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EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH COUNCIL

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Mr. Kent Henning, ELCA colleges and universities (*excused*)
Pr. David Keller, Lutheran Services in America
Ms. Kristen Kvam, chair, Justice for Women consulting committee
Ms. Katherine Long, president, European American Association (*excused*)
 Represented by Ms. Catherine Crimi, European American Association
Pr. O. Dennis Mims, president, African-American Association
Mr. Fuad Nijim, president, Arab and Middle Eastern Association (*excused*)
Pr. Paul Ostrem, chair, Church in Society program committee
Pr. Mark Ramseth, ELCA seminaries
Pr. Arthur C. (Chris) Repp, chair, Global Mission program committee
Mr. Alfred Sagar, chair, Multicultural Ministries program committee
Mr. Norm Smith, president, Lutheran Men in Mission
Mr. Kai Swanson, chair, Vocation and Education program committee (*excused*)
Ms. Janet Thompson, chair, Augsburg Fortress Board of Trustees (*excused*)
Ms. Deborah Wilson, chair, Evangelical Outreach and Congregational Mission program committee
Ms. Beth Wrenn, president, Women of the ELCA

D. Resource People

Office of the Presiding Bishop

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

Section Executives and Staff

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

Office of the Secretary

Pr. Ruth E. Hamilton, Executive for Office of the Secretary Administration
Mr. Frank F. Imhoff, Director for Official Documentation
Mr. Phillip H. Harris, General Counsel
Mr. David A. Ullrich, Associate General Counsel

Office of the Treasurer: Section Executives and Staff

Mr. Jonathan Beyer, Executive for Information Technology
 Mr. Steve Caputo, Support Specialist, Information Technology
Ms. Karen Rathbun, Executive for Management Services

Program Unit Executives

Pr. Stephen P. Bouman, Executive Director, Evangelical Outreach and Congregational Mission
Ms. Linda Post Bushkofsky, Executive Director, Women of the ELCA (*excused*)

Represented by Ms. Deborah Powell, Associate Executive Director, Women of the ELCA
Pr. Sherman Hicks, Executive Director, Multicultural Ministries
Pr. Rebecca S. Larson, Executive Director, Church in Society
Ms. Beth A. Lewis, President, Augsburg Fortress, Publishers
Pr. Rafael Malpica-Padilla, Executive Director, Global Mission
Pr. Stanley N. Olson, Executive Director, Vocation and Education

Service Unit Executives

Ms. Kristi Bangert, Executive Director, Communication Services
Ms. Cynthia Halverson, Foundation of the ELCA and Executive Director for Development Services
Mr. John G. Kapanke, President, Board of Pensions
Mr. Daniel Lehmann, Editor, *The Lutheran* magazine
Ms. Eva M. Roby, Executive Vice President for Administration, Mission Investment Fund

Committee on Appeals

Pr. A. Donald Main, Chair

E. Press

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

F. Ecumenical Guests

Bp. Susan Johnson, Evangelical Lutheran Church in Canada
Pr. Mary Ann Neevel, United Church of Christ (*excused*)
Ms. Lelanda Lee, The Episcopal Church
Pr. Teresita Valeriano, North American Representative, Lutheran World Federation
Moravian Church [position vacant]
Presbyterian Church U.S.A. [position vacant]
Reformed Church [position vacant]

G. Adoption of Agenda

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

CC ACTION

Recommended:

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

H. Approval of Minutes

The minutes of the November 13-15, 2009, meeting of the Church Council have been distributed to council members electronically on NetCommunity.

The minutes of the council's Executive Committee meetings on November 18, 2009; January 14, 2010; and February 23, 2010, have been distributed electronically to members.

Please provide in writing for the Executive for Office of the Secretary Administration any notations on typographical errors in the distributed text of the minutes. Proper corrections will be entered into the protocol copies of the minutes. Such corrections need not be raised in the plenary session in connection with the approval of the minutes.

CC ACTION

Recommended:

**To approve the minutes of the November 13-15, 2009, meeting of the Church Council; and
To ratify actions of the council's Executive Committee as indicated in the minutes of the
November 18, 2009; January 14, 2010; and February 23, 2010, meetings.**

II. WRITTEN REPORTS

A. Reports of the Officers

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

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

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

D. Reports of the Churchwide Units

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

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

E. Reports of Church Council Committees

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

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

Revised April 9, 2010

III. ITEMS FOR ACTION

A. Nominations, Appointments, and Elections

1. Election of Executive Directors (*Executive Session*)

According to bylaw 14.21.21. of the *ELCA Constitution, Bylaws, and Continuing Resolutions*:

Unless otherwise specified in this constitution and bylaws, the Church Council shall elect the executive director for each churchwide program unit to a four-year term in consultation with and with the approval of the presiding bishop of this church.

Nomination of a candidate for election shall be made by the presiding bishop after consultation with the appropriate program committee for each position. . . .

The Church Council will meet in executive session to receive a recommendation from Presiding Bishop Mark S. Hanson for the executive director for the Church in Society.

The nomination by Presiding Bishop Hanson of the Rev. Rebecca Larson as executive director for the Church in Society program unit come following consultation with representatives of the unit's program committee.

CC ACTION

Recommended:

To re-elect the Rev. Rebecca Larson to a four-year term as executive director of the program unit for Church in Society beginning October 14, 2010.

2. Other Elections

Between meetings of the Churchwide Assembly, the Church Council has the responsibility to elect people to fill terms on churchwide boards, steering committees of churchwide commissions, and certain advisory committees. The Executive Committee of the Church Council functions as the Nominating Committee for the Church Council. Information related to the elections scheduled for the April 2010 meeting of the Church Council is provided in Exhibit C, **Part 1.**

Elections will be scheduled as part of the Church Council meeting.

a. **Board of Trustees of the Endowment Fund of the ELCA and Advisory Committee for Development Services and ELCA Foundation**

Lay [Term 2016]

1. **Mr. John Bauder, Tampa, Fla. (9E)**

Revised April 11, 2010

- b. Augsburg Fortress Board of Directors
 - Lay Male [Term 2015] *To fill unexpired term of Brilsford Flint*
 - 1. Mr. Edward Klodt, Thousand Oaks, Calif. (2B)
 - 2. Mr. Robert Hahn, Walkersville, Md. (8F)

B. Ad Hoc Committee

Action items related to meetings of the Ad Hoc Committee are detailed below. Additional items or revised actions will be distributed following the committee's April 8, 2010, meeting.

1. Revisions of Ministry Policies

The 2009 ELCA Churchwide Assembly took action to allow service in rostered ministry by people who are in publicly accountable, lifelong, monogamous, same-gender relationships. The assembly directed that necessary changes in policy be made and that any additional guidelines be developed. It further directed that provision be made within this church to respect diverse, faith-based commitments on this matter.

ELCA Ministry Policies

The ELCA has four rosters for public ministry: pastors, associates in ministry, deaconesses, and diaconal ministers. The policies that guide preparation for public ministry are organized in the following official documents:

1. "Vision and Expectations" (for pastors): This document is a statement of expectations and hopes and an invitation for reflection and consideration of those who seek to serve in the ordained ministry of Word and Sacrament.
2. "Vision and Expectations" (for associates in ministry, deaconesses, diaconal ministers): This document is for those called to serve in an ELCA rostered ministry of Word and Service and serves as an invitation for reflection and consideration by those who seek to enter such service.
3. "Definitions and Guidelines for Discipline": This document describes the grounds for which rostered ministers may be subject to discipline according to the practice of this church.
4. "Candidacy Manual": This manual contains the policies and procedures that guide the process of discerning and preparing for calls to public ministry and the steps by which this church moves toward approval of candidates for call.
5. "Manual of Policies and Procedures for Management of the Rosters": this manual is a selection of policy documents related to aspects of rostered ministry and includes the ecclesiastical endorsement of chaplains, military chaplaincy, reinstatement to the rosters, interim ministry, and retirement.

Summary of Churchwide Assembly actions related to ministry policies

The 2009 ELCA Churchwide Assembly considered the recommendations related to ministry policies during plenary sessions on Friday, August 21, 2009. At the beginning of Plenary Session Eight, voting members approved the following change to the Order of Business pertaining to the order in which the resolutions of the Recommendation on Ministry Policies would be considered (CA09.95.22): "To consider and vote on separately the four resolutions of the Recommendation on Ministry Policies in this order: Resolution 3, Resolution 1, Resolution 2, and Resolution 4."

