Metro D.C. Synod Assembly 2019

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Metropolitan Washington, D.C. Synod
Evangelical Lutheran Church in America
God's work.Our hands.

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Synod Assembly 2019

February 7, 2019

From: Kevin D. Anderson, Secretary
The Metropolitan Washington, D.C. Synod, ELCA

To: Ministers of Word and Sacrament
Ministers of Word and Service
Congregation Presidents
Unit Chairs
Synod Council
The President, Gettysburg College
The President, Roanoke College
The President, Thiel College
The Coordinator, ELCA Region 8
Ms. Katharyn Wheeler, Assembly Coordinator
The President, United Lutheran Seminary
The Rev. Elizabeth A. Eaton, Presiding Bishop, ELCA
Regional Representative, Portico Benefit Services

According to S7.13 of the Synod Constitution, "Notice of the time and place of all meetings of the Synod Assembly shall be given by the secretary."

Congregations are reminded to consult their congregation constitution with reference to those sections pursuant to election or designation of lay voting members to a Synod Assembly.

The 2019 Synod Assembly will convene on Friday, June 14, 2019, at College Park Marriott Hotel & Conference Center, 3501 University Boulevard East, Hyattsville, Maryland 20783. Main Phone: 301-985-7300.

All ministers of Word and Sacrament and ministers of Word and Service on the roster of the Synod are expected to be in attendance.

If you are rostered with the Metropolitan Washington, D.C. Synod and cannot attend the assembly, you must send a letter to the Bishop addressed to the Secretary of the synod requesting to be excused.

Chapter 7 of the Synod Constitution deals with the Synod Assembly. According to that chapter, sections S7.21.c, S7.21.A92, and S7.21.02:

- A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with more than 175 baptized members related to this synod, one

of whom shall be male and one of whom shall be female, shall be voting members.

- The Synod Council shall seek to ensure that, as nearly as possible, 50 percent of the lay members of the assembly shall be female and 50 percent shall be male. Additional members from each congregation normally shall be equally divided between male and female. (S7.21.c)

- For the allocation of lay members of the Synod Assembly the most current Church body statistics are the basis for determining baptized members. To achieve the proper ratio, each congregation of 450 baptized members will be entitled to an additional voting member and another voting member for each full 250 members over 450. (S7.21.A92)

- Congregations with a baptized membership which consists of at least 10 percent persons of color and/or whose primary language is other than English will be entitled to one additional member. That member will be a person of color or whose primary language is other than English. (S7.21.02)

Based on current congregational data (latest year of congregation report submitted is in parentheses following congregation name) and fulfilling the above stated sections of the synod constitution, I have determined the following allocation of lay voting members of the 2019 Synod Assembly (* indicates one additional member for congregations fulfilling S7.21.02, but only if that member is a person of color and/or whose primary language is other than English).

D.C. Conference	Augustana (2015)	4*
	Christ (2017)	3*
	First Trinity (2017)	2*
	Georgetown (2017)	2*
	Grace (2017)	2*
	Holy Comforter (2017)	1
	Luther Place (2016)	3*
	Oromo Evangelical Lutheran (2017)	2*
	Our Redeemer (2015)	2*
	Peace, Bermuda (2017)	2*
	Reformation (2014)	2
	St. Matthew (2010)	3*
	St. Paul's (2017)	4
		32
Fairfax Conference	Abiding Presence, Burke (2017)	3
	Bethel, Manassas (2017)	3
	Bethlehem, Fairfax (2016)	2
	Christ, Fairfax (2017)	3*
	Covenant, Dale City (2017)	2
	Epiphany, Dale City (2015)	1
	Good Shepherd, Woodbridge (2017)	3

	Lord of Life, Fairfax (2017)	6
	River of Grace, Manassas (2016)	1
	Shepherd of the Hills, Haymarket (2017)	2
	St. Mark, Springfield (2016)	4
	St. Matthew, Woodbridge (2017)	4
		34
Maryland Conference	Abiding Presence, Beltsville (2017)	2*
	All Saints, Bowie (2016)	3*
	Good Samaritan, Lanham (2013)	2*
	Good Samaritan, Lexington Park (2017)	2
	Grace, Bowie (2017)	2
	Grace, Ft. Washington (2017)	2*
	Hope, Clinton (2017)	2*
	Hope, College Park (2017)	2*
	Peace, Waldorf (2017)	3*
	St. John, Riverdale (2008)	2*
	St. Michael's Truth/Our Saviour's (2017)	2*
	St. Nicholas, Prince Frederick (2017)	2
	Zion, Takoma Park (2010)	3*
		29
Montgomery Conference	Christ, Bethesda (2017)	2*
	Christ the Servant, Gaithersburg (2017)	2*
	Emmanuel, Bethesda (2017)	5
	Epiphany, Burtonsville (2017)	2*
	Good Shepherd, Gaithersburg (2017)	5
	In Christ Washington Fellowship (2013)	2*
	La Sagrada Familia, Silver Spring (2013)	2*
	Living Faith, Rockville (2017)	2*
	Prince of Peace, Gaithersburg (2017)	4*
	St. John's, Rockville (2017)	2
	St. Luke's, Derwood (Redland) (2017)	2*
	St. Luke, Silver Spring (2017)	8
	St. Stephen, Silver Spring (2017)	2*
	Swahili Lutheran Church (2017)	2*
	Trinity, North Bethesda (2017)	4*
		46
Potomac Conference	Advent, Arlington (2017)	2*
	Epiphany, Alexandria (2017)	2
	Faith, Arlington (2017)	2
	Good Shepherd, Alexandria (2015)	2
	Holy Trinity, Falls Church (2017)	2
	Hope, Annandale (2017)	2*
	Messiah, Alexandria (2017)	1
	Nativity, Alexandria (2015)	2
	Peace, Alexandria (2017)	2

	Resurrection, Arlington (2017)	4*
		21
Virginia Conference	Bethel, Lovettsville (2006)	1
	Christ the King, Great Falls (2017)	3
	Christ the Servant, Reston (2017)	2
	Community, Sterling (2017)	5*
	Emmanuel, Vienna (2017)	5
	Holy Cross, Herndon (2017)	3
	Holy Trinity, Leesburg (2016)	2
	King of Kings, Fairfax (2017)	4
	New Jerusalem, Lovettsville (2017)	2
	Redeemer, McLean (2017)	5
	St. Andrew, Centreville (2017)	4
	Zion, Lovettsville (2017)	1
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Voting Members summary:	Ministers of Word and Sacrament	177
	Ministers of Word and Service	15
	Lay Members	193
	Synod Council Lay Members	13
	Total	**198**

Registration and materials for the 2019 Synod Assembly can be found on-line at http://metrodcelca.org/synod-assembly-2019/. Registration closes on Friday, May 10. No late registrations will be accepted. It is the responsibility of congregations and voting members to download their Assembly materials.

For your information:

+ In accordance with S7.27 elected members of the Synod Council are voting members of the assembly and may register in that capacity; and

+ Persons attending the assembly who are not voting members should register as a Visitor.

The Assembly draft agenda indicates that Assembly check-in begins at 8:30 am on Friday, June 14, at College Park Marriott Hotel & Conference Center. Orientation for new voting members is from 9:00-9:45 am. The Assembly opens at 10:00 am with seating of voting members at 10:30 am. It is anticipated that the Assembly will adjourn by 4:30 pm on Saturday, June 15.

Kevin D. Anderson

Kevin D. Anderson
Secretary of the Metropolitan Washington, D.C. Synod, ELCA

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2019 SYNOD ASSEMBLY

RULES OF PROCEDURE

01. To the extent consistent with the following rules of procedure, Robert's Rules of Order, latest edition, shall govern.

Voice and Vote

02. All persons under call, on leave from call, and retired on the roster of this Metropolitan Washington D.C. Synod, in attendance at this assembly, shall have voice and vote at the proceedings of this assembly. All interim pastors serving congregations of this synod, at the time of the assembly, shall have voice and vote.

03. Alternate lay members shall be seated if the regular lay members are unable to serve.

04. Persons giving reports during this assembly's proceedings who are not members shall be given voice, no vote, during that portion of the assembly.

05. The parliamentarian appointed by the Synod Council shall be given voice, no vote (unless a member) during the proceedings of this assembly.

06. The Presiding Bishop, or his or her representative(s), and ecumenical representatives shall be given voice, no vote during the proceedings of this assembly.

07. Duly elected and serving members of the Synod Council shall have both voice and vote at the synod assembly, in accordance with S7.28 of the constitution of the synod.

Quorum

08. One-half (1/2) of the members of the Synod Assembly shall constitute a quorum.

Proxy

09. Proxy and absentee voting shall not be permitted in the transaction of any business of this synod.

Items of Business

10. With the consent of this assembly, the chair shall have the authority to call items of business before the assembly in whatever order is deemed by the chair most expedient for the conduct of assembly business. The chair shall limit discussions to items germane to the issues before the assembly.

Resolutions

11. Resolutions to be considered by the assembly shall be submitted in writing to the Secretary of the Synod. In order to assure the resolution going to the floor of this assembly, such resolutions shall be submitted to the Secretary of the Synod prior to the promulgated deadline, which shall not be less than 30 days prior to the beginning of the assembly. The Secretary shall refer them to the Committee on Reference and Counsel. The Committee shall report to this assembly with its recommendations regarding the resolutions submitted, which shall constitute a motion to the floor of this assembly.

12. Any resolutions submitted after the deadline are not guaranteed a place on the agenda and must receive a two-thirds vote in order to be heard. Any resolution not receiving a two-thirds vote will be referred to the Synod Council for disposition.

13. Multimedia presentations will not be part of floor debate on resolutions.

Motions

14. All main motions, to be made, shall be in writing and presented to the Secretary of the Synod immediately (Constitution and Bylaw amendments require five (5) signatures of members).

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

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

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

18. Debate shall be limited to two (2) minutes per person, per speech.

Elections (Generally)

19. Ballots shall be accepted only from those members who are seated within designated areas of the assembly hall. In cases where electronic voting is used,

a voting device shall be issued only to, and may be used only by, voting members present at the assembly.

20. Nominations from the floor shall be accompanied by the copy-ready vita and the consent of the person to be nominated, both to be submitted to the secretary at the time of the nomination.

Election of a Bishop

21. Biographical information on the seven nominees (plus ties) who received the greatest number of votes on the second ballot, submitted on a form determined by the Synod Council, shall be distributed to voting members prior to the casting of the third ballot for bishop.

22. Prior to the third ballot for bishop, the seven persons (plus ties) who received the greatest number of votes on the second ballot will be invited to address the assembly, with each speech limited to four minutes. A timekeeper shall indicate to the speaker when 30 seconds remain of the allocated time and when the allocated time has elapsed. The sequence of the speeches shall be determined by lot.

23. Prior to the fourth ballot for bishop, the three persons (plus ties) who received the greatest number of votes on the third ballot will be invited to participate in a question-and-answer period. Voting members will be divided into three separate groups according to their conferences, with two conferences being represented in each group. The three persons shall rotate through the meeting locations for each of the three groups and shall appear alone before each such group. The period shall be moderated by one or more members of the task force formed for the purpose of planning the bishop's election and transition. The same questions will be asked to each nominee. The sequence of the questions to be asked shall be determined by the task force member moderating the session. Questions may be submitted in writing to the task force member moderating the session not later than the conclusion of the conference breakfasts organized for the purpose of developing questions for the candidates. The time for the question-and-answer period shall be a maximum of 30 minutes. In the event a tie in voting on the third ballot for bishop causes more than three persons to be named on the fourth ballot, the vice president and the secretary of the synod shall determine the nature and extent of any adjustments, in the agenda, logistics, or otherwise, necessary to provide each such person with the same opportunity to address all voting members.

24. Prior to the fifth ballot for bishop, the two persons (plus ties) who received the greatest number of votes on the fourth ballot will be invited to address the assembly, with each speech limited to seven minutes. A timekeeper shall indicate when 30 seconds remain of the allocated time and when the allocated time has elapsed. The sequence of the speeches shall be determined by lot.

25. In the case of any of the events specified in any of the three preceding paragraphs, if any person permitted to address the assembly is not present at the assembly, the individual may address the assembly telephonically or may designate an alternate to speak on his or her behalf.

26. The representative of the churchwide organization shall preside over the assembly whenever the assembly is in session and considering business related to the election of the synod bishop, or when the assembly is casting ballots in this election. Upon conclusion of balloting or of specific business related to the election, the bishop shall resume presiding over the assembly.

