearly 100 gifts have been made to the offering so far, with the average gift being \$183.20. The first gift was made on January 30, 2007, by the congregational unit (CU) at Santa Cruz Lutheran Church, Tucson, Ariz. The largest single gift so far was made by the Virginia Synodical Women's Organization (\$3,289). The gifts are about evenly divided between individuals and CUs.

Looking ahead to 2008, registration opened on September 4, 2007, for the 7th Triennial Gathering of Women of the ELCA. The gathering, with the theme "Come to the Waters," will occur July 10-13, 2008, in Salt Lake City, Utah. Among the featured speakers are Sister Joan Chittister, Bible study presenter the Rev. Karen Bockelman, and preachers Bp. Elizabeth Eaton, the Rev. Heidi Neumark, and the Rev. Marysol Diaz. Workshops, servant events, a collection of in-kind gifts, and an ELCA Board of Pensions-sponsored run/walk/roll round out the activities. Registration information is available at www.womenoftheelca.org. Preceding the gathering will be the 7th Triennial Convention of Women of the ELCA, July 8-10, 2007.

Women of the ELCA has partnered with the ELCA Mission Investment Fund on a challenge: if Women of the ELCA participants open 1,000 new accounts with MIF, MIF will donate \$25,000 for the 2008 Triennial Gathering. To date, 282 accounts have been opened with nearly \$900,000 deposited with MIF. The challenge continues through June 2008.

Service Units

Board of Pensions

Submitted by Mr. John Kapanke

The Board of Pensions of the Evangelical Lutheran Church in America shall manage and operate the Pension and Other Benefits Program for this church and plans for other organizations operated exclusively for religious purposes, and shall invest the assets according to fiduciary standards set forth in the plans and trusts. (17.61.A05)

With support from ELCA leadership, the Board of Pensions has taken its boldest step yet to help pastors, church workers, and their families live well.

Information about the ELCA health plan changes and new features in 2008 is reaching the homes of members as of this writing. The new features will reward members (and spouses) for pursuing wellness next year, with an additional incentive for synods,

congregations and other ELCA employers to become involved. The goal is to help people toward greater health while containing health care costs and the accompanying increases in costs to congregations and other employers. Following are highlights of the new benefit features that our rostered leaders and lay employees will soon experience.

- **Personal Wellness Account:** We will increase the hospital and medical deductible, but members will have the opportunity to more than offset that increase by earning up to \$300 in personal wellness dollars. Members can use this money in 2008 to reimburse themselves for eligible out-of-pocket health care costs, (e.g., deductibles, copayments). Unused balances will roll over from year to year, and the money remains accessible to them even if they leave ELCA employment.
- **Flexible Spending Account (FSA):** A health care FSA and a dependent care FSA are included as part of the 2008 PPO Benefits package to help members pay for such expenses using pretax dollars. Congregations and other employers benefit by having the FSA built into the plan at no additional cost.
- **Strengthened preventive benefit:** Eligible hospital and medical preventive benefits will be covered at 100 percent with no dollar limit.
- **One plan administrator:** All members who receive 2007 PPO or Standard Benefits through Aetna will receive PPO Benefits through Blue Cross and Blue Shield.

With all this change in 2008, member health benefits as a whole will continue to include:

- Hospital and medical benefits
- Prescription drug benefits administered by Express Scripts, Inc.
- Behavioral health benefits administered by CIGNA Behavioral Health, Inc.
- Dental benefits administered by Delta Dental

In addition, members will continue to have access to:

- ELCA health care advocacy team answers health-related benefit questions
- ELCA NurseLineSM (helps people make health decisions 24/7)
- Mayo Clinic EmbodyHealth web portal and newsletter (provide medical and health information)
- Health at Work care support program (helps

people manage chronic medical conditions)

Additional incentive for ELCA congregations and employers

If 75 percent or more of the members and spouses receiving PPO Health Benefits in a synod take the Mayo Clinic health risk assessment, each of the synod's congregations and organizations will receive a two percent discount on their health contributions for 2008, starting the month after the synod reaches the 75 percent goal. This incentive has actively engaged synods in helping to educate members about their new health benefits.

The incentive is welcome news for ELCA congregations and other employers who have faced escalating health benefit rate increases over the past several years. In 2008, the overall rate increase for ELCA Preferred Provider Organization Benefits will be five percent (compared to seven percent for this year). This increase is lower than what most employers are experiencing nationally. Next year's rate increase is moderated by a lower-than-expected claims trend (caused in part by increased use of generic pharmacy drugs) and an existing surplus (caused in part by favorable investment returns).

Other churchwide service

The first-ever ELCA event for large congregations in June, "Let the River Flow," is another example of how the Board of Pensions has transformed itself from an administrator of benefit plans to a churchwide leader in providing resources and advocating for people to lead healthy lives and achieve financial security. We provided major financial, staffing support, and other wellness resources for this important ministry effort that attracted close to 1,000 participants.

The 2007 Churchwide Assembly in Chicago provided yet another opportunity to get people moving each morning with our Run, Walk 'n Roll and Stretch and Pray activities, which continue to attract a solid following among voting members and staff alike.

As we look to our future service in this church, I want to acknowledge and thank six trustees whose terms have ended at the Board of Pensions: T. Van Matthews, Kenneth G. Mertz II, Harry C. Mueller, Mary S. Ranum, Joseph A. Swanson, and Yvonne Wells. I also thank retiring ELCA Secretary Lowell G. Almen for his service as advisory member from the ELCA Office of the Presiding Bishop, and the Rev.

Robert D. Berg for his service as advisory member from the Conference of Bishops. Pastor Berg, whose term as bishop of Northwest Synod of Wisconsin ended in July, has since transitioned to serving through the Board of Pensions as assistant to the president for church relations. The Board of Pensions is also pleased to have the Rev. James A. Justman, bishop, East-Central Synod of Wisconsin, as the new advisory member from the Conference of Bishops. We remain grateful for Christina Jackson-Skelton and Patricia A. Zerega for their service as representatives and advisory members to our board of trustees and for Emried D. Cole Jr., our new chair-elect. This church is blessed to have such dedicated servant leaders.

Of special note is T. Van Matthews' successful 700-mile bike trip from St. Charles, Mo. to Minneapolis, to raise awareness for the ELCA Special Needs Retirement Fund. Matthews raised \$35,000 for low-income retirees who have so faithfully served this church. In the process he highlighted two of the Board of Pensions' messages—healthy living and financial security—as his way of thanking this church for the opportunity to serve.

Church Periodical

Submitted by Mr. Daniel Lehmann

The publishing house, in consultation with the editor, shall produce and distribute the church periodical, and provide such services as mutually agreed by the president of the publishing house and the editor of the church periodical.(17.31.A06.)

1. The magazine welcomed the return of the Rev. Walter Wangerin, Jr. as a regular contributor. The longtime columnist offered his participation on a quarterly basis as he is able while dealing with cancer. His pieces will appear in March, June, September, and December.
2. Joel Stombres joined the staff as advertising director on August 1, 2007. He came to the magazine after 14 years with *Christianity Today* International, publisher of *Christianity Today* magazine, where he served as senior advertising executive. He was responsible for selling print advertising for 10 publications at CTI as well as an online property. Prior to CTI, he spent four years with David C. Cook Publishing Co. as an inside and trade sales representative. Joel also worked for seven years with Campus Crusade for Christ International as a full-time music ministry staffer.

3. At the mid-point of FY 2007, the magazine had \$1.78 million in income and \$1.62 million in expenses. Income from subscriptions year-to-date was running slightly ahead of plan (53.7 percent) while advertising was slightly behind plan (45.3 percent). Total expenses were also less than planned (46.5 percent). The total budget for 2007 is \$3.48 million. (*The Lutheran* is self-funded: the only mission support received from the ELCA is office space.)
4. Paid circulation as of the October 2007 issue stood at 300,324 and complimentary copies at 19,816. Circulation has remained stable at that level since February, a hopeful sign that the “bottom” is near. Year to date (through October issue), paid circulation has fallen 13,340 copies, compared to 29,565 copies down for the same period in 2006 and 29,756 copies down for the same period in 2005.
5. Magazine staffers attended 36 synod assemblies this spring. Nearly all provided podium time for staffers to update voting members on the circulation challenge facing the magazine and to re-establish a relationship between the magazine and synods and congregations. The 30 synod assemblies missed this year will be attended in 2008. Long-term, the magazine hopes to attend each synod’s assembly every other year.
6. *The Lutheran* now has congregational subscription plans in 4,673 of the denomination’s 10,322 congregations. There are 982 bulk plans (up from 300 in 2000) and 3,691 congregational plans (down from 4,997 in 2000).
7. A subscription program called the Synod Plan is being implemented. It will first be offered in synods that publish a synod supplement that is bound into the middle of the magazine. Most synods produce supplements four times a year, so *The Lutheran* will sell the magazine to congregations not already on some type of subscription plan the four times the supplement appears at a rate of \$3.95 a subscription a year. In addition, all non-subscribing congregations received updated subscription information following the staff visits to synod assemblies, and all congregations were offered single copy sales of the November issue. It contains a complimentary promotional copy of Martin Luther’s 95 Theses.
8. Annual subscription plans for *The Lutheran* remain at \$7.95 per subscription on the Congregational Plan and \$11.95 per subscription for the Leadership Plan. Individual subscriptions are \$15.95, still 30 percent less than the average denominational magazine. Rates were last increased in 2002.
9. The ELCA’s newest publication, *The Little Lutheran*, launched with the July/August issue. For children six and younger, the magazine is published 10 times a year and sells for \$24.95. Bulk subscriptions for six or more (not necessarily to the same address) are \$12.95 apiece. Recent marketing efforts included sample copies sent to each ELCA congregation, early childhood education center, seminary, college, resource center, synod assembly, synod bishop, mission director, synod communicator, Churchwide Assembly voting member, Church Council member, and Global Mission Event. Copies were also given away at *The Lutheran’s* display space at the Churchwide Assembly. Marketing also included a fall mailing of bulletin inserts to every ELCA congregation. Ads regularly appear in *Lutheran Woman Today*, the Metro Lutheran of the Twin Cities and *The Lutheran*; and Seeds for the Parish contains an article in nearly each issue. Circulation grew from 988 on May 25 to 2,616 on July 26, and to 5,079 as of this writing. Subscriptions are almost evenly split between individual (grandparents, parents, godparents and others ordering for children in their lives) and congregational (bulk subscriptions used for pre-schools, nurseries, worship bags, baptismal gifts, and other uses).
10. The magazine’s Website draws an average of 90,000 unique visitors who return three times monthly, with Web traffic boosting 530,000 page views a month. The front page of the site is refreshed with seven new, free-to-all stories every Tuesday, and discussion hosts change every Tuesday. The staff blog is updated daily, as is breaking news. The site hosts 6,100 pages, with an average of 50 new articles added monthly.
11. A new site design with improved navigation will be launched in the fall, accompanied by a simpler membership model that will grant anyone with a print subscription (whether full-price, volume discounted, or clergy gratis) full access to the site. *The Lutheran* is in the process of selecting and inviting Lutherans from a spectrum of backgrounds and opinions to blog under the

auspices of www.thelutheran.org.

12. Under development is a plan that will allow environmentally concerned or tech-savvy congregations to offer Web-only subscriptions of *The Lutheran* to their members.

Communication Services

Submitted by Ms. Kristi Bangert

The Communication Services unit shall interpret the work of this church, provide for this church's presence in public media, and coordinate the communication activities of this church's units.(17.21.A05)

2007 Churchwide Assembly

The 2007 Churchwide Assembly contributed to a record-breaking seven million page views on ELCA.org during the month of August.

In other assembly- and Web-related news, the ELCA Web staff, supplemented by top-notch volunteers, helped provide gavel-to-gavel Web coverage of the Churchwide Assembly. During the week of the assembly, live video streams were watched over 20,000 times. For the very first time we provided complete video transcripts of plenary sessions. Those were viewed almost 9,000 times during the event. Another Web first was to provide open captioning for the Web audience. This was delivered in a real-time text transcript in a separate window from the video. Assembly highlights are still available at <http://www.elca.org/assembly>.

The news staff, also augmented by outstanding volunteers, was busy at the assembly. They wrote 55 stories, filed several audio and video reports, took photographs, and hosted five news conferences. One news conference, via conference call, took place just before the assembly when Bishop Hanson "met" with and took questions from eight journalists.

Other CO staff provided technical and media support for the Churchwide Assembly. This included photography, video production, sound, and audience response technology (e.g., voting machines).

Comprehensive Communication Plan

Implementation of the comprehensive communication plan is in full swing. For the past six months we have focused our efforts around the pilot project for the ELCA ad initiative and the redevelopment of elca.org.

ELCA Ad Initiative Pilot

A pilot project for the ad initiative was rolled out in the greater Denver area on September 1. This

project, a collaboration of Communication Services (CO), a staff team from the Rocky Mountain Synod, and Denver area congregations, includes print and outdoor advertising. The ads communicate the story of what God is doing in and through the ELCA for the sake of the world. The campaign's goals are to help ELCA members own and tell this church's story and, through that telling, to be instrumental in helping the ELCA grow. The tag line for the initiative is "God's work, our hands."

Research conducted before, during and after the ad run in Denver will help us determine next steps for what we hope will be a highly effective ad initiative. The creative work for the ad initiative was given B+ from Louis Lazar, business editor of the *Chicago Sun-Times*.

Redevelopment of elca.org

Redevelopment of elca.org is on target for a spring 2008 roll-out. The Web site will boast a new look and tone, both of which will incorporate the design and story elements from the ad initiative. More importantly, the Web site's architecture will be entirely redesigned with the end-user in mind. Its features include a highly intuitive search function, multiple opportunities for interactivity, recognition of the user with a personalized welcome and resource delivery on sign-in, and a content management system. With this redevelopment, elca.org truly will be the ELCA Web site, not just the churchwide organization's Web site.

Recommendations from the Blue Ribbon Committee (BRC) on Mission Funding, especially those specific to communication, are mirrored in the goals of the ad initiative and in many of the goals of the churchwide organization's comprehensive communication plan. By 2008, CO staffing will reflect the churchwide organization's commitment to implementing the BRC's recommendations for communication.

Public Media

A documentary on Northern Uganda called "*Ready to Forgive: An African Story of Grace*" was produced by CO's public media work group. It will air on NBC network affiliate stations from December 2, 2007 through May 2008, and on Hallmark Channel in 2008 after the NBC contract expires.

Another long-awaited television special, featuring Bishop Hanson and Bishop Desmond Tutu among others, is due to be aired in December. "Men of God,"

a documentary originally developed for the Discovery Channel, will air around Christmastime on CBS network affiliates across the country. Watch your local listings for broadcast times in your area.

Association of Lutheran Resource Centers

By the time you read this, the Association of Lutheran Resource Centers will have held its annual gathering at the Lutheran Center in Chicago, November 1-2. A series of workshops led by CO staff and others from the churchwide organization highlighted the gathering.

Mission Investment Fund of the ELCA

Submitted by Ms. Eva Roby

The Mission Investment Fund of the Evangelical Lutheran Church in America shall have primary responsibility for the development, administration, and promotion of Mission Investments.(17.51.A05)

Finances

During 2007, the Mission Investment Fund (MIF) has continued to grow and maintain financial stability. As of September 30, 2007, MIF has 768 loans with outstanding balances of over \$426 million, an increase of 60 loans and \$43 million from December 31, 2006. This represents growth of almost \$208 million, or 95 percent, in loans since the end of 2003. In addition to loans, MIF holds \$17 million in real estate for congregations.

The major source of new funds to meet loan demand is the sale of Mission Investment Obligations. As of September 30, 2007, total investment obligations were \$346 million, with 20,477 accounts for 11,552 investors, a growth of 488 investors and over \$20 million from December 31, 2006. Funds of congregations and institutions of the ELCA comprise 72 percent of the investments with a value of \$248 million for 3,957 accounts. There are 7,595 individual investors with combined account values of \$98 million.

Operations

MIF introduced a Health Savings Account (HSA) offering on July 2, 2007. A Health Savings Account service center will be introduced along with the Individual Retirement Account (IRA) service center in early October. The service centers are Web-based and will offer interactive forms that assist customers in opening HSAs and IRAs. In addition, customers will have access to a repository of frequently asked questions, investment tutorials, and monthly news

articles that are focused on timely, consumer-oriented topics.

MIF is very pleased with the results of a recent marketing initiative. A special limited-time offer of an 18-month term investment drew the interest of more than 370 individuals, congregations, and ELCA-related ministries who invested \$19.2 million in this MIF product. The offer, which required a minimum investment of \$5,000 in funds not already invested in MIF, had an interest rate of 5.75 percent and was in effect from July 1 through August 31. MIF Online has been well received by MIF customers and on-line transactions continue to grow in volume. As of September 30, 2007, 854 individuals and 595 congregations or institutions were users. MIF's bill paying service and VISA® debit card also have received a favorable response from MIF customers. Good progress has been made in refining MIF's internal computer system processes and issues. MIF has been working to achieve full functionality in the report writer and loan underwriting features of the system, as well as adding system modules that were scheduled for 2006 implementation.

Marketing

With the hiring of a full-time area representative who began serving in Region 9 in September, MIF is now represented in all 65 ELCA synods. A challenge to Women of the ELCA participants to purchase MIF investments is in effect through June 2008. To date, participants have purchased investments totaling more than \$900,000. When the challenge is met, MIF will provide support for the organization's 2008 Triennial Gathering and Convention. The Rev. Arnold Pierson, who faithfully and creatively served the Fund since 1990 as the vice president for church relations and communication, retired in September. MIF is currently recruiting for a replacement.

Real Estate

On August 31, 2007 MIF held \$16.4 million in real estate. Of that amount, \$2.5 million was identified as excess property and placed on the "to be sold list." New purchases for the period of January 1, 2007 through August 31, 2007 included 5 properties totaling \$2.2 million. MIF also liquidated 6 properties during this same period totaling just under \$3.0 million. MIF currently has five properties under contract for a total of \$3.6 million.

Partnerships

The Churchwide Assembly approved

constitutional changes that permit the expansion of MIF current participants to include ecumenical partners. These changes allow MIF to now serve those organizations that are related to the ELCA, but not classified as “affiliated.” MIF continues discussion with the Moravian Church in response to its interest in receiving loans and investment services from MIF for its congregations.

MIF and the program unit for Evangelical Outreach and Congregational Mission continue to hold joint collaboration meetings with synods. In 2007 MIF has met with the Northern Illinois and Florida-Bahamas Synods.

Synods of the ELCA are key partners for MIF as MIF seeks to provide increasing support to the congregations and institutions of this church, so that their church buildings and facilities enhance their mission and ministries. Thank you for your partnership and for helping to tell the story of how ELCA members and institutions can invest their assets in mission through the Mission Investment Fund of the ELCA.

Development Services

Submitted by Ms. Cynthia Halverson

The Development Services unit shall oversee and direct efforts for support of the churchwide ministries of the Evangelical Lutheran Church in America; and coordinate the work of development for the churchwide organization.(17.41.B05)

Strategic planning has been both a unique effort and an intentional focus of our work for the past several months—bridging this time of leadership transition with thoughtful assessment and creative thinking. We have met an ambitious planning schedule that included all staff in this process of assessment, visioning, brainstorming, and crafting a plan for how we will move forward in the months and years to come. There is more work to do in this process, but I look forward to beginning the implementation of the plan in 2008.

After receiving affirmation from the Conference of Bishops at its March 2007 meeting, Development Services followed up on a recommendation from the Blue Ribbon Committee on Mission Funding and has issued an RFP for a study to test the feasibility and readiness of the churchwide organization to conduct a campaign to coincide with the 25th anniversary of the ELCA. The timeline calls for the study to be

completed by the end of 2008.

Separate from, but related to this look at the possibilities of involvement in a fund-raising campaign is the Lutheran Malaria Initiative—an opportunity for the ELCA to join with Lutheran World Relief and The Lutheran Church–Missouri Synod to participate in the global effort to end malaria in our world. LMI is conceived as an effort through which Lutherans will contribute their time, talents, and resources to containing and eliminating malaria. There are many considerations for this church’s participation, in this significant initiative. We will share more on the ELCA’s possible participation as details unfold.

With our colleagues from the Board of Pensions and the Mission Investment Fund, the Foundation is moving forward with a plan to expand the number of investment options for congregation and institutional investors from one to five or six funds. To facilitate this work, we have contracted with Baker Hill, a systems and business process consulting firm, to provide project management services for the expanded endowment fund project. We look to Baker Hill to assist us with developing a project charter, a comprehensive project plan, and to recommend a project coordination and implementation strategy.

In October 2006, Blackbaud’s Raiser’s Edge software was successfully implemented on time and under budget with basic operations to carry out the work of ELCA/Foundation gift processing and the unification of constituent information into a single database. Along with the software, ELCA policies and procedure guidelines were created to address how the churchwide organization would use Raiser’s Edge. The success of this project was based on the ability of churchwide staff to work together for a common goal.

The number of constituent records in the system as of October 2006 was over 300,000 which included congregations, synods, inactive and deceased records, as well as a large number of duplicate records resulting from the merge. Through the year, 3,000 duplicate records have been merged manually or deleted, with over 2,000 left to discover. Over 7,000 new constituents have been added to Raiser’s Edge since October 2006. Currently, there are 304,500 records in Raiser’s Edge with 272,543 active individuals, 10,465 active congregations, and 7,426 active organizations.

An estimated 80,000 gifts, totaling over \$140 million dollars, were processed in Raiser’s Edge

within this first year.