The 2009 Churchwide Assembly voted on the former Resolution 3, as amended, of the Recommendation on Ministry Policies during Plenary Session Eight (CA09.05.23):

RESOLVED, that in the implementation of any resolutions on ministry policies, the ELCA commit itself to bear one another's burdens, love the neighbor, and respect the

bound consciences of all.

In the same plenary session, the assembly also voted on the former Resolution 1 of the Recommendation on Ministry Policies (CA09.05.24):

RESOLVED, that the ELCA commit itself to finding ways to allow congregations that choose to do so to recognize, support, and hold publicly accountable lifelong, monogamous, same-gender relationships.

During Plenary Session Nine, the assembly approved the former Resolution 2 of the Recommendation on Ministry Policies (CA09.05.26):

RESOLVED, that the ELCA commit itself to finding a way for people in such publicly accountable, lifelong, monogamous, same-gender relationships to serve as rostered leaders of this church.

Also in that session voting members of the 2009 Churchwide Assembly approved former Resolution 4 of the Recommendation on Ministry Policies, as amended (CA09.05.27):

WHEREAS, guided by the Holy Spirit, this church raises up, calls, supports, and maintains rosters of ordained ministers, associates in ministry, deaconesses, and diaconal ministers for public ministry in service of the mission of Christ and seeks faithfully to discern in each situation what will best serve that mission; and

WHEREAS, this church maintains these four rosters according to policies and procedures that are developed and applied according to the specifications of chapters 7 and 20 of its *Constitution, Bylaws and Continuing Resolutions*; and

WHEREAS, this church has a polity, processes, and procedures that trust designated individuals and bodies to use churchwide standards to make decisions about fitness for rostered ministry in general and for call to a specific ELCA ministry; and

WHEREAS, some members, congregations, candidacy committees, and synods of the ELCA have discerned gifts and skills for rostered ministry in some people who are or contemplate being in publicly accountable, lifelong, monogamous, same-gender relationships and have indicated their conviction that rostering and calling such people would serve the mission and ministry of this church; and

WHEREAS, other members, congregations, candidacy committees, and synods of the ELCA acknowledge those gifts and skills for ministry, but believe that this church must maintain an expectation of celibacy for any gay or lesbian person, whether or not that person is in a publicly accountable, lifelong, monogamous, same-gender relationship, and thus believe that this church cannot call or roster people in such relationships; and

WHEREAS, the Church of Christ sometimes has been surprised by the actions of the Spirit, as is reported in the book of Acts when the inclusion of Gentiles was affirmed; and

WHEREAS, public accountability of rostered leaders in the ELCA is essential to nurturing the trust that is necessary for effective ministry; and

WHEREAS, although there is no generally recognized civil or ecclesial status that corresponds to heterosexual marriage for publicly accountable, lifelong, monogamous, same-gender relationships, this assembly has committed itself to find ways to recognize, support, and hold publicly accountable lifelong, monogamous, same-gender relationships; and

WHEREAS, present ELCA policies prohibit the rostered service of any and all people in publicly accountable, lifelong, monogamous, same-gender relationships, but this assembly has committed itself to find a way for people in publicly accountable, lifelong, monogamous, same-gender relationships to serve as rostered leaders of this church; therefore, be it

RESOLVED, that the Evangelical Lutheran Church in America call upon its members to commit themselves to respect the bound consciences of those with whom they disagree

regarding decisions on the call and rostering of individuals in publicly accountable, lifelong, monogamous, same-gender relationships, in this church and with churches ecumenically and globally; and be it further

RESOLVED, that this church, because of its commitment to respect the bound consciences of all, declare its intent to allow structured flexibility in decision-making regarding the approving or disapproving in candidacy and the extending or not extending of a call to rostered service of a person who is otherwise qualified and who is living or contemplates living in a publicly accountable, lifelong, monogamous, same-gender relationship; and be it further

RESOLVED, that the Evangelical Lutheran Church in America make provision in its policies to eliminate the prohibition of rostered service by members who are in publicly accountable, lifelong, monogamous, same-gender relationships; and be it further

RESOLVED, that the Evangelical Lutheran Church in America make provision in its policies to recognize the conviction of members who believe that this church should not call or roster people in a publicly accountable, lifelong, monogamous, same-gender relationship; and be it further

RESOLVED, that the appropriate churchwide unit(s) be directed to develop, in consultation with the Conference of Bishops, and the Church Council be directed to approve, appropriate guidelines for a process by which congregations, synods, and the churchwide organization could hold people publicly accountable in their relationships who are in or contemplate being in lifelong, monogamous, same-gender relationships and who seek to be on the rosters of this church; and be it further

RESOLVED, that the Committee on Appeals be directed to develop, in consultation with the Conference of Bishops, and the Church Council be directed to approve, appropriate amendments to “Definition and Guidelines for Discipline” and the Vocation and Education program unit be directed to draft, in consultation with the Conference of Bishops, and the Church Council is directed to approve, appropriate amendments to the “Vision and Expectations” documents and the Candidacy Manual to accomplish the intent of this resolution; and be it further

RESOLVED, that additional policies be developed, as necessary, so that those whom this church holds responsible for making decisions about fitness for rostered ministry in general and for call to a particular specific ELCA ministry may discern, and have guidance in discerning, the fitness for ministry of a member living in a publicly accountable, lifelong, monogamous, same-gender relationship; and be it finally

RESOLVED, that this church continue to trust its established processes and those to whom it has given the responsibility to discern who should and should not be rostered or called to public ministry in this church.

Process for fulfilling the CWA actions

The amendment process follows procedures mandated in the bylaws of this church, beginning with drafting by the appropriate churchwide units (Office of the Secretary and Vocation and Education) and by the Committee on Appeals, consultation with the Conference of Bishops, and consideration by the Church Council. The drafting and the consultation processes began following the 2009 Churchwide Assembly. Iterations of both “Vision and Expectations” and the “Candidacy Manual” were posted on the ELCA Website for public review and response. Suggestions were considered as part of the revision process.

Revised April 8, 2010

Work of the Ad Hoc Committee

At its November 2009 meeting, the Church Council approved a protocol to guide consideration by the ELCA Church Council of proposed revisions to ELCA ministry policies in response to action by the 2009 ELCA Churchwide Assembly. The protocol addresses factors including time line (October 2009-April 2010), participants, process, and documents and assigns overall responsibility to the collaboration of the Legal and Constitutional Review Committee and the Program and Services Committee.

The protocol provided in [Exhibit R, Part 2](#) is based on the Ad Hoc Committee process that has guided consideration by churchwide assemblies of ELCA social statements. The report and recommendations of the Ad Hoc Committee will be distributed following its meeting on April 8, 2010. In accordance with the protocol will receive, review, and recommend response to the amendments proposed by members of the Church Council to the four ministry policies documents by the deadline on March 29, 2010. [The committee's report is provided in Exhibit Q, Part 1.](#)

The Church Council's consideration of the documents will proceed in the following manner:

- The documents will be considered individually, page-by-page.
- Ad Hoc Committee recommendations will be considered first.
- Consideration of additional amendments that were not submitted by the deadline must be authorized by the body.
- When all amendments have been considered, a final vote will be taken.

1a. Revisions to "Definitions and Guidelines for Discipline"

The Committee on Appeals is created by this church's constitution, specifically provision 20.64 which says:

The Committee on Appeals shall be comprised of six ordained ministers and six laypersons, elected by the Churchwide Assembly for a term of six years, without consecutive reelection.

The Committee's members, elected by the Churchwide Assembly, include retired bishops; rostered leaders from a variety of settings, including inner city, rural and campus ministry; lay members, including lawyers, a law professor, synodical officers, and a variety of lay members from ELCA congregations.

Among others tasks, the Committee on Appeals is charged by the ELCA Constitution, provision 20.70, with "establish[ing] definitions and guidelines, subject to approval by the Church Council, to enable clear and uniform application of the grounds for discipline"

The committee first established "Definitions and Guidelines for Discipline" in 1989 and revised it in 1993. The three sections that together comprise Definitions and Guidelines address discipline of ordained ministers; discipline of associates in ministry, members of the deaconess community, and diaconal ministers; and finally, discipline of congregations. The 2009 Churchwide Assembly called on this committee to revise Definitions and Guidelines for Discipline to take into account the changes adopted regarding rostering of individuals in publicly accountable, lifelong, monogamous same-gender relationships. The Assembly resolution read as follows:

RESOLVED, that the Committee on Appeals be directed to develop, in consultation with the Conference of Bishops, and the Church Council be directed to approve, appropriate amendments to "Definition and Guidelines for Discipline" and the Vocation and Education program unit be directed to draft, in consultation with the Conference of Bishops, and the Church Council is directed to approve, appropriate amendments to the "Vision and Expectations" documents and the Candidacy Manual to accomplish the intent of this resolution; . . .