Minutes

27. Minutes of this assembly shall be available for review by the Synod Council by the September 30 immediately following the assembly.

Applications for Displays

28. The Assembly Planning Committee shall determine the amount of space available for displays at each assembly site, year by year, and shall determine the fees charged for displays that are and are not directly related to the tables, teams, and committees of this synod in coordination with the Synod Council.

Applications will be reviewed by the planning committee for content of display and how it relates to the Synod Assembly theme. Permission or license for displays at each assembly shall be given in light of the following priorities:

First Priority: Synod divisions and offices.

Second Priority: Agencies and ministries directly affiliated with this synod, its congregations and/or the ELCA, including 1517 Media (f/k/a Augsburg Fortress).

Third Priority: Independent organizations, services, or ministries related or useful to the ministry of this church (*e.g.*, church fund raising organizations, ecclesiastical arts agencies).

In principle, display authorization at this synod's assemblies shall always be considered a privilege and shall never be considered a right of any organization not officially affiliated with this synod and/or the ELCA.

In accord with available "third party space," the Assembly Planning Committee shall choose as many as seems appropriate from among the applicants.

Organizations whose prior behavior or whose styles of ministry are thought to be or have been demonstrated to be demeaning of persons of differing viewpoints as to their worth as individuals, or their worthiness to hear the Gospel or to live in community with other believers, shall not be permitted the privilege of display at assemblies of this synod. Decisions of the Assembly Planning Committee in this regard are considered final.

METROPOLITAN WASHINGTON D.C. SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA
SYNOD ASSEMBLY 2019

Draft Agenda L
June 14-15, 2019
College Park Marriott

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FRIDAY, JUNE 14, 2019

8:30 a.m. – 10:00 a.m.	Registration – Katharyn Wheeler, Interns Area: Entrance, Office and Counting in 1103
(8:30 a.m. Registration Opens)	
8:30 a.m. – 8:30 a.m.	Child Care Room: 1101/1102
8:30 a.m. – 10:00 a.m.	Synod Council Room: 1105
9:00 a.m. – 9:45 a.m.	Orientation for New Voting Members Mr. Richard Ahlberg and the Rev. Margrethe Kleiber Room: General Vessey Ballroom
9:00 a.m. – 9:45 a.m.	Worship Assistant Training Room: Chesapeake Ballroom

Morning Prayer — **10:00 a.m. – 10:30 a.m.** — **Chesapeake Ballroom**

Plenary Session 1 — **10:30 a.m. - 12:00 p.m.** — **Chesapeake Ballroom**

10:30 a.m. – 10:40 a.m.	Opening of Assembly (10 min.) Report of the Registrar – Mr. Kevin Anderson Seating of Voting Members Approval of Absences Adoption of Agenda Adoption of 2018 Synod Assembly Minutes Adoption of Rules of Procedure
10:40 a.m. – 10:55 a.m.	Recognition of Ecumenical Guests (15 minutes)

10:55 a.m. – 11:35 a.m. ELCA Representative - Deacon Sue Rothmeyer, Assistant to the Secretary and Executive for Office of the Secretary (40 min.)

(11:15 a.m. Registration Closed for Pre-Bishop Ballot Count)

11:35 a.m. – 11:45 a.m. Report of the Synod Transition Team – Mr. Nels Hendrickson (10 min.)

11:45 a.m. – 11:50 a.m. Process of Electing a Bishop presented by Deacon Sue Rothmeyer (5 min.)

11:50 a.m. – 11:51 a.m. Report of the Registrar – Mr. Kevin Anderson

11:51 a.m. – 12:05 p.m. Prayer & First Ballot for Bishop—nominating ballot – Mr. Tommie Robinson (14 min.)

12:05 p.m. – 12:15 p.m. Report of the Nominating Committee – The Rev. Travis Kern (10 min.)

12:15 p.m. – 12:20 p.m. Introduction to Voting Devices – Jean Knight, Quizdom (5 min.)

12:20 p.m. - 12:25 p.m. First Ballot for Synod Elections – The Rev. Mitch Watney (5 min.)

12:25 p.m. – 12:30 p.m. First Reading of the Mission Spending Plan – Ms. Julie Hamre (5 min.)

(12:30 p.m. Registration Reopens)

Midday Prayer **12:30 p.m. – 1:00 pm** **Chesapeake Ballroom**

1:00 p.m. – 1:15 p.m. Report of the First Ballot for Bishop – Mr. Tommie Robinson (15 min.)

1:15 pm – 3:00 pm **Lunch & Workshops**

1:15 p.m. – 1:20 p.m. Lunch & workshop instructions/Prayer – Assembly Chaplain (5 min.)

1:20 p.m. – 2:00 p.m. Pick up lunch and find assigned workshops (40 min.)

2:00 p.m. – 3:00 p.m. Workshops (60 min.)

Advocacy: A Vital Ministry for (Young Adult) Leadership and Faith Transformation
Room: General Vessey Ballroom
Entrance Rite Discernment
Room: 0101
Incorporating Yoga into your Sunday School Program
Room: Art Gallery
"Let Me Tell You What It's Really Like": A Conversation about Living with Mental Illness
Room: 0102
LIRS: 80 years of Welcome…and More!
Room: 1105
Lament and Hope: Racial Equity in Society
Room: 0105
Mission Spending Plan
Room: Chasen Family Room
Q&A with ELCA Representative
Room: Chesapeake Ballroom

Plenary Session 2 **3:00 p.m. - 4:15 p.m.** **Chesapeake Ballroom**

3:00 p.m. – 3:05 p.m. We lift our voices in song and prayer – Synod Worship Team & Assembly Chaplain (5 min.)

3:05 p.m. – 3:25 p.m. Report of the Bishop – The Rev. Richard H. Graham, Bishop (20 min.)

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3:25 p.m. – 3:30 p.m.	The Second Ballot for Synod Elections – The Rev. Mitch Watney (5 min.)
3:30 p.m. – 3:40 p.m.	Report of the Interim DEM – The Rev. Gary Rhinesmith (10 min.)
3:40 p.m. – 3:50 p.m.	Report of the Synod Treasurer – Ms. Julie Hamre (10 min.)
3:50 p.m. – 4:10 p.m.	First Report of Reference and Counsel – The Rev. Mark Edwards (20 min.)
4:10 p.m. – 4:15 p.m.	Proposed Constitutional Amendment – Mr. Kevin Anderson (5 min.)

4:15 p.m. – 5:00 p.m. Break and Hotel Check-in (45 min.)

4:30 P.M. DEADLINE **WITHDRAWAL FROM ELECTION FOR BISHOP AND ALL BISHOP CANDIDATE FORMS DUE**

(4:45 p.m. Registration Closed for Pre-Bishop Ballot Count)

Plenary Session 3 5:00 p.m. – 6:00 p.m. Chesapeake Ballroom

5:00 p.m. – 5:05 p.m.	We lift our voices in song and prayer – Synod Worship Team & Assembly Chaplain (5 min)
5:05 p.m. – 5:10 p.m.	Report of the Vice President/Synod Council – Ms. Evelyn Crenshaw (5 min.)
5:10 p.m. – 5:15 p.m.	Introduction to Compensation Guidelines – Ms. Evelyn Crenshaw (5 min.)
5:15 p.m. – 5:16 p.m.	Report of the Registrar – Mr. Kevin Anderson (1 min.)
5:16 p.m. - 5:30 p.m.	Second Ballot for Bishop – Mr. Tommie Robinson (14 min.)
5:30 p.m. – 5:45 p.m.	Report of the Assistant to the Bishop – The Rev. Leila Ortiz (15 min.)
5:45 p.m. – 5:55 p.m.	Instructions for Conference Breakfasts – Synod Transition Team (10 min.)
5:55 p.m. - 6:00 p.m.	Instructions for dinner and meal prayer – Synod Assembly Chaplain (5 min.)

(6:00 p.m. Registration Reopens)

Dinner 6:00 p.m. – 7:00 pm General Vessey Ballroom

Plenary Session 4 7:00 p.m. – 8:30 p.m. Chesapeake Ballroom

7:00 p.m. – 7:05 p.m.	We lift our voices in song and prayer – Synod Worship Team & Assembly Chaplain (5 min.)
7:05 p.m. – 7:15 p.m.	Report of the Second Ballot for Bishop – Mr. Tommie Robinson (10 min.)
7:15 p.m. – 7:35 p.m.	Second Report of Reference and Counsel – The Rev. Mark Edwards (20 min.)
7:35 p.m. – 7:45 p.m.	Anniversary Recognition (10 min.)
7:45 p.m. – 8:15 p.m.	Statements from the Nominees for Bishop – Mr. Nels Hendrickson (30 min.)
8:15 p.m. – 8:16 p.m.	Report of the Registrar – Mr. Kevin Anderson (1 min.)
8:16 p.m. – 8:30 p.m.	Third Ballot for Bishop – Mr. Tommie Robinson (14 min.)

Evening Prayer 8:30 pm – 9:00 pm General Vessey Ballroom

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SATURDAY, JUNE 15, 2019

(7:00 a.m. Registration Reopens)

7:15 a.m. – 7:45 a.m.	Morning Yoga Room: Art Gallery
8:00 a.m. – 5:00 p.m.	Child Care Room: 1101/1102
8:00 a.m. – 9:30 a.m.	Conference Breakfast (Deans and transition team members to facilitate conference breakfast—conferences are to develop questions for bishop nominees) District of Columbia & Fairfax Conferences Room: 1105 Maryland & Virginia Conferences Room: 0101 Montgomery & Potomac Conferences Room: 0105

Festival Worship **9:30 a.m. – 10:30 a.m.** **General Vessey Ballroom**

Plenary Session 5 **10:30 a.m. – 11:00 a.m.** **Chesapeake Ballroom**

10:30 a.m. – 10:35 a.m.	Opening Prayer – Bishop Graham (5 min)
10:35 a.m. – 10:45 a.m.	Report on New Connections – (10 min.)
10:45 a.m. – 10:50 a.m.	Report of the Third Ballot for Bishop – Mr. Tommie Robinson (5 min.)
10:50 a.m. – 10:55 a.m.	Instructions for Hearings – Synod Transition Team (5 min)
10:55 a.m. – 11:00 a.m.	Prayer-Assembly Chaplain (5 min.)

Break w/Snacks **11:00 a.m. – 11:15 a.m. (5 min.)**

Hearing One **11:15 a.m. – 11:45 a.m. (30 min.) Transition Team member to moderate**

District of Columbia & Fairfax Conferences	Room: 1105
Maryland & Virginia Conferences	Room: 0101
Montgomery & Potomac Conferences	Room: 0105

Break **11:45 a.m. to 11:50 a.m. (5 min.)**

Hearing Two **11:50 a.m. – 12:20 p.m. (30 min.)Transition Team member to moderate**

District of Columbia & Fairfax Conferences	Room: 1105
Maryland & Virginia Conferences	Room: 0101
Montgomery & Potomac Conferences	Room: 0105

Break **12:20 a.m. to 12:25 a.m. (5 min.)**

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Hearing Three **12:25 p.m. – 12:55 p.m. (30 min.) Transition Team member to moderate**

District of Columbia & Fairfax Conferences	Room: 1105
Maryland & Virginia Conferences	Room: 0101
Montgomery & Potomac Conferences	Room: 0105

Lunch **1:00 p.m. – 2:00 p.m. (60 min.)** **General Vessey Ballroom**

(1:00 p.m. Registration Officially Closed)

Plenary Session 6 **2:00 p.m. – 3:30 p.m** **Chesapeake Ballroom**

2:00 p.m. – 2:05 p.m.	We lift our voices in song and prayer – Synod Worship Team & Assembly Chaplain (5 min)
2:05 p.m. – 2:06 p.m.	Report of the Registrar – Mr. Kevin Anderson
2:06 p.m. – 2:15 p.m.	Fourth Ballot for Bishop & Report of the Fourth Ballot for Bishop – Mr. Tommie Robinson (10 min.)
2:15 p.m. – 2:25 p.m.	Discussion and proposed adoption of Mission Spending Plan – Ms. Julie Hamre (10 min.)
2:25 p.m. – 2:45 p.m.	Third Report of Reference and Counsel – The Rev. Mark Edwards (20 min.)
2:45 p.m. – 3:00 p.m.	Statements from bishop nominees – Synod Transition Team (15 min.)
3:00 p.m. – 3:01 p.m.	Report of the Registrar – Mr. Kevin Anderson
3:00 p.m. – 3:10 p.m.	Fifth Ballot for Bishop & Report of the Fifth Ballot for Bishop – Mr. Tommie Robinson (10 min.)
3:10 p.m. – 3:15 p.m.	Prayer for the Bishop-elect (5 min.)
3:15 p.m. – 3:30 p.m.	Unfinished Business (15 min.)