We are on track to meet our World Hunger Appeal income goal for this year; as of August 31, 2007 revenue was at \$7,931,983—ahead of the previous year’s income at that point by \$453,931 and behind estimated revenue by just \$91,257. Revenue from bequests this year has greatly exceeded estimated income (\$644,816 actual vs. \$269,970 estimate). We expect final quarter giving from all sources to meet and exceed estimated revenue, bringing us to our 2007 goal of \$18.75 million. We anticipate a very positive response in November and December to the new ELCA *Good Gifts* catalog. The catalog was a key factor in increasing December World Hunger income in 2006 by nearly \$1 million compared to December World Hunger income in 2005.

In April we welcomed Pr. Paul N. Hanson to Chicago and the Lutheran Center to serve as the new director of The Fund for Leaders in Mission. Having just surpassed \$16 million in endowed assets, the Fund in 2007 is supporting 122 students at all eight ELCA seminaries, and will distribute over \$800,000 through full and partial scholarships. At the Conference of Bishops meeting in October, Pr. Hanson announced a new matching gift challenge of nearly \$1million made possible by three generous donor families. Through the *Leadership Rising* challenge, the Fund will match gifts from individuals, congregations, and synods on a 1:2 basis. Our goal is to double the Fund from its 2007 level of \$15 million to \$30 million by the end of 2010.

Office for Global Mission Support: On September 1, 2007, after an intentional two-month transition, Pr. David P. Lerseth retired and Pr. Twila K. Schock began to serve as Global Mission support director. Three strategic priorities have been outlined for this desk in the coming months: securing and strengthening missionary support, raising support for Level II (extra-budgetary) projects identified by Global Mission companion churches, and supporting fund-raising efforts for the Mount of Olives housing project.

Currently 276 mission personnel are serving in 49 countries. Gifts, through June, for missionary sponsorship totaled \$1,148,115.42. This represents 28.70 percent of the targeted \$4,000,000 for fiscal year 2007. This is comparable to \$1,173,134 in gifts received at the end of June 2006, representing 29 percent of the annual target goal. Gifts for 150 extra-budgetary (Level II) gifts at the end of July totaled

\$1,098,584.76.

Vision for Mission is the churchwide organization’s annual appeal and raises income for general operating purposes, and support programs that further the mission goals of the ELCA. Here is a look at gift income over the past three years:

	FY '07*	FY '06	FY '05	FY '04
Budgeted income	1,200,000	1,200,000	1,267,000	1,175,000
Actual income	612,245	1,224,448	1,105,678	1,292,440
Over (under)	(587,755)	44,448	(161,322)	117,440

* As of September 28, 2007

We have seen a small increase in gifts to Vision for Mission over the internet due to the additional “ask” included on the giving site. A full analysis of this new strategy will be available after the end of the fiscal year. The new *Good Gifts* catalog also highlights Vision for Mission by asking for an additional gift to “where the need is greatest” and invites donors to make a “Gift of Love”—a \$5,000 commitment to Vision for Mission that will benefit all the ministries of the churchwide office.

The Herbert W. Chilstrom Vision for Mission Endowment Fund continues to grow, totaling \$5,914,095.87 at the end August, 2007. Distributions benefit a variety of churchwide ministries.

Marketing Communications. On Wednesday, September 26, 2007, the 2005-2007 ELCA *Good Gifts* catalog was officially retired with the introduction of the 2007-2009 catalog. The 2005-2007 catalog was a huge success with 9,262 gifts totaling \$1,675,370. Over 41 percent of donors were new to our giving program.

The 2007-2009 ELCA *Good Gifts* catalog was introduced at the 2007 Churchwide Assembly by the presiding bishop and was distributed widely to 320,000 households with the October 2007 issue of *The Lutheran* magazine. The new catalog also will be distributed to 40,000 World Hunger leaders. We have advertisements placed in the November and December issues of *The Lutheran* and in the December issue of *Lutheran Women Today*. It will be featured as the front-page article of *Seeds for the Parish*.

ELCA *Good Gifts* online. Since its launch on February 27, we raised over \$150,000 through the new

ELCA Good Gifts online site. That brings the overall total of ELCA online donations to \$5 million and over 30,000 gifts since late 2001. With the purchase and deployment of Blackbaud Net Community, more changes will be coming soon to the online donation program. We are in the process of customizing the store feature, which will allow donors to give either fixed-gift-size amounts or any amount. The new site will be launched in late November.

Deferred Gifts. As of August 31, 2007, the ELCA's gift annuity pool had 5,214 active annuities with investments totaling \$109 million. Fixed income investments constitute approximately 96 percent of the pool's investments. Equity investments are made through Thrivent Funds to match charitable gift annuities developed by Thrivent representatives. The Foundation has a mid-term objective to evaluate the pool's asset allocation in light of American Council on Gift Annuities (ACGA) recommendations.

The Foundation administers approximately 420 active trusts with investments totaling \$87 million as of June 30, 2007. Wachovia and Thrivent serve as investment managers for 76 percent and 20 percent, respectively, of trust assets.

Estimated residuum balances for irrevocable deferred gifts totaled \$64.4 million on June 30, 2007. Of this total, the following beneficiaries of note have interests: a) ELCA Endowments \$9.5 million; b) ELCA Churchwide Structure \$3.6 million; c) Global Mission \$1.7 million; and d) World Hunger Appeal \$0.6 million.

Endowment Fund Pooled Trust. Through July 31, 2007, the Pooled Trust has grown by 27 new investor participant accounts with approximately \$3.7 million in new investments for the current year. Over \$4.2 in net additions has been invested by existing investor participants. One account with a total of \$0.7 million has been closed. Contribution revenue for unrestricted, temporarily restricted, and permanently restricted endowments totaled \$7.0 million, compared to \$5.5 million for the corresponding prior year period.

As of August 31, 2007, the Pooled Trust held 1,504 accounts totaling \$336 million. The Pooled Trust's performance through August 31 was 4.37 percent vis-à-vis a benchmark of 4.13 percent. Performance is positive to the one-year benchmark by 0.45 percent.

EVANGELICAL LUTHERAN CHURCH IN AMERICA

CHURCH COUNCIL

April 13-16, 2007

Exhibit J, Part 1

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Unit Recommendations for Church Council Action

Augsburg Fortress, Publishers

Submitted by: Beth A. Lewis, President and CEO

Category 1: Policies with an impact beyond the unit, which require Church Council approval.

April 20-21, 2007 meeting

None

October 19-20, 2007 meeting

None

Category 2: Policies related to the day-to-day functioning of the unit or to the specific mandate of the unit.

April 20-21, 2007 meeting

- Voted to approve the minutes of the board of trustees October 20-21, 2006 meeting as published in the board resource book. (PH.07.04.1)

- Voted to accept the 2006 Audit Report

WHEREAS, the audit of the 2006 financial statements has been completed, the results of that audit reviewed by the Audit and Finance Committee, and the Audit Report presented to the Board of Trustees; therefore, be it

RESOLVED, that the 2006 financial statement audit report be accepted as submitted, and that the board requests that management provide the Audit and Finance Committee with a written response to the recommendations provided in the management letter. (PH.07.04.2)

- Voted to reappoint auditors for 2007.

WHEREAS, McGladrey and Pullen LLP was appointed as external auditors for the audit of the 2006 financial statements of the Publishing House of the Evangelical Lutheran Church in America; therefore, be it

RESOLVED, that McGladrey and Pullen LLP be reappointed as external auditors for the audit of the 2007 financial statements of the Publishing House of the Evangelical Lutheran Church in America, contingent upon review of proposed fees by the Audit Committee. (PH.07.04.3)

- Voted to elect new officers to the Executive Committee of the Board of Trustees.

RESOLVED, that the Board of Trustees of Augsburg Fortress, the Publishing House of the Evangelical Lutheran Church in America, elect the following persons to serve as officers and members of the Executive Committee:

1. Chair: Mike Bash
2. Vice Chair: Janet Thompson
3. Secretary: Marty Stevens
4. At Large: Debra Jacobs Buttaggi
5. At Large: Steve Titus

6. Ex Officio: Presiding Bishop's Representative (voice, but not vote)

7. Ex Officio: AF President and CEO (voice, but not vote) (PH.07.04.6)

- Voted to elect new members to the Audit and Finance Committee.

RESOLVED, that the Board of Trustees of Augsburg Fortress, the Publishing House of the Evangelical Lutheran Church in America, elect the following persons to serve as the Audit and Finance Committee:

1. Board Chair
2. At large: to be appointed by the Executive Committee
3. At large: Paul Carlson
4. At large: Marty Stevens
5. At large: to be elected in fall 2007
6. Outside Member: Optional
7. Ex Officio: AF President and CEO
8. Ex Officio: AF CFO/VP Finance and Treasurer (PH.07.04.7)

- Voted to elect new members to the Board Development Committee.

RESOLVED, that the Board of Trustees of Augsburg Fortress, Publishing House of the Evangelical Lutheran Church in America, elect the following persons to serve as the Board Development Committee:

1. Board Chair
2. At large: Marty Stortz
3. At large: Jan Ruud
4. At large: Linda Chinnia
5. At large: Debra Jacobs Buttaggi
6. At large: to be elected in fall 2007
7. Ex Officio: President and CEO (PH.07.04.8)

- Voted to elect a representative to the Advisory Committee for The Lutheran magazine.

RESOLVED, that the Board of Trustees of Augsburg Fortress, the Publishing House of the Evangelical Lutheran Church in America, re-elect Lee Miller to serve as the representative of the Augsburg Fortress Board of Trustees to the Advisory Committee for The Lutheran magazine. (PH.07.04.9)

October 19-20, 2007 meeting

- Voted to approve the minutes of the board of trustees April 20-21, 2007 Board of Trustees meeting. (PH.07.10.10)

- Voted to approve the Augsburg Fortress 2008-2010 strategic plan.

RESOLVED, that the board of trustees authorizes the management of Augsburg Fortress to invest up to \$2.3 million for the implementation of a new ERP system to

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH COUNCIL

November 9-11, 2007

Exhibit J, Part 1a

Page 2

replace the existing multiple operating systems as presented as part of the 2008-2010 strategic plan. (PH.07.10.12)

- Voted to approve the 2008 operating budget.
RESOLVED, that the board of trustees hereby approves the fiscal year 2008 annual operating budget. (PH.07.10.13)
- Voted to affirm the Augsburg Fortress Philanthropy Plan presented by the One Mission Endowment Fund Work Group and to approve the establishment of the Augsburg Fortress Annual Fund.
RESOLVED, that the board of trustees of the Publishing House of the Evangelical Lutheran Church in America approves the establishment of funds to receive designated and/or undesignated gifts for current projects in accord with this ministry's purposes and mission. (PH.07.10.14)
- Voted to amend the board of trustees' covenant to add the provisions that board members support Augsburg Fortress with gifts at a level commensurate with one's ability and commitment to its mission, and to preserve confidential information that is so designated at the time of disclosure.
RESOLVED, that the board of trustees' Covenant be amended by adding the following provisions:
 - Support Augsburg Fortress with gifts at a level commensurate with one's ability and commitment to mission;
 - Preserve confidential information that is so designated at the time of disclosure. (PH.07.10.15)
- Voted to elect Linda Brown, class of 2013 to serve on the Audit and Finance Committee of the board of trustees. (PH.07.10.16)
- Voted to elect Mary Butler, class of 2013, to serve on the Board Development Committee of the board of trustees. (PH.07.10.17)

Category 3: Other procedures and board actions

April 20-21, 2007 meeting

- Voted to express appreciation for the service of departing board members.
WHEREAS, seven members of the Board of the Publishing House of the Evangelical Lutheran Church in America (ELCA) will complete their board service in 2007; and
WHEREAS, these board members have served with faithfulness during historic years of change at the Publishing House of the Evangelical Lutheran Church in America; and
WHEREAS, these board members have made significant contributions in shaping the organization and program of the publishing house to fulfill the mission assigned to it by the ELCA; therefore, be it

RESOLVED, that the Board of Trustees of Augsburg Fortress, the Publishing House of the Evangelical Lutheran Church in America, express appreciation and extend thanks to Kirk W. Bish, Art Blum, Ray D. Christenson, Annette Citzler, Kimberly K. Folkers, Fred J. Korge, and Margaret A. Krych for their service as members of this board. (PH.07.04.4)

- Voted to express appreciation for the service of Lowell Almen and Charles Miller.

WHEREAS, God has richly blessed Augsburg Fortress through the years with women and men with a variety of gifts in the ministries of publishing; and

WHEREAS, Augsburg Fortress has benefited greatly from the gifts of Lowell Almen, Secretary of the ELCA, and Charles Miller, Executive for Administration in the Office of the Presiding Bishop, who served as the Presiding Bishop's representatives to the Augsburg Fortress Board of Trustees from 2001-2007; and

WHEREAS, Lowell Almen and Charles Miller have made significant contributions to Augsburg Fortress through their relationships with the Augsburg Fortress board and management, and their commitment to the business and mission success of Augsburg Fortress; and

WHEREAS, Lowell Almen and Charles Miller will retire on October 31, 2007; therefore, be it

RESOLVED, that the Board of Trustees of Augsburg Fortress, the Publishing House of the Evangelical Lutheran Church in America, express appreciation and extend thanks to Lowell Almen and Charles Miller for their service to this board. (PH.07.04.5)

October 19-20, 2007 meeting

None

Women of the ELCA

Submitted by Linda Post Bushkofsky, executive director

Category 1: Policies with an impact beyond the unit, which require Church Council approval

None.

Category 2: Policies related to the day-to-day functioning of the unit or to the specific mandate of the unit

Regarding the Seventh Triennium (2005-2008):

- Received a report on the Mission Investment Fund Challenge (more than 300 accounts have been opened with more than \$1 million invested) and approved the request of MIF to alter the terms of the challenge so that the goal is 500 investments purchased or \$1.5 million in investments, which ever comes first.

Regarding the Seventh Triennial Convention:

- Approved revised proposed Rules of Procedure;

- Adopted the proposed agenda;
- Received a report on strategic planning engaged in by the staff for the period June 1, 2007 - December 31, 2009; and
- Learned of a research project being conducted by ELCA Research and Evaluation which is part of the strategic plan. With more than a month before the deadline for completing the first questionnaire in this research project, RE is already reporting a 40% return rate.

Regarding the Triennial Gathering:

- Heard that 16,000 registration booklets have been distributed.
- Learned that about 277 registrations have already been made.
- Received an update on planning, including workshops, in-kind gifts, on-site service projects, and the interactive exhibit hall.

Regarding finance:

- Received an unconditional audit of FY2006 conducted by Crowe Chizek.
- Approved the FY2008 budget of \$4,617,180 which includes funding for the Seventh Triennial Convention and Triennial Gathering.

The Katherina von Bora Luther Endowment Fun:

- Authorized the executive director to create a current fund option within the fund, so that donors may make current gifts or a gift to the endowment; and authorized the executive director to create and conduct an annual appeal for the fund.
- Approved the creation of a board development committee, the means of appointment for the committee, and the assigned task of preparing a draft development policy for the churchwide executive board. Authorized the executive director to hire development staff to coordinate development work, as the budget allows.
- Approved the request from the Delaware-Maryland Synodical Women's Organization to establish a special unit at the Carroll Lutheran Village, Westminster, Md.
- Endorsed the work of the Good Deed Foundation (www.gooddeedfoundation.org) and agreed to share news of its work with the units and participants in Women of the ELCA.
- Made recommendations to the executive director for 2007 disbursements from the India endowment funds held by Women of the ELCA.
- Engaged in anti-racism education, led by staff and discussion of the book, *The Wolf Shall Dwell* with

the Lamb: A Spirituality for Leadership in a Multi-Cultural Community.

Category 3: Other procedures and board actions.

- Received a report on the 20th anniversary celebration of the organization, noting that the anniversary offering received to date exceeds \$20,000.
- Received a report from the board of directors of Church Women United.

Board of Pensions

Submitted by: John Kapanke

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

- Approved an amendment to establish the personal wellness account as a component of the ELCA Medical and Dental Benefits Plan. It describes the legal nature of the account, as well as terms of items including eligibility, participation rules, and benefit amount, etc.
- Approved amendments to the ELCA Disability Benefits Plan to provide for the continuation of disability coverage to interim pastors under call by their synod council when they are between assignments. It further recognizes the continued coverage when a new assignment begins and a called interim pastor is sponsored once again in the ELCA Pension and Other Benefits Program.
- Approved an amendment to the ELCA Disability Benefits Plan to provide disability benefits for sponsored members beyond their social security full retirement age.
- Approved the creation of the ELCA Flexible Benefits Plan to allow Members to pay eligible out-of-pocket medical and dependent care expenses on a pre-tax basis.
- Adopted a resolution proposing a slate of four candidates to fill two Board of Pensions' trustee vacancies for election by the Church Council in November 2007.

Category II: Policies related to the day-to-day functioning of the unit or to the specific mandate of the unit.

- Approved an amendment to rename the original appendix to Appendix A in the ELCA Medical and Dental Benefits Plan to distinguish from Appendix B, which was created with the addition of the personal wellness account.

- Approved amendment to the ELCA Medical and Dental Benefits Plan to reflect that the 2008 Plan design only includes one PPO benefits administrator.
- Approved an amendment to the ELCA Survivor Benefits Plan to provide for consistent treatment of members with continued coverage under the ELCA Disability Benefits Plan and those with continued coverage under the ELCA Medical and Dental Benefits Plan.
- Approved amendments to the ELCA Medical and Dental Benefits Plan to clarify current plan language. (approval by president).
- Approved an amendment to the ELCA Medical and Dental Benefits Plan to clarify that Members who reside overseas will have 85 percent payment of eligible medical expenses, and such expenses will be considered out-of-network. (approval by president).
- Approved amendments to the ELCA Medical and Dental Benefits Plan to clarify administrative procedure. (approval by president).
- Approved amendments to the ELCA Flexible Benefits Plan to clarify that the grace period applies only to the health care Flexible Spending Account (FSA) and not the dependent care FSA. (approval by president).
- Approved amendments to the ELCA Flexible Benefits Plan to clarify that members who waive PPO coverage mid-year can continue FSA contributions on a pre-tax basis for the remainder of the plan year. (approval by president).
- Approved amendments to the ELCA Flexible Benefits Plan to clarify Blue Cross Blue Shield administrative time periods. (Approval by president).
- Adopted the resolution establishing the interest crediting rate, annuity increases, and dividends for 2008.
- Adopted the resolution approving the 2008 contribution rates for the ELCA Medical and Dental Benefits Plan, the ELCA Survivor Benefits Plan, and the ELCA Disability Benefits Plan, and for retiree support.
- Adopted the resolution regarding the 2008 corporate plan and budget while expressing support for the budget projections for the years 2009 and 2010.
- Adopted the resolution designating a portion of 2008 remuneration as rental/housing allowance for the following: Pr. Dr. Lowell G. Almen, Pr. Robert D. Berg, Pr. Donald E. Fulton, Pr. Catherine Malotky, Pr. Kenneth R. Olsen, Pr. Sandra Rothschiller.

- Adopted the resolution designating pension and disability payments as rental/housing allowance for 2008.
- Approved a resolution to retain PricewaterhouseCoopers as the independent auditor for the year ending December 31, 2007.
- Voted to receive the Board of Pensions' management reports.

Category III: Other procedures and board actions.

- Approved a resolution to accept the resignation of Board of Pensions' trustee Ivy Bernhardson.
- Adopted the charters and associated calendars, as revised, for the following committees: audit, corporate social responsibility, executive, finance, investment, nominating, products and services to appropriately align each committee's charter with the Board of Pensions' current strategic plan.
- Approved an amendment to the ELCA Retirement Plan for The Evangelical Lutheran Good Samaritan Society. In order to pass IRS-required coverage testing, The Evangelical Lutheran Good Samaritan Society will be making its employer contribution for highly compensated employees to the ELCA 457(b) Deferred Compensation Plan for the 2007 plan year forward.

Report of Regional Coordinators

Region 1

[No report submitted.]

Region 2

Submitted by Ms. Margaret Schmitt-Ajer

The five synods of Region 2 (Sierra Pacific, Southwest CA, Pacifica, Grand Canyon and Rocky Mt.) continue to work very collaboratively as they seek to serve and proclaim the good news of the Gospel throughout the southwest.

As we look at the ELCA strategic directions we believe that the work we do together fits with the framework of those directives. Some examples:

Evangelical Outreach

- The synods of Region 2 are engaged in the building of a regional strategy for outreach. We meet together to discern proposals for new ministries, and are working on creative strategies to address the uniqueness of our contexts.
- We are planning a gathering of Latino pastors and other leaders to offer support, and to also work with them on leadership development

Public Church

- Our fall 2007 first call theological event (FCTE) was focused on public church.
- This year at the global mission/hunger consultation, local recipients of ELCA hunger grants participated, to learn more about this work of our church.

Deepening global relationships

- The 2007 regional global mission consultation also included leaders in the World Hunger Network, as we explored issues of sustainability and the local-global connection.

Bringing forth and supporting leaders

- We continue to focus on the concept of vocation, especially among young adults.
- We are in our 10th year of offering FCTE events as a region. Our spring event will be on healthy church.
- We offer two mobility conferences a year, in which rostered leaders interested in seeking a call in Region 2 have an opportunity to meet and talk with bishops and staff from all five synods.

This shared ministry between the synods of Region 2 is truly a partnership!

Region 3

Submitted by the Rev. Dr. Craig Boehlke

Region 3 exists to support the synods and congregations of the Dakotas and Minnesota, while also helping make the connections so that these folks can feel part of the larger ministries of the ELCA. We are intimately and daily involved in both the five strategic directions of this church and behind-the-scenes in facilitating leadership groups to make a more effective and connected church.

Of particular note in this region has been a collaborative effort to create a pilot project for training and deployment of more new mission developers and redevelopers involving deployed staff for Evangelical Outreach and Congregational Mission, Mission Investment Fund, Vocation and Education, and Synodical Relations in partnership with several Region 3 synods, Luther Seminary, and churchwide staff. This is breaking new ground in nurturing partnerships and seeking to address growth in evangelical outreach aggressively. We are also sponsoring multiple opportunities for training in renewal of congregations, coaching of leaders, and sharing resources across synod lines.