This Churchwide Assembly resolution required the Committee on Appeals to formulate amendments to the section of Definitions and Guidelines that addresses discipline of ordained ministers and the section that addresses discipline of associates in ministry, members of the deaconess community and diaconal ministers. At the same time, the committee adopted two additional amendments to the document. The first of these two amendments added a provision dealing with the topic of honesty and integrity. The second revised and updated the language dealing with the problems of substance abuse and other addictions.

The committee worked on the required revisions for many hours through conference calls, e-mail exchanges, and a face-to-face meeting. The committee members considered input from churchwide staff, the Conference of Bishops, and the Church Council. In making the revisions, they reviewed every word, checking the dictionary and constantly testing different language to be as clear and concise as possible. The committee sought to remain faithful to its charge and to the social statement and ministry policy recommendations adopted by the Churchwide Assembly. Words and phrases were tested repeatedly against this church's documents, including "Vision and Expectations" and other foundational documents of this church such as the catechism.

Among the multitude of documents, policies and statements adopted by the ELCA, "Definitions and Guidelines for Discipline" is unique. Its purpose is to delineate, as succinctly and as clearly as possible, behaviors and actions that can result in the discipline of the rostered leaders of this church. Thus, it is not appropriate for this document to expound upon aspirations for rostered leaders or to delineate preferences among a variety of permitted behaviors. Those are purposes of other documents, such as social statements or "Vision and Expectations." The fact that "Definitions and Guidelines for Discipline" treats violations of the requirements of chastity and abstinence outside of marriage and outside a publicly accountable, lifelong, monogamous same-gender relationship as grounds for discipline is not to be understood as somehow equating the two types of relationships, but rather as stating grounds for discipline in two different situations.

As required by the ELCA Constitution and the action of the Churchwide Assembly, the Committee on Appeals has adopted revisions to "Definitions and Guidelines for Discipline" and presents the revised version of that document to the Church Council for approval in the form it appears in [Exhibit Q, Part 2b](#) .

CC ACTION

Recommended:

To approve, as provided in bylaw 20.71.11 in the *Constitutions Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, the revised

Revised April 9, 2010 10:30 a.m.

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version of “Definitions and Guidelines for Discipline” as established by the Committee on Appeals and presented in Exhibit Q, Part 2b; and

To authorize the presiding bishop and secretary of this church, in consultation with the Committee on Appeals, **to prepare a final version of this document make any necessary editorial corrections.**

1b. Revisions to “Vision and Expectations” (Clergy Roster)

“Vision and Expectations: Ordained Ministers in the Evangelical Lutheran Church in America” was first adopted as a statement of this church by the ELCA Church Council at its October 1990 meeting.

The amendment process follows procedures mandated in the bylaws of this church, beginning with drafting by the appropriate churchwide units (Office of the Secretary and Vocation and Education) and by the Committee on Appeals, consultation with the Conference of Bishops, and consideration by the Church Council. The drafting and the consultation processes began following the 2009 Churchwide Assembly. Iterations of both “Vision and Expectations” and the “Candidacy Manual” were posted on the ELCA Website for public review and response. Suggestions were considered as part of the revision process.

The proposed revisions are provided in [Exhibit Q, Part 3a](#).

CC ACTION

Recommended:

To adopt the revised version of “Vision and Expectations: Ordained Ministers in the Evangelical Lutheran Church in America”; and

To authorize the Vocation and Education unit, in consultation with the Office of the Secretary, to prepare a final version of “Vision and Expectations: Ordained Ministers in the Evangelical Lutheran Church in America,” including corrections for clarity and accuracy make any necessary editorial corrections.

1c. Revisions to “Vision and Expectations” (Lay Rosters)

“Vision and Expectations: Commissioned Associates in Ministry in the Evangelical Lutheran Church in America” was first adopted as a statement of this church by the ELCA Church Council at its December 1993 meeting. “Vision and Expectations: Associates in Ministry, Deaconesses, and Diaconal Ministers in the Evangelical Lutheran Church in America” will replace this document when approved by the ELCA Church Council at its April 2010.

The amendment process follows procedures mandated in the bylaws of this church, beginning with drafting by the appropriate churchwide units (Office of the Secretary and Vocation and Education) and by the Committee on Appeals, consultation with the Conference of Bishops, and consideration by the Church Council. The drafting and the consultation processes began following the 2009 Churchwide Assembly. Iterations of both “Vision and Expectations” and the “Candidacy Manual” were posted on the ELCA Website for public review and response. Suggestions were considered as part of the revision process.

The proposed revisions are provided in [Exhibit Q, Part 4a](#).

Revised April 9, 2010 5:45 p.m.

CC ACTION

Recommended:

To adopt the revised version of “Vision and Expectations: Associates in Ministry, Deaconesses, and Diaconal Ministers in the Evangelical Lutheran Church in America”; and

To authorize the Vocation and Education unit, in consultation with the Office of the Secretary, to ~~prepare a final version of “Vision and Expectations: Associates in Ministry, Deaconesses, and Diaconal Ministers in the Evangelical Lutheran Church in America,” including corrections for clarity and accuracy~~ make any necessary editorial corrections.

1d. Revisions to the Candidacy Manual

The Candidacy Manual was first adopted by the Church Council at its April 1988 meeting. Subsequent revisions have been made over the years that followed.

The amendment process follows procedures mandated in the bylaws of this church, beginning with drafting by the appropriate churchwide units (Office of the Secretary and Vocation and Education) and by the Committee on Appeals, consultation with the Conference of Bishops, and consideration by the Church Council. The drafting and the consultation processes began following the 2009 Churchwide Assembly. Iterations of both “Vision and Expectations” and the “Candidacy Manual” were posted on the ELCA Web site for public review and response. Suggestions were considered as part of the revision process.

The proposed revisions are provided in [Exhibit Q, Part 5](#).

CC ACTION

Recommended:

To adopt the revised Candidacy Manual; and

To authorize the Vocation and Education unit, in consultation with the Office of the Secretary, to ~~prepare a final version of the Candidacy Manual, including~~ make any necessary corrections for clarity and accuracy.

Program and Services Committee [continued from page 23]

3. Social Statement Development

CC ACTION

Recommended:

To affirm the current time line for the development of a social statement on genetics for consideration by the 2011 Churchwide Assembly; and

To request the Church in Society program unit to convene conversations related to the development of future social statements and to bring a report and possible recommendations to the November 2010 meeting of the Church Council.

C. Board Development Committee

Action items related to meetings of the Board Development Committee are detailed below. Additional items or revised actions will be distributed following the committee's April 10, 2010, meeting.

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D. Budget and Finance

Action items related to the April 9, 2010, meeting of the Budget and Finance Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. 2010 Income Estimate and Expenditure Authorization

Over the past month, the churchwide organization has been in the process of closing the books for the 2009 fiscal year, receiving adjusted mission support plans from synods for 2010, and adjusting our 2010 income budget to reflect both the 2009 financial results and the adjusted plans from synods. At the time of preparing the adjusted income estimates, 54 synods had adjusted their mission support plans for a net decrease of nearly \$7.6 million from their prior plans. This level of revision is within the range estimated last fall when the initial 2010 spending authorization was prepared; therefore, no adjustment is anticipated at this time.

Other income adjustments have been identified. Vision for Mission, with a renewed focus and effort, is estimated to increase \$200,000. Discussions with Thrivent Financial for Lutherans have allowed us to reinstate the amount previously reduced, \$200,000. Improved market value of our endowment funds at the end of fiscal 2009 allows us to increase the estimated endowment distributions by \$83,550. Decreases in Missionary Sponsorship support over the last few years result in lowering our estimate from this source by \$100,000. As a result of the adjustments, the churchwide organization may increase its current fund spending plans by \$277,200 to a new total of \$69,300,000.

No change is anticipated in World Hunger Appeal 2010 budget of \$18,700,000. But a shift between sources due to recent trends is anticipated, with gifts through direct giving from individuals and congregations increasing \$700,000, endowment distributions increasing \$100,000 and gifts from congregations through synods decreasing \$800,000. Planned expenditures of World Hunger fund balances in excess of required reserves, resulting from positive variances in both 2009 income and expense, total \$1,631,516, and bring total anticipated expenditures in fiscal 2010 to \$20,331,516.