Break **3:30 p.m. – 3:45 p.m.**

Plenary 7 **3:45 p.m. – 4:30 pm** **Chesapeake Ballroom**

3:45 p.m. – 3:50 p.m.	We lift our voices in song and prayer – Synod Worship Team & Assembly Chaplain (5 min)
3:50 p.m. – 3:55 p.m.	Comments from Bishop Graham (5 min.)
3:55 p.m. – 4:00 p.m.	Comments from Bishop-Elect (5 min.)
4:00 p.m. – 4:30 p.m.	Closing Worship with Installation of Synod Council, Sending of Churchwide Voting Members, and closing of Assembly (30 min.)

DRAFT

Evangelical Lutheran Church in America
God's work. Our hands.

Spring 2019

"'For if you keep silence at such a time as this,
relief and deliverance will rise for the Jews
from another quarter, but you and your father's
family will perish. Who knows?
Perhaps you have come to royal dignity
for just such a time as this.'"
– Esther 4:14

Dear Friends in Christ,

For such a time. The world has changed and is changing. But what shapes us as Lutherans is being God's beloved people gathered around word and sacraments. In Christ through the Spirit, God has invited us into a deeply intimate and loving relationship with God and with each other for such a time as this.

This is our time to tell the story of the church we are becoming, a church confident about who we are in Christ and what God is calling us to do. As I have said previously, if God wills that there be a witness to the gospel through the Evangelical Lutheran Church in America (ELCA), no force on earth, not even our own, can stop it.

As we gather in synod assemblies, I invite you to pray for one another and listen for God's will. Your prayers and discernment will be crucial as the assembly season culminates at the 2019 ELCA Churchwide Assembly in Milwaukee, Aug. 5-10. As part of our legislative business, we will be receiving and considering proposals from your synod assemblies. I hope you will have time and space to talk together, pray together and listen together as you consider resolutions and memorials before you. We need time for discernment.

This church continues to engage in God's reconciling work through Christ in the world. At the churchwide organization, the ELCA Church Council is overseeing implementation of this church's strategic plan, Future Directions 2025 (ELCA.org/future). Through this initiative, we're cultivating new leaders and revitalizing congregations. Thank you for your faithful commitment.

Thank you also for your generosity to *Always Being Made New: The Campaign for the ELCA* (ELCA.org/campaign). Your continued support is an example of all the ways we are church, we are Lutheran, we are church together and we are church for the sake of the world.

God's blessings to you as you gather as the living body of Christ. May you be guided by the Spirit as you do God's will for God's people for such a time.

With gratitude,

Elizabeth A. Eaton

The Rev. Elizabeth A. Eaton
Presiding Bishop

Iglesia Evangélica Luterana en América
La obra de Dios. Nuestras manos.

Primavera, 2019

"'Si ahora te quedas absolutamente callada,
de otra parte vendrán el alivio y la liberación
para los judíos, pero tú y la familia de tu padre
perecerán. ¡Quién sabe si no has llegado al
trono precisamente para un momento como este!'"
– Ester 4:14

Estimados amigos y amigas en Cristo,

Para un momento como este. El mundo ha cambiado y está cambiando. Sin embargo, lo que nos moldea como luteranos es ser el pueblo amado de Dios reunido en torno a la palabra y los sacramentos. En Cristo, por medio del Espíritu, Dios nos ha invitado a una relación profundamente íntima y amorosa con Dios y entre nosotros para un momento como este.

Este es nuestro momento de contar la historia de la iglesia en la que nos estamos convirtiendo, una iglesia confiada en quiénes somos en Cristo y en lo que Dios nos está llamando a hacer. Como he dicho previamente, si Dios quiere que haya un testimonio del evangelio por medio de la Iglesia Evangélica Luterana en América (ELCA), ninguna fuerza en la tierra, ni siquiera la nuestra, puede detenerlo.

Los invito a que durante el tiempo de reuniones en las asambleas de los sínodos oren unos por otros y presten oído a la voluntad de Dios. Sus oraciones y discernimiento serán cruciales durante la culminación de la temporada de asambleas en la Asamblea Nacional de la ELCA 2019 en Milwaukee, en agosto del 5 al 10. Como parte de nuestros negocios legislativos, estaremos recibiendo y considerando las propuestas de las asambleas de sus sínodos. Espero que tengan el tiempo y el lugar para conversar juntos, orar juntos y escuchar juntos, a fin de considerar las resoluciones y memoriales que tienen ante ustedes. Necesitamos tiempo para el discernimiento.

Esta iglesia continúa participando en la obra reconciliadora de Dios en el mundo por medio de Cristo. En la organización nacional, el Consejo Eclesial de la ELCA está supervisando la implementación del plan estratégico de esta iglesia, Futuras Direcciones 2025 (ELCA.org/future). A través de esta iniciativa, estamos cultivando nuevos líderes y revitalizando congregaciones. Gracias por su fiel compromiso.

Gracias por su generosidad hacia *Siempre siendo hechos nuevos: La campaña para la ELCA* (ELCA.org/campaign). Su apoyo continuo es un ejemplo de las formas en que somos iglesia, somos luteranos, juntos somos iglesia, y somos iglesia para el bienestar del mundo.

Bendiciones de Dios para ustedes mientras se reúnen como el cuerpo vivo de Cristo. Que sean guiados por el Espíritu mientras hacen la voluntad de Dios, para el pueblo de Dios, para un momento como este.

Con gratitud,

Elizabeth A. Eaton

Rvda. Elizabeth A. Eaton
Obispa Presidente

God's work.
Our hands.

ELCA 2018 Annual Report

Evangelical Lutheran Church in America
God's work. Our hands.

ELCA MINISTRIES

ADVOCACY

The 2018 ELCA Advocacy Policy Priorities focus the work of the Washington, D.C., office on issues central to God's vision of a just world where all are fed, shaped by the ELCA's social-teaching documents and the experiences of its congregations, ministries, and partners. Lutheran engagement in public discourse and action is reflected in advancement of identified priority areas.

2018 by the Numbers:

- 19,128 = email messages sent through the ELCA Advocacy Action Center from Lutheran advocates/constituents to the U.S. Congress and presidential administration
- 4,950 = advocates who joined the ELCA Advocacy network (includes the national center and ELCA-hosted state and Peace Not Walls networks) Join the network at ELCA.org/advocacy/signup.
- 14 percent = increase in membership of the ELCA Advocacy network
- 101 = meetings with congressional/administration contacts by ELCA Advocacy national staff members
- 115 = visits with congressional/administration contacts during the Hunger Leadership Gathering
- 12 percent = increase in followers on Twitter @ELCAadvocacy, as of December 2018
- 31.6 percent = increase in followers on Facebook @ELCAadvocacy, as of December 2018

Farm bill

Our sustained advocacy played a critical role in passage of a bipartisan farm bill free of harmful cuts or ineffective job provisions, one that expands support for the farmer safety net, environmental opportunities, and international food aid.

Migration

Through the AMMPARO strategy, we worked to increase U.S. government funding for economic development programs and anticorruption mechanisms that are culturally appropriate for Central American communities. We opposed U.S. foreign policies that increase the militarization of Central American countries or prevent their people from seeking protection in a country where they feel safe.

Care for creation

The ELCA brought a faith voice to discussions about implementing the Paris Climate Change Agreement, the topic of the 24th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP24) in Katowice, Poland. The ELCA's new collaboration with ecoAmerica's Blessed Tomorrow program yielded impact-tested resource development, including production steps toward cobranded video and print pieces.

Affordable housing/homelessness

ELCA advocacy focused on housing as a federal budget priority, advocating for funding increases in homelessness programs, senior assistance, and affordable housing.

Criminal justice reform

ELCA Advocacy's sustained focus on sentencing reform culminated in the December 2018 passage of the First Step Act, itself a first step toward meaningful criminal justice reform.

International policy

The ELCA and its partners worked together to ensure robust funding for foreign assistance in the 2019 federal budget. ELCA Advocacy worked to reauthorize the Global Food Security Act of 2016,and the measure passed with overwhelming bipartisan support. Work continued on the proposed International Violence Against Women Act; ELCA Advocacy supports this or similar legislation that would address gender-based violence and women's equality globally.

International peacekeeping

In other good news, Congress passed the Elie Wiesel Genocide and Atrocities Prevention Act, which addresses genocide and other grievous violations of human rights and defends the human rights of groups susceptible to violations.

Current events created several opportunities for advocacy, these among them:

- ELCA Advocacy acted to protect the Johnson Amendment from repeal. Enacted in 1954, the amendment allows houses of worship to remain independent from partisan electoral activity while also permitting them to speak out on political and social issues.
- After yet another tragic mass shooting, this one at Marjory Stoneman Douglas High School in Parkland, Florida, student activists changed the narrative surrounding gun violence in the U.S. Through an Action Alert in March 2018, the ELCA responded in support of their moral outrage and their call for a better and just world.
- In collaboration with ELCA Racial Justice Ministries and ELCA Young Adult Ministry, #ELCAvotes urged action to guarantee all citizens the right to vote and promoted conversation and prayer to ensure that our election systems promote dignity and respect for all.
- On "God's work. Our hands." Sunday, ELCA congregations were invited to add advocacy to their community witness. Many chose to do this by letter writing, urging members of Congress to pass the Voting Rights Advancement Act to restore the voting rights of all Americans.
- Together with The Episcopal Church, the ELCA concluded the 18-month "For Such a Time" campaign. Anchored by the presiding bishops' call to pray, fast, and advocate for change, the two churches provided background and advocacy action on issues of equity and justice in the federal budget process.

ALWAYS BEING MADE NEW: THE CAMPAIGN FOR THE ELCA

We are now in the final months of the ELCA's first comprehensive fundraising campaign, *Always Being Made New: The Campaign for the ELCA*. As of Jan. 31, we have collectively raised more than $226 million for churchwide ministries, including $181 million in cash and multiyear commitments and $45 million in planned gifts. We are so grateful for the continued support and partnership of ELCA synods and congregations.

Since the campaign's launch in 2014, we have accomplished amazing things with the help of ELCA members, congregations, and synods:

- More than 190 established and emerging women leaders from our global companions program have accessed educational opportunities designed specifically for them, including four-year scholarships to ELCA colleges and universities.
- This year, 26 ministries will receive grants to further their work through the campaign's Youth and Young Adults initiative. Forty-seven grants, totaling more than $1.2 million, have been distributed to programs across the ELCA through this initiative.
- With campaign support, ELCA World Hunger provided more than $3.2 million in new funding to 47 growth projects in 27 countries last year. This is above and beyond our ongoing support of existing projects and programs.
- The ELCA Fund for Leaders is providing 254 students with more than $2.6 million in seminary scholarships during the 2018-19 academic year. This includes 50 *new* full-tuition scholarships—the highest number ever awarded.
- With more than $1 million in support from the campaign, Renewing Congregations grants are being implemented across the ELCA, including 19 synodical Renewing Congregations strategies, six Area Ministry strategies, and four Fast Growth Congregations initiatives.
- A total of 258 new-start congregations have been approved during the campaign—a record growth in ELCA new starts.
- Through the campaign, Disability Ministries has distributed 17 gathering and inclusivity grants, 18 equipping congregations and synods grants, and 12 preparing leaders grants. An additional $250,000 in grants will be distributed to mental health ministry projects by January 2020.
- Seventy-six Young Adults in Global Mission volunteers are currently serving in 14 countries around the world. An additional 315 young adults have served in the program since the campaign began.

We have accomplished so much, and we couldn't have done it without your partnership. As we enter these final months, we ask each of you to help accelerate the successful completion of this effort. Our continued collaboration is important so that we achieve all we set out to do together by June 30. Let's finish strong as church together!

For campaign resources and additional information, please visit ELCA.org/Campaign. Please also feel free to contact us at 800-638-3522 or campaignforELCA@elca.org.

