

**EVANGELICAL LUTHERAN CHURCH
IN AMERICA**

Church Council

MINUTES

January 14, 2011

**Prepared by the
Office of the Secretary**

**EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH COUNCIL**

**MINUTES
January 14, 2011
Lutheran Center
Chicago, Illinois**

The sixty-eighth meeting of the Church Council of the Evangelical Lutheran Church in America (ELCA) was convened on Friday, January 14, 2010, in the Council Room of the Lutheran Center at Chicago, Illinois, and by conference call. Mr. Carlos E. Peña, vice president of the ELCA and chair of the Church Council, called the meeting to order at 10:34 A.M.

At the invitation of the chair, the Rev. Mark S. Hanson, presiding bishop of the ELCA, read Acts 1:1–5, and Mr. David D. Swartling, secretary of the ELCA, opened the meeting with prayer.

Vice President Peña called the roll and reminded those present of protocols used during conference calls.

ORGANIZATION OF MEETING

(Agenda I.A.–I.F.)

The following persons were present for all or part of the meeting:

Voting Members

Officers:

Bp. Mark S. Hanson, presiding bishop
Mr. Carlos E. Peña, vice president
Mr. David D. Swartling, secretary
Ms. Christina Jackson-Skelton, treasurer

Church Council:

Pr. David P. Anderson
Mr. Baron Blanchard (*excused*)
Ms. Rebecca Jo Brakke
Ms. Rebecca D. Carlson
Ms. Deborah L. Chenoweth
Pr. Rachel L. Connelly
Mr. John R. Emery
Pr. Amsalu T. Geleta
Ms. Karin Lynn Graddy
Mr. Mark S. Helmke
Ms. Louise A. Hemstead
Mr. William B. Horne II
Pr. Keith A. Hunsinger
Mr. Mark E. Johnson
Pr. Susan Langhauser
Pr. Steven P. Loy

Pr. Heather S. Lubold
Ms. Susan W. McArver (*excused*)
Pr. Raymond A. Miller
Mr. John S. Munday
Mr. Mark W. Myers
Ms. Ann F. Niedringhaus
Pr. J. Pablo Obregon
Mr. Iván A. Pérez (*excused*)
Ms. Lynette M. Reitz
Ms. Sandra Schlesinger
Pr. Michael J. Schmidt (*excused*)
Mr. Blaire P. Smith
Pr. Jeffrey “Jeff” B. Sorenson
Pr. Kathryn A. Tiede
Mr. David Truland (*excused*)
Pr. Philip R. Wold

Representatives of the Conference of Bishops

Bp. Allan C. Bjornberg
Bp. Michael L. Burk
Bp. Elizabeth Eaton
Bp. Murray D. Finck (*excused*)
Bp. Ralph E. Jones (*excused*)

Bp. Gerald L. Mansholt
Bp. Margaret G. Payne
Bp. Harold L. Usgaard (*excused*)
Bp. Martin D. Wells
Bp. Herman R. Yoos III

Advisory Members

Youth:

Ms. Arielle Mastellar (*excused*)

Mr. Kyle Teague (*excused*)

Advisors:

Pr. Jaime Dubon, president, Association of Latino Ministries in the ELCA (*excused*)

Ms. Elizabeth Gaskins, president, American Indian and Alaska Native Lutheran Association

Pr. David J. Keller, Lutheran Services in America

Ms. Katherine Long, president, European American Association (*excused*)

Pr. O. Dennis Mims, president, African American Lutheran Association (*excused*)

Mr. Fuad Nijim, president, Arab and Middle Eastern Association (*excused*)

Mr. Wayne B. Powell, ELCA colleges and universities

Pr. Mark R. Ramseth, ELCA seminaries (*excused*)

Pr. Arthur C. "Chris" Repp, chair, Global Mission program committee (*excused*)

Pr. Edmond Yee, Asian and Pacific Islander Association, president, Asian and Pacific Islander Association
(*excused*)

Resource People

Office of the Presiding Bishop:

Pr. M. Wyvetta Bullock, executive for administration

Pr. Marcus R. Kunz, executive for discernment of contextual and theological issues

Pr. Walter S. May, executive for synodical and constituent relations

Ms. Myrna J. Sheie, executive for governance and institutional relations

Related Executives:

Mr. Kenneth W. Inskip, executive for research and evaluation (*excused*)

Pr. Donald J. McCoid, executive for ecumenical and inter-religious relations

Pr. Darrell D. Morton, assistant to the presiding bishop for federal chaplaincy ministries (*excused*)

Ms. Else B. Thompson, executive for human resources

Office of the Secretary:

Pr. Ruth E. Hamilton, executive for Office of the Secretary administration

Mr. Phillip H. Harris, general counsel

Mr. Frank F. Imhoff, director for official documentation

Mr. David A. Ullrich, associate general counsel

Unit Executives:

Pr. Stephen P. Bouman, executive director, Evangelical Outreach and Congregational Mission (*excused*)

Ms. Linda Post Bushkofsky, executive director, Women of the ELCA

Ms. Cynthia J. Halverson, president, Foundation, and executive, Development Services (*excused*)

Mr. John G. Kapanke, president and chief executive officer, Board of Pensions

Pr. Robert D. Berg, assistant to the president for church relations, Board of Pensions

Ms. Beth A. Lewis, president and chief executive officer, Augsburg Fortress, Publishers

Pr. Rafael Malpica Padilla, executive director, Global Mission

Ms. Eva M. Roby, executive vice president for administration, Mission Investment Fund (*excused*)

Pr. Howard E. Wennes, interim executive director, Mission Advancement

Press:

Mr. John R. Brooks, director, ELCA News Service

Ms. Elizabeth M. Hunter, *The Lutheran* magazine (*excused*)

Mr. Daniel Lehmann, editor, *The Lutheran* magazine (*excused*)

Ecumenical Guests:

Ms. Lelanda Lee, The Episcopal Church (*excused*)

Pr. Mary Ann Neevel, United Church of Christ (*excused*)

Vacant positions: Moravian Church in America, Presbyterian Church (U.S.A.),
Reformed Church in America, and The United Methodist Church

Guest:

Pr. Kim L. Beckmann, Lutherans Concerned/North America

ADOPTION OF AGENDA

(Agenda II.)

Background:

Agenda items had been distributed by mail and electronically.

Church Council Action:

Vice President Carlos E. Peña called on Secretary David D. Swartling to move the action pertaining to adoption of the agenda. The motion was seconded, and the chair opened the floor to discussion. There being no discussion, Vice President Peña called for a vote. After the vote, the chair declared the motion had been adopted.

VOTED:

CC11.01.01 To adopt the agenda and to permit the chair to call for consideration of agenda items in the order the chair deems most appropriate.

UPDATE FROM THE PRESIDING BISHOP

(Agenda III.A.1.)

Vice President Carlos E. Peña called on Presiding Bishop Mark S. Hanson for a brief report.

Presiding Bishop Hanson referred to a headline in the morning newspaper, "Where Hope Meets Reality," as a possible theme for the ELCA, and said:

"You as a council, together with us as leaders of the organization, last year confronted the reality of significant reductions of income. We took necessary steps to redesign the organization and right-size it to reduce the budget, and now we are seeing the hope of the fruits of that reorganization as these new units come together, as they begin to carry out in new and creative ways the ministry that has always characterized this church but now is being done very collaboratively in exciting ways.

"When we look at the reality of the devastation in Haiti a year later, hope is in part a church that responds by accompanying its companion church there to respond to cholera and the added weight of the disease to the reconstruction of lives and communities. When we witnessed in recent weeks the persecution and death of Christians in Egypt and Iraq and Nigeria, we joined interfaith partners and particularly those in the Muslim community to say a resounding 'no' to the way of violence as a way that we live in witness in the world.

"The new Congregational and Synodical Mission unit is coming together in Racine, Wisconsin, by bringing congregations, our partners in campus ministry and social ministry in the synod, and the director for evangelical mission to develop new ways for Lutherans to be present in that community in the totality of our ecology. When we faced the reality of a decline and decrease in income, we said we will continue to plant the Church, and the planting of new congregations is a sign of hope.

"We are now continuing to accompany our global companions as they become the evangelical witness, as Rafael [Malpica] has said, becoming 'pioneer evangelists,' planting the Church in neighboring countries surrounding them. So it is exciting to bear witness to the hope that is ours in Christ, through the power of the Holy Spirit, and we are so bold to believe that power of the Spirit really changes lives.