[Exhibit F, Part 2a](#) shows the revised 2010 income estimates and the identified adjustments. [Exhibit F, Part 2b](#) shows how the increased income estimate has been allocated and the revised authorization levels by units. Increases for depreciation expenses caused by major investment in computer systems and building improvements are the largest portion with other increases addressing increased insurance costs, and other needs identified since last fall. The adjustments were funded by a combination of the increased income estimate, reallocations from the Strategic Initiative Fund, and reduced cost estimates for the Churchwide Assembly.

CC ACTION

Recommended:

To approve a revised current fund spending authorization for fiscal year 2010 of \$69,300,000;

To approve a revised total World Hunger spending authorization for fiscal year 2010 of \$20,33,516.

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2. Revisions to 2010 Synod Mission Support Plans

The report of the director for mission support is found in [Exhibit F, Part 5a](#).

The ELCA Church Council has responsibility for reviewing and taking action on synod mission support plans as an interdependent partner with congregations and synods in implementing and strengthening the financial support for the work of the Evangelical Lutheran Church in America (ELCA Constitution, 8.15. And 10.71.). In light of the continued impact of the economic recession, together with the decisions of some congregations to reduce or withhold mission support, the Budget and Finance Committee makes the following recommendation for Church Council action. [Exhibit F, Part 5b](#) shows the actual mission support received from each synod for 2009 with plans and any revisions for the 2010 fiscal year.

Revisions in synod plans following the November 2009 meeting of the Church Council were received and reviewed by the Conference of Bishops at its March 2010 meeting. They forward the following recommendations for the changes as follows.

CC ACTION

Recommended:

To acknowledge with sadness that circumstances in the following synods have led to decisions to seek a decrease in the percentage of sharing of 2010 mission support contributions by congregations for synodical and churchwide ministries; to encourage each synod to continue to work to grow mission support in the synod; and to request that each synod develop a plan, in consultation with the churchwide organization, to restore or surpass the previous level of mission support sharing: Eastern Washington-Idaho; Montana; Pacifica; Grand Canyon; Central States; Arkansas-Oklahoma; Southwestern Texas; Western Iowa; North/West Lower Michigan; Southern Ohio; Upstate New York; Southeastern Pennsylvania; Lower Susquehanna; West Virginia-Western Maryland; Virginia; South Carolina; and Carribean synods;

To acknowledge with thanksgiving the decision of the following synod to increase the percentage of sharing of 2010 mission support contributions by congregations for synodical and churchwide ministries: Northeastern Iowa Synod;

To acknowledge with thanksgiving the decision of the following synods to maintain the percentage of sharing of 2010 mission support contributions by congregations for synodical and churchwide ministries: Alaska; Northwest Washington; Oregon; Sierra Pacific; Rocky Mountain; Eastern North Dakota; South Dakota; Northwestern Minnesota; Northeastern Minnesota; Southwestern Minnesota; Minneapolis Area; Saint Paul Area; Southeastern Minnesota; Nebraska; Northern Texas-Northern Louisiana; Texas-Louisiana Gulf Coast; Northern Illinois; Central/Southern Illinois; Southeastern Iowa; Northern Great Lakes; Northwest Synod of Wisconsin; East-Central Synod of Wisconsin; Greater Milwaukee; South-Central Synod of Wisconsin; LaCrosse Area; Indiana-Kentucky; Northwestern Ohio; Northeastern Ohio; New Jersey; New England; Metropolitan New York; Slovak Zion; Allegheny; Northeastern Pennsylvania; Northwestern Pennsylvania; Southwestern Pennsylvania; **Upper Susquehanna;**

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Delaware-Maryland; Metropolitan Washington, D.C.; Southeastern; and Florida-Bahamas synods; and

To thank the bishops and synod leaders of every synod as they strive to be faithful to shared commitments within the ELCA, and to **direct encourage synod and churchwide staff, including the directors for evangelical mission, to deepen their partnership in efforts to strengthen the financial support of the Evangelical Lutheran Church in America.**

3. 2011 Synod Mission Support Plans

Given the continuing strain on congregational income flowing to synods, synods are in the process of adjusting their 2010 mission support plans and are working to create or revise their 2011 plans in anticipation of their synod assemblies. Therefore, we have not received 2011 plans from every synod. To date, we have received plans from only 31 synods.

CC ACTION

Recommended:

To acknowledge with sadness that circumstances in the following synods have led to decisions to seek a decrease from prior levels in the percentage of sharing of 2011 mission support contributions by congregations for synodical and churchwide ministries; to encourage each synod to continue to work to grow mission support in the synod; and to request that each synod develop a plan, in consultation with the churchwide organization, to restore or surpass the previous level of mission support sharing: Eastern Washington-Idaho; Montana; Grand Canyon; Central States; Arkansas-Oklahoma; Western Iowa; North/West Lower Michigan; Southwestern Pennsylvania; Lower Susquehanna; and Virginia synods;

To acknowledge with thanksgiving the decision of the following synods to increase the percentage of sharing of 2011 mission support contributions by congregations for synodical and churchwide ministries: South Dakota; Northern Texas-Northern Louisiana; Metropolitan New York; and Northeastern Pennsylvania synods;

To acknowledge with thanksgiving the decision of the following synods to maintain the percentage of sharing of 2011 mission support contributions by congregations for synodical and churchwide ministries: Eastern North Dakota; Northeastern Minnesota; Southwestern Minnesota; Southeastern Minnesota; Texas-Louisiana Gulf Coast; Central/Southern Illinois; Southeastern Iowa; East-Central Synod of Wisconsin; South-Central Synod of Wisconsin; LaCrosse Area; Indiana-Kentucky; Northwestern Ohio; Northeastern Ohio; New England; Allegheny; Southeastern; and Florida-Bahamas synods;

To thank the bishops and synod leaders of every synod as they strive to be faithful to shared commitments within the ELCA, and to **direct encourage synod and churchwide staff, including the directors for evangelical mission, to deepen their partnership in efforts to strengthen the financial support of the Evangelical Lutheran Church in America; and**

To request that all synods to submit their 2011 mission support plans prior to their 2010 synod assemblies.

E. Executive Committee

Action items related to the April 9, 2010, meeting of the Executive Committee will be distributed following the committee's meeting.

Revised April 7, 2010

F. Legal and Constitutional Review Committee

Action items related to the April 9, 2010, meeting of the Legal and Constitutional Review Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Revisions to the ELCA Pension and Other Benefits Program

The 2009 ELCA Churchwide Assembly approved "Human Sexuality: Gift and Trust" and its implementing resolutions. Implementing Resolution 7 read,

To call upon the ELCA to amend the eligibility provisions of the ELCA Pension and Other Benefits Program, consistent with the policies of this church."

Following the Churchwide Assembly, staff of the Board of Pensions have been researching the implications of this resolution, fully aware that the Churchwide Assembly action requires "policies of this church" to be developed and approved by the ELCA Church Council. These specifically include "Vision and Expectations" and "Definition and Guidelines for Discipline." It is important that amendments to the ELCA Pension and Other Benefits Program be consistent with the policy changes.

Preliminary work on plan amendments began following the Assembly and included introductory discussions at the October/November 2009 Board of Trustees' meeting.

While it was challenging to draft plan amendments prior to the approval of policy changes by the ELCA Church Council, the Board of Pensions drafted provisional amendments for the February/March 2010 Board of Trustees' meeting, with the understanding that the time line preceded the spring 2010 Conference of Bishops and Church Council meetings. The Board of Pensions has worked closely with the Office of the Secretary and the Vocation and Education unit to be informed and updated with pertinent policy change recommendations as they have developed.

Plan amendments approved by the Board of Trustees in February/March 2010 will be viewed as preliminary and subject to further revisions as necessitated by actions of the 2010 Conference of Bishops and Church Council meetings.

According to the Digest of Board Actions ([Exhibit J, Part 1a](#)), the proposed amendments are designed to provide benefits to an eligible same gender partner the same as would be provided to a spouse, to the extent possible under each plan, and as permitted by federal law.

The specific revisions proposed in response to Implementing Resolution 7 of "Human Sexuality: Gift and Trust" are provided in [Exhibit P, Parts 2a-2f](#). An informational appendix is provided in [Exhibit P, Part 2g](#).

If approved by the ELCA Church Council, the Board of Trustees of the Board of Pensions will meet by teleconference to finalize the amendments.

CC ACTION ~~[EN-BLOC]~~

Recommended:

To approve amendments to the ELCA Retirement Plan, the ELCA Medical and Dental Benefits Plan, the ELCA Survivor Benefits Plan, the ELCA Disability Benefits Plan, the ELCA Master Institutional Retirement Plan, and the ELCA Flexible Benefits Plan as detailed in Exhibit P, Parts 2a-2f.