AMMPARO

AMMPARO is the ELCA's strategy to Accompany Migrant Minors with Protection, Advocacy, Representation and Opportunities. The ELCA developed this strategy based on commitments to uphold and guarantee the basic human rights and safety of migrant children and their families; to address the root causes of migration in Mexico and countries from Central America's Northern Triangle (El Salvador, Guatemala, and Honduras) and the treatment of migrants in transit; to work toward just and humane policies affecting migrants in and outside the U.S.; to engage as a church with all of our companions, affiliates, and partners to respond to the migration situation and its causes; and to advocate for migrant children and their families.

Although many of our ecumenical partners are engaging in migration work, the ELCA is unique among mainline denominations in directing our work through a comprehensive strategy that covers the migrant journey from countries of origin through transit countries and in the United States as well. AMMPARO is funded through Lutheran Disaster Response and ELCA World Hunger.

The AMMPARO network includes programs directed by ELCA companions in Honduras, El Salvador, and Guatemala that provide opportunities for a new life to migrants deported from the United States and Mexico. In Mexico, the ELCA supports the work of advocacy to protect the human rights of these very vulnerable migrants planning either to remain in Mexico or to continue their journey. There are currently 120 welcoming and sanctuary congregations in the ELCA that have agreed to accompany migrant children and families in their communities in the U.S. The Guardian Angel program invites volunteers in eight cities across the U.S. (Boston, Atlanta, Detroit, Chicago, Minneapolis–St. Paul, Omaha, Denver, and Los Angeles) to be the physical presence of the church accompanying migrant children and their families during their court proceedings.

Advocacy for justice and fairness for migrant children and families has mobilized people from across the ELCA to pledge to stand with asylum seekers and reunite separated families. ELCA members who are lawyers are joining forces with legal organizations to protect migrants through volunteer service in family detention facilities.

You can learn more about this work at ELCA.org/Resources/AMMPARO. Get involved! Encourage your congregation to join the AMMPARO network by becoming a welcoming congregation. Information is available from Mary Campbell at mary.campbell@elca.org.

2018 highlights included:

- international engagement to protect migrant children, youth, and families;
- 116 welcoming and sanctuary congregations in 30 synods in all nine regions of the ELCA;
- eight Guardian Angel programs—six new this year (in Omaha, Denver, Boston, Atlanta, Detroit and Minneapolis–St Paul);
- national advocacy leadership in the Interfaith Immigration Coalition and regular consultation with Congress on conditions in Central America;
- accompaniment of the exodus of Central Americans;
- a presentation at the World Vision Global Partners Forum in Rome; and
- legal pro bono work

Work done in Honduras in the last 18 months:

- 321 returned migrants enrolled in vocational training programs;
- 115 returned migrants started microenterprises, and 12 started a savings and loan co-op;
- 321 returned migrants received group counseling, and 184 of those received individual psychological attention for traumas experienced during the migrant journey;

- 718 families received humanitarian assistance during repatriation; and
- 50 returned migrants have organized their own network for public communications and advocacy.

CANDIDACY

In the past year (March 2018–February 2019), we assigned 247 candidates. Of those, 222 were candidates for the Word and Sacrament roster and 25 were candidates for the Word and Service roster. Based on synods' reported vacancies of calls that would be appropriate for a full-time, first-call pastor, we need about 150 more candidates of Word and Sacrament ministry to be assigned and called.

In fall of 2018, we offered an in-person and webinar candidacy manual training, intended for synod staff working with candidacy. In January 2019, we offered two webinars on assignment, intended for candidacy committee members, synod staff, seminary staff, and candidacy-and-leadership managers. All of these offerings were very well attended, so we are looking to produce more learning opportunities in the coming year.

The candidacy team attended the Youth Gathering in partnership with Fund for Leaders. We had a booth in the Interactive Center titled "Called to Lead" and based on a *Star Wars* theme. More than 3,000 people came through the booth over the three days. They completed a spiritual gifts inventory, found out which type of intergalactic hero they were, based on their spiritual gifts (to give them a better understanding of their leadership style and how that might be used in ministry), received a light-up mini light saber, and joined a photo booth.

CONGREGATIONAL VITALITY

Domestic Mission announces a new Congregational Vitality team led by the Rev. Ruben Duran. This team will partner with synods, bishops, directors for evangelical mission, pastors, and congregations across the church to foster and nurture congregational vitality. Vital congregations are defined by the Conference of Bishops as "communities of Jesus that nurture life-changing relationships with God, one another, and the world." Seeing ministry through the prism of vitality is an exciting and promising direction for this new team and a central goal of the ELCA. Certainly, vital communities of Jesus exist in many places in our church and indeed date back to the life-changing communities of the early church. We envision this work as supporting vital communities already in place and fostering and promoting new vital communities.

Vitality ministry will be deeply rooted in relationships, collaboration, creativity, innovation, and a passion for learning and for sharing that learning throughout the church. Local leaders will be encouraged and expected to discover their God-given vitality in diverse contexts, especially among emerging generations, among ethnic and multicultural communities, and among leaders who minister to people experiencing poverty. The creation of the Congregational Vitality team is a proactive response to the ELCA priorities expressed in the Future Directions 2025 initiative.

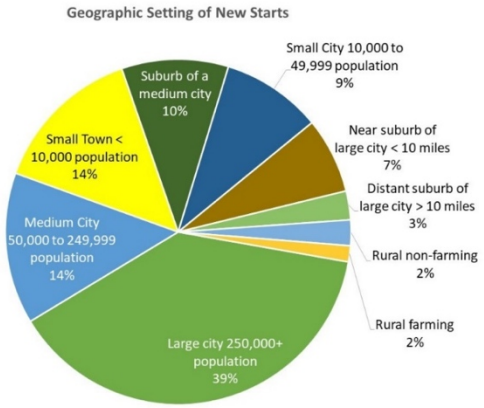
An example of vitality ministry is found in new starts

We share Christ's love by extending our welcome through new congregations and by supporting them as growing centers for evangelical mission. We are worshipping in pews, city parks, cafes, and libraries; we are breaking bread in homes and homeless shelters, and equipping our neighbors with both spiritual and physical sustenance. With our hands we are doing God's work of restoring and reconciling communities in God's name. Through the work of synod mission tables, made up of local leaders, bishops, and directors for evangelical mission, there are 459 new ELCA ministries currently under development in the United States and the Caribbean, but there is more work to do and there are more communities to reach. To reflect our nation's diversity, we are actively engaged in God's mission with the goal of becoming an evangelizing, multicultural, multigenerational church.

Key statistics

Our Congregational Vitality team is now ready to offer support to all 65 synods in developing synod vitality initiatives that will promote vitality within our 9,300-plus congregations and new starts. Specifically:

- 459 new ministries are currently under development;
- 519 new ministries have been organized as congregations since 1988;
- 750-plus leaders have participated in congregational development training in the last 12 months; and
- 350 leaders are expected to participate in such training in Baltimore on Aug. 21, 2019.



Entry points

Here are five ways in which synod leaders can partner with the churchwide Congregational Vitality ministry.

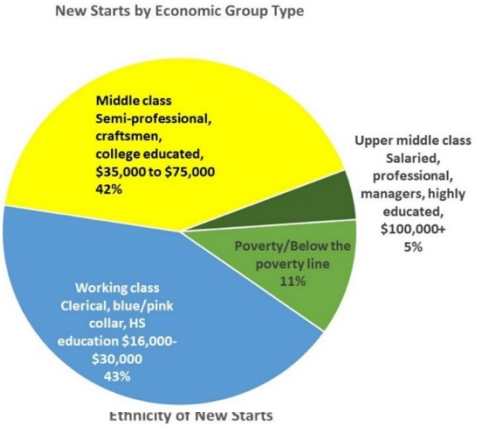
NEW STARTS: Plant new, synodically authorized worship communities and explorations.

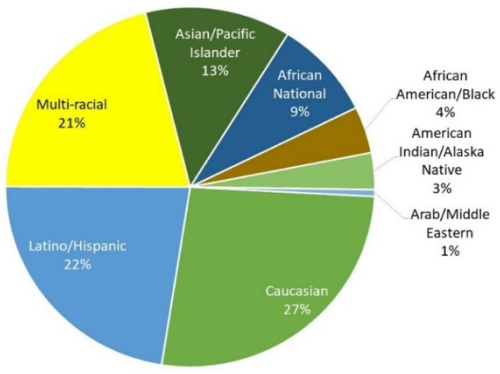
SYNOD VITALITY GRANTS: Collaborate with your synod and other groups of churches for revitalization and greater impact in your communities. Multiply your church's vitality to involve more and more churches and new people.

STRATEGIC MINISTRIES: Partner with churches in ethnic communities and communities experiencing poverty to strengthen strategic, innovative, resourceful ministries that will enrich the whole church.

ANCHOR CHURCHES: Foster strategic relationships between healthy, growing, resourceful congregations and other, more challenged congregations to multiply the vitality of all.

HOLY INNOVATIONS: Drawing on ELCA Campaign special offerings of $1 million so far, partner with multiple synods in pursuit of innovation and new learning for congregational vitality across the whole ELCA.





What you can do

- SHARE AN IDEA: If you have an idea for a new church or vitality work, contact your synod office. Ask for the director for Evangelical Mission (DEM) or your bishop.
- PRAY: Be a prayer partner for the new starts, mission developers and vitality work.
- GIVE: Share your resources to propel ELCA congregational vitality today by making a gift online at www.elca.org/newcongregations/donate or www.elca.org/Campaign.

Rev. Ruben Duran Director, ELCA Congregational Vitality
Ruben.Duran@elca.org or 630-440-8591

ECUMENICAL AND INTER-RELIGIOUS RELATIONS

Inter-religious policy statement

In November 2018, following a six-month public comment period and subsequent revisions, the Church Council unanimously recommended the proposed "A Declaration of Inter-Religious Commitment: A Policy Statement of the Evangelical Lutheran Church in America" for adoption by the 2019 Churchwide Assembly.

The proposed policy statement, called for in the 1991 "A Declaration of Ecumenical Commitment," details the historical and theological underpinnings of our inter-religious commitments and provides a practical framework for seeking mutual understanding and cooperation for the common good.

Details regarding the process to date, a forecast of what lies ahead, and the downloadable document can be found at: http://bit.ly/elcainterreligious. Questions should be directed to Kathryn Lohre, executive for Ecumenical and Inter-Religious Relations, at Kathryn.Lohre@elca.org or 773-380-2613

Other significant ecumenical developments include:

- continuation of the current round of Lutheran-Catholic dialogue on "teaching authority";
- advocacy with ecumenical (especially Episcopal, Catholic, and Armenian) partners, related to Israel/Palestine and the East Jerusalem Hospital Network (Augusta Victoria Hospital);
- exploration of new models for local/national collaboration with full communion partners;
- updating of orderly exchange documents that provide guidelines for the implementation of exchanging clergy through our full communion agreements;

strong ELCA participation in the National Council of Churches' "Act Now: Unite to End Racism" rally in D.C., which commemorated the 50th anniversary of the martyrdom of Dr. Martin Luther King, Jr., and launched the ongoing initiative http://rally2endracism.org/; and

- continued work to strengthen relationships with Historic Black churches, including participation in cross-racial dialogue with the Conference of National Black Churches.

Other significant inter-religious developments include:

- participation in new tables for Hindu, Buddhist, and Sikh inter-religious dialogue, co-convened with the National Council of Churches;
- hosting the national Jewish-Christian dialogue immediately following the anti-Semitic massacre at Tree of Life Synagogue in Pittsburgh;
- participation in and leadership of the 2018 Parliament of the World's Religions in Toronto;
- participation in the Forum for Promoting Peace in Muslim Societies, an interfaith forum uplifting the common commitments of people of faith based on an "alliance of virtues"; and
- leadership through the Shoulder to Shoulder campaign "Advancing American Ideals," including participation in several local and regional "Faith Over Fear" training sessions (visit shouldertoshouldercampaign.org).

ELCA FUND FOR LEADERS

As of December 31, 2018, the ELCA Fund for Leaders endowment has reached $52.5 million, allowing the fund to provide more than $2.6 million in scholarship assistance to 254 seminary students during the 2018-'19 academic year. Synod scholarships represent almost $508,000 of the $2.6 million distributed, which was disbursed in 141 different awards by 41 participating synods. Fund for Leaders has exceeded its ELCA campaign goal of $15 million!

Fifty full-tuition scholarships were awarded to incoming students from 31 ELCA synods. In addition, six scholarships were awarded for new mission developer/redeveloper candidates, and one scholarship for federal chaplaincy ministry.