Region 3, including those who are deployed to serve from churchwide, our synods, and our institutional partners, is deeply committed to the four principles undergirding the five strategic directions.

Region 3 is in the midst of several transitions involving synod bishops and key leaders. A particular focus of the regional coordinator's work has been to work with both outgoing and incoming staffs and synod leaders to support healthy transitions, building on the strong relationships and growing collegiality that has characterized the leadership of Region 3.

Region 4

[No report submitted]

Region 5

Submitted by the Rev. Dr. Carl Richard Evenson

When I meet with groups of lay people in Region 5, they always desire to meet again. In this year this has been true of executive support staffs to bishops, lay rostered ministers as they met in conference, Global Mission interpreters and World Hunger advocates as they shared their synod activity and heard from the churchwide office. The work of the church is scattered like stars across the heavens. Order and relationship are

found when constellations are recognized and connected. Those stars shine most brightly.

Finances in the region improved when the churchwide office brought Region 5 into the same financial relationship for coordinator compensation as the other regions of the ELCA.

As a communication hub, the region provides good connection between churchwide offices and the synods. Consultations, programs, evaluations, inter-synod meetings, bishop discussions, forums, and shared concerns work well within the regional expression, where manageable groups can be gathered for the work of the church.

The Region 5 mobility conference allows candidates seeking new call to interview simultaneously with all twelve synods. Success comes because of the long-nurtured trust between bishops in the region. The regional office also is a key clearinghouse when several synods are focused on a given candidate. Region 5 has Vocation and Education responsibility in the assignment process, as we fulfill the ELCA strategic plan to develop and support leaders. Consistency is brought to the system as the coordinator weaves twelve synod requests together with the candidate offerings of seminarians.

Maintaining a regional connection with seminaries through the program of bishop visits has been important this year as students and faculty come to understand more fully the scope and ministry of the church. I treasure the demonstrated partnership of this work. I remain grateful in my position as coordinator and affirming of the unique value of regional ministry to the life of the ELCA.

Region 6

Submitted by Marilyn Smith

The mission of Region 6 of the ELCA is to be a bridge between the synods of the region and between the synods and the churchwide organization.

Throughout 2007 the regional office sought to respond to and provide for opportunities for leaders to come together to foster relationships and nurture networks that will enhance the mission in each of the three expressions of the ELCA.

Region 6's first function in 2007 was to gather representatives of its six synods, partners from the churchwide office in Chicago, and regional staff serving Region 6. This mission support consultation was hosted by Abundant Life Arabic Lutheran Church in Dearborn, Mich.. Our hosts set the tone by welcoming us to their table with nourishment that was definitely a foretaste of

the feast to come. Their hospitality, food, and stories of mission deeply rooted in the Holy Land reminded participants of the significance of the ELCA's commitment to interdependence for the sake of mission. The gathering embodied the desired result of cooperation among the various expressions of the church. While the challenges and needs yet to be met were evident, it also was clear that everyone in the room, and those whom they represented, had in some significant way contributed to the mission and ministry of Abundant Life.

In evidence were these fruits of the ELCA strategic directions:

Support congregations in their call to be faithful, welcoming, and generous, sharing the mind of Christ.

Abundant Life Arabic Lutheran, a new mission start, gives faithful Christian witness to the Arabic community of Dearborn in a context that is authentic and meaningful for those this church seeks to serve. The congregations of the Southeast Michigan Synod were supported in their preparation for the development of this mission by churchwide staff from Global Mission (GM), Evangelical Outreach and Congregational Mission (EO), and Vocation and Education (VE).

Assist members, congregations, synods, and institutions and agencies of this church to grow in evangelical outreach.

Leaders of the Southeast Michigan Synod gained wisdom from partners in synods where Arabic missions were already underway. EO staff facilitated opportunities for developers of other Arabic missions to offer support and advice to Pr. Rani Abdulmasih of Abundant Life.

Step forward as a public church that witnesses boldly to God's love for all that God has created.

The intentional and visible mission to the Arab community in Dearborn offers Bishop John Schreiber and other synod leaders a unique and credible place from which to meet with elected governmental leaders and advocate for policies that will strive to bring peace and justice to the countries of the Holy Land. These efforts are supported by the ELCA unit for Church and Society, in particular the ELCA Washington Office and the Lutheran Office for World Community in New York.

Deepen and extend our global, ecumenical, and interfaith relationships for the sake of God's mission.
Regional consultations for global mission leaders in

Region 6 annually bring together synod leaders and churchwide staff to share information and resources that assist synod leaders in developing and sustaining companion church relationships. Southeast Michigan Synod shares a relationship with the Evangelical Lutheran Church in Jordan and the Holy Land that enhances and strengthens Abundant Life's witness in the Arab context in Dearborn Mich..

Assist the church to bring forth and support faithful, wise, and courageous leaders whose vocations serve God's mission in a pluralistic world.

Abundant Life's pastor-developer, Rani Abdulmasih, was prepared for ordained ministry as a candidate from the Southeast Michigan Synod in the ELCA's Theological Education for Emerging Ministry (TEEM) program. Pr. Abdulmasih's preparation and formation was a cooperative effort of the Michigan multi-synodical candidacy committee, the Southeast Michigan synod staff, VE staff, and the TEEM program at Pacific Lutheran Theological Seminary.

No single congregation or synod could have managed to bring together all that was required to give rise and sustenance to the mission of Abundant Life. But, with the blessings by God of the resources and the relationships that congregations share through synods, the region, and the churchwide organization it has been possible.

When participants at the consultation were asked, "What is one thing you want everyone to hear?" this was offered in response: *we are members of the ELCA, we can show our unity together in mission; there needs to be more opportunity like this to build on our interdependence.*

Region 7

Submitted by: The Rev. Peggy Wuertele

Region 7 is the meeting point for the six synods of the ELCA located in the Northeast, as well as the non-geographical Slovak-Zion Synod. Located on the campus of the Lutheran Theological Seminary at Philadelphia, the region seeks to enhance relationships and work among the partner synods, the seminary, the churchwide office of the ELCA and other ministries located on our territory. We do this by working with the bishops and other leaders to accomplish ministry across the synod lines.

In 2007 the Region 7 office has supported the mission of the ELCA in the Northeast in the following areas:

- Candidacy: participation in 25 synod candidacy meetings (in six synods), facilitation of theological review panels at LTSP for candidates coming to the ELCA from other traditions; convening the annual consultation for candidacy leaders; offering ongoing training and support to synod staff and candidacy committees; working with the staff at LTSP to educate students about the various steps of the candidacy process
- Coordinating first call assignments for the region;
- Coordinating and directing the Institute for Congregational Ministry (our regional continuing education event for first-call leaders);
- Coordinating the annual regional gathering for bishops' staff;
- Coordinating meetings of the regional Reconciling in Christ roundtable;
- Coordinating gatherings of Christian education and lifelong learning networks;
- Facilitating the registration and arrangements for the Board of Pensions pre-retirement meetings; and
- Providing support for the planning of the regional youth gathering

Leadership in Region 7 is provided by the steering committee: Pr. Bruce Davidson, Chair; Bp. David Strobel; Pr. Mark Wimmer, Treasurer; Pr. Beth Anderson; and Pr. Nancy Brown

Region 8

Submitted by Nancy Gable

After 15 months of service in this call, I recognize the numerous ways that Region 8 lives out the strategic directions established by the ELCA. Given the significant number of transitions in the leadership of the eight synods of this region, including four newly elected bishops and five newly elected vice presidents, one key effort in recent months and in the coming year is to introduce these leaders to the strategic directions for the churchwide organization. The following report illustrates the manner through which particular activities the region live into a few of these strategic directives:

- First Call Theological Education (FCTE) continues as a primary approach to the fifth strategic direction established by this church. Supported by all synods in the region, each synod identifies colleague group leader(s) for those beginning their ministries as pastors, associates in ministry, deaconesses, or diaconal ministers. All FCTE participants, including the bishops in Region 8, attend a three-day annual conference each November at The Antiochian Village in Bolivar, Penn. In a particular effort to

encourage these newly rostered leaders to recognize the many contexts for ministry in Region 8 in order that they might function as faithful, wise, and courageous leaders, this year's conference features Dr. Kenneth Inskeep as the keynote speaker. Additionally, each participant received a copy of the book by Kenneth Inskeep and Robert Bacher, *Chasing Down a Rumor: The Death of Mainline Denominations* prior to the conference.

- In early November 2007 the global mission, World Hunger, and companion synod committees of the eight synods in Region 8 will gather for a conference. The purpose for this joint meeting is twofold. First, this time of shared learning and planning will continue to deepen understandings of the important role of public church. (strategy three) Second, this conference immediately precedes the FCTE conference, overlapping for lunch and a worship service. Through this interaction seasoned lay and rostered leaders who serve in these mission-driven ministry areas will connect with first call rostered leaders. That connection may encourage an attentiveness to the important role of the ELCA and its congregations as a public church is developed in these newly rostered leaders.
- In June 2007 four of the eight synods in Region 8 elected new bishops and five of the eight synods elected new vice presidents. Strategically planning for this time of transition, several opportunities for collaboration and in-service learning are planned. The primary focus of the annual Region 8 Steering Committee is to develop relationships between these leaders (strategy five) through structured conversation among the regionally based ELCA staff colleagues in ministry.

The commitment and support from the bishops and synods in the region continue to make numerous ministry partnerships possible. We continue to struggle with a culture that is changing faster than we are and with economic realities that shift almost daily. We give thanks to God for those that continue to give so freely of themselves in and for the Gospel and the church.

Region 9

Submitted by The Rev. Harvey Huntley, Jr.

In this thriving region of the church, we are blessed with Bishops, rostered leaders, and lay leaders who regularly collaborate in ministry and mission for the sake of the whole church. Examples of some of the ministries of the region follow.

- The Vocation and Education gathering held last February in Rincon, Ga., brought together leaders from all areas within the Vocation & Education network. Participating were people from Lutheran Campus Ministry, Lutheran colleges, Lutheran camps and retreat centers, seminaries, candidacy, and youth ministry. This regional gathering was the first of its kind in the ELCA. Another Vocation and Education Gathering is planned for February 2008. The theme for this event will be discernment by young adults. This is a concern shared by everyone in these networks.
- An East coast theological education network is being formed by the eastern cluster of ELCA seminaries. Lutheran Theological Southern Seminary and Region 9 are both part of that network.
- An initial interview training workshop for candidacy committee members was held in June 2007. A future training workshop will be held at the Lutheran Theological Center in Atlanta in March 2008 and will be focused on interviewing multicultural candidates.
- Bishop's School is an event for juniors and seniors in high school who spend a week on the seminary campus learning to think theologically. In 2008, the seventeenth year of Bishop's School, there will be a Latino/a immersion component.
- The region is involved in the Project Connect network, another cooperative endeavor of the Eastern cluster.
- Harvey Huntley, Jr., took a three-month sabbatical from mid-November 2006 to mid-February 2007. During this time, the ministry of the region continued on as usual through the work of the associate director for ministry, Sandra Holland, and the administrative assistant, Tiffany Pieters.
- The region entered into contract with Lutheran Theological Southern Seminary in 2006 to coordinate the work of the office of lifelong learning. This contract has been renewed for another three years. Currently, the office of lifelong learning is developing a proposal for an institute for church leadership, which will be launched in 2009.
- The week after Christmas 2007, a group of forty youth from the five mainland synods in Region 9 will go to Puerto Rico for a multicultural immersion experience. Youth will be housed in homes of Lutheran youth in the Caribbean Synod and will learn the culture as they work in service projects and tour the island with and worship alongside Caribbean youth. It is the intention of the network,

depending upon the effectiveness of this pilot effort, that such multicultural immersion opportunities will be offered on a regular basis as an ongoing feature of youth ministry in the region.

- The region has an annual gathering for lay rostered leaders, candidates, and inquirers. The gathering planned for 2008 will have a theme of Health and Wellness. The key leader for the event will be Tammy Devine from the ELCA Board of Pensions.
- Region 9 in late 2005 received a \$100,000 grant from Thrivent Financial for Lutherans on behalf of the Eastern cluster of ELCA seminaries for a project called Servant Summer. This is an opportunity for young adults to engage in a service project for eight weeks in three regions of the ELCA (7, 8, and 9). Examples of the eight sites involved in this project include city government, Lutheran Social Service agencies, Lutheran church camps, refugee resettlement, synodical youth ministry, and Appalachian ministry. In the summer of 2006, eight young adults participated in Servant Summer; and in the summer of 2007, another 11 young adults served in servant leadership sites. A major component of the summer experience is vocational discernment through an initial orientation retreat and a mentoring relationship with a mature Christian at the assigned site.

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ELCA Social Policy Resolution on the Sponsorship of Legal Gaming by American Indian Tribes.¹

Proposed

November 9, 2007

Introduction

ELCA social policy documents express serious concerns about all forms of gambling,² and calls for “opposition to lotteries and other state-sponsored gambling”.³ This church also explicitly affirms the sovereignty of American Indian tribes and supports the aspirations of Native Americans for self-determination, self-sufficiency, and cultural identity.⁴ Many American Indians and others—including persons in this church—testify that opposition to the sponsorship of tribal gaming adopted under these sovereign powers threatens both these powers and this viable means to advance tribal economic and social development. ELCA documents do not address the specific issue of legal gaming sponsored by American Indian nations. There is need, therefore, to clarify the ELCA public policy position on sponsorship of legal gaming by American Indian tribes. This document addresses that specific matter and does not address personal decisions about gambling which are considered by this church in other documents.⁵

Historical Context and Contemporary Situation

Prior to contact by European explorers, Indian tribes exercised full sovereignty over their political, economic, and spiritual affairs. Explorers, colonizers, and early settlers sometimes recognized native tribes as distinct nations, entering into treaties to claim the land and resources. The native population was often seen as part of the untamed landscape to be “civilized” and subjugated under the principle of manifest destiny. As the U.S. emerged as a nation, its official policy towards Indian peoples evolved from one

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¹ELCA Church Council resolution CC06.11.52 authorizes a resolution on “legal gambling sponsored by American Indian tribes.” The terms “gaming” and “gambling” have varied meanings in common parlance. ELCA documents use the term gambling to refer broadly to all forms of placing money on the outcome of a game or contest. Casinos and other gambling activities sponsored by American Indian tribes are legally referred to as “gaming” (e.g., The Indian Gaming Regulatory Act) and it is preferred by some in connoting the social and recreational aspects rather than monetary ones. It also suggests a link to the heritage of gaming among American Indian cultures. This document follows legal precedent by using “gaming” in reference to casinos and other forms of gambling sponsored by tribes but employs “gambling” for general purposes or in specific reference to ELCA documents.

²Waste, exploitation, broken homes, and poor stewardship are among the concerns indicated in *Gambling and the Public Good: A Statement of the American Lutheran Church* (1984). It also provides the following definition accepted here: “Gambling has been described as involving three elements: (a) a *valuable consideration*, mutually risked in the hope of (b) winning a *significant prize*, which is awarded (c) not primarily for skill or ability but largely by the *caprice of chance*.” p. 2.

³1999 ELCA social statement on economic life, *Sufficient, Sustainable Livelihood for All*, p. 12.

⁴“1992: Year of Remembrance, Repentance and Renewal,” a resolution adopted by the 1991 ELCA Churchwide Assembly, *ELCA Minutes* (CA91.5.28), pp. 472-473.

⁵See, for instance, *Gambling and the Public Good*.

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29 of defeat and destruction, to forced segregation on reservations, to assimilation into the
 30 dominant culture. Current federal policy recognizes, if imperfectly, a trust responsibility
 31 founded on the recognition of tribes as distinct nations whose historic sovereignty should
 32 be preserved and protected.

33
 34 It is widely acknowledged that American Indians have suffered from the practices of the
 35 dominant European-American society in a history of considerable violence, injustice, and
 36 exclusion,⁶ which has left a legacy of economic, social, and cultural marginalization.
 37 Since the 1970s, U.S. federal government policies have sought to strengthen tribal
 38 governments, reduce dependence upon federal government services, and encourage tribal
 39 self-sufficiency through economic development.⁷ American Indians and Alaskan Native
 40 peoples are active partners in addressing these circumstances, yet many continue to lag
 41 far behind the rest of the U.S. population on most measures of well-being, such as
 42 employment, income, education, housing, and health.⁸

43
 44 Many tribes have embarked upon Indian gaming as an instrument of political and cultural
 45 self-determination, in order to provide revenue for infrastructure, jobs, essential services,
 46 and a better standard of living. Some of these efforts have been successful while others
 47 have not, and not all tribes are able or desire to use gaming as an option for their
 48 economic development.⁹

49
 50 **Importance of Tribal Sovereignty**

51 Historic treaties, the U.S. Constitution,¹⁰ federal legislation and numerous court decisions

⁶Alvin M. Joseph Jr., *500 Nations: An Illustrated History of North American Indians*, New York: Alfred A. Knopf, 1994. Dee Brown, *Bury My Heart at Wounded Knee: An Indian History of the American West*, Toronto, ON: Holt, Rinehart and Winston, Inc and Bantam Books, 1971. George E. Tinker, *Spirit and Resistance: Political Theology and American Indian Liberation*, Minneapolis, MN.: Fortress Press, 2004.

⁷Steven Andrew Light and Kathryn R. L. Rand, *Indian Gaming and Tribal Sovereignty: The Casino Compromise*, Lawrence, KS: University Press of Kansas, 2005, pp. 33-34.

⁸Jonathan B. Taylor and Joseph P. Kalt, *American Indians on Reservations: A Databook of Socioeconomic Change between the 1990 and 2000 Census*, Cambridge, MA: The Harvard Project on American Indian Economic Development, 2005.

⁹*A Vision of Partnership and Unity*—a resource published jointly by the ELCA, Presbyterian Church (USA), and the United Church of Christ—relates the perspectives of some American Indian Christian leaders and church staff, including this comment on Indian gaming/gambling: “It is a topic that is often controversial and much misunderstood. It has been treated, we believe, sensationally and unfairly in a number of prominent media articles. For factual information and Indian perspective one can turn to the National Indian Gaming Association (NIGA). The fact is that only a small number of tribes—near urban or tourist areas and with good management—have prospered. Casinos and related enterprises are not an option for most tribes and are risky endeavors for many others. Some of the successful gaming operations have provided money for the development of their own communities... Regardless of one’s own views on gambling, we can appreciate Indian gaming as one tool for economic development. Used wisely and responsibly, it can provide a way and some models for meeting the economic needs of particular tribes and for serving the needs of the broader Indian and non-Indian communities.” (pp. 34-35). This resource is available from Augsburg Fortress: www.augsburgfortress.org.

¹⁰In the “Indian Commerce Clause,” Article I, Section 8, the U.S. Constitution delegates to the Congress the power “to regulate commerce...with the Indian Tribes.” (Light and Rand, 2005, p. 27).

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52 recognize and define tribal sovereignty.¹¹ The National Congress of American Indians
53 (NCAI) explains sovereignty in this way:¹²

54
55 American Indians and Alaska Natives are members of sovereign tribal nations that have a
56 unique legal and political relationship with the federal government. This relationship has
57 a strong historical foundation, with roots in the treaty-based relationship between tribes
58 and arriving European settlers, who recognized the inherent sovereignty of the tribes.
59 This relationship has been recognized and reinforced by the United States Constitution:
60 nation-to-nation treaties, federal statutes, case law, executive orders, and other
61 administrative policies.

62
63 Just as the United States deals with states as governments, it also deals with Indian tribes
64 as governments, not as special interest groups, racial minorities, individuals, or other non-
65 governmental entities. Many state governments also have explicitly recognized the
66 governmental status of Indian tribes through various state recognition processes and
67 agreements.

68
69 The essence of tribal sovereignty is the ability to govern and to protect the health, safety,
70 and welfare of tribal citizens within tribal territory. Tribal governments exercise these
71 inherent rights just as any governmental entity would, determining citizenship,
72 establishing civil and criminal laws for their reservation areas, taxing, licensing,
73 regulating, and delivering services. Tribal governments, like state and local governments,
74 are responsible for a broad range of governmental activities on tribal lands, including
75 education, law enforcement, environmental protection, and the development and
76 maintenance of basic infrastructure such as roads, bridges, sewers, public buildings, and
77 solid waste treatment and disposal.

78
79 ...Self-government is essential for tribal communities to continue to protect their unique
80 cultures and identities, and in turn tribal cultures and traditions provide the foundation
81 upon which Indian communities are governed.

82
83 **About Sponsorship of Gaming by American Indian Tribes**

84 The Indian Gaming Regulatory Act (IGRA), passed by the U.S. Congress in 1988,
85 provides a framework for tribal gaming. "IGRA grew out of a federally mandated
86 political compromise between state and non-Indian gaming interests to control the spread
87 of gambling, on the one hand, and tribal and federal interests in promoting reservation
88 economic development on the other."¹³ The IGRA legislates that gaming operations are
89 regulated under the jurisdiction of a tribal government or gaming commission, as well as
90 the National Indian Gaming Commission (NIGC), and several federal agencies.

91

¹¹ An excellent discussion on tribal sovereignty is provided by David E. Wilkins and K. Tsianina Lomawaima, *Uneven Ground: American Indian Sovereignty and Federal Law*, Norman, OK: University of Oklahoma Press, 2001.

¹² National Congress of American Indians, *An Introduction to Indian Nations in the United States*, Washington, DC, 2004, p. 9.

¹³Light and Rand, 2005, p. 6.