Revised April 1, 2010

G. Planning and Evaluation Committee

Action items related to the April 9, 2009, meeting of the Planning and Evaluation Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

Revised April 1, 2010

H. Program and Services Committee

Action items related to the April 9, 2010 meeting of the Program and Services Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Rite for Reception onto the Roster of Ordained Ministers

The Conference of Bishops of the Evangelical Lutheran Church in America (ELCA) reached a consensus March 8, 2010, on a draft proposal that, following approval of a synodical candidacy committee, would bring onto this church's official clergy roster those pastors who were ordained by and are currently on the clergy roster of Extraordinary Lutheran Ministries (ELM).

"Reception to the Roster of Ordained Ministers" has gone through the internal and external review process described in the document, "Review of Liturgical Material," in the period since the March Conference of Bishops meeting. The following summary identifies principal issues that arose in the designated review of this rite. Strategies for response to the issues then are explained. These strategies are reflected in the final proposal, which will come to the Church Council for action at its April 2010 meeting.

The final revision of the rite presented here has been reviewed and recommended by the Office of the Presiding Bishop as well as the Conference of Bishops. Many of the liturgical texts and notes are drawn directly from the authorized Ordination rite, which received extensive review throughout this church prior to its publication in *Evangelical Lutheran Worship: Occasional Services* for the Assembly (2009). Some of these texts and rubrics have been adapted for the current context and purpose. These adaptations were the focus of this review.

The sole intent of the draft rite presented here for authorization of limited use is to allow the Evangelical Lutheran Church in America to receive onto its roster of ordained ministers those Extraordinary Lutheran Ministries (ELM) candidates who have been entrusted with a ministry of word and sacrament in an ordination that the Evangelical Lutheran Church in America has not recognized. This rite would follow their approval by a candidacy committee. "Reception to the Roster of Ordained Ministers with Prayer and the Laying on of Hands" is intended to be a rite that reflects the deep desire of the presiding bishop and synodical bishops for reconciliation both in this church and in the Church catholic. The hope of the presiding bishop and the Conference of Bishops is for a means of reception that embraces this church's desire for reconciliation with the ELM pastors who are serving ELCA congregations and wish to be fully recognized as ordained ministers in this church. At the same time the rite must be recognizable by fellow members of the Lutheran World Federation and among the ELCA's full-communion partners as containing signs consistent with ordination into the whole Church, in accordance with Lutheran Confessions, history, and practice. The rite brings to liturgical expression the reconciliation of relationships specific to this church while also seeking to respect this church's ecumenical commitment to the ongoing reconciliation of ministry in the Church catholic.

In this rite words are used that echo the promises of ordination and frequently are, in fact, words from the ordination rite. It will be apparent to those who examine or ultimately use this rite that it draws whenever possible directly from authorized texts while affirming promises made when the candidate was first entrusted with the ministry of word and sacrament. Since this rite falls under the category of "ministry rites" in the current liturgical review policy, this final version of "Reception to the Roster of Ordained Ministers" must receive authorization by the Church Council as the appropriate form to be used in this church as presented. It is prepared and restricted for

"limited use," intended to be used only by synodical bishops receiving ELM candidates within a two-year time limit.

Specific Issues and Strategies for Response **General Matters**

1. Review

Some reviewers pointed out that the rite required work to bring language consistency within the rite, between the rite and the notes, and with other, similar rites of the church (such as ordination). The use of language that could be variously understood also was noted by some reviewers.

Strategy for Response

Generally, the post-review rite uses instructions and headings in a way parallel to the other ELCA entry rites. For example, the following were added to the rite:

- instructions for standing before the assembly, turning around, and other actions.;
- heading and hymn suggestions for the optional hymn of invocation;
- consistency of language in the rite and notes with regard to headings;
- consistent reference to "the one being received," using singular language rather than both singular and plural;
- including the greeting of peace at the end of the body of the rite.

Regarding ambiguity of language, the rite intentionally is broad enough to incorporate a range of understandings while being specific where clarity is essential. The review team made every effort to maintain and honor the nuances of the rite as drafted. For example, the post-review rite refers to the one being received as having been previously "entrusted with the ministry of word and sacrament."

Changes based on the review

1. Review: Presentation

Several reviewers questioned the use of the phrase "this church" in the Presentation on the grounds of lack of clarity; many in our assemblies would not necessarily understand that phrase to be synonymous with the Evangelical Lutheran Church in America, especially when used at the outset of the rite.

Strategy for Response

"This church" was changed to "Evangelical Lutheran Church in America" at the presentation for the sake of clarity.

2. Review: Address

It was widely noted in the review that the address seemed incomplete. Several reviewers noted that the address should include a succinct statement about the ministry of word and sacrament, some description of what is happening in this rite, and brief Scripture passages as part of the address to the one being received.

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Strategy for Response

Language was added to set the ministry of word and sacrament within the ministry of all the baptized and to make clear the purpose of this rite: that is, to affirm the call to word and sacrament of the one being received and to receive the person with joy and gratitude as an ordained minister in this church. The scriptural addresses as they appear in the ordination service were added as an option. The notes at the end of the rite include more suggestions for such scriptural address, including the selections from the Charge in the ordination rite. The possibility of inserting the date when the one being received was entrusted with the ministry has been added. The questions asked in the ordination rite are here recast as statements of what was previously declared by the one being received, followed by a single question and answer in which those promises are affirmed. However, the statement regarding scriptural and confessional adherence in the earlier draft of this rite has been brought into closer alignment with the language of the ordination rite, so as to maintain the clarity of the authority of Scripture over the Creeds and Confessions.

3. *Review: Thanksgiving*

Some full-communion partner consultants and other reviewers questioned the meaning of the ambiguous phrase "others may participate in the laying on of hands" in the instruction after the first paragraph of the Thanksgiving. Others questioned use of the phrase "onto the roster of this church" in the prayer of thanksgiving, finding it to be language more appropriate to polity than to prayer. It was suggested that language more appropriate to prayer might be found.

Strategy for Response

The instruction for the laying on of hands has been revised to be parallel to the ordination rite, wherein "ordained pastors" participate in the laying on of hands. The phrase "as we receive name onto the roster of this church" has been changed to "as we receive name into the ordained ministry in this church" to avoid infusing polity language into the Thanksgiving, which has broad ecumenical implications.

4. *Review: Charge*

A reviewer noted that it seemed redundant to move from the Thanksgiving directly to the Blessing ("The God of peace . . .").

Strategy for Response

The post-review rite includes a portion of the Charge found in the ordination rite, with a rubric noting that it is optional. The charge may speak powerfully to those who have relied on the support of their community to keep them through difficult times. It also includes a clear affirmation that God has called this one being received, whose labor has not been in vain.

5. *Review: Acclamation*

The instruction prior to the Acclamation in the draft submitted for review is intended to give the presiding minister opportunity to offer context for particular celebrations, but reviewers found the instruction to be confusing and unclear. It also was suggested that highlighting the acclamation portion of a previously enacted rite might create the sense that the acclamation carries more weight than is actually intended by the rite. Reviewers also found confusing the parenthetical inclusion of

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the phrase "in this church" in the last statement by the presiding minister. Clearer expression of the intent of this phrase was sought.

Strategy for Response

The instruction to the presiding minister was restored to parallel the words in the ordination rite. The insertion of the phrase, "echoing the voices of others and speaking for the whole church," was well-received by reviewers and is sufficient to acknowledge the context and what took place in a previous rite. The presentation is modified to remove the words "in this church" because they seem awkward and limiting. "Let it be recognized and acclaimed" is clearer about what is happening in this rite, both acknowledging ministry that has gone before and praising God for the gifts of ministry embodied in this person who is here received and affirmed.

The rite is printed in full in [Exhibit I, Part 1](#).

CC ACTION

Recommended:

To authorize as the appropriate form for a period of two years, beginning April 12, 2010, and ending on April 11, 2012, the rite of "Reception to the Roster of Ordained Ministers," for use by synodical bishops in receiving onto the roster of the ordained ministers of the Evangelical Lutheran Church in America those pastors on the roster of Extraordinary Lutheran Ministries who were not previously on the ELCA roster of ordained ministers or on the roster of a predecessor church body, who have been approved by a candidacy committee of a synod of the ELCA and who have received a call in this church;

To emphasize that no other use of this rite is authorized; and

To express gratitude for the thoughtful work of all those who contributed to the development of this rite.