Fund for Leaders staff worked with students, seminaries, and synods, and implemented our new ELCA GrantMaker software to create a direct, online application process for all full-tuition scholarships. This will permit all eligible students entering ELCA seminaries to apply directly to Fund for Leaders for a scholarship.

For 2019, Fund for Leaders looks forward to establishing new partnerships with synods to support the fund and continuing to partner with synods that have already established synodical FFL endowments.

ELCA WORLD HUNGER

In this final year of *Always Being Made New: The Campaign for the ELCA*, this church's response through ELCA World Hunger was record breaking. Thank you for your generous support of our work together toward a just world where all are fed. In 2018, gifts to World Hunger totaled more than $23.5 million, the largest annual income in the ministry's 44-year history. This represents a 24 percent growth in annual revenue during the five years of the campaign.

Spurred by a spirit of cooperation and celebration across the church, support grew throughout the year at all giving levels. The greatest boost came through the Global Farm Challenge, launched in association with the Youth Gathering.

World Hunger is one year into a renewal and refocusing of its domestic strategy and program. In this second year, World Hunger's domestic program will offer at least three diversified granting opportunities to accompany the various models and sizes of antihunger ministries throughout the ELCA.

Seventy-seven ministries across 63 synods of this church have been awarded 2019 ELCA World Hunger Domestic Hunger Grants, for a total three-year (2019-21) investment of more than $1,187,000 and an average three-year total award of $15,400 per ministry.

- This year's investment was $471,265, with an average award of $6,120.
- All synods with applicants received at least one award, and 45 of the 63 synods participated in ministry conversations with applicant ministries in their area.
- An estimated 382,012 people will be directly affected by these 77 ministries in 2019.

Five ELCA World Hunger Big Dream Grants were awarded in 2018, for a total investment of $200,000. The ministries that received grants represent the diversity of approaches and communities across this church; they are the church in action. From Ferguson, Missouri, where young people attended a camp geared toward farming, to Charlotte, Virginia, where congregations are organizing around senior housing, God creates abundantly, and leaders across this church are answering the call to serve with courage by dreaming big dreams.

In early 2019, World Hunger is launching a small pilot program of "crowd-funded" matching grants. Aimed at supporting and sustaining vital congregational feeding ministries, such as food pantries and meal programs, the program is ongoing, and World Hunger anticipates sharing more about this innovation opportunity soon.

Special thanks go to those who participated in the annual Big Game Synod Challenge in conjunction with the Super Bowl. This event raised nearly $9,000 in support of World Hunger's work around the world, including $4,500 from Team New England, $3,000 from Team Los Angeles, and an additional $1,300 in general gifts.

Held every 18 months, the ELCA World Hunger Leadership Gathering will take place July 18-21 in Minneapolis, co-hosted by World Hunger and the Minneapolis Area Synod and organized around the theme "Creative Congregations. Creative Leaders." New this year, World Hunger will begin biannual check-ins with synod hunger-team chairs and launch a partnership pilot with the ELCA Coaching Network to better support synod hunger teams in their efforts.

Staying engaged and informed with ELCA World Hunger has never been easier; you can follow its activities on Facebook, Twitter, and Instagram. World Hunger continues to provide educational formation resources for congregational life, including materials geared toward Lent and Advent. "Who's My Neighbor?" the second of three vacation-bible-school curricula developed by World Hunger, will be rolled out this year; the third installment, "The Forgotten Lutheran," will follow in 2020 and will focus on the global church.

ENTRANCE RITE DISCERNMENT GROUP RECOMMENDATIONS

Voting members of the 2019 Churchwide Assembly will consider the following recommendations of the Entrance Rite Discernment Group to revise the ELCA constitution:

- Currently, ministers of Word and Service are counted as "laypersons" for all purposes related to the "representational principles" of this church. The discernment group recommends that neither ministers of Word and Sacrament nor ministers of Word and Service be counted as "laypersons."
- The discernment group recommends that ordination be the rite setting apart both ministers of Word and Sacrament and ministers of Word and Service.

The final recommendation and answers to frequently asked questions are on the ELCA website: https://www.elca.org/Resources/Word-and-Service-Roster

FIVE GIFTS OF DISCIPLESHIP

Mission

Marked with the cross of Christ forever, we are claimed, gathered, and sent for the sake of the world.

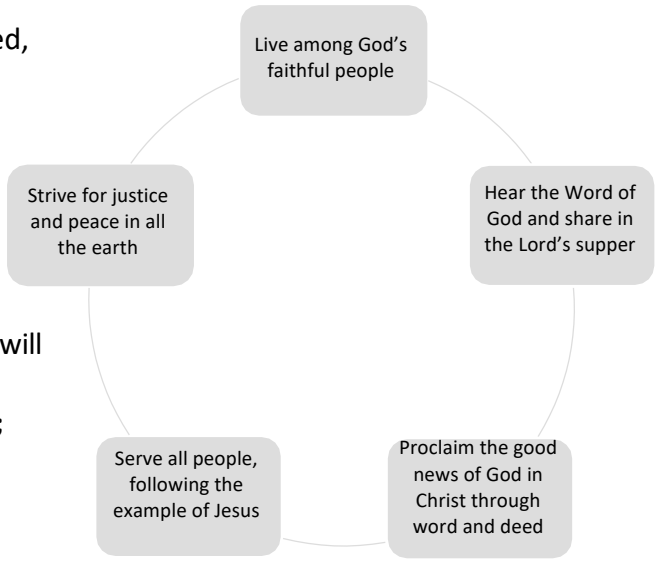
Vision

CLAIMED by God's grace for the sake of the world,
we are a new creation through God's living word
by the power of the Holy Spirit;

GATHERED by God's grace for the sake of the world, we will
Live among God's faithful people
Hear the word of God and share in the Lord's supper;

SENT by God's grace for the sake of the world, we will
Proclaim the good news of God in word and deed
Serve all people, following the example of Jesus
Strive for justice and peace in all the earth.

FIVE AREAS OF DISCIPLESHIP



Baptism

At baptism, the presiding minister addresses parents and those who bring children who are not yet able to answer for themselves, and entrusts them with the following responsibilities:
to live with them among God's faithful people, bring them to the word of God and the holy supper, *teach them the Lord's Prayer, the Creed, and the Ten Commandments, place in their hands the holy scriptures, and nurture them in faith and prayer, so that your children may learn to trust God,* ***proclaim Christ through word and deed, care for others*** *and the world God made,* ***and work for justice and peace.*** *(Evangelical Lutheran Worship, p. 228)*

Living our baptism

When a baptized Christian affirms the faith (often called confirmation) the presiding minister addresses those making public affirmation of baptism and asks the question: Do you intend to continue in the covenant God made with you in holy baptism:
to live among God's faithful people, to hear the word of God and share in the Lord's supper, to proclaim the good news of God in Christ through word and deed, to serve all people, following the example of Jesus, and to strive for justice and peace in all the earth?
(Evangelical Lutheran Worship, p. 236)

RESPONSE: We do, and ask God to help and guide us.

And so begins a daily claiming and re-discovering of the God-given gifts of discipleship.

Unwrap these five gifts of discipleship!

LIVING OUR **BAPTISM**...*Five gifts of discipleship*

The five gifts of discipleship are rooted in both the liturgy of baptism as well as the affirmation of baptism found in the *Evangelical Lutheran Worship* hymnal.

When we affirm our baptism, we ask God to help and guide us as we commit to the five faith practices listed below. Each of the following has the potential to be "a gift" of immeasurable value in our lives. As with many gifts, we first need to open the gift, prayerfully ponder it, and discern a place for that gift in daily life. Thanks be to God who sends the Holy Spirt to be our guide.

Use the following questions for small group discussions or for personal devotions. Take your time reflecting on each gift, so you might claim and rediscover these five gifts of discipleship.

To live among God's faithful people.

a. What does it mean for you to live among God's faithful people?
b. Name someone who influenced your faith journey. Describe that person's faith.
c. How might "living among God's faithful people" be considered a gift? What are the consequences, if any, if we do not allow this gift to be part of our life?
d. **Challenge:** List seven reasons to be part of a church family.

To hear the word of God and share in the Lord's Supper.

a. What does it mean for you to hear the word of God?
b. Describe what it feels like to receive the Lord's Supper.
c. When did you first experience the word of God and/or Lord's Supper as a priceless gift from God? Explain.
d. **Challenge:** Take a few minutes for silent prayer. Listen for a phrase, verse, or image from scripture. Share.

To proclaim the good news of God in Christ through word and deed.

a. What does it mean for you to proclaim the good news of God in Christ through word *and* deed?
b. What prevents you from freely sharing the good news of God in Christ?
c. How might the opportunity to proclaim the good news of God in Christ become a gift to the proclaimer and even transform the proclaimer?
d. **Challenge:** Turn to someone and share part of your faith story in less than five minutes.

To serve all people, following the example of Jesus.

a. What does it mean for you to serve all people following the example of Jesus?
b. Describe the example of Jesus as he served others. Describe what it feels like to serve others.
c. How might the act of serving others (like Jesus) become a gift to both those served and the server?
d. **Challenge:** Brainstorm potential partners in order to deepen and widen your service to others.

To strive for justice and peace in all the earth.

a. What does it mean for you to strive for justice?
b. What can we do as individuals to promote peace in the earth?
c. What advice would you give to someone exhausted from striving for justice and peace—one who can no longer embrace working for justice and peace as a God-given gift and opportunity?
d. **Challenge**: Select an injustice or area of strife that concerns you. Identify one thing you will commit to do to make a difference.

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GLOBAL MISSION

ELCA missionaries serve as ambassadors of reconciliation

In 2018, the Rev. Stephen Deal, an ELCA missionary serving in Costa Rica, was accompanying the migrant caravan traveling north from Central America and wrote the following: "What I personally observed over the supper hour in [southern Mexico] confirmed the reports that we have been receiving about the spontaneous generosity … along the caravan route." The ELCA has 220 pastors, doctors, nurses, teachers, theological educators, communicators, community organizers, and Young Adults in Global Mission serving as missionaries in 40 countries across the world. They are ambassadors of God's reconciling love and witnesses to the holy generosity touching lives all over the world for the sake of the gospel.

Rwanda: Lifting up leaders and upgrading church buildings in the face of adversity

In 2019, the Lutheran Church in Rwanda (LCR) will reach an important milestone—its 25th anniversary. Founded only six months after the Rwandan genocide ended in 1994, the LCR knows incredible adversity. In February 2018, 24 LCR congregations were shut down when the Rwandan government began to close mosques and church buildings that had been deemed unsafe. With financial support from the ELCA, ten of these congregations quickly upgraded their buildings, which now comply with government standards; renovation of the other 14 structures are now in progress. In July, thegovernment enacted regulations for the training of pastors. Now all pastors must obtain a theological degree from an accredited institution within five years. Working with a university in the Iringa diocese of the Evangelical Lutheran Church in Tanzania, the ELCA came alongside the LCR and developed a plan to train and accredit these pastors.

Cambodia: Expanding outreach for a growing church

Some of the youngest, fastest-growing Lutheran churches in the world are found in the Asian countries of Indonesia, India, Nepal, Cambodia, and Myanmar. The Lutheran Church of Cambodia (LCC) continues to grow its capacity for outreach and evangelical witness, and funds from the *Campaign for the ELCA* have been used to purchase land for a new mission (the current property is a rental) and to secure property around the LCC's existing church building in downtown Phnom Penh. The latter parcel will be used to generate income, train congregation members in financial matters, and prepare pastors in Lutheran theology and practice. All these are helping the LCC build itself up for the future God is calling it into.

Russia: Equipping for service across a vast and fertile landscape

ELCA Global Mission accompanies minority Lutheran churches re-emerging in postcommunist Russia and neighboring countries, building their capacity for evangelism, mission, and lay and pastoral leadership development. Decades of communist rule resulted in a lost generation of pastoral leadership. After 1990, as German-descent Russians returned en masse to their homeland, the Lutheran church in Russia lost its capacity to send enough people to seminary in a central location. This capacity is now being expanded through the "Equipping for Service" strategy, a program of off-site theological education supported by the *Campaign for the ELCA* and led by ELCA Pastor Bradn Buerkle and the bishops of the Evangelical Lutheran Church in Russia. Every year, the program partners with local leaders in at least six deaneries (in

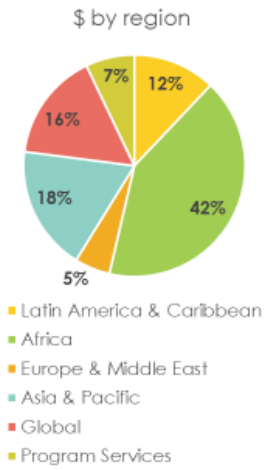
five or more time zones!) to present seminars, with a special focus on visiting outlying areas. Current seminar topics include: lay preacher training, pastoral care, and strategic congregational development. Two additional seminars are planned for 2019, one for Sunday school teachers and one for men's ministry.