“We have focused a lot in recent weeks on what congregations are discerning whether they are going to remain in the ELCA or not. We have not shined the light enough on the congregations that have found new life and new hope because of the changes that were adopted in 2009 or even some of the new congregations that are being born out of the remnant of people who choose not to remain in a congregation once it has voted to leave.

“So, I think, a theme for this year, as we now turn toward the assemblies in synods this Spring and the Churchwide Assembly, is really born out of a church that is willing to confront the realities of our brokenness, our diminished resources, our divisions, is the hope that comes to us in Christ. I think this will be a year of hope, and I think we are called to bear witness to those signs among us; they are manifold.”

Vice President Peña thanked the presiding bishop for his report and welcomed questions from those present.

Presiding Bishop Hanson added an expression of appreciation to his colleagues in the churchwide organization for their leadership through its transition. He noted that, during a function that week, staff recognized the work of certain executives whose positions were eliminated in the restructuring.

UPDATE FROM THE SECRETARY (Agenda III.A.3.)

Vice President Carlos E. Peña asked Secretary David D. Swartling for a brief report.

Secretary Swartling recalled that the purpose of this special meeting of the Church Council was to deal with any possible constitutional amendments that the Church Council had not acted to recommend to the 2011 Churchwide Assembly; however, there were no additional amendments to recommend. Any additional bylaw and continuing resolution amendments would be presented to the Legal and Constitutional Review Committee at the Church Council's meeting in April 2011, he reported.

Secretary Swartling said the Office of the Secretary was involved in preparation for Synod Assemblies and the 2011 Churchwide Assembly, particularly through the work of the Nominating Committee and conference calls with synodical leaders. He stated that, as of January 6, 2011, there were 686 congregations that had taken a total of 726 first votes to terminate their relationships with the ELCA, of which 504 passed and 222 failed; and 351 congregations had taken 353 second votes, of which 334 passed and 19 failed. The secretary remarked that the consultation of synodical bishops with congregations considering a vote proved helpful to the congregations, and amendments to provision 9.62. would formalize that process. He added that Research and Evaluation was analyzing the data collected about congregations and rostered leaders leaving the ELCA for presentation at the April 2011 meeting of the Church Council.

The Rev. Rachel L. Connelly asked the secretary to repeat the final number given for congregations leaving the ELCA.

Secretary Swartling provided the number and noted that the number of congregations voting to leave is not the number of congregations that had actually left because some cases required synodical approval. He added that the final number of congregations that left the ELCA in 2010 would be reported to the Church Council in April 2011.

Ms. Rebecca Jo Brakke asked whether congregations were allowed to take multiple votes.

Secretary Swartling replied that there was no guidance in the governing documents about the frequency of votes, which makes manipulation of the process possible, such as repeating votes until a particular outcome is achieved. He said that amendments to provision 9.62. were meant to address that problem.

Ms. Karin Lynn Graddy noted that one congregation in the Northern Illinois Synod took one vote, considered its relationship with the ELCA terminated, and did not intend to take a second vote.

Secretary Swartling responded that the situation Ms. Graddy described was rare. He advised that such situations are dealt with on a case-by-case basis.

UPDATE FROM THE TREASURER (Agenda III.A.4.)

Vice President Carlos E. Peña called on Ms. Christina Jackson-Skelton, treasurer of the Evangelical Lutheran Church in America, for an update.

Treasurer Jackson-Skelton focused her report on this church's financial situation in 2010. She directed the members to the Treasurer's Financial Report for November 30, 2010, which was available on Net Community. She noted that some decisions about releasing funds would need to be made before final financial figures for 2010 were available. The treasurer recalled that the Church Council had revised the operating budget for 2010 at its August 2010 meeting, and revenue and expenses by the end of November were favorable to the revised budget. Mission support was slightly less in November than it was in the previous year, she reported, however it was an indication that percentage decreases in mission support were easing. Thirty-four synods increased mission support in November 2010 compared to November 2009. Treasurer Jackson-Skelton pointed out that units were spending at about 92 percent of their budgets for 2010. She described the data provided in charts and graphs in the report. World Hunger had received about \$10 million by the end of November 2010, but she stated that she did not expect the appeal to receive another \$8.7 million in two months to reach the World Hunger budget of \$18.7 million for 2010. She added that World Hunger is a restricted appeal providing grants and loans to other organizations, which had been notified of the projected shortfall for the year.