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92 The act differentiates three types of gaming.¹⁴ Class II and III operations are subject to
 93 regulation by the NIGC, including the approval of management contracts. For Class III
 94 gaming, tribes must negotiate an agreement (or "compact") with the state government.
 95 Casinos and other Class II and Class III gaming may be operated by tribes if not
 96 specifically prohibited in the state. The IGRA requires that all revenues from Indian
 97 gaming be designated for the benefit of the tribes.¹⁵ Just like the revenues of federal and
 98 state governments, the revenues of tribal governments are not subject to taxation.¹⁶
 99

100 Like a wide variety of legal forms of gambling, from commercial casinos to charitable
 101 bingo to state lotteries, tribal gaming has expanded markedly in recent years. Gambling
 102 of various types is now permitted in 48 states. Fully two-thirds of the tribes in 32 states in
 103 the continental U.S. operate some form of gaming. There is a wide diversity in the scope
 104 and earnings of these operations. About 6% of the 380 tribal gaming operations generate
 105 over 45% of the total revenues from Indian gaming.¹⁷ Revenues from Indian gaming
 106 represent slightly more than one quarter of the total revenues from all gambling
 107 operations in the U.S., including commercial, state, and charitable gaming.¹⁸
 108

109 While acknowledging this legal framework and rapid expansion of gambling within the
 110 U.S., it is essential to note that tribal gaming differs from other government-sponsored
 111 gaming in certain respects that are relevant to this issue. State governments have at their
 112 disposal a wide range of means for raising public revenue, and tend to use gaming
 113 income to reduce general taxation. American Indian tribes, on the other hand, have far
 114 more limited sources of public funds.¹⁹ The differences also include structural factors,
 115 such as the strictures placed on Indian reservation lands and resources held in trust by the
 116 federal government, and political factors such as the lack of express representation in
 117 Congress.²⁰ These limiting conditions have been heightened by the history of brutal

¹⁴ Class I: traditional and ceremonial games; Class II: bingo-type games; and Class III: slot machines and casinos.

¹⁵ Regulations also permit the per capita distribution of profits to individual tribal members if all obligations have been fulfilled. Such general distribution requires the consent of the Interior Secretary of the U.S. government.

¹⁶ Many tribes operating casinos share revenues with states in lieu of taxes. Employees of Indian casinos pay federal income taxes, and Indians living off reservations and non-Indian employees pay state taxes.

¹⁷ About 2.5 million U.S. citizens claim American Indian or Alaskan Native status. There are 560 federally-recognized tribes, of which 335 are located in the lower American states. Around 230 of these tribes operate about 390 Class II or Class III gambling facilities. Prior to 1989 revenues from Indian gaming were about \$400,000. In 2006 revenues exceeded \$22 billion. (National Indian Gaming Commission reports, www.nigc.gov).

¹⁸ The American Gaming Association Web site reports gross revenues from all types of gambling in 2005: card rooms \$1.12 billion; commercial casinos \$31.85 billion; lotteries \$22.89 billions; Indian casinos \$22.62 billion; legal bookmaking \$130.5 million; pari-mutuel wagering \$3.68 billion; charitable games and bingo \$2.33 billion for a total of \$84.65 billion (figures rounded) www.americangaming.org

¹⁹ Current reports indicate that federal funding for the needs of American Indian people falls far short of essential support. U.S. Commission on Civil Rights, "A Quiet Crisis: Federal Funding and Unmet Needs in Indian Country," 2003.

²⁰ Additional political differences are helpfully delineated in Light and Rand, 2005, note. Some of these include the fact that states have direct representation in Congress and explicit constitutional protection, while tribes are subject to the plenary power of Congress. Further, Indian tribes must negotiate with the

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118 oppression, enforced dependence, and broken promises that have undercut tribal culture
119 and the normal means of economic development open to other forms of government.

120
121 **Concerns Surrounding Sponsorship of Gaming as a Form of Gambling²¹**

122 The rapid growth of Indian gaming operations since 1988 has been accompanied by
123 controversies over the administration, economic benefits, and social impact of Indian
124 gaming. Debate about the merits and effects of gambling occurs within tribes; between
125 tribes, between tribes and local, state, and federal governments, and with public interest
126 groups such as community-based organizations and churches. Some of the concerns
127 surrounding American Indian gaming include:

- 129 • The impact on tribal communities: these include the influence of gambling
130 management companies on tribal self-governance, the fear that gaming
131 enterprises will disrupt traditional Indian values and tribal community life,
132 and the division caused when tribal members differ markedly in their views on
133 gaming.
- 135 • The impact on local communities: concerns here include the effect of Indian
136 gaming operations on the surrounding communities, such as increased traffic,
137 congestion, and crime; and the competition of tribal enterprises with local
138 community businesses.²²
- 140 • The impact on the larger society: these include concerns about the economic
141 and social costs of casinos of any kind²³ and the particular impact of gaming
142 operations on those who suffer with problem or pathological gambling.²⁴
143 There is also the question of whether the burdens of gaming fall

states in which they reside and are thus limited by a state’s policy, which can rule gaming illegal. The authors conclude: “In view of these advantages (of the states)...we believe that the only fair and level playing field, and the necessary foundation for government-to-government relations, is one that recognizes and respects tribal sovereignty” (p. 155).

²¹All the studies and reports mentioned throughout this section are subject to questions about methodological assumptions and the difficulty of measuring economic and social impact accurately.

²² These effects are especially important where casinos are located close to neighboring communities or urban areas.

²³Many studies seek to assess the social impact of gambling. Some studies are cited in the ELCA discussion resource, *Gambling: A Study for Congregations*, Division for Church in Society, 1998. More recent estimates are also available. For instance, a University of Georgia study reports that casinos in general drain an average of at least \$97 per resident per year (reported by Mark Whitehouse in the June 11, 2007, *Wall Street Journal*). In his book, *Gambling American: Costs and Benefits* (New York: Cambridge University Press, 2004) economist Earl Grinols argues that there is a \$289 social cost for every \$46 of economic benefit from casinos.

²⁴ The National Council on Problem Gambling comments that “Problem gambling is an emotional problem that has financial consequences.” Pathological gambling is “an uncontrollable obsession with gambling.” “When gambling behavior interferes with finances, relationships and the workplace, a serious problem already exists.” They report that two million persons, about one percent of the U.S. population, are pathological gamblers and an additional four to eight million or two to three percent problem gamblers.

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disproportionately on those with fewer financial resources.

While the non-economic effects of Indian gaming may be difficult to measure adequately, recent studies provide some information about the economic consequences of the activity. First, data offered by the National Indian Gaming Association (NIGA) point to the significant contributions of gaming revenues to reservation infrastructure, employment, housing, schools, educational scholarships, health and recreational services, and environmental protection and conservation services. The NIGA also observes that the economic benefits derived from gaming enhance tribal self-government and strengthen the voice of American Indians in the public arena.²⁵

Second, some independent research findings²⁶ conclude that the balance of economic impacts for tribes does seem favorable. One of these studies observes:

Overall, Indian gaming has provided the means to fulfill the various dimensions of tribal self-determination via effective self-governance, economic self-sufficiency, and cultural and spiritual vitality [and] represents a reversal of the negative effects of historically flawed federal Indian policy.²⁷

Finally, there is some evidence,²⁸ though insufficient as a basis for policy,²⁹ that sponsorship of gaming by Indian tribes provides economic benefits to surrounding communities.

²⁵ National Indian Gaming Association, *The Economic Impact of Indian Gaming in 2006*. Washington, DC, www.indiangaming.org. This report indicates \$25.7 billion gross revenues from Indian gaming and \$3.2 billion from related hospitality and entertainment services in 2005; 670,000 direct and indirect jobs were created; \$8.6 billion was paid in federal taxes and revenue savings; and \$2.4 billion in state taxes and revenue sharing; and more than \$100,000 million to local governments.

²⁶ An extensive Harvard study found that in the period from 1990 to 2000 the economic situation of American Indian tribes had improved at a more rapid rate than the general American population, and that the greatest increase tended to be among tribes with gaming operations. Jonathan B. Taylor and Joseph P. Kalt, *American Indians on Reservations: A Databook of Socioeconomic Change between the 1990 and 2000 Census*, Cambridge, MA: The Harvard Project on American Indian Economic Development, 2005.

²⁷ Kathryn R.L. Rand and Steven Andrew Light, *Indian Gaming Law and Policy*, Durham, NC: Carolina Academic Press, 2006, p. 143.

²⁸ Jonathan B. Taylor, Matthew B. Krepps, and Patrick Wang, "The National Evidence on the Socioeconomic Impacts of American Indian Gaming on Non-Indian Communities," Cambridge, MA: The Harvard Project on American Indian Economic Development, 2000. This study included some measures of broad social impact (e.g. crime rates, bankruptcies).

²⁹ Conclusions about tribal gaming, both pro and con, are often inferred from studies of gambling in general, or from localized studies in separate communities or states. Often standard measures are not used in these studies, nor are there controls for situational factors, which make comparisons between studies difficult or ambiguous. In 1996 the federal government commissioned a comprehensive study to examine gambling in general. (National Gaming Impact Study Commission [NGISC]. *Final Report*, 1999.) Some researchers suggest that a similar comprehensive study, commissioned by the federal government and conducted by an independent impartial body, would provide clearer empirical evidence regarding the political, economic, social and cultural benefits and costs of Indian gaming for the tribes and for the general American society, research which could contribute to social policy development. (Rand and Light, 2006, p. 153.)

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167 **Moral and Ethical Reflection**

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169 **ELCA Policy Precedents**

170 A social policy resolution draws upon precedents of social statements and resolutions. A
171 number of these are relevant to the question of Indian gaming.

172

173 1) The 1991 social statement *The Church in Society: A Lutheran Perspective* asserts that
174 God works through the imperfect orders of society to promote justice in a broken world.

175

176 God works through the family, education, the economy, the state, and other structures
177 necessary for life in the present age. God institutes governing authorities, for example, to
178 serve the good of society. The church respects the God-given integrity and tasks of
179 governing authorities and other worldly structures, while holding them accountable to
180 God.

181

182 And commits itself to:

183

184 ...work with and on behalf of the poor, the powerless, and those who suffer, using its
185 power and influence with political and economic decision-making bodies to develop and
186 advocate policies that seek to advance justice, peace and the care of creation; mediate to
187 achieve just and peaceful solutions to social conflicts.³⁰

188

189 2) A resolution titled “1992: Year of Remembrance, Repentance and Renewal,” adopted
190 by the ELCA Churchwide Assembly in 1991, speaks directly to tribal sovereignty:

191

192 To affirm the commitment of the Evangelical Lutheran Church in America to support the
193 sovereignty of American Indian tribes, to speak out for just treatment of American
194 Indians, and to promote harmony, reconciliation and mutual understanding within and
195 among our communities.³¹

196

197 3) The 1993 social statement *Freed in Christ: Race, Ethnicity, and Culture* voices this
198 church’s commitment to seek justice for all, to fight racism, and to advocate for policies
199 that “seek to eliminate racial or ethnic discrimination.”³² The statement also affirms:

200

201 The Church that pursues justice will face and address difficult social, political, and
202 economic problems such as: how racism must be confronted in order to build a society
203 where diversity is truly valued...In its pursuit of justice, this church must question
204 responses that are quick, easy, and, therefore, probably inadequate.³³

205

³⁰ “The Church in Society: A Lutheran Perspective,” adopted by the 1991 ELCA Churchwide Assembly. *ELCA Minutes* (CA91.02.04), pp. 3 and 7.

³¹ “1992: Year of Remembrance, Repentance and Renewal,” a resolution adopted by the 1991 ELCA Churchwide Assembly. *ELCA Minutes* (CA91.5.28), pp. 472-473.

³² ELCA social statement *Freed in Christ: Race, Ethnicity, and Culture* (1993), pp. 2-3.

³³ *Ibid.* p. 5.

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206 4) The American Lutheran Church’s 1984 social statement *Gambling and the Public*
 207 *Good* articulates the ELCA’s underlying approach to gambling. While this document
 208 finds no biblical or theological grounds “for any absolute prohibition of gambling,” it
 209 states “serious questions and concerns” with respect to legalized gambling as a revenue
 210 source for states to reduce taxation. It is particularly concerned when legalized gambling
 211 functions as a regressive tax that is disproportionately carried by people living in poverty.
 212 It also raises concerns about the negative social and economic impact of gambling on
 213 individuals and communities, and states, “All of the factors pertaining to the well-being
 214 of individuals and the community should be carefully weighed in making responsible
 215 decisions.” It further counsels, “All people involved in gambling should carefully
 216 examine their own motivation for engaging in such activities and judge the quality of
 217 their stewardship as it applies to their use of their resources in gambling.” It stresses,
 218 further, that questions of personal and congregational stewardship are involved in
 219 decisions to participate in gambling activities.³⁴

221 5) The ELCA’s 1998 study, *Gambling: A Study for Congregations*, devotes a chapter to
 222 “Gambling on American Indian Reservations.” The chapter describes the distinctive
 223 status of American Indian tribes as sovereign nations, their rights of self-determination,
 224 and their rights to conduct gaming operations that are not prohibited by state law.³⁵ The
 225 study sets forth the issue to be addressed:

227 On the one hand, American Indian gambling raises concerns that are no different from
 228 non-Indian gambling...On the other hand, if any groups are justified in using gambling
 229 for economic development, it would be the Indian nations.³⁶

231 6) The 1999 ELCA social statement on economic life, *Sufficient, Sustainable Livelihood*
 232 *for All*, calls for opposition to lotteries and other state-sponsored gambling “because of
 233 how these regressive means of raising state revenues adversely affect those who are
 234 poor.”³⁷ It also endorses “alternatives to gambling as a means of community economic
 235 development.”³⁸ The statement encourages the church to “generously support
 236 organizations and community-based efforts that enable low-income people to obtain more
 237 sufficient, sustainable livelihoods...”³⁹

239 **Moral Tensions**

240 ELCA policy raises continued *concerns* about gambling in general, concerns that are
 241 directly related to the negative effects of gambling on individuals and communities.. It
 242 *opposes* gambling operations sponsored by governments because such activity
 243 contradicts the responsibility of governing authorities to protect the well-being of their
 244 citizens and communities. The ELCA has never contested the legal power of

³⁴ *Gambling and the Public Good: A Statement of the American Lutheran Church*, (1984), p.3.

³⁵ *Gambling: A Study for Congregations* (1998), pp. 26-27.

³⁶ *Ibid.* p. 28.

³⁷ ELCA social statement *Sufficient, Sustainable Livelihood for All* (1999) p. 12.

³⁸ *Ibid.* p. 17.

³⁹ *Ibid.* p. 12.

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245 governments to sponsor gambling, including that of tribal governments. For the reasons
 246 given above, however, this church has insisted that the negative effects of gambling,
 247 particularly on the vulnerable or those living in poverty, be weighed against positive
 248 benefits—even when revenue is used for social purposes.

250 This church believes that the best interests of society are not protected when governments
 251 seek to build revenues from activities that impose serious risks of individual and
 252 communal harm. These arguments have been founded on evidence showing gambling’s
 253 regressive economic impact on those living in poverty and concern for overall economic
 254 harm to communities, injury to some individuals and their families, as well as moral
 255 impact on the general social fabric.

257 On the other hand, as set forth above, American Indian tribal gaming is marked by
 258 several important characteristics that may distinguish this activity from other types of
 259 government-sponsored gambling. These features raise the question whether, given the
 260 specific historical, economic, social, and cultural contexts in which it takes place, gaming
 261 sponsorship by American Indian tribes may in fact contribute to the well-being of their
 262 communities. These aspects include:

- 264 • American Indian nations have limited powers of taxation and minimal access to
 265 economic resources. Gaming then may be one of the only viable means for some
 266 tribes to advance their economic and social development. As indicated above,
 267 some research evidence suggests that gaming has advanced that development.
- 269 • Because of the history of brutal oppression, this church has a special obligation to
 270 Indian tribes that includes listening to the voices of American Indians when they
 271 claim that outright opposition to gaming at the present time would seriously
 272 undermine the responsibility of sovereign American Indian tribes to foster the
 273 well-being of their communities.

275 These conflicting features of Indian gaming present this church with clear tensions. This
 276 church has good reason to raise its voice against gambling sponsored by governing
 277 authorities and for its belief that tax reduction or economic development based on
 278 gambling has serious implications for *any* governing authority, whether for tribes or other
 279 forms of government. Nevertheless, the historical, legal, and economic factors related to
 280 the question of the sponsorship of gaming by American Indian tribes lead this church to
 281 reflect carefully about explicit opposition to this activity because of its potential possible
 282 contribution to tribal economic development and self-government.

284 Drawing upon these insights, the following four resolutions seek to affirm the historic
 285 and ongoing ethical concerns of this church related to gambling and the effects of
 286 gambling on individuals and communities, while also recognizing the governing
 287 authority of American Indian tribes and their essential responsibilities to create viable
 288 economic opportunities and institutions for the sustainability and survival of their
 289 communities.

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290 **Resolutions**

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1. This church reaffirms its ongoing moral and ethical concerns about gambling and its opposition to lotteries and other state-sponsored gambling, particularly where gambling is targeted toward vulnerable groups and adversely impacts the lives of people, especially those living in poverty; it encourages institutions and individuals engaged in such activities to weigh carefully the consequences of these activities.

2. This church reaffirms its respect for the inherent sovereignty of American Indian tribes and Alaska Native peoples and its commitment to support American Indian self-determination, address racism, and promote social justice.

3. With regard to the sponsorship of legal gaming by American Indian tribes, and within the context of this church’s continuing moral and ethical concerns about gambling, this church strongly encourages the exercise of social responsibility by all parties involved. These responsibilities include but are not limited to the following:

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a. That the federal government:

- 1) Respect treaty obligations with Native Americans and in particular provide adequate resources to ensure the health, education, housing, employment and other social needs of Indians,
- 2) Strengthen actions to honor its trust responsibility to tribes and interact with tribes on a mutually respectful and appropriate government-to-government basis; and furthermore,
- 3) Allocate revenues from trust lands and investments to strengthen tribal self-determination, self-sufficiency, and cultural vitality.

b. That states negotiate fair agreements in good faith with tribal governments regarding gaming operations, respect tribal sovereignty, and relate to tribes on an appropriate government-to-government basis.

c. That this church, while it continues to have serious concerns about all forms of gambling, including Indian gaming, acknowledges the initiatives and achievements of American tribes to promote the well-being of their members and urges those tribes that have decided to sponsor gaming to:⁴⁰

1. Assess the physical and social impacts both on their own communities and the communities adjacent to reservations when sponsoring gaming enterprises and

⁴⁰ It is recognized that many tribes that have sponsored gaming have adopted one or more of these measures. The intent of these recommendations is to encourage both new and continued measures of social responsibility that might enhance mutual accountability and beneficial outcomes.

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work with these communities to alleviate negative impacts;

2. Utilize revenues from gaming to fund diversified economic development and to explore development opportunities other than gaming;

3. Share revenues from very profitable gaming operations with other tribes and American Indians or Alaskan Natives not residing on reservations.

d. That both state and tribal governments intensify effective preventative measures to reduce or eliminate problem and pathological gambling, and provide adequate funding for gambling addiction counseling and treatment services.

e. That federal, state, and tribal governments exercise full disclosure, transparency, and accountability to their respective constituencies in their management of Indian gaming revenues.

4. This church in all its expressions reaffirms the importance of building positive and supportive relationships with North American Indians and Alaskan Natives and commits itself to promote dialogue and moral deliberation regarding Indian gaming and other American Indian concerns, and to intensify advocacy with, and on behalf of, tribes. Toward that end this church:

a. Reaffirms the resolution, “1992: Year of Remembrance, Repentance and Renewal” adopted by the 1991 ELCA Churchwide Assembly and will ensure its public availability and use for social policy and advocacy.

b. Will contribute tangibly to the health and welfare of American Indian and Alaska Native communities by promoting tribal self-sustainability and supporting the diversification of economic development approaches.

c. Will foster understanding and reconciliation between Indian reservations and local communities and develop resources for congregations bordering reservations to be agents of dialogue and reconciliation.

d. Will encourage synods to nurture positive relationships between American Indian tribes, state authorities and congregations around issues of tribal gaming and other issues to strengthen American Indian communities.

e. Will encourage the continuing study of American Indian concerns and urge respective churchwide units to promote wider use of the document, *A Vision of Partnership and Unity: A Guide to Ministry with American Indian and Alaska Native People*⁴¹ and the

⁴¹ An ecumenical resource available from the ELCA Multicultural Ministries program unit and available through Augsburg Fortress.

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372 resource, *Gambling: A Study for Congregations*.⁴² Further, to request that the program
 373 unit for Multicultural Ministry, in consultation with the program unit for Church in
 374 Society, develop a brief resource that assists synods and congregations to understand the
 375 issues facing American Indians and Alaska Native People, including attention to the
 376 matter of gaming.

377
 378 f. Will encourage Lutheran social ministry organizations, congregations, and other
 379 institutions of the church to work with American Indian tribes to establish and strengthen
 380 gambling addiction counseling and treatment programs.

381
 382 h. Will encourage those engaged in advocacy, such as this church’s Washington Office
 383 and state public policy offices, to work with tribes to address issues that impact the lives
 384 of American Indians and Alaskan Native people.

⁴² Produced by the ELCA program unit on Church in Society and available from Augsburg Fortress.

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Report of the Task Force for ELCA Sexuality Studies

Previous activity

Spring 2007

A number of synods held workshops led by task force members or staff to equip participants to use *Free in Christ to Serve the Neighbor: Lutherans Talk about Human Sexuality*. Other synods have publicized, encouraged, or provided support for using the study in various ways. Responses to the study began to arrive at the churchwide office in notable quantities in late spring.