Fostering peace and reconciliation in Southern Africa

Church leaders in Zimbabwe, South Sudan, and South Africa have come together to proactively address root causes of the conflict and violence that threaten human security and create political instability across the region. As a result, local peace committees were formed in Zimbabwe in 2018 and trained to create and implement a conflict-prevention and developmental strategy at the community level. The committees' work includes creating spaces for community members to process painful memories. The resulting healing and reconciliation is a powerful testimony to the church's role in societies emerging from conflict.

Promoting peace, justice, and human rights through sustainable development for all God's people

In 2018, ELCA Global Mission provided 247 sustainable-development grants in 61 countries. This far-reaching impact was made possible with over $16.8 million provided through ELCA World Hunger, a priority under the Campaign for the ELCA. An overview of the grants follows, along with two specific stories of the lives being transformed.



Serbia: Ecumenical Humanitarian Organization (EHO)

EHO is a diaconal ministry of five Serbian churches, including the Slovak Evangelical Church of the Augsburg Confession in Serbia, the ELCA's companion church in Serbia. EHO offers services ranging from housing for the elderly and vocational training for people living with disabilities to advancing the rights and well-being of the Roma people and of refugees in Serbia. The ELCA supports several EHO sustainable-development programs. The Roma

mobilization program aims to develop sustainable, community-based organizations within Roma communities. The Sombor Center project enabled the construction of an educational resource center at the Sombor refugee camp and will now support educational programs for children and women at this transitional center. The MISAR project brought flood relief to the village of Sabac, enabling the reconstruction of 15 homes and the development of income-generating activities for each family. With ELCA financial support, the village now has access to clean water. The Tailoring Project gives women living with disabilities the chance to improve their tailoring skills and earn a livelihood. In all these efforts, Christians in Serbia are growing in their diaconal ministry and witness.

Nepal: Harvesting freedom's fruits among formerly bonded laborers

The Haliya, or bonded laborers, of western Nepal were legally freed ten years ago but not necessarily freed socially or economically. Through the Nepal office of the Lutheran World Federation, the ELCA has provided support for transformative work that includes literacy instruction, vocational training, and capacity building. Human dignity is now flourishing among individuals, families, and whole communities who are no longer trapped by what amounted to modern-day slavery.

Responding first when tragedy strikes, and staying put to rebuild

Thanks to the generosity of ELCA members, Luther Disaster Response was able to provide $3.4 million in immediate relief in the face of a dramatically increased number of disasters: from 19 emergencies in 17 countries in 2017 to 47 emergencies in 33 countries in 2018. The growth in our response is due partly to the growth in rapid-onset emergencies at the local level, as well as more church-to-church relationships we can call upon for an immediate response. Our contributions have helped us to further solidify our relationships with companion churches and to accompany our brothers and sisters during difficult times. Here are just two examples:

Rohingya refugees in Bangladesh

On August 25, 2017, extreme violence broke out in the Rakhine State in Myanmar, driving more than 700,000 Rohingya refugees across the border into Cox's Bazar, Bangladesh. Over a year later, Rohingya refugees continue to arrive in Bangladesh, but in fewer numbers. Since 2017, LDR has been contributing to the relief operation in Bangladesh. A total of $174,500 has been provided so far through the ACT Alliance. Our contribution supported ACT members' work providing food and cash to more than a thousand households, installing streetlights at the camps, arranging psychosocial counseling for 200 children, and constructing 78 multipurpose community kitchens for almost two thousand households.

Tsunamis and earthquakes in Indonesia

Indonesia suffered three deadly natural disasters in 2018: a tsunami that struck the western coast of Java, a 6.9-magnitude earthquake in Lombok, and a 7.5 earthquake and subsequent tsunami in Central Sulawesi. Between the three disasters, more than 3,600 people perished, thousands of homes were destroyed, and many people's livelihoods were severely affected. LDR contributed almost $50,000 to ACT Alliance-Indonesia members and Huria Kristen

Batak Protestan (HKBP) toward immediate relief and health care for families affected by the disasters.

International Leaders Program and International Women Leaders

The International Leaders Program (ILP) continues to accompany global companion churches and institutions in creating opportunities for education, training, and leadership development for the sake of mission and ministry. A highlight of this work was the first-ever Global Leadership Academy, a leadership and networking event for women from companion churches and institutions that was held in Hyderabad, India, in November 2018, thanks to generous support from the *Campaign for the ELCA*. The event brought together women from 12 companions (as well as from the ELCA) for a week of learning, networking, and capacity building, grounded in faith and a common commitment to gender justice. Built around the themes of interculturalism, gender justice, leadership, and accompaniment, the academy created spaces for women from diverse contexts to share their own stories and best practices. Participants left the event with concrete plans to implement gender-justice projects alongside their sending churches, many of which are now being funded through ELCA World Hunger.

Providing durable solutions for migrants and refugees

ELCA Global Mission has broadened its response to the worldwide global migration crisis. Through relationships with global companions and partners, we provide humanitarian assistance, extend a welcome to the stranger, and encourage those in power to work for peace with justice. In 2018, 25 percent of our Lutheran Disaster Response grants went to projects that assist people on the move (refugees, migrants, and internally displaced people) through immediate relief, temporary shelter, psychosocial counseling, and information about their rights. Here are some examples:

Serbia: Asylum Protection Center (APC)

The Asylum Protection Center in Belgrade, Serbia, touches the lives of more than five thousand people a year fleeing Syria, Iraq, Iran, and Afghanistan. APC offers legal, psychological, and integration support to migrants while fighting prejudice and xenophobia and advocating to improve the country's treatment of migrants. In service for almost 10 years, the APC became nationally recognized as a leader in matters pertaining to refugees and their rights during the 2015 crisis, when almost 600,000 refugees moved through Serbia. Through one-on-one consultations, APC helps migrants obtain proper documentation, understand their rights, and, increasingly, gain access to health care, schooling, and employment. In 2019, the ELCA will support a new APC initiative—a bakery project—which will train and engage asylum seekers and refugees in pastry and catering production and support them as they look for employment and start their own businesses.

Lutherans in Mexico come alongside the "migrant caravan"

The Mexican Lutheran Church is actively responding to the Central American refugee crisis by providing food, clothing, and shoes to the migrants temporarily sheltered at a stadium in Mexico City. Lutherans in Mexico joined the "Migrant Chaplaincy" prayer and

worship network and took part in a cross-border delegation—which included representatives of ELCA Global Mission and the Pacifica Synod—to visit several migrant shelters in Tijuana.

Humanitarian crisis in Yemen

The humanitarian crisis created by the civil war in Yemen has reached an unprecedented scale. Seventy-five percent of the population (22.2 million people) are in critical need of assistance. Food shortages and limited family income have made 17.8 million people food-insecure, and the country is likely headed toward famine. The crisis has resulted in more than 2 million internally displaced people. Lutheran Disaster Response provided an initial $75,000 to assist Great Britain's Christian Aid and France's Action Contre La Faim in establishing a water, sanitation, hygiene, and cholera-treatment
program for nearly 30,000 people in the conflict area, near the town of Hodeidah.

Venezuelan migrant crisis

Venezuela is suffering the worst economic crisis in its recent history. UN figures suggest that 2.3 million Venezuelans (7.5 percent of the population) have left the country, 1.6 million of them (5.2 percent) since 2015. In 2017 and early 2018, more than 4,000 people were leaving every day, the majority crossing over into Colombia. Several congregations in companion churches across Latin America are assisting, mostly in poor neighborhoods where congregations are found and migrants are seeking shelter.

LDR's multicountry/multipronged approach is based on guaranteeing safety and basic human rights for families in Venezuela or families that have emigrated. In 2018, LDR contributed almost $220,000 to programs located in Venezuela, Peru, Argentina, and Colombia. In Venezuela, through St. Stephen Evangelical Lutheran Church in Florida and the Iglesia Evangélica Luterana en Venezuela (IELV), we are providing nutritious food for children and their families in a shelter home and preschool, as well as replenishing the congregations' food pantries. In Peru and Argentina, migrant families seeking assistance at Lutheran churches or from local community organizations are provided with temporary shelter, food, nonfood items, psychosocial counseling, pastoral care, and information about their rights and legal situation. In Colombia, Venezuelan migrants and host communities along the border are provided with vouchers for food, hygiene and sanitation, and supplies for livelihood, as well as pastoral care.

In addition, LDR is supporting a network of local journalists in Colombia and Venezuela to develop an alternative migration narrative, anchored in human rights and intercultural dialogue, that will facilitate the integration of migrants and promote peaceful coexistence with host communities.

Increasing intercultural competence through a global lens

In 2018, Global Mission launched an intercultural competency program to build leadership skills in diverse contexts. The program, which reached some 650 people last year, provides intercultural training, administers the Intercultural Development Inventory, and implements the IDI's educational plans. Among the groups participating in the program are the Multicultural Youth Leadership Academy, Latin America and the Caribbean companion churches and synods,

and six synods of the ELCA (Saint Paul Area, Western North Dakota, Western Iowa, Southwestern Minnesota, Southwestern Texas, and Northwest Washington).

GLOBAL MISSION DEVELOPMENT

Missionary sponsorship

The campaign goal for missionary sponsorship—$16 million over five years—was met and exceeded in December 2018. New resources are being developed to equip missionaries to raise sponsorship dollars and establish covenants with sponsoring congregations, including a home-assignment toolkit and a peer-to-peer online platform.

Young Adults in Global Mission

While the 2018-'19 cohort of 76 Young Adults in Global Mission are currently engaging in 14 countries around the world, work is underway to prepare for the upcoming program year. The application window for the 2019-'20 program is now closed, with 109 applications received. As in past years, discernment and placement interviews will occur in early spring and assignments will be made in April. The United Kingdom program, suspended this year because of visa issues, will resume in 2020-21. However, due to continuing visa issues, the South Africa program will move to Tanzania for future years.

International Women Leaders

The program, which has received gifts totaling $3.3 million as part of the *Campaign for the ELCA*, continues to be a top priority as we try to reach our $4 million fundraising goal by the campaign's conclusion on June 30. On March 8, we once again commemorated International Women's Day with a $100,000 match provided by a generous family in the ELCA. Texas Lutheran University, a school of the ELCA, will accept students from the program for the upcoming year, bringing to 10 the total number of participating colleges and universities.

Global Ministries

The campaign is also working to meet the fundraising goals of its Global Ministry projects by June 30. Included are projects based in South Sudan, Malaysia, Cambodia, and Zambia.

LUTHERAN DISASTER RESPONSE

Last year brought an increase in the number of natural disasters requiring a humanitarian response. LDR has responded to 47 emergencies in 33 countries overseas and 32 emergencies in 19 states/territories here at home.

These disasters included:

- the Venezuelan refugee crisis,
- Indonesian tsunamis and earthquakes,
- the 2018 California wildfires, and
- the 2018 hurricanes.

RACIAL JUSTICE

In 2016, the ELCA churchwide association acknowledged 2015-'24 as the UN International Decade for People of African Descent. The observance provides a solid framework for the ELCA to join people of African descent in taking effective measures to eliminate racism and other forms of discrimination, to acknowledge the contributions of people of African descent, and to promote socioeconomic equality globally.

African-descent communities remain largely invisible to a society indifferent to black life. The legacy of slavery, post-Reconstruction 'Jim Crow' laws, and racial subordination in the United States remain a serious challenge because there has been no real commitment to recognition of, or reparations for, people of African descent. The ELCA will issue an apology to people of African descent regarding Christian communities' complicity in slavery and its legacy of racism.

The "Act Now to End Racism!" initiative, launched by the National Council of the Churches of Christ in the USA (NCC), calls on faith communities to tell the truth about their complicity in, and complacency toward, the history of slavery and the legacy of racism within both church and society, and to seek opportunities to advocate for racial justice. In recognition of the UN proclamation, and as a communion member of the NCC, the ELCA commits itself to being a visible witness to confront racism.