Ms. Rebecca Jo Brakke asked the treasurer how much of the reduction in giving was due to congregations leaving the ELCA and how much was due to the recent economic recession.

Treasurer Jackson-Skelton responded that the data were not available to answer the question. She said a number of factors were involved, and the effects of each factor may be evident later.

The Rev. Rachel L. Connelly asked whether World Hunger money budgeted for the Lutheran World Federation (LWF) was general or was it to be given in response to specific requests.

Treasurer Jackson-Skelton replied that the money was to fund work through general LWF budgets.

Presiding Bishop Mark S. Hanson commented that the ELCA made commitments to its partner organizations before it raised the money, that existing projects depended on those commitments, and that reductions in giving had a direct effect on mission in the world.

The Rev. Donald J. McCoid remarked that all ecumenical partners had reported reductions in giving in 2010.

Vice President Peña thanked the treasurer for her report. He announced that the meeting was being recorded for the purposes of the minutes and that participation in the meeting constituted agreement to be recorded.

UPDATE ON THE REDESIGN OF THE CHURCHWIDE ORGANIZATION

(Agenda III.B.; Agenda/MINUTES Exhibit A)

Background:

The Rev. M. Wyvetta Bullock, executive for administration, provided the following report:

Churchwide Organization Design Update January 14, 2011

Staffing and Personnel

As of January 14, 2011, the staff whose positions were eliminated in the redesign of the churchwide organization will be removed from our payroll. This completes a three-month employment agreement following the October 11, 2010, notification.

Included in the positions eliminated were several unit executive director positions. Stan Olson, former executive for Vocation and Education, has been called to serve as president of Wartburg Seminary. He began his new call January 3, 2011. Rebecca Larson, former executive of Church in Society, has been called to serve the ACT Alliance as deputy general secretary, effective March 1, 2011. ACT is an alliance of 105 churches and church-related organizations that work together in humanitarian assistance and development.

Cindy Halverson, former president of the ELCA Foundation and executive director of Development Services, and Kristi Bangert, former executive director of Communication Services, also are completing their work with the churchwide organization.

These leaders have made significant contributions to this church through their work in the churchwide organization. A reception to honor their work and wish them godspeed was held on Wednesday, January 12, 2011.

Several key positions remain to be filled in the new Mission Advancement unit. Minor adjustments have been made in our administrative support positions as we assess capacity and align staff resources.

Transition Progress

We are moving from the Neutral Zone to New Beginnings as described in William Bridges' classic *Transitions*. On Tuesday, December 14, executive directors of the six units in our new structure and their direct reports gathered for a day-long retreat at the Marriott O'Hare. This off-site retreat had several key objectives:

- Introduce staff to each other in their new roles;
- Clarify expectations for leading together in the new organization;
- Identify how unit goals are aligned with the two churchwide strategic priorities;
- Begin accountability and support for long-term organizational success; and
- Lay a framework for how the units will work together.

A follow-up gathering is planned for February 17, 2011. Major agenda items include developing organizational goals, addressing a leadership covenant, and reviewing transition progress to date.

Five transition teams are at work on assigned tasks using the Five Star Organizational Model (Kates and Galbraith). These teams are addressing strategy/goals, governance/leadership tables, process/capacity, accountability/measurements, and personnel/leadership development in the new design.

Reduced Capacity

We are continuing to assess our capacity for ministry as a smaller churchwide organization. Research and Evaluation and Human Resources are working with units to identify more specifically what we will do differently and what will no longer be done in the new design. Also, the process/capacity team in the Five Star Model will give special attention to how we gauge our ability to deliver quality services and manage with reasonable workloads. We expect to have a report for the April 2011 Church Council meeting. Unit executive directors are in conversation with key partners about these matters.

Ongoing Planning and Budget Considerations

We are having conversations with the Conference of Bishops regarding criteria for future budget decisions. The new design called for a collaborative effort to align grant and program funding with available resources. This is especially linked to the level of mission support shared with synods. The Synodical-Churchwide Committee of the conference has been assigned the role of working on these matters. During the Bishops' Academy this past week, the committee met and brought draft proposals to the conference for further consideration at its March meeting. We will share a report at the April 2011 meeting of the Church Council.