Summer 2007

With considerable work and cooperation by all involved, the task force's long-standing wish was realized for concerted attention to youth during this church's ongoing deliberation. *Free in Christ to Care for the Neighbor: Lutheran Youth Talk about Human Sexuality* was published in early September 2007 as a youth version of the adult study. It is available online and in print. A complimentary copy was mailed to every congregation. The deadline for youth responses is December 15, 2007. Kaari Reiersen has served as project director for both the primary project-written by youth worker and youth and family counselor Kari Lyn Wampler-and the online supplement that should become available in early November. This supplement will offer resources for youth study that include downloadable discussion-starters and will serve as an online community for youth. The website will be live until the proposed social statement is published in early 2009. Task force members, members of Church in Society and Vocation and Education staffs, as well as outside consultants, have contributed invaluable hours to the project.

Task force members Connie Thomas, David Tiede, Timothy Wengert, and Marit Trelstad led Bible study for the 2007 Churchwide Assembly (CWA). All members of the task force followed the CWA discussion and developments. In addition, task force members have received all relevant documents from the assembly. In August, task force members also received the first installment of collated responses to the third study.

Fall 2007

The deadline for responses to *Free in Christ to Serve the Neighbor: Lutherans Talk about Human Sexuality* is November 1, 2007. As measured by the

number of responses received compared to those from a typical social statement study, there seems to be a higher-than-average and growing engagement with it despite the "fatigue" with discussion of sexuality often noted in this church. It is too soon to offer a full analysis of the responses, but there seems to be an appreciation of the study for its theological approach, its contribution to increasing understanding among those who use it, and its willingness to tackle controversial and relevant matters. There also are several recurring complaints or critiques. There is a significant increase in the number of responses being received over last spring.

The task force met concurrently with the Conference of Bishops in early October to receive the bishops' assessment regarding the study and to tap the bishops' insights about themes, concepts, and ideas that might be useful in the drafting of a social statement. At its separate meeting that weekend, the task force spent time looking together at an initial analysis of responses to the study and considering the discussion and developments at August's Churchwide Assembly. The task force also discussed the merits of different themes, concepts, and other ideas that might be used in drafting the social statement over the next several months.

Staff met separately with the Conference of Bishops in October to review the timeline and the steps that will lead to the first draft of the social statement. Synods were encouraged to hold hearings on the first draft sometime between late March and October 2008. The results of these forums as well as other forms of individual communication will be shared with the task force as it begins work revising the first draft in the fall of 2008.

Anticipated activity

It is anticipated that the task force may need to hold one or more special online meetings in November and December in order to meet the goal of providing a well-crafted first draft by March 2008. These activities will be added as need arises.

The next regularly scheduled meeting of the task force, in late January 2008, will be devoted solely to considering text for the first draft. Follow-up work by the writing team and staff will occur in February and the first draft will be available in March 2008.

A part-time administrative position will be added

this fall as support staff to help meet the need for coordinating the anticipated number of hearings and in an effort to improve communication and response time during 2008.

The task force will respond to the 2007 Churchwide Assembly action and provide a set of recommendations to be brought to the 2009 assembly regarding rostering of same-sex individuals who seek to live in committed relationships with a life-long partner.

www.elca.org/faithfuljourney and a copy will be mailed to every rostered leader.

NOTE: This draft is NOT the proposed social statement that will be prepared for release in February 2009. Responses to the draft are to be shared through synodical hearings or sent directly to the task force. This feedback will assist them as they consider revisions for the proposed social statement.

Timeline

ELCA Studies on Sexuality

2007

November 1 Deadline for responses to the study on human sexuality.

November 9-12 ELCA Church Council meeting receives report.

December 1 Task force has an online meeting to work on draft text.

December 15 Deadline for the youth responses to study.

2008

January 4-9 Conference of Bishops Academy receives a report.

January 25-26 Task force meets to finalize work on the draft of a social statement on human sexuality.

February 29 Church in Society program committee receives a report.

March 6-11 Conference of Bishops meeting receives confidential review of the draft.

March 12, noon DRAFT social statement on human sexuality becomes available for confidential review to rostered leaders on a designated Web site.

March 13, noon DRAFT social statement on human sexuality is released. It will be available at

April 11-13	ELCA Church Council meeting receives report.
April— October	Synods hold hearings on the draft social statement on human sexuality; task force members participate and gather feedback.
September 26-27	Church in Society program committee meets.
November 1	Deadline for responses to task force concerning the draft social statement on human sexuality.
November— December	Task force meets to consider revisions to the draft social statement on human sexuality.
November 14-17	ELCA Church Council meeting receives report.
2009 January— February	Task force meets and "signs off" on PROPOSED social statement on human sexuality, implementing resolutions, and roster recommendations to the ELCA Churchwide Assembly regarding changes to any policies that preclude practicing homosexual persons from the rosters of this church.

February— March	<p>Proposed social statement on human sexuality, implementing resolutions, and roster recommendations are made available for confidential review to rostered leaders on a designated Web site.</p> <p>Proposed social statement on human sexuality, implementing resolutions, and roster recommendations made are available to all ELCA members and public on designated a Web site.</p> <p>Press conference on the proposed social statement on human sexuality, implementing resolutions, and roster recommendations is held.</p> <p>Conference of Bishops meets to review proposed social statement.</p>	<p>human sexuality, implementing resolutions, and roster recommendations, and directs that these be placed on the Churchwide Assembly agenda.</p>
	<p>April</p>	<p>RECOMMENDED social statement on human sexuality, implementing resolutions, and roster recommendations are available to the church for discussion and response through synod assembly actions.</p>
	<p>April—June</p>	<p>Synod assemblies respond to the recommended social statement on human sexuality, implementing resolutions, and roster recommendations through memorials to the Churchwide Assembly.</p>
March 13-14	<p>Church in Society program committee advises the program unit for Church in Society regarding the text of the proposed social statement on human sexuality and implementing resolutions.</p> <p>Executive director of Church in Society recommends the proposed social statement on human sexuality and implementing resolutions to ELCA Church Council.</p>	<p>August 17-23</p> <p>ELCA Churchwide Assembly considers the recommended social statement and accompanying implementing resolutions.</p> <p>ELCA Churchwide Assembly considers the recommendations regarding changes to any policies that preclude practicing homosexual persons from the rosters of this church.</p>
	<p>November</p>	<p>ELCA social statement on human sexuality is published. (Spanish translation will follow.)</p>
	<p>2010 August</p>	<p>Church in Society publishes a study guide to the social statement on human sexuality. (Spanish translation will follow.)</p>
March 27 - 30	<p>ELCA Church Council reviews text of proposed social statement and acts to <u>recommend</u> social statement on</p>	
	<p>February-April Synod councils may bring resolutions to the ELCA Church Council related to the proposed social statement on human sexuality, implementing resolutions, and roster recommendations.</p>	

[Note: Task force recommendations regarding changes to any policies that preclude practicing homosexual persons from the rosters of this church go directly to the Church Council.]

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Corporate Social Responsibility Roles and Responsibilities

Task	CSR Staff	ACCSR	CS Exec. Dir.	Church Council	ELCA Entities*
Appointment ACCSR	Develop Recommendations	Input to CSR Staff	Appoint at-large and CS members	NA	NA
Social Screen Criteria	Develop asking Board of Pensions input	Recommend	Endorse	Approve	Receive and/or implement with fiduciary responsibility
Issue papers with boundaries for voting proxies and filing resolutions	Develop asking Board of Pensions input	Recommend	Endorse	Approve	Receive and/or implement
Resolutions	Develop within boundaries adopted by Church Council	Recommend to file	Approve	Report annually in the fall	Endorse as appropriate for implementation within fiduciary responsibility

Recommended by the Advisory Committee on Corporate Social Responsibility, July 14, 2003
Endorsed by the Board of the Division for Church in Society, October 24, 2003
Revised by the Advisory Committee for Corporate Social Responsibility, January 27, 2006

* The ELCA entities include the Board of Pensions, Church Council, and CS Program Committee, but also such entities as LIRS, ELCA Foundation, WELCA, seminaries, colleges and other shareholders. - February 1, 2006

November 16, 2006

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Corporate Social Responsibility Issue Paper #1 Caring for Creation: Environmental Topics

Background

The earth is a planet of beauty and abundance; the earth system is wonderfully intricate and incredibly complex. But today living creatures, and the air, soil, and water that support them, face unprecedented threats. Many threats are global: most stem directly from human activity (“Caring for Creation: Vision, Hope and Justice” [ELCA, 1993], section 2.B-1).¹ As Christians we understand human beings as fundamentally responsible before God. With the reach of our contemporary human knowledge and the power we employ in new technologies, this responsibility in terms of caring for creation now includes the global future itself.

Caring for a global future includes the range of issues from health to environment to biotechnology. Over the past few decades, hundreds of companies have begun to voluntarily issue statements about their environmental policies and practices. One could even say that a shift has been occurring where companies no longer see environmental stewardship as imposed from outside governmental forces, but they have begun to see it as a market-driven opportunity that enhances productivity, corporate image-building, and shareholder value. The key question for investors then becomes whether one can glean enough meaningful information about the environmental performance and sustainable development strategies.

The faith-based investment community for many years has been involved with looking at environmental issues. Two guidelines have been embraced to give foundations to the work. The first is “Principles for Global Corporate Responsibility: Bench Marks for Measuring Business Performance,” *The Corporate Examiner* 31, nos. 4–6 (2001),² where the first set of principles offered includes those around ecosystems. They provide an ethical standard of measurement on which to base decisions about corporate social responsibility. Companies are asked to look at their actions so they do not damage the global and local environment. The precautionary principle is invoked. Clean-up is sought when damage has occurred, and stakeholder consultation is desirable at every step along the way.

¹ www.elca.org/socialstatements/environment

² 3rd edition revised and released April 2003, <http://www.bench-marks.org>

A second way of looking at sustainability reporting guidelines is found in the new Global Reporting Initiative 2006, Sustainability Reporting Guidelines.³ These, along with the CERES (Coalition for Environmentally Responsible Economies) Principles,⁴ set the framework for the environmental dimension of sustainability concerns that an organization’s impact has on living and nonliving systems.

ELCA Social Policy

“Caring for Creation: Vision, Hope, and Justice” (ELCA, 1993): The social statement develops the Church’s vision of creation, while showing us the gift of hope. It calls us to justice through principles of participation, solidarity, sufficiency, and sustainability. Specifically this social statement calls (section 5.E.1-1) the church to engage in dialogue with corporations on how to promote justice for creation. This includes dialogues around implementing comprehensive environmental principles, healthy environments, and cooperation between the public and private sector regarding sustainability.

In addition, the Churchwide Assembly in 2001 (Assembly Action CA01.07.57)⁵ reaffirmed the commitment of this church to the care of creation, including global warming, as part of the web of complex interwoven environmental concerns.

ELCA Church Council passed a screen⁶ relating to environmental issues on April 21, 1990 (CC90.4.38).

Corporate Response

In becoming a good steward of creation, the corporate world can provide comprehensive environmental reporting. This would include articulating the corporate vision, outlining policies, and providing methods of measuring environmental performance. Companies must move from being compliance-oriented to engaging in best practices in environmental management.

³ www.globalreporting.org/AboutGRI/WhatWeDo/OurReports

⁴ www.ceres.org/coalitionsandcompanies/principles.php

⁵ http://www.elca.org/dcs/elca_actions/ca01_07_57.html

⁶ A screen is a preexisting framework of principles specific to an issue by which a company’s activities are evaluated.

Social Criteria Investment Screens

The energy and environment social criteria investment screen approved by the ELCA in 1990 and updated in 2007 responds to this issue. (add link when on web)

Resolutions Guidelines for ELCA

1. We support proposals asking for endorsement of the CERES Principles.
2. We support promotion of renewable sources of energy.
3. We support requests for reporting on the development of renewable energy sources.
4. We support requests for reduction and/or elimination of toxins, pesticides, and/or radioactive materials in the environment.
5. We support reports on toxin exposures.
6. We support reports on environmental impact assessments for oil drilling.
7. We support reports on recycling strategies.
8. We support reports that ask for risk assessments and propose measures to reduce the risks of nuclear storage.
9. We support reports regarding the use of antibiotics in the food supply chain.
10. We support reports regarding long term sustainability in the delivery of food.
11. We support reports evaluating the impact of company operations on water usage, water resources, and land as well as the company's waste management policies. ~~and land impact.~~
12. We support reports identifying environmental hazards and ~~policies to deal with them~~ their impact on the communities in which a company operates as well as reports on the development of a company's policy about such hazards.
13. We support reports identifying a company's work in environmentally or culturally sensitive areas.

14. We support the preparation of sustainability reports.

*Recommended by ACCSR September 5, 2003
Endorsed by DCS Board October 24, 2003
Approved by Church Council November 2003
Updated by ACCSR September 28, 2007*

Corporate Social Responsibility Issue Paper #2

Caring for Creation: Global Warming and Climate Change

Background

The earth is a planet of beauty and abundance; the earth system is wonderfully intricate and incredibly complex. But today living creatures, and the air, soil and water that support them, face unprecedented threats. Many threats are global: most stem directly from human activity (“Caring for Creation,” 2.B-1).¹ As Christians, we understand human beings as fundamentally responsible before God. With the reach of our contemporary human knowledge and the power we employ in new technologies, this responsibility in terms of caring for creation now includes the global future itself. Central to that question is the threat posed by global warming and climate change.

These threats and changes were first summarized in the findings of the Intergovernmental Panel on Climate Change (IPCC) 2001 Synthesis Report², which concludes that there is an increasing body of observations that gives a collective picture of a warming world and other changes in the climate system. Examples include rising surface temperatures, snow and ice melts, rising sea levels, and changes in weather patterns, such as drought, flooding, and monsoons. This is reinforced in the 2007 report³ from the IPCC.

In April of 2007, CERES published a report, the Quiet Revolution in Business Reporting⁴ which summarized the key factors that are converging calling for companies to move this issue to a prominent place on their agendas and report on it in a more transparent manner.

ELCA Social Policy

“Caring for Creation: Vision, Hope, and Justice” (ELCA, 1993): The social statement develops this church’s vision of creation, while showing us the gift of hope. It calls us to justice through principles of participation, solidarity, sufficiency, and sustainability. Specifically this social statement calls the church to engage in dialogue with corporations on how to promote justice for creation (5.E.1-1). This includes dialogues around implementing comprehensive environmental principles, healthy

environments, and cooperation between the public and private sector regarding sustainability.

In addition, the Churchwide Assembly in 2001 reaffirmed the commitment of this church to the care of creation, including global warming, as part of the web of complex interwoven environmental concerns (Assembly Action CA01.07.57).

Corporate Response

It has become accepted practice for a company to begin this work by evaluating and reporting on their greenhouse gas emissions and total “footprint” (how much does their product emit, how their delivery process operates, who their suppliers are) and by setting targets for decreasing their emissions and moving toward renewable technologies. In addition, the company can review their probable risk exposure to financial and competitive consequences of climate change. They can ensure that they have sufficient expertise to make informed and responsible decisions and benchmark themselves within their own industry sector. Climate change strategies and strategic alliances can be built into an overall business plan thus preparing the company for success in the future.

Social Criteria Investment Screens

The energy and environment social criteria investment screen approved by the ELCA in 1990 and updated in 2007 responds to this issue. (add link when on web)

Resolution Guidelines for ELCA

- We support reports on greenhouse gas footprints, as well as the establishments of targets for their reduction.
- We support disclosure of the economic risks associated with past, present, and future emissions.
- We support reports on economic benefits of committing to a substantial reduction of greenhouse gas emissions and a reduction of product emissions.
- We support reports on public policies that enable and assist achievement of these emission targets.
- We support reports on economic risks associated with exposure to the myriad of pending and adopted legislation from state, regional, and

¹ <http://www.elca.org/socialstatements/environment>

² http://www.grida.no/climate/ipcc_tar/vol4/index.htm

³ <http://www.ipcc-wg2.org/>

⁴ http://www.ceres.org/pub/docs/ceres_sloan_paper.pdf

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH COUNCIL

November 9-11, 2007

Exhibit K, Part 3b

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international bodies as it relates to reduction of
greenhouse gases.

- We support reports on increased energy efficiency and conservation.
- We support requests to adopt quantitative goals to reduce future emissions of carbon dioxide, sulfur dioxide, nitrogen oxide and heavy metals such as mercury.

Recommended by Advisory Committee

Corporate Social Responsibility September 5, 2003

Endorsed by Division for Church in Society Board

October 24, 2003

Approved by Church Council November 2003

Updated by ACCSR September 28, 2007

Corporate Social Responsibility Issue Paper #3
Caring for Health: International Access to Pharmaceuticals

Background

“God creates human beings as whole persons—each one a dynamic unity of body, mind, and spirit. Health concerns the proper functioning and well being of the whole person” (“Caring for Health: Our Shared Endeavor,” Biblical and Theological Perspectives, page 3¹). “We of the Evangelical Lutheran Church in America have an enduring commitment to work for and support health care for all people as a shared endeavor” (Introduction, page 2).

Bearing in mind these principles, one is obliged to consider the effects of HIV/AIDS, malaria, and tuberculosis (TB) in Africa and other developing countries. Infectious diseases threaten to reverse development gains, reducing life expectancy and cutting productivity and income. Throughout the world, 40 million people are living with HIV with 5 million new cases identified each year. Malaria affects 300 million people in more than 100 countries each year. Tuberculosis is the main cause of death from a single infectious agent among adults in developing countries.”²

Ecumenical work on the African continent (in which the ELCA participates) shows that 14,000 Africans are infected daily with HIV. Nine million people need antiretroviral medication to combat the disease in developing countries, yet less than 5% have access to such life saving medicines.³ What will this do to the continent’s society, work force, economy, political stability, and hope for the future?

The ELCA has been addressing the issue through advocacy, financial assistance, and service together with: Church World Service; the Washington Office on Africa; the Ecumenical Advocacy Alliance; as well as The Lutheran World Federation; and the ELCA Stand with Africa Campaign among others. In November 2002, the ELCA Church Council adopted a resolution requesting that pharmaceutical companies

in which the ELCA holds corporate shares support national and international efforts to make generic antiretroviral (ARV) drugs accessible to people living with HIV and AIDS in countries in need.

ELCA Social Policy

The ELCA social statement “Caring for Health: Our Shared Endeavor” (August 2003) develops the Church’s vision of health, illness, and healing. It calls for equitable access as a matter of both love and justice and for international cooperation in public health efforts, including preventing and combating infectious diseases.

Compassion, Conversion, Care: Responding as churches to the HIV/AIDS pandemic; an action plan of The Lutheran World Federation (January 2002) develops the basis for the LWF communion’s need to share in the call to respond to the pandemic because *the church itself has HIV/AIDS*. This disease and its effects provoke a significant challenge to the whole community. In its action plan, the LWF puts forth 12 actions to counter HIV/AIDS which can serve also as a framework for advocacy at the governmental and corporate level:

- Gaining knowledge and raising awareness;
- Training of leadership;
- Connecting of experiences;
- Ensuring gender sensitivity;
- Telling the truth about sexuality and sexual practice;
- Promoting and making visible church reflection processes;
- Articulating a “prophetic presence”;
- Providing educational resources;
- Ensuring financial resources;
- Connecting to civil society and government;
- Advocacy; and
- For the healing of the world.

Corporate Response

Publicly held United States corporations face the pandemic in many ways. It makes good business sense for companies to respond to the epidemic because of the direct impact of HIV/AIDS on business resulting from increased costs, loss of productivity, and overall threats to the foundations of the economies in which they operate. The current and future workforce is

¹ <http://www.elca.org/socialstatements/health>

² <http://ddp-ext.worldbank.org/ext/GMIS/gdmis.do?siteld=2&goalId=10&menuId=LNAV01GOAL6> and <http://ddp-ext.worldbank.org/ext/GMIS/gdmis.do?siteld=2&goalId=10&targeted=2l&menuId=LNAV01GOAL6SUB1>

³ <http://www.churchworldservice.org/FactsHaveFaces/aidsfacsheet.htm>

placed at increasingly high risk as the epidemic disproportionately affects people during their most productive years. The global corporate community must become part of the solution to the health challenges of HIV/AIDS, especially in developing countries.

Social Criteria Investment Screens

None currently apply to this paper.

Resolution Guidelines for ELCA

1. We support ~~resolutions asking for~~ reports about of the health pandemic and economic impact on a company's operations and their business strategy.
2. We support resolutions asking for the establishment and implementation of standards for responding to the health pandemic.
3. We support the development, in consultation with appropriate United Nations and related intergovernmental agencies, of ways to offer accessible drug treatments to people in developing countries.

Recommended by ACCSR September 5, 2003

Endorsed by DCS Board October 24, 2003

Approved by Church Council November 2003

Updated by ACCSR September 27, 2007

<http://www.elca.org/secretary/governance/Actions20021120.pdf>

http://www.lutheranworld.org/LWF_Documents/HIV/AIDS-Action-plan.pdf

http://www.gbcaids.com/about_why.asp

Corporate Social Responsibility Issue Paper #4
Sufficient, Sustainable Livelihood for All: Domestic Access to Capital

Background

The ELCA social statement “Sufficient, Sustainable Livelihood for All” (ELCA, 1999)¹ is a benchmark for our role as Christians in economic life. Because of sin, we have fallen short of our responsibilities to one another in this world, but we live in light of God’s promised future that ultimately there will be no hunger and injustice. This promise makes us restless with a world that is less than what God intends. In economic matters, this draws attention to:

- The scope of God’s concern: “for all”;
- The means by which life is sustained: “livelihood”;
- What is needed: “sufficiency”; and
- Long-term perspective: “sustainability” (pg. 3).

“The vantage point of the kingdom of God motivates to us to focus on more than short-term gains. Humans, called to be stewards of God’s creation, are to respect the integrity and limits of the earth and its resources” (pg. 14). We are challenged to pursue policies and practices which will further sustainability. The multitudes around God’s global table are all recognized as neighbors rather than competitors or strangers (pg. 17).