STRATEGIC COMMUNICATIONS

"God's Work. Our Hands." Sunday

This year, we will observe "God's work. Our hands." Sunday on Sept. 8. Across this church, thousands of ELCA members participate annually in this special day of service. There are many resources currently available at ELCA.org/dayofservice, and more will be added in the coming month. Watch for an updated planning tool kit, bulletin insert, worship resource, and customizable posters. Promotion will include emails to congregations and leaders, notices in *Living Lutheran* and *Seeds Monthly*, and numerous social media posts.

Living Lutheran

The magazine has a monthly circulation of 129,087, with 97,943 copies going to congregations, 11,792 individual subscriptions, and 19,455 gratis copies. Individual subscriptions are holding steady, and three-year subscriptions are growing due to a fall promotion. In 2018, LivingLutheran.org had a total of 783,989 page views.

Marketing and digital

In 2018, the Strategic Communications team managed 225 mailed and emailed communications efforts in support of the ELCA and its ministries. From newsletters to event announcements, fundraising appeals to pastoral messages, these communications keep leaders and members informed of our work and invite them to participate. In 2018:

- more than $7 million was raised from direct-marketing efforts and more than $5 million from online tools,
- 150,000 resources were ordered from resources.elca.org,

- more than 330,000 members and leaders were reached with email messages from the churchwide organization,
- more than a million people visited ELCA.org, and
- 75 published YouTube videos drew more than 500,000 views.

Social media presence, news stories

Social media posts accounted for 88 percent of the ELCA's "voice" in 2018, with more than 28,000 posts. News mentions accounted for 12 percent, with more than four thousand mentions. This represents a 536 percent increase over 2017, with a potential news reach of 1.1 billion.

In July 2018, the *Three Sides* podcast launched. Currently, *Three Sides* has almost 17,000 unique downloads over seven episodes. According to Libsyn, the largest distributor of podcasts, *Three Sides* is consistently averaging downloads higher than national averages.

Follow along with the ELCA on social media, where our presence continues to grow:

- Facebook (facebook.com/lutherans): 125,000 followers (7 percent increase from 2017)
- Twitter (twitter.com/elca): 24,000 followers (20 percent increase from 2017)
- Instagram (@elca): 10,000 followers (800 percent increase from 2017)

THEOLOGICAL DISCERNMENT

Women and justice social statement

The ELCA Church Council has approved a proposed social statement entitled "Faith, Sexism, and Justice: A Lutheran Call to Action." The proposed statement will be voted on at the Churchwide Assembly this summer, needing a two-thirds majority for adoption. The statement covers issues of gender justice in the church and U.S. society. To learn more, visit elca.org/womenandjustice.

Human rights

The ELCA's 2017 social message "Human Rights" is now available in print (in English) and online (in English and Spanish). This new economic social screen for civil and political rights, rooted in ELCA social teaching, was adopted this past year and will go into effect soon. Email your questions to Roger.Willer@elca.org.

Luther's Small Catechism

Inspired by the 500th anniversary of the Reformation, two new treatments of Luther's Small Catechism have been released, one from an Asian perspective and the other from an African-descent perspective. For more information on the former, from the Asian Lutheran International Conference, contact Pongsak.Limthongviratn@elca.org. The African Descent Small Catechism Project will be available to order from Augsburg Fortress; for more information, contact Joseph.Bocko@elca.org.

Justice for Women

The Justice for Women program continues to engage with many different partners to address sexism in church and society through networking, collaboration, presentations, and study

resources. Two main focuses this year have been the aforementioned social statement “Faith, Sexism, and Justice: A Lutheran Call to Action” and the ELCA Youth Gathering, where the Justice for Women program hosted an interactive booth titled "#MeToo Hurting and Healing as the Body of Christ." For more information on the program's ongoing work, visit elca.org/justiceforwomen or contact justiceforwomen@elca.org.

Theological Roundtable

The Theological Roundtable gathers theologians from eight different theological networks in the ELCA to exchange ideas and learn together. The group meets once a year; this year's theme was theological education.

Journal of Lutheran Ethics

The *Journal of Lutheran Ethics* publishes six online issues a year, each focusing on a particular topic. Articles are written at a popular-reading level, with deep Lutheran ethical thinking, and augmented with book reviews. Topics in 2018 included theological education, inter-religious relations, and ELCA social teaching. To explore articles and subscribe, visit elca.org/jle or email jleinfo@elca.org.

YOUTH GATHERING

The ELCA Youth Gathering was held June 27–July 1, 2018, in Houston, Texas. The Multicultural Youth Leadership Event and the tAble (formerly the Definitely-abled Youth Leadership Event) preceded the gathering. Approximately 32,000 people, representing all 65 synods, attended the gathering; 600 people attended MYLE, and about 80 attended the tAble. We had approximately 1,200 volunteers and team members. The theme was “This Changes Everything,” focusing on the life-changing reality of God’s call, hope, grace, and love, and ultimately on the life, death, and resurrection of Jesus Christ. Synod days, hosted by bishops, included bible study, worship, and fellowship. Sixty-seven partners brought an exhibit hall to life with interactive learning opportunities about being church for the sake of the world. Each day, ten thousand people were sent into the city to serve alongside more than 200 community partners.

SEPARATELY INCORPORATED MINISTRIES

ELCA FEDERAL CREDIT UNION

The ELCA Federal Credit Union provides a wide variety of financial services to ELCA members and employees of synods, congregations, and other ELCA-related ministries. More than half of our members are ELCA rostered leaders.

Because the ELCA Federal Credit Union is a financial cooperative, any earnings are returned to our member/owners in the form of lower rates on loans, higher rates on savings, reduced fees, and enhanced services.

Look to the ELCA Federal Credit Union for:

- consumer loans, credit cards, and deposit accounts;
- ministry solutions, including deposit accounts, small loans, and credit cards; and
- full account access via desktop and mobile app, as well as a nationwide, surcharge-free ATM network.

We continue to save our members an average of $1,500 on loans by refinancing or consolidating existing debt. And we are a proud participant in the ELCA's "Resourceful Servants" initiative, encouraging financial wellness for the church's rostered leaders.

For more information or to become a member, visit *elcafcu.org*.

ELCA FOUNDATION

The ELCA Foundation has a network of 17 regional gift planners, located across the U.S. and supported by centralized donor and investor services, that provide complementary assistance to the members and ministries of the ELCA, including:

- assistance to ELCA members in creating wills, estates, and other life-giving plans that include a planned or current gift for a ministry of the ELCA;
- investment management services and gift-planning education and resources to support and strengthen ELCA congregations, synods, and ministries; and
- opportunities for ministries of the ELCA to invest in the ELCA Endowment Fund Pooled Trust (Fund A).

Throughout 2018, the ELCA Foundation distributed $62.9 million to ministries, and the gift planning network assisted ELCA members in establishing $62.1 million in planned gifts (a 30 percent increase over 2017 results). In addition, $3.6 million in endowments, charitable remainder trusts, charitable gift annuities, and donor-advised funds were established and $1 million in current gifts was received through the foundation. Seventy-one new endowment accounts were opened for outside participants, including 66 congregations and two synods, and new assets gathered (from both new accounts and additions to existing ones) totaled $45.5 million.

MISSION INVESTMENT FUND

The Mission Investment Fund is the lending ministry of the ELCA, making low-interest loans to ELCA congregations and ELCA-related ministries for building and renovation projects. With MIF loans, congregations and ministries can purchase property, construct new buildings, and expand or renovate existing facilities. MIF loans expand the capacity for ministry, helping to create expanded worship spaces, updated space for education and youth ministry, new kitchens for community meals and soup kitchens, affordable housing units for the community, and much more.

At year's end, MIF had 917 loans outstanding, totaling $556.6 million.

To fund these loans, MIF offers a portfolio of investments for purchase by synods, congregations, members, and ELCA-related ministries. At year's end , MIF investments totaled $499.1 million.

MIF is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of $705.4 million and net assets of $200.8 million at the end of 2018, MIF maintains a capital ratio of 28.5 percent, whichpositions it in the top tier of well-capitalized church extension funds. For more information, visit mif.elca.org.

WOMEN OF THE ELCA

Women of the ELCA's Triennial Gathering 2020 will take place in Phoenix, Ariz., July 16– 19. The theme, "Just Love," points participants toward mercy, justice, and love. The logo, representing a mural with broken pieces, reminds the church that we are all parts of one body. Information about registering for the event will be posted on welcatg.org later this summer.

UPCOMING EVENTS

- 2019 ELCA Churchwide Assembly
- 2020 Rostered Ministers Gathering
- 2020 Women of the ELCA Gathering

2019 ELCA CHURCHWIDE ASSEMBLY

August 5-10, 2019 • Milwaukee, Wisconsin

WE ARE CHURCH

Evangelical Lutheran Church in America
God's work. Our hands.

SAVE THE DATE
ROSTERED MINISTERS GATHERING
Rekindle the Gift Within You
JULY 20-23, 2020
PHOENIX, AZ
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ELCA.ORG/RMG | 800-638-3522

WOMEN OF THE ELCA GATHERING

JULY 16-19, 2020 | PHOENIX

Metropolitan Washington, D.C Synod
Evangelical Lutheran Church in America
The Report of the Bishop to the 2019 Assembly

Dear friends,

Writing this report, I am finishing up another one of the tasks I won't repeat. My time of service as your bishop ends on August 31 this year, so this is the last Report of the Bishop I will submit to you.

It has been a great honor to be your bishop. When I began this call, back in what now seems like my time of relative youth and ignorance, I didn't have any way to know exactly what kind of work I would be doing. For some months I just roamed around talking to people. And my first impression, that the congregations and ministries of our synod are vibrant, faithful outposts of the gospel, has only grown deeper and stronger over these almost twelve years. We have our struggles, we have our failings, we miss our opportunities. But to an extent impossible to describe, we love Jesus Christ and we look for ways to put that love into action.

Early on in my time as bishop, the ELCA Churchwide Assembly decisions about human sexuality rocked our church. I strongly support those decisions but I know they were hard on many of our congregations. But we weathered that storm and I believe we emerged stronger because we were able to talk to each other and to respect each other's faithful convictions. It is not necessary that Christian people be all of one mind about the life of the Church. What is necessary is that we each strive to have the mind of Christ, to speak our truth in love and not in anger, and to care for each other.

Two decisions we made in my time as bishop have continuing consequences. Several years ago we reduced the synod's Mission Support sharing with ELCA churchwide ministries from 50% to 35% of the money congregations sent to the synod. And we began paying by ourselves for our new and renewing mission expenses and for the salary and benefits of our Director of Evangelical Mission. The idea was that it made no sense for us to send money to churchwide offices which would be returned to us anyway. And we hoped that funding new and renewing ministries ourselves would give us better accountability and greater flexibility. This decision, made by several other synods at the same time, was not well received by our churchwide partners at first. But we have been successful. And by now we turn out to have opened a whole new conversation in our church about the way the ELCA pays for its ministry and the way synods like ours, blessed with rich resources, support others doing good work with less.

And we decided several years ago to undertake a capital campaign, "New Connections," focused on raising both new money and new people to enrich the life of our synod. The fruits of this campaign have been remarkable in many ways. We've had the funds to support new congregations. We've tithed the money we received to the ELCA's current capital campaign. We've been able to create networks of coaches and of congregational leaders like we never had

before. We're taking practical steps to build intentionally diverse communities and congregations. And we still intend to increase by 10% the number of people who have deep relations with each one of our congregations. Time will have to tell if we reach this last goal or not. But it has been a great thing to have "New Connections" as a focus that offered all of us ways forward. Thank you to everyone who has participated in "New Connections." And if you haven't participated in "New Connections," it is clearly not too late.

For other things of which I'm proud in our synod I can claim much less credit. The important work of our Racial Equity Team, and our ministry with the Caribbean Synod, "Building Puentes," have both flourished because the synod is blessed with strong, imaginative leaders. It is a joy to see these leaders come forward and to help them find resources to do the work to which they are calling us. The bishop in our synod is not the source of every good idea or every important initiative. For this, honestly, everyone should give thanks to God.

And our Candidacy Committee has worked faithfully and (I would say) joyfully to raise up new leaders for our whole church. It is amazing to me to realize at the end of my almost twelve years that only twelve of our seventy-five congregations have the same lead pastor as when I started. We have had a significant change in leadership in our synod and the need for Ministers of Word and Sacrament and Ministers of Word and Service grows in our synod as it does across the church. I pray that our synod will continue to find ways, old and new, to train and nurture the pastors and deacons who will help move us into a new day.