Office Space and Floor Plan

Work is underway with Studio3 Design, Inc., the consultants who worked on the last reconfiguration of our office space, to redesign our current floor plans to accommodate the new units. Our intent is to move staff as quickly as possible into a new configuration that reflects the new structure and supports the desired culture while keeping costs at a minimum and making available additional space for leasing to tenants.

Communications

Information about the new design is available at Office of the Presiding Bishop, Plan for Mission. [www.elca.org/Who-We-Are/Our-Three-Expressions/Churchwide-Organization/Office-of-the-Presiding-Bishop/Plan-for-Mission.aspx] Unit executive directors and staff continue to have conversations with partners about the implications of the new design on our shared ministry. The Administrative Team has issued three Transition Updates to churchwide staff since early December 2010. Last week Human Resources shared information regarding rewriting job descriptions and our new salary plan. The Administrative Team will begin posting summaries of its meetings on the Intranet for staff.

Church Council Information:

Vice President Carlos E. Peña asked that the Rev. M. Wyvetta Bullock provide the Church Council with an update on the redesign of the churchwide organization.

Pr. Bullock noted that January 14, 2011, marked the end of the three-month severance period following the reduction in force of October 2010. She expressed appreciation for Human Resources and legal services for their management of the transition. Pr. Bullock reported that staff teams had met to review the transition process and that conversations with partner organizations and networks continued. She stated that budgeting and contingency planning continued. Pr. Bullock announced that floor space in the Lutheran Center would be reconfigured with the possibility of more space being made available for lease. She added that several communications with staff about the transition had been posted on the Intranet, and planning had begun for a “town hall” meeting for staff with the Administrative Team. Pr. Bullock informed the council that the Rev. Robert G. Schaefer, executive for worship and liturgical resources, had accepted a call to a congregation in the Florida-Bahamas Synod and would be resigning his position at the end of January 2011. She said plans were being made to fill that vacancy.

The Rev. Rachel L. Connelly asked whether implementation of the new design by February 1, 2011, would be evident on the ELCA’s Web site.

Pr. Bullock replied that some of the new design was evident on the Web site, but many of the changes would be “lived into.” She said accounting, team functions, and other features of the redesign will change on February 1, but the full implementation will take months.

Presiding Bishop Mark S. Hanson told the Church Council that Ms. Cynthia J. Halverson had resigned as president of the ELCA Foundation and executive director of Development Services, that the Endowment Fund’s board of trustees elected Mr. David P. Novak to fill the remainder of the term through October 2011, and that he had appointed Mr. Novak as the interim president of the ELCA Foundation.

UPDATE ON CHURCHWIDE ASSEMBLY RECOMMENDATIONS: GOVERNING DOCUMENTS
(Agenda III.C.)

Background:

Secretary David D. Swartling had been asked to provide updates on proposed amendments to ELCA governing documents, on the Conference of Bishops discussion related to proposed revisions to the termination process for congregations described in bylaw 9.62., and on possible additional bylaw amendments for the Church Council to consider at its April 2011 meeting.

Church Council Information:

Vice President Carlos E. Peña called on Secretary Swartling to provide updates on recommendations concerning constitutional amendments to the 2011 Churchwide Assembly.

Secretary Swartling repeated that there were no additional amendments to recommend. He announced that the ELCA constitution as revised in November 2010 was available online. The secretary reported that the amendments that the Church Council had recommended to the assembly were being reviewed for editorial corrections. He said the proposed revisions for provision 9.62. and its counterpart in the *Model Constitution for Congregations* were discussed at the recent Bishops Academy, especially the retention of a clause about congregations of the former Lutheran Church in America. He said he sensed that synodical bishops found the revision an improvement but some anxiety remained. Secretary Swartling described the amendments as “due process” corrections to help congregation members make informed decisions without manipulation.

The Rev. Elizabeth A. Eaton, bishop of the Northeastern Ohio Synod, said that she and some other bishops were concerned that revisions stating that the time and place of the bishop’s consultation be determined in consultation with the congregational council not be approved.