As the U.S. domestic economy grew in the latter half of the 20th century, there was a concern that more people be provided opportunities for access to credit, specifically in the area of mortgage lending for housing. Congress enacted the Community Reinvestment Act, with regulations first issued in 1977 and revised in 1995. This Act encourages depository institutions to meet the credit needs of all communities in which they operate, including low- and moderate-income communities.²

Over the last decade there was an increase in people living in credit nightmares. Although many institutions and legislatures have addressed the practices leading to the nightmare and progress has been made, too many today are still suffering.³ Although in and of themselves the following practices are not necessarily predatory in nature, excessive and/or inappropriate use of the following practices could be signs which lead to issuing a predatory loan:

- Flipping⁴ and asset-based lending;
- Points fees, yield spread premiums, and interest rates;
- Steering to subprime loans, when unnecessary;
- Forcing credit insurance;
- Prepayment penalties; and
- Refusing to report good credit.

Concerns regarding these abuses and the steering of minorities toward the subprime market contribute to the problem today.⁵ The most recent “Principles for Global Corporate Responsibility,” *The Corporate Examiner* 31, nos. 4–6 (2001),⁶ stipulate that financial services—including micro-financing, discounted loan services, and other fair lending practices—be made available to local communities, including those underserved, on a fair and equitable basis.

ELCA Social Policy

“Sufficient, Sustainable Livelihood for All” (ELCA, 1999): In its social statement, the church develops a vision of sufficient and sustainable economic life for all people, especially the poor and disenfranchised. It particularly calls for scrutiny to ensure that new ways of providing low-income people with assistance and services do not sacrifice the most vulnerable for the sake of economic efficiency and profit (pg. 12).

Corporate Response

The data concerning community reinvestment come from reports available as a result of the enactment of the Home Mortgage Disclosure Act (HMDA). This public information serves as a basis for working with financial institutions. One consultant used by the faith community is CANICCOR – a California-based organization, provides social evaluations of the financial sector’s performance. These assessments include trends in lending to low income and minority borrowers for housing. The financial institutions have come to value CANICCOR’s analysis and are willing to meet with

¹ <http://www.elca.org/socialstatements/economiclife>

² <http://www.federalreserve.gov/dcca/cra/>

³ <http://www.hud.gov/offices/hsg/sfh/pred/predlend.cfm>

⁴ Loans refinanced with high additional fees, rather than working out a loan that is in arrears.

⁵ <http://www.hud.gov/offices/fheo/lending/predatory.cfm>

⁶ 3rd edition revised and released April 2003,

<http://www.bench-marks.org>

CSR representatives to dialogue about solutions to their challenges in this area.

Lawsuits have been filed over the predatory lending practices involved with some mergers and securing bundles of loans provided a natural platform to encourage the discussions. Financial institutions have been open to dialogue, with resolutions serving as catalysts to provoke an initial response from the companies.

Social Criteria Investment Screens

None currently apply to this paper.

Resolutions Guidelines for ELCA

- We support fair-lending community reinvestment policies.
- We support a general program goal for housing loans to low and moderate income people, with the focus on minorities, so that an institution would achieve average industry levels in the market area.
- We support annual reports to shareholders on lending achievements.
- We support oversight by outside committees to ensure that no employee or broker engages in predatory practices.
- We support reports on avoidance of predatory lending practices.
- We support higher standards in securitizing loans as well as procedures to ensure loan screening and originator screening for predatory loans.

Recommended by ACCSR September 6, 2003

Endorsed by DCS Board October 24, 2003

Approved at Church Council November 2003

*Amendment recommendation by the ACCSR,
March 11, 2004*

*Amendment Endorsed by the DCS Board,
October 22, 2004*

*Amendment Approved at Church Council,
November 11, 2004*

Updated by ACCSR September 28, 2007

Alcohol Social Criteria Screen

Authority

The Evangelical Lutheran Church in America (ELCA) has laid out its concern for health in a social statement "Caring for Health: Our Shared Endeavor" [2003], acknowledging that health is central to our well being, and caring for it is a matter of shared stewardship. Predecessor church body statements speak specifically to the role of alcohol products as some of the most widely used and misused potentially dangerous drugs (Chemical Comforters and Drug Dependency [ALC, 1972]).

Pastoral Counseling and the Alcoholic: A Study Paper of the Lutheran Church in America
<http://www.elca.org/jle/article.asp?k=332>

*Approved by the ELCA Church Council
April 21-23, 1990*

*Updated by the Advisory Committee for
Corporate Social Responsibility - May 24, 2007*

Wording of screen

The ELCA makes no investment in firms which are involved the production or marketing of distilled alcohol products for human consumption.

Definition of Problem

According to the United States Center for Disease Control there are approximately 75,000 deaths attributable to excessive alcohol use each year in the United States.
http://www.cdc.gov/alcohol/quickstats/general_info.htm That means it is the third leading cause of lifestyle related death.

Recognizing that various investors will implement this along a continuum, for the purpose of this screen investment might include companies that produce distilled alcohol for human consumption. It could also include companies selling, promoting and marketing in this industry or supplying key component elements to the industry.

Social policy and studies

Caring for Health: Our Shared Endeavor
[ELCA, 2003]
<http://www.elca.org/socialstatements/health/>

Health, Life, and Death: A Christian Perspective
[ALC, 1977]

A ministry of Healing Health and Health Care Today
[ELCA, 2001]
<http://www.elca.org/ethics/pdf/ministryofhealing.pdf>

Chemical Comforters and Drug Dependency
[ALC, 1972]

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Environmental Social Criteria Screen

Authority

The Evangelical Lutheran Church in America (ELCA) has laid out its concern for the environment in a social statement "Caring for Creation: Vision, Hope and Justice" [1993], acknowledging both God's goodness in creation and acceptance of the care-giving responsibility of Christians.

Action CA01.07.57

<http://www.elca.org/socialpolicyresolutions/resolution.asp?id=94&ref=rrt>

Environmental Concerns; ELCA Churchwide Assembly Action CA89.08.108

<http://www.elca.org/socialpolicyresolutions/resolution.asp?id=14&ref=hts>

Wording of screen

The ELCA recommends limiting investments made in corporations which are the most egregious in terms of damage to human health or the natural environment. The ELCA recommends investments in corporations which are taking positive steps toward a sustainable environment.

Approved by the ELCA Church Council

April 21-23, 1990

Updated by the Advisory Committee for Corporate Social Responsibility - May 24, 2007

Definition of Problem

"The earth is a planet of beauty and abundance; the earth system is wonderfully intricate and incredibly complex. But today living creatures, and the air, soil, and water that support them, face unprecedented threats. Many threats are global; most stem directly from human activity. Our current practices may so alter the living world that it will be unable to sustain life in the manner we know." (Caring for Creation: Vision, Hope and Justice [ELCA, 1993])

Recognizing that various investors will implement this along a continuum, for the purpose of this screen investment might include companies using technologies or operating practices that minimally or less significantly damage the environment. Such damage may be on a continuous basis or may be catastrophic. Investors may look at an industry or sector that harms the environment and distinguish between culling out the worst players and those who are most actively taking corrective measures. Positive investments may be made in companies which are taking corrective measures as well as those corporations which are contributing toward a sustainable environment.

Social policy and studies

Caring for Creation: Vision, Hope and Justice [ELCA, 1993]

<http://www.elca.org/socialstatements/environment>

Global Warming; ELCA Churchwide Assembly

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Military Weapons Social Criteria Screen

Authority

The ELCA has a legacy of peacemaking from its predecessor church bodies through the present. Our concern for peace is laid out in the social statement, "For Peace in God's World" where we acknowledge the complexity and offer direction as we act to keep and build earthly peace.

Approved by the ELCA Church Council

November 13, 1988

*Updated by the Advisory Committee for
Corporate Social Responsibility - January 22, 2007*

Wording of screen

The ELCA makes no investment in firms which are contributors to nuclear, biological or chemical weapons research and development, or certain conventional weapons which may be deemed to be excessively injurious or to have indiscriminate effects, the production of key components for such weapons or the management of US Government owned facilities for such weapons.

Definition of Problem

The Convention on Certain Conventional Weapons

[http://www.unog.ch/80256EE600585943/\(httpPages\)/4F0DEF093B4860B4C1257180004B1B30?OpenDocument](http://www.unog.ch/80256EE600585943/(httpPages)/4F0DEF093B4860B4C1257180004B1B30?OpenDocument) speaks to weapons that are considered to cause unnecessary or unjustifiable suffering to combatants or to affect civilians indiscriminately.

Recognizing that various investors will implement this along a continuum, for the purpose of this screen investment might include nuclear, biological, chemical, land mines, cluster bombs, blinding laser weapons.

Social policy and studies

For Peace in God's World [ELCA, 1995]

<http://www.elca.org/socialstatements/peace/>

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Pornography Social Criteria Screen

Authority

The Evangelical Lutheran Church in America (ELCA) has laid out its concern for health in a social statement “Caring for Health: Our Shared Endeavor” [2003], acknowledging that health is central to our well being, and caring for it is a matter of shared stewardship. The ELCA message on Commercial Sexual Exploitation, adopted by the Church Council of the ELCA on November 11, 2001 clearly states that “Sexual exploitation in any situation, either personally or commercially, inside or outside legally contracted marriage, is sinful because it is destructive of God’s good gift [of sexuality] and human integrity.”

The Victims of Pornography and Pornography
[ALC, 1985 and 1974]
<http://www.elca.org/jle/article.asp?k=215>

*Approved by the ELCA Church Council
April 21-23, 1990
Updated by the Advisory Committee on
Corporate Social Responsibility
September 8, 2006*

Wording of the Screen

The ELCA recommends no investment in firms involved in the production, marketing or distribution of pornography.

Definition of Problem

The ELCA message describes sexual exploitation in terms of pornography in all forms, sex tourism, strip clubs and other means of sexual exploitation that degrades all participants, both providers and customers.

Recognizing that various investors will implement this along a continuum, for the purpose of this screen pornography might include companies that manufacture pornography or other products of the sex industry, and those companies selling, promoting and marketing in this industry. It also includes other corporations deriving profit from pornography. These might include distribution networks (television, movies/videos, hotel chains, etc) as well as industries touched by sex trafficking.

Social policy and studies

Caring for Health: Our Shared Endeavor
[ELCA, 2003]
<http://www.elca.org/socialstatements/health/>

A Message on Commercial Sexual Exploitation
[ELCA, 2001]
<http://www.elca.org/socialstatements/sexualexploitati>
on/

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Tobacco Social Criteria Screen

Authority

The Evangelical Lutheran Church in America (ELCA) has laid out its concern for health in a social statement "Caring for Health: Our Shared Endeavor" [2003], acknowledging that health is central to our well being, and caring for it is a matter of shared stewardship. Predecessor church body statements speak specifically to the role of nicotine and tobacco products as some of the most widely used and misused potentially dangerous drugs (Chemical Comforters and Drug Dependency [ALC, 1972]).

Chemical Comforters and Drug Dependency
[ALC, 1972]

*Approved by the ELCA Church Council
April 21-23, 1990
Updated by the Advisory Committee on
Corporate Social Responsibility
September 8, 2006*

Wording of the Screen

The ELCA recommends no investment in firms involved in the production or marketing of tobacco.

Definition of Problem

Tobacco is a product that even when used in moderation is addictive and harmful. As early as 1964 the U.S. Surgeon General reports on its dangers: http://www.cdc.gov/stobaccogr/sgr_1964/1964%20SGR%20Intro.pdf. The American Cancer Society states that non-smokers exposed to second-hand smoke absorb nicotine and other components just as smokers do. http://www.cancer.org/docroot/PED/content/PED_10_2X_Environmental_Tobacco_Smoke-Clean_Indoor_Air.asp. In addition, certain marketing practices such as those aimed toward children are particularly objectionable.

Recognizing that various investors will implement this along a continuum, for the purpose of this screen tobacco production and marketing might include: tobacco, cigars, chewing tobacco or smokeless tobacco as well as companies supplying key component elements to the tobacco industry (cigarette papers, flavorings, adhesives) or the sale and marketing of tobacco related products.

Social policy and studies

Caring for Health: Our Shared Endeavor
[ELCA, 2003]
<http://www.elca.org/socialstatements/health/>

Health, Life, and Death: A Christian Perspective
[ALC, 1977]

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Corporate Social Responsibilities Report
 2006-2007 Filing Season, August 2006-August 2007

Caring For Creation: Environmental Topics Issue Paper #1		
Company	Topic	Action
Circuit City*	Energy efficiency	Dialogue
Coke*	Water	Dialogue
Costco*	Energy efficiency	Resolution, dialogue, withdrawal
CVS*	Toxins	Resolution, withdrawal, dialogue
Environmental Protection Agency	Toxins	Sign-on letter
Hormel*	Water	Dialogue
Louisville-Jefferson Sewer District	Water	Dialogue
Massey Energy*	Water	Sign-on letter
Proctor & Gamble*	Forestry	Dialogue
Sears*	PVC	Sign-on letter, resolution, dialogue, withdrawal, correspondence
Target*	PVC	Sign-on letter
Walgreen's*	Toxins	Resolution, dialogue
Wal-Mart*	PVC	Sign-on letter, dialogue
Caring For Health: International Access to Pharmaceuticals Issue Paper #3		
Company	Topic	Action
Abbott#	HIV and AIDS in Africa	Dialogue
	Access to HIV medication	Convene EAA International Pharma Group, sign-on letter
Apple*	HIV and AIDS	Correspondence
Barrick Gold	HIV and AIDS	Dialogue
Boehringer-Ingelheim#	HIV and AIDS in Africa	Dialogue
Bristol Myers Squibb#	Access to HIV medication	Dialogue
Dell*	HIV and AIDS	Dialogue
GlaxoSmithKline#	HIV and AIDS	Dialogue

* Shares held by the ELCA Foundation and the ELCA Board of Pensions

Work done through Ecumenical Advocacy Alliance

Caring For Health: International Access to Pharmaceuticals Issue Paper #3		
Company	Topic	Action
IBM*	HIV and AIDS	Dialogue
Novartis#	Access to HIV medication	Convene EEA International Pharma group
Proctor & Gamble	HIV and AIDS, Sex Trafficking (CSE)	Dialogue
Sufficient, Sustainable Livelihood for All: Domestic Access to Capital Issue Paper #4		
Company	Topic	Action
	Predatory lending, Community Reinvestment Act	Sign-on letter to Federal Reserve Board of Governors
	Predatory lending, securitization	Correspondence sent to Federal Reserve Board of Governors
	Subprime lending	Correspondence sent to Federal Reserve Board of Governors
Bank of America*	Predatory lending, Community Reinvestment Act, Securitization	Resolution, dialogue, withdrawal
Capital One*	Community Reinvestment Act, lending	Correspondence, dialogue
Citigroup*	Community Reinvestment Act, lending	Dialogue
Fannie Mae*	Lending	Dialogue
Freddie Mac*	Lending, Katrina	Dialogue
JP Morgan Chase*	Predatory lending, Community Reinvestment Act	Dialogue
Washington Mutual*	Community Reinvestment Act, Subprime lending	Dialogue
Wells Fargo*	Predatory lending	Dialogue

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Work done through Ecumenical Advocacy Alliance

Sufficient, Sustainable Livelihood for All: Sustainability Issue Paper #5		
Company	Topic	Action
Alcoa*	Sustainability	Dialogue
Caterpillar*	Sustainability	Dialogue
Dell*	Sustainability	Dialogue
EMC	Sustainability	Dialogue
General Mills*	Sustainability	Dialogue
IBM*	Sustainability	Dialogue
Johnson Controls*	Sustainability	Dialogue
Phillips-VanHeusen	Sustainability	Dialogue
Timberland*	Sustainability	Dialogue
For Peace in God's World: Human Rights Issue Paper #6		
Company	Topic	Action
	Human rights policy	Sign-on letter to United Nations
Choice Hotels*	Human rights policy	Dialogue
Federated Department Stores*	Human rights policy, contract supplier standards	Dialogue
Host Hotels & Resorts*	Human rights policy	Correspondence, resolution, dialogue, withdrawal
Motorola*	Human rights policy	Dialogue
Starwood Hotel & Resorts Worldwide*	Human rights policy	Resolution, dialogue, withdrawal
Talisman	Human rights policy	Dialogue
For Peace in God's World: Violence in our World Issue Paper #7		
Company	Topic	Action
Amazon*	Video games	Dialogue
Best Buy*	Retail policy	Dialogue
Blockbuster	Video games	Dialogue
Circuit City*	Video games	Dialogue

* Shares held by the ELCA Foundation and the ELCA Board of Pensions

Work done through Ecumenical Advocacy Alliance

For Peace in God's World: Violence in our World, continued Issue Paper #7		
Company	Topic	Action
Costco*	Video games	Dialogue
Electronic Arts, Inc.*	Video games	Resolution, dialogue, withdrawal
Freed in Christ: Nondiscrimination in Business Activities Issue Paper #8		
Company	Topic	Action
Six Flags*	Board diversity	Resolution, dialogue, withdrawal
Sufficient, Sustainable Livelihood for All: Codes of Conduct Issue Paper #9		
Company	Topic	Action
Apple*	Labor standards	Dialogue
Hershey*	Vendor standards	Resolution, withdrawal
Sufficient, Sustainable Livelihood for All: Extractive Industries Issue Paper #11		
Company	Topic	Action
Newmont Mines*	Free Prior Informed Consent (FPIC)	Dialogue, sign-on, correspondence

* Shares held by the ELCA Foundation and the ELCA Board of Pensions

Work done through Ecumenical Advocacy Alliance

ELCA Campus Ministry Policies and Procedures Fall 2007 Report

Background

“Campus Ministry Policies and Procedures,” Section V.B.4.b, states the churchwide campus ministry team is to “provide an annual summary report to the Vocation and Education program committee and the Church Council.”

The Policies and Procedures clarify the ways in which the work of the churchwide organization, synods, Area Campus Ministry Agencies (ACMAs), and Campus Ministry Agencies (CMAs) is coordinated to advance the mission of Campus Ministry throughout the ELCA. Mandated annual reports from CMAs that receive churchwide and/or synodical funding provide significant data to the Churchwide Campus Ministry Team (CCMT) as it allocates financial and programmatic resources. The CCMT has developed a series of “best practices” to support the Policies and Procedures.

Highlights

The annual report asks CMAs to summarize their yearly activities in 12 categories and provide feedback to the CCMT about its effectiveness and needed programmatic resources.

Worship

- 9,593 different students worshipped in our ministries during a semester; during an average week 4,301 students worshipped in our ministries.
- Campus ministries use many styles of worship. *Lutheran Book of Worship*, *With One Voice*, *Holden Evening Prayer*, and site-created liturgies are the most frequently used resources. Many sites reported leading or participating in special worship services following the shootings at Virginia Tech.

Evangelism and Outreach

- Ministries made 26,034 initial contacts with students last year.
- Sites report 85 baptisms, 51 of which were adults.
- A recurring theme in evangelism strategies reported is emphasis on raising the visibility of the ministry through improved signage, a more attractive web presence, staff participation in special campus events, mailings, increased use of internet social networking sites, and student invitation of friends.

Christian Education and Faith Development

- Over 2,408 students participated in Christian

education and faith development opportunities each week. 129 ministries engage approximately 1,234 faculty in Christian education and faith formation activities in a semester.

- Bible study is overwhelmingly the most frequently offered Christian education opportunity, with virtually every ministry reporting some type of study. Lutheran identity, other world religions (particularly Islam), “Christianity 101,” book studies, and theology in popular cinema continue to be popular study foci.
- Ministries appear to be using more electronic and DVD-based curricula.
- A number of ministries host “theologian-in-residence” programs to enrich the intellectual climate of the universities they serve.

Hospitality and Community Building

- Gathering around table and meal continues to be a mark of hospitality at most of our sites.

Community Service

- 4,698 students participated in 1,415 service opportunities offered by ministries last year.
- 58 percent of ministries offered a service travel opportunity.
- 1,340 students participated in service travel projects.
- Ministries offered a variety of service opportunities. The most popular (in order) involved serving youth, working in shelters or food pantries, building or repairing homes, cleaning up the environment, and working with the elderly. A number of ministries report networking with local congregations and community organizations.

Justice and Advocacy

- Ministries reported advocacy on a variety of justice issues including peacemaking, Middle East conflict, Latin American violence, fair trade, sexuality, hunger, prejudice against Islamic neighbors, and environmental concerns.
- Growing concerns appear to be immigration justice, care of the earth, and LGBT issues.

Pastoral Care

- Most pastoral care is rendered in informal conversations with individuals or small groups; however, staff are often asked by universities to serve as chaplains to the broader community (e.g.

memorial services, convocations, crisis response teams).

Leadership Development

- 231 students from campus ministry are currently enrolled in seminary; 227 are currently in a candidacy process.
- 170 former campus ministry students are now volunteering in programs such as Lutheran Volunteer Corps, Peace Corps, or AmeriCorps.
- 2,200 former campus ministry students currently serve in congregational or synodical leadership.

Stewardship and Fundraising

- 67 percent of ministries conduct an annual financial appeal to alumni, parents, and friends of the ministry. 80 percent receive congregational funds. 54 ministries have endowments and 47 utilize planned giving.
- Of 158 CMAs reporting, staff at 70 spend less than 10 percent of available time in fund raising, 68 spend between 11 percent and 30 percent, and four spend over 40 percent.

Vision and Planning

- CMAs identify help with board development, fund raising, leadership development, and evangelism as their greatest needs.

Ecumenical and Interfaith Cooperation

- Many ministries are increasingly engaged in ecumenical cooperation on campus, with Episcopal and Roman Catholic ministries mentioned most often as partners.
- Staff are generally active in campus interfaith and ecumenical ministry groups. They often serve as leaders of those groups and the events they organize.