2. Learning and Development Opportunities for Churchwide Staff

At its November 2009 meeting, the ELCA Church Council approved revisions to the ELCA Churchwide Personnel Policies, including the elimination of the continuing education plan (CEP) for budgetary reasons. The Church Council voted (CC09.11.72) "...to request that the Human Resources section of the Office of the Presiding bishop bring to the next meeting of the Church Council recommendations for continuing education policies for churchwide employees."

The report prepared by Else Thompson, executive for Human Resources, is provided in [Exhibit I, Part 2](#).

CC ACTION

Recommended:

To receive with gratitude the report of the executive for Human Resources related to learning and development opportunities for ELCA churchwide staff as provided in Exhibit I, Part 2; and

To encourage use of the time, resources, and funding provided for staff to grow and develop in their areas of expertise of work on behalf of the churchwide organization.

3. Social Statement Development [See agenda page 13]

I. Office of the Presiding Bishop

1. Response to “Motion F” of the 2009 ELCA Churchwide Assembly

Significant questions and concerns exist within the ELCA around respect for people whose consciences are bound to different understandings of the meaning of Scripture and the Confessions (i.e., “bound conscience”), particularly with regard to lifelong same-gender relationships.

These questions and concerns require sustained attention as the ELCA deepens its conversations related to the idea of respect for consciences as used in *Human Sexuality: Gift and Trust* and in resolutions related to ministry policies as approved by the 2009 Churchwide Assembly.

Related actions underscore the need for sustained attention: a resolution at the Churchwide Assembly requested a “study of bound conscience” and a post-CWA letter from the Southwestern Pennsylvania Synod to the Church Council sought clarity about this concept. A portion of the Church Council’s response provides direction for the future:

To respond, therefore, to the request of Motion F of the 2009 Churchwide Assembly “to undertake a study of the concept of ‘bound conscience’” and “to disseminate widely through appropriate mechanisms the results of this study” with a commitment to a theological conversation on the foundations of this church’s decision-making, the results of that conversation to be disseminated to this church.

The Church Council requested that the Office of the Presiding Bishop develop a report in response to the actions. A working group will bring a proposal for this commitment to conversation for consideration by the ELCA Church Council in April 2010 based on two objectives:

1. Develop a proposal for review by the ELCA Church Council (April 2010) in response to “Motion F” of the 2009 Churchwide Assembly related to “respect for people whose consciences are bound to different understandings of Scripture” and “with a commitment to a theological conversation on the foundations of this church’s decision-making, the results of that conversation to be disseminated to this church”; and
2. Invite helpful and constructive engagement with the issue.

The report of the working group will be provided in [Exhibit B, Part 2b, Appendix A](#).

CC ACTION

Recommended:

To receive with gratitude the report of the working group in response to Motion F of the 2009 Churchwide Assembly of the Evangelical Lutheran Church;

To acknowledge the objectives of its recommendations:

- **Respect for people whose consciences are bound to different understandings of Scripture;**
- **Commitment to a theological conversation on the foundations of this church’s decision-making, the results of that conversation to be disseminated to this church;**
- **An invitation to helpful and constructive engagement with the issue of respect for people whose consciences are bound to different understandings of Scripture;**

To anticipate deeper and broader sustained attention to these matters through:

- **Conversation of key leadership groups throughout this church, including the Conference of Bishops, the Convocation of Teaching Theologians, the Convocation of Lutheran Ethicists, and the gathering of synodical vice presidents, as well as in gatherings of rostered people in synods and conferences, text studies, synod assemblies, campus ministries, congregational studies, and colleges and universities.**
- **Publications, such as the *Journal of Lutheran Ethics*, and possible resource books focused on presentations from the events cited above.**
- **A bibliography and/or resource listing on the ELCA Website, including documents written from a range of perspectives.**
- **Encouragement for helpful and constructive dialogue in a variety of settings (e.g., “sponsored conversations,” town hall forums, seminars, workshops, online conversations).**

J. Office of the Secretary

1. Selection of Site for 2013 Churchwide Assembly

The Office of the Secretary is responsible to “arrange for and manage meetings of the Churchwide Assembly ...” (ELCA 13.41.02.) and presents its recommendations for Churchwide Assembly sites to the Church Council for approval.

Information about the site for the 2013 ELCA Churchwide Assembly is printed in [Exhibit R, Part 1](#)

CC ACTION

Recommended:

To designate [to be provided]—subject to the satisfactory completion of negotiations in the judgment of the secretary of this church—as the site for the Thirteenth Churchwide Assembly of the Evangelical Lutheran Church in America, August [to be provided], 2013.

IV. ITEMS FOR *EN BLOC* ACTION

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

Each of the items is noted as [*EN BLOC*] on pages 27 - 32. On the first day of the Council meeting, the chair will provide an opportunity for members to indicate whether they wish to discuss separately any of the items any of the items listed in the *en bloc* resolution; any such item will be removed from the *en bloc* resolution and discussed at the appropriate point in the agenda.

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

CC ACTION

Recommended:

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

IV.A	Synodical Resolutions and Churchwide Assembly Actions	27
IV.A.1	Synodical Resolutions Directed to the Church Council	27
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A. Synodical Resolutions and Churchwide Assembly Actions

1. Synodical Resolutions Directed to the Church Council

Synodical resolutions directed to the Church Council that have been received since the council's November 2009 meeting will be printed in Exhibit B, Part 1a.

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

CC ACTION [EN BLOC]

Recommended:

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

2. Churchwide Assembly Referrals Directed to Church Council

Exhibit B, Part 2b contains proposed responses to referrals from the Church Council to churchwide units in response to actions of the 2009 Churchwide Assembly. The actions in [Exhibit B, Part 2b](#) will be considered *en bloc* unless indicated otherwise.

CC ACTION [EN BLOC]

Recommended:

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

B. Budget and Finance Committee

Action items recommended by the Budget and Finance Committee for *en bloc* approval following the committee's April 9, 2010 meeting, are detailed below.

1. Audit Committee Membership

The Audit Committee shall consist of six members. A minimum of two members should be ELCA Church Council Budget and Finance Committee members.

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

Members of the Audit Committee and current term end date are: Ann F. Niedringhaus (August 2011); John F. Timmer (August 2010); Timothy L. Stephan (August 2011); Deborah Chenoweth (chair) (August 2011); Philip W. Bertram (August 2011); and Louise Hemstead (August 2011).

CC ACTION [EN BLOC]

Recommended:

To elect John F. Timmer to the ELCA Audit Committee for a final two-year term beginning August 2010.

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C. Executive Committee

Action items recommended by the Executive Committee for *en bloc* approval will be distributed following the committee's April 9, 2010, meeting.

1. Church Council Summer WebEx Meeting [See agenda page 32]

D. Legal and Constitutional Review Committee

Action items recommended by the Legal and Constitutional Review Committee for *en bloc* approval will be distributed following the committee's April 9, 2010, meeting.

1. Request from the *Lutheran Magazine*

In a memo dated February 1, 2010, Daniel Lehmann, editor of *The Lutheran* magazine, wrote, "*The Lutheran* magazine requests permission to solicit those on the roster of the ELCA to seek contributions to offset the costs associated with providing complimentary copies of the magazine to rostered leaders. According to the Office of the Secretary, a best practice for such solicitation would be to gain the consent of the Church Council following consultation with the Conference of Bishops." The memorandum is printed in full in [Exhibit G, Part 2](#).

The request is made in accordance with ELCA bylaw 11.41.06., "No churchwide appeal to congregations or individuals of this church for the raising of funds shall be conducted by this church or churchwide units without the consent of the Churchwide Assembly, following consultation with the Conference of Bishops. No appeal to selected congregations and individuals of this church for the raising of funds shall be conducted by this church or churchwide units without the consent of the Church Council, following consultation with either the Conference of Bishops or specific synods as appropriate. Proposals for such special appeals shall be presented to the Church Council through the appropriate council committee with recommendations by the Office of the Presiding Bishop."

At its March 2010 meeting, the Conference of Bishops supported the request by *The Lutheran* magazine.

CC ACTION [EN BLOC]

Recommended:

- To acknowledge the value of having well informed rostered leaders of this church;**
- To commend *The Lutheran* magazine for its generosity in providing complimentary copies to 16,467 rostered leaders and 711 surviving spouses;**
- To acknowledge the budget constraints under which *The Lutheran* operates as a self-sustaining publication of this church, especially in the current economic climate; and**
- To authorize the magazine to request donations from those who receive free copies.**

2. Restated Bylaws of the Board of Pensions

The Board of Pensions has requested approval of amendments to its bylaws. The amendments are designed to incorporate the use of technology into the operation of the Board of Pensions and meetings of its Trustees. Additionally, the amendments update the bylaws to reflect actual practices with respect to notice of meetings.