Secretary Swartling read from the proposed amendment to 9.62.a.: “The times and manner of the consultation shall be determined by the bishop in consultation with the congregation council.” He emphasized that the phrase “determined by the bishop” meant that the ultimate determination would be made by the bishop. He also pointed out that another

provision directs any problems with the process to be reviewed by the Synod Council. The secretary added that changing the wording recommended by the Church Council may be interpreted negatively.

Bp. Eaton asked whether it was necessary to have “in consultation with the congregation council” in the provision. She registered her protest that such consultation will make the process more difficult for bishops.

Secretary Swartling replied that the phrase was important from real and perceived perspectives. If the bishop were able to act unilaterally, he reasoned, the congregation might perceive that as excessive exercise of episcopal authority. The bishop was to make the ultimate decision, and consultation with the congregation council was practical and appropriate, he said.

The Rev. Herman R. Yoos III, bishop of the South Carolina Synod, recalled that the Rev. William E. Rindy, bishop of the Eastern North Dakota Synod, had suggested dividing the sentence, clarifying that the bishop made the decision and that the congregation council would be consulted.

Secretary Swartling responded that it would be a grammatical difference, not a substantive difference, and it would introduce an ambiguity. He added that the Churchwide Assembly ultimately would decide the wording.

UPDATE FROM THE *AD HOC* COMMITTEE (Agenda III.D.)

Background:

At its November 2010 meeting, the Church Council received the report of the *Ad Hoc* Committee and voted [CC.10.11.63]:

To receive with gratitude the report and recommendations of the *Ad Hoc* Committee in response to the resolutions of the Minneapolis Area, Texas-Louisiana Gulf Coast, Southwestern Minnesota, South Dakota, Upstate New York, La Crosse Area, Greater Milwaukee, New Jersey, and Northern Illinois synods related to the ELCA Board of Pensions annuity funding;

To authorize one-time payments from the Special Needs Retirement Fund (SNRF) as soon as realistically possible in 2011 to those most adversely affected by the reduction in annuity payments, drawing both from Church Council funds already designated for SNRF and undesignated funds received by the Board of Pensions and allocated to SNRF;

To request that, in order to make these payments, the Board of Pensions, in consultation with the Managing Committee of SNRF, develop criteria based on need and a process for distribution of available funds to those most adversely affected by the reduction of annuity payments;

To provide for the expansion of the criteria for eligibility to SNRF and make provision for the possibility of more frequent reviews of eligibility, including periodic comprehensive reviews, to address the needs of plan members in light of economic realities;

To authorize that the membership of the SNRF Managing Committee be increased to include one representative from the Conference of Bishops and one from the Church Council;

To authorize periodic offerings and appeals designated for SNRF;

To anticipate the development of a process for regular review of SNRF by the Church Council;

To authorize the *Ad Hoc* Committee to continue its work, to monitor the implementation of these recommendations and to bring a report and possible recommendations to the April 2011 Church Council meeting;

To request that the Board of Pensions:

1. Enhance communications to and the education of annuitants and prospective annuitants regarding the ELCA Participating Annuity and Bridge Fund (PABF) and any new annuity products. In so doing:
 - a. Consider and develop additional ways to be proactive in such communication and education efforts; and

- b. Continue and increase emphasis on assisting members in understanding the aspects of a defined contribution retirement plan, including members' responsibilities and role in decision-making;
2. Consider developing a fund, within SNRF or separate from it, to make available payments to plan members in situations of extraordinary economic distress and develop a process to authorize payments in such cases and to make recommendations, as appropriate, to the Church Council;
3. Enhance communications to and the education of members and sponsors regarding SNRF; work to ensure that synodical bishops and staff are knowledgeable about SNRF and make recommendations, as appropriate, to the Church Council;
4. Explore possibilities for voluntary regular contributions by sponsors and members to SNRF, in addition to special gifts from members and sponsors; make recommendations, as appropriate, to the Church Council;
5. Explore other options for providing funds to SNRF and make recommendations, as appropriate, to the Church Council;
6. Consider amending the name of the Board of Pensions to reflect that it is providing retirement income through annuity payments and investment fund(s) distributions, not providing pension payments, and to reflect more accurately the other services it provides; make recommendations, as appropriate, to the Church Council; and
To request the secretary of this church to inform the synods of the report of the *Ad Hoc* Committee and this action.