Building Relationships

- Ministries worked to develop cooperative networks during the year. 44 percent reported that a staff member served as a classroom resource on campus. 40 percent serve on crisis teams. 59 percent are involved in summer orientation at their university. 28 percent served as an Lutheran Youth Organization resource and 39 percent have students involved as staff in outdoor ministries.

Summary and Trends

- “Campus Ministry Policies and Procedures” originally was developed, not so much to change as to name and clarify the existing relationships already in place between CMAs, ACMAs, synods, and the churchwide organization for doing campus

ministry. Vocation and Education has since instituted networking as an operating principle, and “Policies and Procedures” has been a helpful tool in defining and facilitating that networking.

- This year's reports reflect increasing cooperation between CMAs and the other Vocation and Education ministry partners notably youth ministry and outdoor ministry.
- CMAs expressed extremely high satisfaction for the work of the CCMT, affirming team members by name and noting concrete ways in which their work has supported the work of local agencies. Of particular importance seems to be the CCMT's work in board development, vacancy counseling, information brokerage, and maintaining a sense of connectedness between CMAs and a larger campus ministry community.
- Flat or declining synodical and churchwide financial support continues to be the most often cited concern of CMAs. Though appreciative of program grants, CMAs report that their fiscal health increasingly depends on local congregational support and ministry-based initiatives.
- Each year a higher proportion of campus ministry is done out of congregations and sites with less than full-time staffing. Positively, this is the result of an intentional effort to empower and resource congregations to do campus ministry. Negatively, this reflects fiscal necessity, as CMAs are downsized or linked to congregations due to declining revenues for campus ministry.
- The quadrennial review process appears to be very helpful to CMAs in evaluating ministry and planning for the future. Most agencies that have had a review report that development of the ministry plan was a very valuable exercise.
- The CCMT continues to fine-tune reporting forms and staff orientation to ensure that information gleaned is reliable and that linked data bases provide accurate online information concerning CMAs and professional staff.
- Despite many challenges, professional staff report joy in their ministries and gratitude for the privilege of serving on campus.

“Campus Ministry Policies and Procedures” appear to be working well and no revisions are proposed at this time.

Report on the *Book of Faith* Initiative

Book of Faith is an initiative of the Evangelical Lutheran Church in America. This report summarizes the vision, goals, values, accomplishments, and plans for the initiative.

Vision

The vision for the *Book of Faith* initiative is this: that the whole church become more fluent in the first language of faith, the language of Scripture, in order that we might live into our calling as a people renewed, enlivened, and empowered by the Word.

Goals

There are three important goals of the initiative and its vision. The goals serve the purpose of centering and grounding people's faith, thereby centering, grounding, and enlivening this whole church.

They are that people throughout this church:

- Experience more fully the power of the Word;
- Learn together about Lutheran approaches to Scripture that have been so fruitful over the centuries; and
- Enter fully into a conversation that is deep and broad, including folks of all ages and across all the many cultures that inform who we are as a people of God.

Measurable Outcomes by 2012

- 75 percent of congregations be *Book of Faith* congregations, concretely committed to participation.
- All ELCA synods be *Book of Faith* synods, concretely committed to participation.
- Strong participation of most ELCA organizations, agencies, institutions, and networks.
- 5,000 rostered leaders and 10,000 lay people trained with enhanced skills for teaching the Bible.

Values about the Initiative's Content

- Always engages *with* the Bible—it is never just *about* the Bible.
- Teaches Lutheran principles of reading the Bible in ways that open up Scripture.
- Keeps central the witness to Christ crucified and resurrected.

Values about the Initiative's Process

This is intentionally an *initiative* that invites

congregations, synods, and other organizations to assess and expand their commitment to opening Scripture and facilitates sharing ideas across the church to encourage replication of ideas that have worked for others. The *Book of Faith* initiative is not a fixed program that all are asked to adopt.

- Invitational and participatory
- Based in communities of faith; bottom up rather than top down
- Engaging partners
- Seeking to invite those often not reached by ELCA ministries
- Multifaceted; many settings; both print and Web-based
- Inviting participation of both communities and individuals
- Using methods of communication that are effective and engaging

The implications of these values are that *Book of Faith* will:

- Facilitate partnerships: congregations, synods, Augsburg Fortress, seminaries, colleges and universities, outdoor ministries, campus ministry, youth organizations, young adult networks, schools, Women of the ELCA, Lutheran Men in Mission, multicultural communities, lifelong learning programs, Lutheran Services in America, chaplaincy, and others
- Attend to tone and vocabulary—knowing the audiences and using clear, welcoming language
- Implement joining the conversation, contributing ideas, catching and sharing the vision—for a very broad segment of Christ's people.

Particularly true of this first year: the *Book of Faith* initiative centers on inviting everyone? individuals, congregations, synods, and other church-related organizations—to join the conversation, to make a commitment, and actively to engage the initiative.

What the Initiative is Already

- *Book of Faith: Lutherans Read the Bible*—a consultation in January 2007 with 90 participants
- Logo, tag line, and vision developed
- Initiative affirmed at the 2007 Churchwide Assembly; the assembly “Dwelt in the Word”
- Professor Diane Jacobson is the new director for the *Book of Faith* initiative

- Established close working partnership with Augsburg Fortress, Publishers
- Extensive work on values, goals, strategies, publication plans, and time lines
- Website up, running, and developing:
www.elca.org/bookoffaith

Plans for the Future

- Publishing plans: *Book of Faith* primer introducing, illustrating, and inviting Lutheran approaches to the Bible (spring 2008); The Lutheran Study Bible (winter 2009), a Web-based, broadly targeted adult study program; still in the conversation stage: integration of the initiative with *Akaloo* and *Here I Stand* material; attention to worship; children, youth, young adults, musical, visual, and performance arts.
- Sharing ideas and resources: develop the online *Book of Faith* Forum and possibly other mechanisms to share churchwide best practices and helpful resources for Bible study.
- 2008 Synod Assemblies: garner enthusiasm for the initiative, encourage becoming *Book of Faith* congregations; introduce *Book of Faith* advocate for each synod; invite congregations and organizations to join the initiative, commit to being a *Book of Faith* synod, explore *Book of Faith* Introductory Primer; introduce plans for 2009 including Bible teaching skill enhancement events and a new adult Bible study; introduce plans for the Lutheran Study Bible.
- 2009 Synod Assemblies: continue to garner enthusiasm and invite congregations and organizations to join; roll out of adult study program and Lutheran Study Bible; announce teacher training program; highlight local leaders and initiatives; Bible teaching skill enhancement events (“train the trainers”) linked to assemblies and other gatherings.

What Can You Do?

- Visit the Website www.elca.org/bookoffaith and read for information and inspiration
- Encourage your congregation to become a *Book of Faith* congregation
- Share ideas with your neighbors, your synod, your partners; pass them on also to the planners through Diane Jacobson, Mark Wilhelm, or Stan Olson
[E-mail address: BookofFaith@elca.org]

Chaplaincy, Pastoral Care, and Clinical Education Report

From 1988 through the reorganization of the churchwide organization in 2005, the Division for Ministry (DM) was responsible for churchwide relationships with ministries of chaplaincy, pastoral counseling, and clinical education (MPCPCE). Since then, these relationships have been overseen through the Vocation and Education unit (VE).

The 2003 ELCA Churchwide Assembly adopted the social statement, "Caring for Health: Our Shared Endeavor," which includes attention to these areas of ministry. One of the implementing resolutions requested both a study of the current trends and future needs for ministries in health-care chaplaincy, pastoral counseling, spiritual direction, and clinical education and a study of the clinical and academic education need for the future of these ministries. A report on this study was presented to the Vocation and Education program committee in March, 2007. The bulk of the material from that report is incorporated here because it is current and addresses the concerns of the synodical memorials and resolutions referred by the Church Council in November 2006 (CC06.11.57) and by the Churchwide Assembly in August 2007 (CA07.06.33p).

The churchwide organization's role has evolved over a long history in this church and predecessor church bodies. Over the years there has been careful consideration of this church's needs and opportunities in MPCPCE. Notably, a "Strategic Plan for Specialized Pastoral Care and Clinical Education" was developed in 2000 by a team of seminary representatives, synodical and churchwide staff, MPCPCE practitioners, and a consultant. That plan both restated the importance of health-care chaplaincy, pastoral counseling, and clinical education in the ELCA and laid out an ambitious set of goals for these ministries and various expressions of the church. The report was affirmed by the DM board but does not have the status of policy. Nevertheless, the strategies have helped guide the churchwide role into its present focus on consultation with synod leadership and on implementation of the ecclesiastical endorsement system for the ELCA. Implementation and further consideration of several of the goals in the report has been limited by the limited amount of churchwide staff time for MPCPCE and the lack of an alternative leadership structure for the effort.

The work of the churchwide organization related

to MPCPCE is overseen through the Vocation and Education unit's leadership workgroup. MPCPCE is part of the portfolio of the director for rostered and authorized ministries. A part-time consultant offers expertise and direct oversight to the ecclesiastical endorsement system. A VE administrative assistant handles all the paper work for ecclesial endorsement. Nine volunteer regional representatives who receive a small honorarium seek to support this work in their regions, to raise awareness and to offer counsel to synods and VE. It is the responsibility of each regional consultant to work with the synodical bishops so that there will be an active MPCPCE liaison in each of the 65 synods. Twenty volunteers across this church serve as conveners for the endorsement panels that serve the process ecclesial endorsement process. Almost all the volunteers are employed full-time in other capacities; the demands of these two arenas of work can be difficult to balance with primary employment.

In the earliest years of the ELCA, the churchwide organization had a full-time staff position devoted to these specialized ministries. Staff time for MPCPCE was significantly reduced, along with many other reductions in churchwide staff, when budgets had to be brought into alignment with lower-than-anticipated revenues. Since that time, as in several of the resolutions, there has been frequent advocacy for increasing churchwide staff time for MPCPCE, including calls for a return to a full-time position. VE staff members and the VE program committee (and before them the Division for Ministry staff and board) have reluctantly concluded that given the breadth of unit responsibilities and projected financial realities, it is not possible to expand the staff and budget committed to MPCPCE work. Further, though the present system puts heavy loads on volunteers, it appears to function adequately to facilitate the constitutional role of the churchwide expression.

Through the Inter-Lutheran Coordinating Committee for Ministries in Chaplaincy, Pastoral Counseling, and Clinical Education (ILCC), the ELCA participates with the Lutheran Church-Missouri Synod in a process of ecclesiastical endorsement that determines an individual to be both a recognized (i.e. rostered) minister in good standing and one who has met the appropriate criteria for ecclesiastical endorsement for ministries in MPCPCE. This endorsement, combined with an individual's

professional certification, helps establish criteria for persons to serve as qualified and certified health-care chaplains and pastoral counselors. There is a similar process for persons endorsed and certified to be clinical education supervisors. A summary of procedures for ecclesial endorsement is included in the ELCA's *Manual of Policies and Procedures for the Management of the Rosters*. The full process is explained in the newly revised ILCC manual *Ministries in Chaplaincy, Pastoral Counseling, and Clinical Education: Endorsement Standards and Procedures, Call Criteria, Program Guidelines*.

Current Trends and Future Needs

There continues to be an obvious need for qualified persons to serve as health-care chaplains. The emphasis within the health-care industry for higher standards in health-care delivery, including chaplaincy programs, amplifies the importance of the systems that provide for ecclesiastical endorsement and for professional certification.

There has been some decline in the number of ELCA ordained or consecrated rostered ministers with ecclesiastical endorsement serving in the ministries of chaplaincy, pastoral counseling, and clinical education. In 1995 there were a total of 429 rostered persons with ecclesiastical endorsement and professional certification serving in health-care chaplaincy, pastoral counseling, and clinical education; in 2006 the number had declined to 366 persons. Age profiles of those presently serving suggest that the decline in numbers may continue and even accelerate. One area of particular concern is the decline in the number of Clinical Pastoral Education (CPE) programs available and the decline in the number of ELCA chaplains certified to lead such programs. On the other hand, in 2006, twenty-six rostered leaders received endorsement for ministries in chaplaincy, pastoral care, and clinical education. That is an addition of seven percent to those serving in the prior year, suggesting that there is strong growing interest in these ministries, despite some declines in prior years.

Demographic trends and changes in health care in this country will likely create a need to increase the number of qualified and professionally trained pastoral care providers, though perhaps in different service configurations and with new skills. The decline in the number of rostered persons in the ELCA who serve in these ministries should be reversed if the

ELCA is to continue to have its traditional proportional and leadership representation in the field. Lutheran health and social service institutions are part of one of the largest ministry networks in this country. Many of the available and needed positions are in ELCA institutions, but ELCA ministers also serve in other private and in public institutions.

Seminaries and synods can play important roles in communicating the need for qualified persons to serve in those ministries and in facilitating preparation and support. The establishment of the roster of ELCA diaconal ministers in 1995 and the continuance of the ELCA Deaconess Community suggest that ministries of Word and service are an arena of potential growth for rostered leaders to participate in MCPCCCE. Diaconal ministers and deaconesses often serve at the edges of the institutional church. Some associates in ministry also prepare for and serve in these roles. Along with these ministries of Word and service, there continues to be a need for ordained ministers of Word and Sacrament in MCPCCCE roles. Both the Master of Arts degree and the Master of Divinity degree offered by ELCA seminaries can provide the appropriate academic background for persons preparing to serve in MCPCCCE ministries. The additional requirements for clinical education and supervised fieldwork enable an individual to seek ecclesiastical endorsement and professional certification.

Those exploring or beginning candidacy for ordained, consecrated, or commissioned ministries as well as for those already serving in rostered ministry, can be invited to consider serving in a ministry in health-care chaplaincy, pastoral counseling, or clinical education. Students in ELCA seminaries are eligible for a variety of general financial assistance. It would be useful if additional funding sources were developed to make possible the specialized learning required for many MCPCCCE ministries, notably additional training and clinical supervision. Synods and seminaries could be encouraged to consider such support. The Vocation and Education unit currently provides very limited scholarship assistance for qualified ELCA candidates, and also shares in an inter-Lutheran scholarship fund that was established to provide financial assistance to qualified persons from both the ELCA and LCMS.

MCPCCCE and the Vocation and Education program unit.

As indicated above, good structures are in place

for supporting, encouraging, and monitoring needs and opportunities for ministry in chaplaincy, pastoral care, and clinical education. Through staff members and the regional and synodical representatives, the Vocation and Education program unit will continue to lift up the importance of having an ample cadre of qualified persons to serve as endorsed and certified health-care chaplains, pastoral counselors and clinical educators and to facilitate the endorsement and support processes. These ministers provide pastoral care for people at critical life and death junctures. They are trained to provide theological and spiritual dimensions in health-care and to demonstrate God's gracious and healing presence in life, as described in the "biblical and theological perspectives" section of "Caring for Health: Our Shared Endeavor."

The Vocation and Education unit has systematized the way in which new bishops and synod staff members are made aware of the ELCA's commitment to and processes for MCPCCE. Policies and procedures for ecclesial endorsement have been incorporated into the ELCA "Manual of Policies and Procedures for Management of the Rosters." The executive director covers these policies briefly in his overview with newly elected bishops. It is hoped the MCPCCE synodical representatives will give further orientation to new bishops and staff members. The VE unit also is more regularly convening its nine regional MCPCCE representatives for planning to address needs identified in the various studies and reports. The focus must more fully be on support to synods, seminaries, and the various networks engaged in this work, since these institutions and VE's regional and endorsement volunteers facilitate and monitor ecclesial endorsements by the ELCA. The Vocation and Education unit will continue to cooperate through the Inter-Lutheran Coordinating Committee for these.

With sustained support from the churchwide organization, primary responsibility for ministries in chaplaincy, pastoral care, and clinical education will continue to be in synods. In the synods, staff and other leaders can be more directly aware of those serving or having the potential to serve in these ministries and can actively recruit, offer preparation, and facilitate support. In collaboration with synods and their candidacy committees, and with clinical education programs, seminaries will continue to play a critical role in invitation and preparation. Ecclesial endorsement is done according to policies developed through the churchwide organization and administered

there. As noted above, the work with individual candidates is carried out by teams convened by volunteers in this process.

Limited churchwide staff time requires that other means than staff work be found to enhance the engagement with MCPCCE of all ELCA expressions. Recruitment of additional practitioners as volunteers in the coordination, support, and endorsement arenas might allow division of labor and thus make volunteer work loads more reasonable. Seminaries and synods have primary roles in developing and supporting MCPCCE leadership throughout this church. A consultation among representatives of the seminaries and the Conference of Bishops, convened by VE, could devise strategies for these entities both to become more knowledgeable and committed and to enhance their work in leadership development and support. The 2000 report and updated statistics could be a basis for that conversation.

CC ACTION [EN BLOC]

Recommended:

To receive the report of the Vocation and Education unit in response to the resolutions of the Southwestern Washington Synod, the Southeastern Iowa Synod, and the Southeastern Synod and memorials of the Minneapolis Area Synod, the Metropolitan Chicago Synod, the Northwestern Ohio Synod, the Southeastern Pennsylvania Synod, and the North Carolina Synod concerning ministries in chaplaincy, pastoral care, and clinical education (MCPCCE);

To reiterate the 2007 Churchwide Assembly's words of commendation, thanks, encouragement and affirmation (CA07.06.33p);

To receive the memorials of the Southeastern Pennsylvania Synod, Northwestern Ohio Synod, North Carolina Synod, Minneapolis Area Synod, and Metropolitan Chicago Synod concerning the ministries of chaplaincy, pastoral care, and clinical education (MCPCCE);

To commend and thank those who currently serve in ministries of chaplaincy, pastoral care, and clinical education;

To encourage other rostered leaders and candidates for rostered ministry to consider and to prepare for such ministries;

To thank ELCA synods and seminaries for their facilitation of ministries and ministers in chaplaincy, pastoral care, and clinical education, and to encourage the synods and seminaries of this church

to recruit actively and collaboratively for such service and to offer continuing and expanded support and preparation opportunities, including scholarship aid;

To affirm the Vocation and Education unit staff, its consultants, and the regional and synodical MCPCCE representatives for their work in these arenas and for their focused and ongoing planning; to encourage the unit's continued advocacy for chaplaincy, pastoral care, and clinical education ministries;

To acknowledge the action on this subject taken by the Church Council at its November 2006 meeting [CC06.11.57]:

To receive the resolutions of the Southwestern Washington Synod, the Southeastern Iowa Synod, and the Southeastern Synod related to chaplaincy, pastoral counseling, and clinical pastoral education and

To refer the resolution to the Vocation and Education unit with a request that a report and possible recommendations be brought to the November 2007 meeting of the Church Council; and

To refer the memorials to the Vocation and Education unit as additional information as it prepares its report for the November 2007 meeting of the Church Council.

To recommend that the Vocation and Education unit in consultation with the Conference of Bishops convene a consultation among representatives of MCPCCE practitioners, synodical bishops and staff, ELCA seminaries, and other partners, concerning ways to enhance the work of synods and seminaries in calling forth, developing, and supporting ministries in these arenas; and

To request that the secretary of this church convey the background information and this action to the synods.

Report of the Director for Mission Support

2007-2008 Mission Support Consultations

The 2007-2008 synodical-churchwide mission support consultations began shortly after this year's Churchwide Assembly. There will be four regional consultations, involving synods in Regions 1, 2, 7, and 8. The remaining 39 synods will be held as individual synod consultations, normally in the context of a meeting of the Synod Council. Since I am new to this position I am participating in as many of these consultations as possible, together with one or two other churchwide staff persons. I am grateful to the willingness of these churchwide staff members to share in these consultations.

The focus of this year's consultations is on affirming the role of the churchwide organization in assisting synods in their efforts to build strong relationships with congregations. It is based on the commitment to nurture and grow the Evangelical Lutheran Church in America as we work together as congregations, synods, and the churchwide expression. In each consultation there is discussion of the mission and ministry opportunities on the territory of the synod, and the issues that are most challenging. There is a specific commitment to learning how the churchwide organization can be a better partner to the synod as well as identifying any "unfunded mandates" that may have impacted the synod. The consultation includes discussion of the synod's strategy to increase mission support in the synod's congregations, as well as the possibility for growth in the synod's sharing of that support with the churchwide organization. I am encouraged by the number of synods that have indicated their intention to increase the percentage of mission support shared with the churchwide organization.

2007 Mission Support

You have read elsewhere of the growth in mission support this year. The projection is for mission support to reach \$66,300,000, an increase of \$500,000. If this is reached it would represent an increase of more than \$600,000 over last year. It is gratifying that so many synods report increased mission support from the congregations of the synod, as well as a commitment by 23 synods to increase mission support to the churchwide organization in 2008.

The work done by the Blue Ribbon Committee on Mission Funding, culminating in the report and recommendations presented to this year's Churchwide

Assembly, point to both a need and a promise. The need is to grow mission support in the congregations of this church-to help the members of this church know how important it is to share their gifts beyond the local congregation. The promise is that mission support will make a difference in our life together-and in carrying out God's work in the world. What is needed is to increase the capacity of the Evangelical Lutheran Church in America for mission and ministry through the growth of generous, faithful giving. Now is the time for us to do that.

An Unexpected Opportunity

The call to serve in this position was unanticipated by me. A few days ago Presiding Bishop Mark Hanson asked if I was enjoying the work. In spite of the challenges, I am! Thank you for the opportunity and privilege to serve in this call. It has surprised me in many ways, but what has not been a surprise is the expression of partnership throughout this church in our shared effort to grow generous, and faithful giving among our members. God's work. Our hands. Thanks be to God.