The amendments to Article 5, relating to meetings of the Board of Trustees, makes it clear that notice of meetings can be given by electronic communications, in accordance with Minnesota statutes. Section 5.2 is being amended to require notice of all meetings, including

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"other regular meetings," which always has been the practice of the Board of Pensions. The amendment to Section 5.7 clarifies that consent to written actions can be made by authenticated electronic communications. This amendment codifies the use of "Directors Desk" or similar means of communication.

The amendment to Section 7.4 clarifies that committee meetings and voting can take place by electronic communication. Section 7.5 allows a committee action to be taken by authenticated electronic communication.

In accordance with Section 9.2 of the Restated Bylaws of the Board of Pensions of the ELCA and Article XII of the Restated Articles of Incorporation of the Board of Pensions of the ELCA, these amendments must be forwarded to the Church Council or the Churchwide Assembly for approval prior to the amendments being finalized.

The resolution of the Board of Trustees reads:

WHEREAS, the bylaws need to be amended to incorporate the use of technology into the operation of the Board of Pensions and meetings of the Board of Trustees and to reflect the actual practices of the Board of Pensions with respect to notice of meetings; and

WHEREAS, the amendments to the bylaws are more fully explained in the memorandum from Robert H. Rydland to the Board of Trustees dated February 9, 2010 (a copy of which is attached hereto and made a part hereof); and

WHEREAS, Section 9.2 of the Restated Bylaws of the Board of Pensions and Article XII of the Restated Articles of Incorporation of the Board of Pensions require amendments to the Bylaws to be forwarded to the ELCA Church Council for approval; therefore, be it

RESOLVED, that the Bylaws are amended as set forth in the redlined draft attached hereto and made a part hereof), and are to be forwarded to the ELCA Church Council for approval.

The memorandum noted in the action has been revised to provide the background information above. The restated bylaws are available in [Exhibit P, Part 1a](#).

CC ACTION [EN BLOC]

Recommended:

To approve amendments to the bylaws of the ELCA Board of Pensions as detailed in Exhibit P, Part 1a.

3. Acknowledgment of Independent Lutheran Organizations

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

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

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

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in structure, governance, and the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

In accordance with the revised policy, the Rev. Stanley N. Olson, executive director of the Vocation and Education unit, recommends that the ELCA Parish Nurse Association be acknowledged as Independent Lutheran Organizations in relationship to the Evangelical Lutheran Church in America through the Vocation and Education unit.

CC ACTION [EN BLOC]

Recommended:

To acknowledge, in accordance with bylaw 14.21.16. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and the "Policy on Relationships of Churchwide Units with Independent Lutheran Organizations," the ELCA Parish Nurse Association, which will relate to the Evangelical Lutheran Church in America through the Vocation and Education unit. **This action is contingent upon the association's removing "ELCA" from its name, given its independent and separately incorporated status, and providing evidence of the change to the Vocation and Education unit.**

4. Amendments to Seminary Governing Documents

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

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

The amendments are detailed in the constitution and bylaws printed in [Exhibit G, Part 1](#).

CC ACTION [EN BLOC]

Recommended:

To approve the amended constitution and bylaws of the Lutheran Theological Seminary at Gettysburg, Gettysburg, Pennsylvania, as detailed in Exhibit G, Part 1b.

E. Planning and Evaluation Committee

Action items recommended by the Planning and Evaluation Committee for *en bloc* approval will be distributed following the committee's April 9, 2010, meeting.

F. Program and Services Committee

Action items recommended by the Program and Services Committee for *en bloc* approval will be distributed following the committee's April 9, 2010, meeting.

G. Other Nominations, Appointments, and Elections

1. Social Ministry Organizations

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

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

CC ACTION [EN BLOC]

Recommended:

To elect to the board of Lutheran Immigration and Refugee Service for a second three-year term expiring in 2012: Ms. Ruth Henrichs;

To elect to the board of Lutheran Services in America for a three-year term expiring in 2013: Mr. Brian Hofland;

To re-elect to the board of trustees of Lutheran Medical Center to three-year terms expiring in 2013: Mr. Lawrence DiGiovanna and Pr. David Rommereim; and

To elect to the board of trustees of Lutheran Medical Center to three-year terms expiring in 2013: Ms. Maria Carlson, Mr. Dale Christensen, Mr. Frank Comerford, Mr. Thomas Edwards, Ms. Kristine Gebbie, Ms. Emma Graeber Porter, Mr. Gerald Luterman, and Pr. Jeanne Warfield.

2. Boards of ELCA Seminaries

Bylaw 8.31.02. outlines basic parameters for the election of members to the boards of ELCA seminaries. Subsection 8.31.02.a. provides for churchwide representation: "At least one-fifth nominated, in consultation with the seminaries, by the appropriate churchwide unit and elected by the Church Council." The following are submitted for election based on a protocol between the seminary and the Vocation and Education program unit.

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CC ACTION [EN BLOC]

Recommended:

To elect to the board of directors of the Lutheran School of Theology at Chicago, Chicago, Ill., for three-year terms expiring in 2013: Mr. Clarence J. Atwood, Jr., Ms. Trina G. Gould, and Ms. Sarah Stegemoeller:

To re-elect to the board of directors of the Lutheran Theological Seminary at Philadelphia, Philadelphia, Penn., for three-year terms expiring in 2013: Ms. Lynn Askew, Ms. Addie Butler, and Mr. Andrew Willis.

To elect to the board of directors of the Pacific Lutheran Theological Seminary, Berkeley, Calif., to a six-year term expiring in 2016: Mr. Paul ~~Fallquist~~ F. Tillquist.

C. Executive Committee [*continued from page 28*]

1. Church Council Summer WebEx Meeting

The Administrative Team has requested that the Executive Committee consider setting a date in the summer of 2010 for a WebEx meeting for the Church Council.

CC ACTION [EN BLOC]

Recommended:

To set August 4, 2010, from 10:00 a.m. - 12:00 noon (CDT) for a WebEx meeting of the Church Council.

V. ITEMS FOR INFORMATION

A. Board Development Committee

Information items related to the April 10, 2010, meeting of the Board Development Committee will be distributed following the committee's meeting.

1. Church Council Board Development: "Mini-Retreat"

"The ELCA: Converted to Mission" is the theme for the Church Council mini-retreat on Sunday evening, April 11 and Monday morning, April 12. A schedule for the retreat is provided in Exhibit B Part 5.

The resource book for the retreat is *The Ministry of the Missional Church* by Craig Van Gelder, professor of congregational mission at Luther Seminary in St. Paul, Minnesota. A copy has been mailed to members and advisors who are attending the retreat.

CC INFORMATION

2. Church Council Board Development: Primer on Candidacy

The Board Development Committee has scheduled a primer on the candidacy process within the Evangelical Lutheran Church in America on Saturday, April 10, 2010. The primer will include information the interconnections between the documents for consideration at this meeting: "Vision and Expectations," the Candidacy Manual, and "Definitions and Guidelines for Discipline."

A chart summarizing the candidacy process is available in [Exhibit Q, Part 6](#).

The primer on advocacy, originally scheduled for this meeting, has been rescheduled for the Church Council's November 2010 meeting.

Primers and Bible studies for the remainder of the biennium have been scheduled:

- April 2010: Primer on ELCA call and candidacy; Bible study by Pr. Andrea DeGroot-Nesdahl
- November 2010: Primer on advocacy; Possible primer on ecclesiology and polity; Bible study
- April 2011: Primer on budget and financial management; primer on CC roles and responsibilities at the CWA; Bible study by Pr. Dee Pederson, LIFT chair

CC INFORMATION

2. Racial Justice Process Observation

Process observation will continue at the April 2010 meeting of the Church Council and will be led by the current members of the Racial Justice Working Group: Baron Blanchard, Arielle Mastellar, Ann Niedringhaus, Pablo Obregon, and Lynette Reitz.

Four additional members will join the Racial Justice Working Group at this meeting: Ivan Perez, Judith Barlow-Roberts, David Truland, and Deborah Wilson.

The group will meet on for lunch on Sunday, April 11.

CC INFORMATION

B. Budget and Finance Committee

Information items related to the April 9, 2010, meeting of the Budget and Finance Committee will be distributed following the committee's meeting.