Church Council Information:

Vice President Carlos E. Peña, who chaired the *Ad Hoc* Committee, asked the Rev. Robert D. Berg, assistant to the president for church relations, Board of Pensions, to present an update on the implementation of the Church Council's November 2010 action.

Pr. Berg reported that the *Ad Hoc* Committee met by conference call on December 15, 2010, and that the Board of Pensions had established an internal task force to implement the council's authorization of one-time payments from the Special Needs Retirement Fund (SNRF) in 2011 on a needs basis to those most adversely affected by the reductions in 2010 and 2011 annuity payments. The task force worked with the SNRF Managing Committee and was in contact with the Office of the Secretary, he said. Documentation with information about the payments would be mailed to annuitant members on January 18, 2011, and bishops would receive it in advance electronically. The bishops and the Church Council would receive a summary outlining the opportunity, Pr. Berg stated. To establish "need," asset and income thresholds were established specifically for this opportunity, he announced, and the one-time payments would be based on percentages of 2011 annuity payments to address the reductions in 2010 and 2011. A postmark due date for applications was set as February 28, 2011, Pr. Berg added. Once applications were reviewed for eligibility and the number of payments was determined, the levels of the payments would be established based on the availability of \$1.4 million for the program, he remarked.

There being no questions, Vice President Peña thanked Pr. Berg for the update.

POST-CHURCH COUNCIL COMMITMENTS
(Agenda III.E.)

Background:

At its November 2010 meeting, the Church Council participated in several Café Conversations and discussions that Presiding Bishop Mark S. Hanson described as "deep, honest and clarifying." The Administrative Team identified a series of commitments that grew out of the conversations.

- Executive Committee: Church Council members will be notified when Executive Committee materials (agendas and exhibits) are placed on Net Community. Following each meeting, the secretary will distribute a summary of the decisions of each meeting.

- Church Council Meeting Preview: At least two weeks prior to each Church Council meeting, the presiding bishop will prepare and distribute to you a brief letter highlighting the key actions for the meeting.
- Evaluations: Following each meeting of the Church Council, the Executive Committee will review the evaluations from the meeting and follow up as appropriate.
- Café Conversations Follow Up: The Executive Committee and Board Development Committee are committed to taking the input from the Café Conversations and suggesting positive next steps for our shared life together.
- Use of Technology: Beginning in January 2011, we will use WebEx technology for Executive Committee and Church Council meetings formerly held by conference call. Church Council committees will determine the technology to be used for their meetings.
[NOTE: Subsequent conversation with ELCA Information Technology suggested that use of WebEx begin with the Executive Committee early in 2011 and expand to the full Church Council at a later date.]
- News Releases: John Hessian will provide information to Church Council members about signing on to receive ELCA news releases.

Church Council Discussion:

Vice President Carlos E. Peña presented the background information from the Administrative Team, noting that some commitments already were being implemented and others will be addressed during 2011. He reported that the Executive Committee's consensus was that the team did a good job of capturing the discussions from the Café Conversations. He stated that the commitments will lay the foundation for efforts to strengthen communication within the council and that time will be set aside at the Church Council's April 2011 meeting to continue the conversations.

Ms. Myrna J. Sheie, executive for governance and institutional relations, announced that the Executive Committee will begin using WebEx technology at its March 2011 meeting and that Church Council members will receive an invitation to participate in a WebEx training event on March 25, 2011, which will introduce a new layout for Church Council agendas, exhibits, and schedules. She expressed the goal that meeting materials would be more intuitive and friendly.

The Rev. J. Pablo Obregon said that the Board Development Committee had discussed using Café Conversations for the Church Council members whose terms end in 2011 to share their experiences on the council in a final review.

BOARD OF NATIONAL LUTHERAN CAMPUS MINISTRY, INCORPORATED
(Agenda IV.A.)

Background:

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

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

Church Council Action:

Vice President Carlos E. Peña introduced the next item on the agenda.
Secretary David D. Swartling moved the following action.

Moved;

Seconded: To elect to the Board of Directors of National Lutheran Campus Ministry, Inc., Mr. Wayne Hanson to a four-year term ending in 2015, in accordance with Article III, Section 3.2 of NLCM's

amended bylaws, "The directors shall be nominated by a nominating committee (consisting of the ELCA Director for Campus Ministry or his or her designee, and two members of the Board of Directors) and elected by the ELCA Church Council."