Pastor A. Craig Settlage

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Building the new ELCA.org: Project review to date

Since the project began in early 2007, the overarching goal of the new ELCA.org has been to unify the messaging and identity of the Evangelical Lutheran Church in America throughout the various units, sections, and offices of this church. The project already has reached several key milestones; Communication Services (CO) is on track to launch the new Web site in April 2008. The milestones include:

- Discovery workshops: CO's agency, Element Creative, conducted workshops with members of the Technology Team and other key staff to get a sense of internal processes and goals moving forward.
- Content Management System (CMS) selection: in consultation with Element Creative, the ELCA Board of Pensions, and other agencies and institutions, the churchwide organization selected a CMS through Site Core that will allow easier and more efficient publishing for the new site.
- Information architecture: Element Creative has created a new, more user-focused structure for the site that will allow content to be more accessible and organized for intuitive navigation on the part of the user.
- Site design: one of three site designs created by Element was selected for ELCA.org and is being refined to best represent all ELCA content.
- Unit information gathering meetings: Communication Services is scheduling meetings between Element Creative and individual units to gain a deeper understanding about how to build upon and best showcase and promote each unit's content on the site. (See next page)

Key Benefits

The process of redeveloping a site for an organization the size of the ELCA presents unique challenges. CO's continuing strategy is to remain aligned with the goals we initially set out to accomplish with the new site. With help from each unit we will collaboratively:

- Engage the user by telling the positive and inspiring stories of the ELCA;
- Implement and utilize a new and more efficient content and management publishing system;
- Make content easier to find and even more engaging;
- Improve the search functionality throughout the site;
- Maintain visual unity from page to page; and

- Encourage visitors to stay on the site longer, learn more, and get involved.

Outcomes

The new ELCA.org will:

- Be highly interactive;
- Include a call to action on each page;
- Recognize a registered visitor with each return visit-with favorite pages or subject areas at the ready; and
- Be welcoming and easily navigated by both internal and external audience users.

ELCA.org: Unit Information Gathering

Questions and expectations for content development meetings

The purpose of the unit content development meeting is to gain a deeper understanding of the mission, goals, and content of each unit's Web presence. By doing so, we can build upon the existing Web content, making it more accessible with greater context and visibility on the new site.

Outcome

The ideal outcome of these meetings is for Element Creative, working collaboratively with the churchwide organization, to be able to better tell this church's stories in a way that will resonate with its various online audiences.

Information to be gathered

- Unit "mission statement"
- Identification of main audience and the audience's goals
- Type of work done by the unit and unit accomplishments
- Leaders and other staff who may need to be included on the site
- The unit's notable success stories and suggestions on how to best tell those stories
- Any events hosted or organized by the unit
- Description of how the unit works with other units, sections, agencies and institutions, and expressions of this church
- Any ecumenical or interfaith relationships the unit has
- Any material for the unit's "visual platform"
- Thoughts on the ideal visitor "take away" from the new site, both unit and ELCA-wide

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2007 Churchwide Assembly Evaluation

Living in God's Amazing Grace:

Thanks Be to God!

Your responses to the following questions will contribute to planning for future Churchwide Assemblies of the Evangelical Lutheran Church in America.

The percentages below are based on the 851 Voting Members who completed the evaluation. If more than five percent of respondents did not respond to a specific question, the number of respondents to that question is indicated in parentheses. Response data from 2005 is listed in brackets.

Assembly Materials and Preparation

- Did the pre-assembly materials arrive in the mail early enough for adequate review?
 71.8% Yes, in plenty of time. [2005: 84.9%]
 20.8% Yes, but earlier would have been better. [2005: 13.2%]
 5.2% No, I did not have enough time. [2005: 1.9%]
- What statement best describes your opinion about the quantity of materials received?
 40.9% I felt overwhelmed by the amount of materials. [2005: 43.0%]
 57.5% I felt the amount of materials was reasonable. [2005: 54.7%]
 0.4% I felt there should have been more materials. [2005: 0.3%]
 1.3% Not sure [2005: 2.0%]
- How many of the mailed materials were you able to review before the assembly began?
 48.5% All or most of them [2005: 53.4%]
 40.5% Only some of them [2005: 38.5%]
 9.5% Very few of them [2005: 7.6%]
 1.4% None of them [2005: 0.5%]

Comments:

- How helpful were the pre-assembly materials you received in preparing you for your role at the Churchwide Assembly?

Not at all helpful	1	2	3	4	5	6	7	Very helpful	Mean	[2005]
0.5%	2.1%	3.9%	9.8%	24.6%	36.1%	23.1%			5.6	[26.2%]
										[2005: Mean=5.6]

- How helpful were each of the sections of the 2007 Pre-Assembly Report?

	Not at all helpful	1	2	3	4	5	Very helpful	Mean	[2005]	[2005 Mean]
Program	2.2%	6.7%	19.7%	40.7%	30.6%	3.9	(N=757)	[39.0%]	[4.1]	
Order of Business	3.1%	9.7%	22.2%	36.8%	28.1%	3.8	(N=771)	[37.3%]	[4.1]	
General Information	0.7%	3.4%	15.4%	45.7%	34.9%	4.1	(N=760)	[37.1%]	[4.2]	
Reports of Officers	1.1%	6.1%	22.7%	42.0%	28.1%	3.9	(N=754)	[23.5%]	[3.7]	
Reports of Churchwide Units	1.5%	6.7%	27.8%	40.2%	23.7%	3.8	(N=758)	[21.6%]	[3.7]	
Recommendations	0.5%	2.6%	13.3%	41.5%	42.1%	4.2	(N=768)	[46.5%]	[4.3]	
Other Documents	2.1%	7.5%	33.4%	41.2%	15.8%	3.6	(N=716)	[20.6%]	[3.6]	

	1	2	3	4	5	Mean		[2005: 5]	[2005 Mean]
Memorials Committee	1.2%	3.2%	10.3%	35.8%	49.5%	4.3	(N=774)	[37.5%]	[4.1]
Nominating Committee	1.8%	4.2%	12.4%	39.9%	41.6%	4.2	(N=765)	[27.5%]	[3.6]
Reference and Counsel	5.5%	6.0%	27.5%	41.4%	19.5%	3.6	(N=712)	[23.7%]	[3.7]
Report of the Church Council	0.9%	6.6%	26.6%	43.8%	22.0%	3.8	(N=744)	[21.4%]	[3.7]
Governing Documents	1.6%	10.3%	23.1%	38.5%	26.4%	3.8	(N=745)	[25.1%]	[3.7]

6. Looking back on your first day at the Churchwide Assembly, how prepared were you to fulfill your role?

Not at all prepared	1	2	3	4	5	6	Very prepared	7	Mean	[2005]
	0.8%	1.7%	5.5%	8.7%	26.7%	34.9%	21.7%		5.5	[19.9%]
										[2005: Mean=5.5]

Registration and Accommodations

7. On a scale of 1 to 7 (where 1 is poor), how would you rate the registration brochure mailed for the assembly?

Poor	1	2	3	4	5	6	Excellent	7	Mean	[2005]
	0.5%	1.0%	3.2%	5.9%	18.3%	38.8%	32.4%		5.5	[56.8%]
										[2005: Mean=6.5]

8. Did you register for this assembly using the online registration Web site? (N=774)

94.1% Yes [2005: 89.5%] 2.6% No [2005: 9.1%] 3.2% Not sure [2005: 1.4%]

If no, would you prefer to register by telephone instead of by mail? (N=20)

20.0% Yes [2005: 27.3%] 45.0% No [2005: 50.0%] 35.0% Not sure [2005: 22.7%]

9. How would you rate the on-site registration process? (N=797)

Poor	1	2	3	4	5	6	Excellent	7	Mean	[2005]
	1.6%	1.3%	2.8%	6.1%	15.1%	35.6%	37.5%		5.9	[67.6%]
										[2005: Mean=6.6]

10. How would you rate the hotel accommodations?

Poor	1	2	3	4	5	6	Excellent	7	Mean	[2005]
	0.8%	2.7%	6.7%	7.3%	19.0%	33.7%	33.2%		5.9	[63.2%]
										[2005: Mean=6.5]

11. How would you rate the meals provided by the assembly?

	Poor	1	2	3	4	5	6	Excellent	7	Mean	[2005]	[2005 Mean]	
cost		7.8%	12.2%	11.9%	19.4%	16.7%	14.1%	18.0%		5.9	(N=640)	[12.2%]	[3.9]
quality		1.1%	2.1%	3.9%	8.5%	19.7%	28.8%	36.8%		5.7		[47.5%]	[6.1]
variety		1.6%	2.8%	5.1%	11.3%	17.7%	29.8%	31.8%		5.6		[35.2%]	[5.8]

Hearings

12. On Tuesday, there were opportunities to attend two hearings. Please indicate below which hearings you attended by filling in the corresponding circle *on the left*. Also, for each hearing you attended indicate *on the scale to the right* how helpful the discussion was in clarifying your point of view on the issue.

17.8% I did not attend any hearings [2005: 4.0%]

Attended		Not at all helpful						Very helpful	Mean	
		1	2	3	4	5	6	7		
13.2%	Blue Ribbon Committee on Mission Funding	0.9%	1.7%	6.0%	8.6%	29.3%	32.8%	20.7%	5.5	(N=116)
35.3%	Book of Faith: Lutherans Read the Bible	2.0%	5.3%	6.0%	10.3%	25.0%	26.7%	24.7%	5.3	(N=300)
4.1%	2008-2009 Budget Proposal	2.9%	5.7%	2.9%	2.9%	28.6%	28.6%	28.6%	5.5	(N=35)
1.4%	2006-2007 Churchwide Budget	0.0%	3.4%	3.4%	10.3%	41.4%	31.0%	10.3%	5.2	
20.0%	Middle East Strategy	0.0%	0.6%	2.9%	7.1%	12.9%	35.9%	40.6%	6.0	(N=170)
8.9%	ELCA World Hunger and Disaster Response	0.0%	1.3%	1.3%	3.9%	11.8%	43.4%	38.2%	6.1	(N=76)
3.2%	World Hunger and Disaster Response	0.0%	0.0%	6.7%	11.1%	17.8%	40.0%	24.4%	5.6	
11.9%	Churchwide Strategy on HIV-AIDS	1.0%	3.0%	5.0%	10.0%	16.8%	31.7%	31.7%	5.6	(N=101)
16.1%	Social Statement on Education	0.7%	2.9%	2.9%	7.3%	21.2%	35.0%	29.9%	5.7	(N=137)
26.0%	Update on Process for Social Statement on Sexuality	4.1%	8.1%	7.2%	16.3%	24.9%	25.8%	13.6%	4.8	(N=221)
24.7%	ELCA Studies on Sexuality	3.0%	5.5%	6.7%	14.8%	24.8%	27.3%	17.9%	5.1	
10.5%	Rural Alliance	3.4%	6.7%	10.1%	11.2%	22.5%	34.8%	11.2%	4.9	(N=89)
3.6%	Rural Alliance	4.6%	6.2%	4.6%	4.6%	18.5%	26.2%	35.4%	5.5	
7.4%	Urban Ministry	4.8%	0.0%	6.3%	12.7%	22.2%	20.6%	33.3%	5.4	(N=63)
2.7%	Urban Ministry	2.0%	7.8%	5.9%	7.8%	25.5%	25.5%	25.5%	5.3	

Comments:

Process for Discussion and Action

13. The process used for consideration of the following topics was developed to provide a better understanding of the issues. How helpful was this process?

	Not at all helpful							Very helpful	Mean
	1	2	3	4	5	6	7		
Election of the Presiding Bishop	0.5%	0.2%	1.6%	3.2%	12.0%	31.9%	50.6%	6.2	
Election of the Secretary	0.6%	0.6%	1.6%	2.7%	11.3%	30.2%	52.9%	6.3	
Book of Faith	0.8%	1.7%	2.2%	10.2%	22.1%	31.4%	31.8%	5.7	(N=784)
Mission Funding	0.4%	1.3%	3.3%	12.1%	23.5%	31.3%	28.1%	5.6	(N=754)
Social Statement on Education	0.5%	2.0%	2.0%	8.7%	22.3%	33.6%	30.8%	5.7	(N=791)
Strategy on HIV-AIDS	0.5%	1.4%	2.8%	11.8%	21.9%	34.2%	27.3%	5.7	(N=739)

14. How would you rate the facilitation of debate?

Poor							Excellent	[2005]	
1	2	3	4	5	6	7	[7]		
1.1%	0.7%	1.8%	5.7%	16.3%	34.0%	40.4%	Mean=5.9	[45.9%]	[2005: Mean=6.1]

Comments:

15. Did you speak at a microphone to address the assembly?
 17.7% Yes [2005:22.2%] 81.7% No [2005:74.6%] 0.5% Does not apply [2005: 3.2%]

Comments:

16. How would you rate the use of parliamentary procedure?

<u>Poor</u>						<u>Excellent</u>		[2005]
1	2	3	4	5	6	7		[7]
0.2%	0.7%	2.0%	4.3%	12.6%	32.9%	47.2%	Mean=6.2	[39.8%] [2005: Mean=6.0]

Comments:

Memorials

17. How successful was the Memorials Committee at grouping memorials of similar content?

<u>Poor</u>						<u>Excellent</u>		[2005]
1	2	3	4	5	6	7		[7]
1.0%	0.2%	1.3%	4.4%	15.5%	44.8%	33.8%	Mean=6.0	[25.2%] [2005: Mean=5.9]

18. How often did you agree with the Memorials Committee's recommended responses?

<u>Never</u>						<u>Always</u>		[2005]
1	2	3	4	5	6	7		[7]
0.6%	5.8%	6.6%	12.8%	24.6%	35.9%	13.7%	Mean=5.2	[9.0%] [2005: Mean=5.4]

19. In general how satisfied are you with the work of the Memorials Committee?

<u>Not at all Satisfied</u>						<u>Very Satisfied</u>		[2005]
1	2	3	4	5	6	7		[7]
1.4%	3.1%	4.7%	8.4%	17.0%	33.9%	31.5%	Mean=5.6	[25.3%] [2005: Mean=5.8]

Comments:

Nominations and Elections

20. How clear were the instructions for nominating individuals to churchwide boards and committees?

<u>Poor</u>						<u>Excellent</u>		[2005]
1	2	3	4	5	6	7		[7]
0.7%	2.0%	2.5%	6.8%	16.2%	38.2%	33.5%	Mean=5.8	[21.3%] [2005: Mean=5.4]

21. How effective was the report of the Nominations Committee in conveying information about nominees?

<u>Poor</u>						<u>Excellent</u>		[2005]
1	2	3	4	5	6	7		[7]
0.7%	1.2%	1.8%	5.0%	17.8%	40.5%	33.0%	Mean=5.9	[13.9%] [2005: Mean=4.9]

Comments:

22. How satisfied were you with the process for electing members of churchwide boards and committees?

<u>Not at all Satisfied</u>						<u>Very Satisfied</u>		[2005]
1	2	3	4	5	6	7		[7]
1.7%	2.7%	3.0%	6.6%	17.2%	38.2%	30.6%	Mean=5.7	[11.0%] [2005: Mean=4.4]

Comments:

23. How satisfied were you with the process for electing the presiding bishop and secretary?

<u>Not at all satisfied</u>							<u>Very satisfied</u>		
1	2	3	4	5	6	7			
0.4%	0.4%	0.5%	2.0%	6.9%	29.0%	60.9%		Mean=6.4	

Comments:

24. How clear were the instructions for nominating individuals to be presiding bishop and secretary?

<u>Poor</u>							<u>Excellent</u>		
1	2	3	4	5	6	7			
0.1%	0.2%	0.8%	1.8%	7.6%	29.1%	60.4%		Mean=6.5	

25. How effective were the reports in conveying information about ecclesiastical ballots?

<u>Poor</u>							<u>Excellent</u>		
1	2	3	4	5	6	7			
0.4%	0.5%	0.7%	2.9%	10.6%	33.3%	51.7%		Mean=6.3	

Comments:

Worship

26. Please evaluate the worship services in Hall B.

	<u>Poor</u>						<u>Excellent</u>		<u>Mean</u>	[2005]	[2005 Mean]
	1	2	3	4	5	6	7		[7]		
Liturgy	1.0%	2.0%	3.6%	6.0%	12.8%	26.5%	48.2%	6.0	[44.6%]	[5.9]	
Use of space	2.0%	3.1%	4.1%	7.4%	13.3%	27.8%	42.4%	5.8	[56.2%]	[6.4]	
Congregational song	0.6%	2.1%	2.2%	5.7%	12.9%	27.6%	48.9%	6.1	[45.8%]	[6.0]	
Other music	0.4%	2.1%	2.7%	5.6%	8.7%	24.9%	55.9%	6.2 (N=802)	[57.2%]	[6.2]	

Comments:

27. Please evaluate the importance of a dedicated space for prayer during the assembly.

	<u>Not important</u>							<u>Very Important</u>		<u>Mean</u>	[2005]	[2005 Mean]
	1	2	3	4	5	6	7			[7]		
How important?	3.0%	5.7%	5.7%	12.9%	16.0%	23.9%	32.8%	5.9	(N=574)	[37.5%]	[5.6]	
	<u>Never</u>							<u>Frequently</u>				
	1	2	3	4	5	6	7					
Did you use it?	55.5%	8.8%	4.9%	8.6%	8.3%	5.6%	8.4%	2.6	(N=717)	[3.2%]	[2.5]	

Comments:

28. Please evaluate the importance of a daily service of Holy Communion during the assembly.

<u>Not important</u>							<u>Very important</u>		[2005]	
1	2	3	4	5	6	7		[7]		
1.4%	1.8%	2.9%	4.6%	8.1%	18.2%	63.0%	Mean=6.2	[62.5%]	[2005 Mean=6.2]	

Comments:

29. If you sang in the Assembly Choir, please rate your satisfaction with the experience. (N=111)

<u>Poor</u>							<u>Excellent</u>		[2005]
1	2	3	4	5	6	7		[7]	
4.5%	0.9%	3.6%	6.3%	16.2%	22.5%	45.9%	Mean=5.8	41.1%	[2005: Mean=6.1]

30. Please evaluate the effectiveness of worship leaders.

<u>Poor</u>							<u>Excellent</u>		[2005]
1	2	3	4	5	6	7		[7]	
0.2%	1.2%	1.3%	4.2%	15.4%	36.5%	41.1%	Mean=6.1	35.3%	[2005: Mean=5.9]

Comments:

31. What was your opinion of the level of diversity in worship leaders at this assembly? (N=798)

<u>Too little</u>		<u>Acceptable</u>			<u>Too much</u>			[2005]	
1	2	3	4	5	6	7		[4]	
10.8%	1.4%	2.5%	53.5%	18.7%	13.2%	0.0%	Mean=4.1	53.8%	[2005: Mean=4.6]

General Schedule and Logistics

32. How would you rate the pace of the daily assembly schedule?

<u>Poor</u>							<u>Excellent</u>		[Mean]
1	2	3	4	5	6	7		[7]	
1.3%	3.3%	7.4%	13.8%	33.5%	29.6%	11.1%	Mean=5.1	12.7%	[2005: Mean=5.1]

33. How helpful were the directions given in helping you find meeting rooms, receptions, etc.?

<u>Poor</u>							<u>Excellent</u>		[2005]
1	2	3	4	5	6	7		[7]	
1.2%	1.8%	4.1%	9.0%	22.6%	37.5%	23.8%	Mean=5.6	30.5%	[2005: Mean=5.8]

Comments:

34. How would you rate the plenary meeting space?

<u>Poor</u>							<u>Excellent</u>		[2005]
1	2	3	4	5	6	7		[7]	
3.6%	6.0%	8.0%	16.3%	27.4%	26.7%	12.1%	Mean=4.9	36.5%	[2005: Mean=6.0]

35. How important is it to receive copies of the Preliminary Minutes during the assembly?

<u>Not important</u>							<u>Very important</u>		[2005]
1	2	3	4	5	6	7		[7]	
6.2%	8.2%	10.3%	13.6%	19.0%	22.1%	20.6%	Mean=4.8	25.1%	[2005: Mean=5.1]

Comments:

36. How helpful was the "Pier Review" daily sheet?

Not at all helpful	1	2	3	4	5	6	7	Very helpful	[2005]	[7]
	1.3%	2.2%	4.1%	9.4%	18.6%	27.1%	37.3%	Mean=5.7	[52.4%]	[2005: Mean=6.3]

Comments:

Attendee Profile

37. Are you a: 93.4% Voting member [2005: 95.0%] 3.1% Advisory member [2005: 3.0%]
 2.5% Congregational observer [2005:1.7%] 1.0% Assembly staff or volunteer [2005: 0.2%]

Note: Responses to Question 37 include all respondents, not just voting members.

38. If you are a voting member, is this your first time serving at a Churchwide Assembly? (N=427)

27.9% Yes [2005: 59.8%] 71.7% No [2005: 40.0%] 0.5% Does not apply [2005: 0.1%]

39. What is your gender? (N=558) 70.8% Female [2005: 45.3%] 29.2% Male [54.7%]

40. Are you: 61.0% Lay Member [2005: 59.0%] 3.3% Rostered Lay [2005: 3.2%] 35.7% Clergy [2005: 37.7%]

41. In what year were you born?

Mode=1949 Mean=1954 [2005: Mean age 53]

42. In what type of community do you live?

14.0% rural or open country [2005: 15.1%]	19.4% small town (under 10,000) [2005: 22.1%]
22.6% small city (10,000 to 50,000) [2005: 17.5%]	19.9% medium size city or its suburb (50,000 to 250,000) [2005: 18.6%]
12.6% large city (250,000 or more) [2005: 15.1%]	11.5% suburb of a large city [2005: 11.7%]

43. From which synod do you come? Your region and synod number and letter are printed on your name badge. Please indicate that number (e.g. 8B) below.

Thank you

Thank you for taking the time to complete this evaluation. Your responses on this form will be considered carefully as preparations are made for the next Churchwide Assembly. Please make additional comments in the space below.

Additional Comments:

Please return this questionnaire as instructed.

Thank you for your input.