1. Current Fund and World Hunger

The Report of the Treasurer summarizing the 2009 fiscal year financial results can be found in Exhibit F, Part 1a. The current fund operating results for the period are presented in Exhibit F, Part 1b. Operating results for the World Hunger program are in Exhibit F, Part 1c. The Statements of Financial Position for the year-ended January 31, 2010 are reflected in Exhibit F, Part 1d.

CC INFORMATION

2. Church Council Designated Funds

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

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

The first way designated funds are managed is through investment in the ELCA Foundation as Church Council designated funds "functioning as endowment." They are reported annually to the Church Council in the spring through the Church Council Budget and Finance Committee. Exhibit F, Part 4a details those funds.

The second way designated funds are managed is through the ELCA treasury as a designated fund to be used for a specific activity within a given time frame. Exhibit F, Part 4b is a summary exhibit of all active Church Council designated funds, exclusive of those "functioning as endowments." Exhibit F, Parts 4c-f includes reports for each of the active Church Council designated funds.

CC INFORMATION

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C. Executive Committee

Information items related to the April 9, 2010, meeting of the Executive Committee will be distributed following the committee's meeting.

1. Blue Ribbon Committee on Mission Support: One-on-One Stewardship Conversations

At its February 2008 meeting, the Executive Committee participated in one of the recommendations of the Blue Ribbon Committee on Mission Funding by holding one-on-one conversations about members' personal and corporate stewardship, including the importance of tithing. At the Church Council's meetings in November 2008 and April 2009, members of the Executive Committee met with Church Council members to continue the process of "encouraging Church Council members to challenge each other to tithe and then publicly witness to those gifts."

Members of the Executive Committee will meet one-on-one with the Church Council Class of 2015 during the April 2010 meeting. Further details will be provided following the Executive Committee's April 9, 2010, meeting.

CC INFORMATION

2. Recipient for Church Council Offering

In preparation for each meeting of the Church Council, the Executive Committee requests a recommendation by the Development Services unit of the offering recipient(s) for the meeting for review and approval by the Executive Committee.

The Executive Committee has recommended that the offering taken at the worship service on Sunday, April 11, 2010, will support the Vision for Mission fund, which supports churchwide programs, and the Haiti Earthquake Response.

An update from Lutheran Disaster Response is scheduled on Sunday, April 11, 2010.

Please make checks payable to the ELCA with the notation "Church Council Offering."

CC INFORMATION

D. Legal and Constitutional Review Committee

Information items related to the April 9, 2010, meeting of the Legal and Constitutional Review Committee will be distributed following the committee's meeting.

1. Annuity Product Recommendations

The Board of Pensions Trustees took the following action at its February 26 - 28, 2010 meeting:

WHEREAS, on April 3, 2009, the Board of Pensions closed the ELCA Participating Annuity and Bridge Fund to new entrants; and

WHEREAS, part of the retirement philosophy of the Board of Pensions is that many members will be well served by annuitizing enough money to create a monthly income that, along with Social Security, will cover core living expenses; and

WHEREAS, staff has been working with an ad hoc committee of four trustees and an outside consultant to bring recommendations addressing future management of the current annuity product and a new proposed annuity product to be offered in the future; and

WHEREAS, time is of the essence in making a new annuity product available to members who are approaching retirement; and

WHEREAS, it will take a significant amount of time to develop the annuity product and the systems to support it; therefore, be it

RESOLVED, that the Board of Trustees authorizes staff to go forward with developing annuity products as outlined in the attachments to the memorandum from David G. Adams, Vice President, Products and Services, to the Board of Trustees dated February 18, 2010; and be it further

RESOLVED, that staff shall follow a StageGate® development process, bringing to the trustees, in the May 2010 timeframe, a further developed concept for additional authorization to proceed with development and implementation of the new product.

The memorandum from David G. Adams is summarized below, including reference to three items of information related to the Board of Pensions' annuity product recommendations:

1. A matrix that summarizes staff's recommendations, including reopening the current annuity and offering a companion annuity product with a more conservative asset mix. The matrix is provided in [Exhibit P, Part 3a](#).
2. A Powerpoint presentation covering member needs and product recommendations. The presentation is provided *only online* under [Legal and Constitutional Review](#). Printed copies will be supplied upon request.
3. A second Powerpoint presentation prepared by John Hanson of Hewitt Associates that illustrates the expected performance of the annuity products based on simulated investment results. The presentation is provided *only online* under [Legal and Constitutional Review Hewitt](#). Printed copies will be supplied upon request.

The Board of Pensions expressed gratitude to Cecil Bykerk, Mike McCoy, Lois O'Rourke, and Roger Saylor for their ongoing engagement and support as the annuity ad hoc committee of trustees.

Following discussion by the Legal and Constitutional Review Committee, the Church Council will receive an update about the annuity product recommendations, including a time frame for further consideration.

CC INFORMATION

E. Planning and Evaluation Committee

Information items related to the November 14, 2009, meeting of the Planning and Evaluation Committee will be distributed following the committee's meeting.

1. Update on Living into the Future Together: Renewing the Ecology of the ELCA (LIFT)

At its November 2009 meeting, the ELCA Church Council approved the charter for the ELCA Ecology Study Task Force study, the purpose of which is "...to recognize the evolving societal and economic changes of the twenty years since the formation of this church, and to evaluate the organization, governance, and interrelationships among this church's expressions in the light of those changes. The intended result of the Ecology Study Task Force's work is a report and recommendations that will position this church for the future and explore new possibilities for participating in God's mission."

Pr. Dee Pederson, chair of the task force, will bring an update on "Living into the Future Together: Renewing the Ecology of the ELCA" (LIFT) during the April 2010 meeting. The update will include engagement with questions to assist the task force in its work.

The task force will bring a report and recommendations to the April 2011 meeting of the Church Council for referral to the 2011 ELCA Churchwide Assembly.

An update is provided in Exhibit E, Part 2.

CC INFORMATION

F. Program and Services Committee

Information items related to the April 9, 2010, meeting of the Program and Services Committee will be distributed following the committee's meeting.

1. Draft Social Statement on Genetics

In accordance with "Policy and Procedures of the Evangelical Lutheran Church in America," the Church Council and the Conference of Bishops "...shall be forums for deliberation on preliminary documents."

The draft social statement on genetics was released for study and response by members of this church on February 18, 2010. In addition to discussion at meetings of the Church Council, members are invited to submit individual responses by October 15, 2010. A proposed social statement on genetics will be considered by the Church Council at its April 2011 meeting in preparation for final consideration by the 2011 Churchwide Assembly.

The draft social statement will not be distributed in printed form, but is available online as [Exhibit K, Part 1a](#). Two additional documents are available in both printed and electronic forms: an executive summary ([Exhibit K, Part 1b](#)) and "Frequently Asked Questions" ([Exhibit K, Part 1c](#)).

CC INFORMATION

VI. OTHER CHURCHWIDE ITEMS

A. Reports on Synod Visits

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

At its November 2009 meeting, members of the Church Council prepared assignments for “Church Council contacts with synods: 2009-2011.” Members are encouraged to report on synod visits regularly. A summary of the reports received since the November 2009 meeting of the Church Council are printed in Exhibit D, Part 1. Also included are previous reports not distributed at the November 2009 meeting. A notebook including the full texts of reports submitted is available on the materials distribution table.

CC INFORMATION

B. Greeting from ELCIC Bishop Susan Johnson

The closest neighbor of the Evangelical Lutheran Church in America is the Evangelical Lutheran Church in Canada (ELCIC). For the last several years, a representative of the ELCIC has been a guest at each spring meeting of the ELCA Church Council, just as a representative of the ELCA has been a guest at each fall meeting of the ELCIC National Church Council.

The Rev. Susan Johnson, the National Bishop of the ELCIC, will be present for the April 2010 meeting of the Church Council and will bring a greeting to the Church Council on Saturday morning, April 10, 2010.

CC INFORMATION

C. Kalos—The ELCA Legacy Society

Planning for a churchwide wills and bequest campaign was initiated through the ELCA Foundation and Development Services unit in 2008. For the purpose of increasing support of ELCA churchwide ministries, and as a service to every ELCA congregation and member, the ELCA Foundation will roll out a national wills and bequest campaign beginning with the launch of Kalos—the ELCA Legacy Society—in 2010. Cynthia Halverson, president of the ELCA Foundation and executive for Development Services, will present an update on the launching of the Kalos Society and the planning for the roll-out of the wills and bequest campaign during plenary session five on Sunday morning, April 11, 2010.