There being no discussion, Vice President Peña called for the vote. After the vote, he declared the motion had been approved.

VOTED:

CC11.01.02 To elect to the Board of Directors of National Lutheran Campus Ministry, Inc., Mr. Wayne Hanson to a four-year term ending in 2015, in accordance with Article III, Section 3.2 of NLCM's amended bylaws, "The directors shall be nominated by a nominating committee (consisting of the ELCA Director for Campus Ministry or his or her designee, and two members of the Board of Directors) and elected by the ELCA Church Council."

ELECTION OF A CHURCH COUNCIL MEMBER

(Agenda IV.B.)

Background:

Between meetings of the Churchwide Assembly, the Church Council has the responsibility of electing people to fill unexpired terms on churchwide boards and certain committees.

The New England Synod (7B) nominated Ms. Feronika A. Raming to fill a vacancy on the Church Council created by the resignation of Ms. Judith Barlow-Roberts, Bloomfield, Conn. (7B), for an unexpired term ending in 2015. The following biographical information was provided:

Ms. Feronika A. Raming
New England Synod (7B)

- 1) Congregational membership
Immanuel Indonesian Lutheran Church, Newington, N.H.
- 2) Experience relevant to this position
I was a pastor in Indonesia for 3 years;
Worked with women's groups in Indonesia and in Newington, N.H.
- 3) Church-related service
Christian educator for women and children at Immanuel ILC;
Asian-Pacific Islander Church Planting team;
Mission Planning team for pre-organization of Immanuel ILC
- 4) Education
B.D., Indonesian Ch. Univ. in Tomohon, Indonesia;
coursework, International Th. Sem, Los Angeles, Calif.
coursework, University of Indonesia, Indonesia
- 5) Occupation
Homemaker
- 6) Community service
Indonesian communities in N.H.;
PEO (Philanthropic, education organization for women) in Maine and NH;
Librarian in Indonesia
- 7) Year of birth
1962
- 8) Primary language
Indonesian

Why do you believe you would serve well as a member of the Church Council?

Could work with wider ministerial and racial backgrounds, to make all the procedures and programs more clearly and fully understood by all church members.

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

I am a first-generation immigrant woman from Asia. As first generation immigrants, we usually meet many differences in our practical lives than what we were used to back in our home country. This could lead us to culture shock, especially for the women. These are things that the church does not see more clearly and fully as a problem that the first Asian women generation are facing today. I could be of help for them, as I went through this kind of experience before.

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

The most important responsibility of the Church Council is to review all the procedures and programs, and to make the right decisions concerning them, so the congregations can implement them in their ministries to help members grow physically, emotionally, and faithfully in their new lives here in the United States.

Church Council Action:

Vice President Carlos E. Peña called on Secretary David D. Swartling, who made the following motion.

Moved;

Seconded: To elect Ms. Feronika A. Raming, Somersworth, N.H., of the New England Synod (7B) to the Church Council for a term ending in 2015.

Secretary Swartling said that the New England Synod brought the nomination of Ms. Raming after the resignation of Ms. Judith Barlow-Roberts from the Church Council.

The Rev. Margaret G. Payne, bishop of the New England Synod, spoke in favor of the nomination, adding that much more information about Ms. Raming was available than could fit in her biographical sketch.

The Rev. Kathryn A. Tiede reported that the Board Development Committee had asked Ms. Rebecca Jo Brakke to mentor Ms. Raming as the council's newest member.

The Rev. Keith A. Hunsinger expressed his concern that a single nomination was brought to the Church Council.

Secretary Swartling explained that a contested election was seldom used to fill a vacancy and that Ms. Raming had been the other nominee when Ms. Barlow-Roberts had been named to the council.

Pr. Hunsinger stated his preference that two candidates be considered in an election to fill a vacancy.

There being no further discussion, Vice President Peña called for the vote.

VOTED:

CC11.01.03 To elect Ms. Feronika A. Raming, Somersworth, N.H., of the New England Synod (7B) to the Church Council for a term ending in 2015.

The chair declared the motion had been approved.

ADJOURNMENT
(Agenda V.)

The sixty-eighth meeting of the Church Council of the Evangelical Lutheran Church in America adjourned January 14, 2011, at 11:40 A.M.