I said it has been a great honor to be your bishop. It has also been a source of great joy. The people I've worked with in the synod office have been the best of colleagues and friends. On my worst days, and there have been some, I have still come to the office knowing that what we had to face we would face together. And I have had the patient support of my family every day. Our three grandchildren were all born since I became bishop. One of my favorite pictures is of them all, in red, with their parents at the 2017 celebration of the Reformation in the National Cathedral. For Nancy Ann, loving and kind, left at home sometimes while I traveled, called to sit through many a church supper, no words of thanks could be enough.

When I was elected bishop, I said I would be the synod's cheerleader-in-chief. I had no idea how easy that part of my job would be. This is a great synod. And praise be to God, our best days are still out ahead of us, not because we're so smart or so talented but because God is so obviously not done with us. May all that we say and do bear witness to the love of Jesus Christ among us. And may we all come at last to that assembly where we sing praises forever around God's throne.

In Jesus,

The Rev. Richard H. Graham

The Rev. Richard H. Graham, Bishop

2019 Synod Assembly Requests to be Excused

Last Name	First Name
Anderson	The Rev. Dean
Budde	Deacon Mitzi
Dahlin	The Rev. Roger
Gaertner	The Rev. Gary
Hirsch	The Rev. Philip
Ickert	The Rev. Scott
King	The Rev. Terri
Kuchinsky	The Rev. Mike
Lathrop	The Rev. Gordon
Lookingbill	The Rev. Jan
Lowe	The Rev. Jeanne
Martensen	The Rev. Daniel
Ralston	Deacon Wayne
Rinehart	The Rev. Daniel
Sargeant	Deacon Harold
Scherschligt	The Rev. Sarah
Schuetze	The Rev. Lowell
Sea	The Rev. Glen
Sevimli	The Rev. Amy
Swingle	The Rev. Albert

updated 6.6.2019

Metro D.C. Synod Roster Changes June 2018 -June 2019

Name	Change	Location
Rev. Phil Hirsch	Called by the ELCA as Executive Director of Domestic Mission	
Rev. Franklin Morales	Called to Serve as Associate Pastor	St. Luke's Lutheran Church / La Sagrada Familia - Md
Rev. Emily Ebert	Called to Serve as Associate Pastor for Faith Formation	St. Matthew's Lutheran Church - Woodbridge, VA
Deacon Rebecca Kolowe	Called to Serve as Director of Operations	Greater DC Diaper Bank - Silver Spring, MD
Rev. Krista Vingelis	Called to Serve as Pastor	New Jerusalem Lutheran Church - Lovettsville, VA
Rev. Angela Shannon	Called to Serve as Pastor	All Saints Lutheran Church - Bowie, MD
Rev. Dan Roschke	Called to Serve as Pastor	Bethlehem Lutheran Church - Fairfax, VA
Rev. John Spangler	Called to Specialized Ministry, Interim Pastor	St. Paul's English Lutheran Church - Washington, DC
Rev. Eugene Kern	Called to Specialized Ministry, Interim Pastor	Trinity Lutheran Church - N. Bethesda, MD
Rev. Michael Guy	Called to Specialized Ministry, Interim Pastor	Resurrection Lutheran Church - Arlington, VA
Rev. Phillip Gaines	Deceased	
Rev. C. Bernard Ruffin, III	Deceased	
Rev. Franklin Senger, III	Deceased	
Deacon Erin Swenson-Reinhold	Ordained and Called to Serve as Associate Pastor	Lutheran Church of the Redeemer - McLean, VA
Mr. Ben Hogue	Ordained and Called to Serve as Associate Pastor	Lutheran Church of the Reformation - Washington, DC
Ms. Katherine Chatelaine-Samsen	Ordained and Called to Serve as Associate Pastor	First Trinity Lutheran Church/ St. Matthew's Lutheran Church - DC
Mr. John Mbatta	Ordained and Called to Serve as Pastor	Swahili Lutheran Church - Silver Spring, MD
Rev. Cathy Rosenholtz	Placed On Leave from Call	
Rev. Tarja Stevenson	Placed On Leave from Call	
Rev. Susan Tyykila	Placed on Retired Roster	
Rev. Charles Hodges	Placed on Retired Roster	
Rev. Gary Rhinesmith	Placed on Retired Roster	
Rev. Roger Berner	Placed on Retired Roster	
Rev. Thomas Omholt	Placed on Retired Roster	
Rev. Rosario Hernandez	Placed on Retired Roster	
Rev. Greg Durig	Placed on Retired Roster	
Deacon Jeffrey Pannebaker	Placed on Retired Roster	
Deacon Linda Pannebaker	Placed on Retired Roster	
Rev. Elijah Mwitanti	Transferred Out	
Rev. Mark Olsen	Transferred Out	
Rev. Anteneh Gebreselassie	Transferred Out	
Rev. Janice Mynchenberg	Transferred Out	

2019 Report of the Assistant to the Bishop
The Rev. Leila Ortiz

Grace and Peace to you from our Lord and Savior Jesus Christ. Amen.

This coming August will mark 3 years since I joined the synod staff and began my work as Assistant to the Bishop for mobility and candidacy. In that time, I've had the honor and privilege of walking alongside councils, transition teams, call committees, interims, deacons, pastors, seminarians and people discerning their call to ministry. I've listened and observed. I've paid close attention to every dream and concern, every want and need, and for every time fear or glee filled the room. I can tell you that there is a true desire to grow the church and to fill our sanctuaries with many children and young families; that many among us want what we see in our local communities reflected in our pews Sunday morning: a diversity of people, of different colors, ethnicities, politics, worldviews. I can tell you that many in our synod are tired of talking or hearing about racism, white supremacy, white fragility, privilege, immigration, walls, separation of families... I can tell you that so many think they are alone in this sentiment and are relieved to learn that they are not alone. We're tired of talking and hearing about it all, too. We rather live in a world where social justice matters were irrelevant to our ministries and to our church; where these injustices and threats to humanity didn't exist at all. And yet, here we are, squirming in our seats and wondering, "If we're all so tired of it, why is she bringing it up?" As I wrote this report, I thought the same thing! So, I sympathize with you.

And yet I'm compelled by the Spirit to bring it up because this is the world each and, every one of us in this room and beyond, are called to. These issues aren't less true or relevant to our ministries simply because we don't want to talk about them or because they make us profoundly uncomfortable. I know. These issues, personally make me ill, at times outraged, and sad beyond measure, but this is our messy, complicated, and beloved world.

Friends, I'm sharing this because each time this call leads me into a conversation about mission and vision, about leadership and church business, about discernment and call, I am compelled by the Spirit to remember this messy, complicated, beloved world. I remember it and discern next steps in ministry with you from a place of deep yearning that we intentionally show up as church for the sake of this relentless place we live in, even when it hurts or stings our pride, egos, understandings of self, legacy, and/or tradition.

From this place of call and commitment we have been intentional in whom we engage for call into our synod. Since coming into this role, we have made 47 calls into our synod: 6 deacons, 35 pastors, 12 calls to specialized ministry. Of these 47 calls, 14 were made since our last assembly: 1 deacon, 10 pastors, 3 calls to specialized ministry.

These rostered ministers, along with each rostered and lay leader of our synod, are encouraged and empowered to do ministry and look beyond their own ministries; to intentionally call out the gifts for ministry that are present in the child, youth, person oftentimes sitting right next to them. The world I keep mentioning; this messy, complicated, beautiful world we're all called to, is hungry, thirsty, and desperately aches for a word of grace and belonging. We have it! We have a feast to share and it needs to be shared with "hopeful recklessness," as Bishop Graham so elegantly insisted upon at Pr. John

Mbatta's ordination just a couple months ago. We need to share this good news as far and as wide as we can, not knowing where, or if it will land, but confident in God's ability to pierce a heart of stone with a sincere word that warms the soul. In the spirit of hopeful recklessness, the Candidacy Committee is committed to walking with candidates for ministry that are intrigued by Jesus and the warm word he embodies and invites us to share.

In the spirit of hopeful recklessness, we want everyone in this room to intentionally look around, name, and invite people who love Jesus as friend, teacher, and savior, who love people, as Bp. Graham taught us last year, "the way cat people love cats" the fun and the feral ones, and who love the church because it's ministry is for the sake of all God's beloved creation.

Since coming into this role, our work as synod together has resulted in 35 lay leaders entering our candidacy process: 15 have been entranced, 7 endorsed, and 17 were approved for rostered ministry. Of these 35 candidates, 5 candidates were entranced since our last assembly, 2 were endorsed, and 5 were approved for rostered ministry. This is reason to celebrate! Remember these candidates in your prayers, hold them near, and if you know any of them, send them a note or text of encouragement from time to time. It would make their day to know they're not forgotten during this intense time of study and self-discovery.

There are congregations in our synod who are also in a space of self-discovery and intentional discernment; they look to how God is calling them to show up in their particular context and place. At the moment, nine congregations in this space are in a study process, five are served by interims, and two are awaiting names. Remember them in your prayers as well.

As we discern with congregations and candidates, we also discern with our colleagues in ministry and respond to the needs of the world to the best of our ability. Last year I shared with you the unprecedented partnership that developed between our synod, the Delaware-Maryland Synod, and The Caribbean Synod.

As you may remember, in September, 2017 Hurricanes Irma and Maria hit the Caribbean Islands and left already depressed communities, due to the economic crisis, all the more devastated and desperate for relief. During the season of Epiphany we made an appeal to you and you responded with offering and pledges that amounted to $12,836. The Delaware-Maryland Synod also made an appeal and received a total of $87,000. You have continued to donate to this initiative and we have received a total of $133, 800.

We reached out to the Caribbean Synod and learned that many of the pastors, including the bishop, had experienced devastating losses. Even still, they remained present for their church members, but had yet to receive care themselves. Bishop Lozada, of the Caribbean Synod, understood that this initiative would be most helpful if we used the funds to support and care for the church leaders and caregivers to the community. In August of 2018, we were able to gather all the pastors of the Caribbean Synod, including the Virgin Islands, in Rio Grande, Puerto Rico, for a weekend of worship, conversation, dreaming, and rest.

Bishop Gohl, Bishop Graham, Bishop Felipe Lozada, and the newly elected Bishop Idalia Negron joined us on this retreat and it became an experience we will not soon forget. We vented, we cried, we laughed, we ate, and we danced. It was truly a holy and sacred gathering for all those present.

As a result of this gathering, Bishop Graham gave us the green light to include elements of the Building Puentes Initiative in his last Bishop's Convocation. Together we designed one convocation with 2 parts under the title: "Forward together with Courage and Hope". Part 1 was held in October of 2018 where we invited Rev. Dr. Francisco Javier Goitia Padilla, the Program Director for Theological Formation, Seminaries and Lay Schools in the Domestic Mission Unit of the ELCA, and once Dean of El Seminario Evangelico de Puerto Rico. He spoke to us on how we might preach with courage and hope with the present context and future of our church in mind. His lecture is now published in the journal, Currents in Theology and Mission. Part 2 of the convocation was held in Puerto Rico in April of 2019.

Thirty-six rostered ministers of our synod and the Delaware-Maryland Synod, along with some family and friends, gathered in San Juan, Puerto Rico, where we met the rostered leaders of the Caribbean Synod over a meal and served as supply preachers the Sunday following the convocation. Eleven pastors remained in Puerto Rico, or went to the Virgin Islands, to give local pastors the Sunday off and serve as supply preachers.

I'm happy to report that beyond Good Shepherd in Gaithersburg, other churches in our synod have now formed relationships with churches in the Caribbean and are co-creating interesting and fruitful ways of being church together, even at a distance. Your generosity is very much welcome and encouraged as our three synods continue to accompany each other on this journey of struggle and faith.

These last 3 years of ministry have been simultaneously heavy with concern for this messy, complicated, beloved world and also filled with great joy. I want to thank the synod staff for helping make this such a rich and wonderful experience. I can talk for days about who these people are and how God has used them to give me life in my darkest days of ministry and in my personal life. We still have a couple months together, so I refuse to say goodbye just yet…

I do, however, want to also thank you, each pastor, deacon, candidate, council, and call committee. You welcomed me into your sacred spaces and trusted me to help you discern between what you wanted and what you actually needed to live out your call. Our work together wasn't always smooth or swift, but it was fruitful and oftentimes resulted in discovery and opportunities for transformational ministry. In the process, you taught me something about us as the church in time of difficulty, discomfort, and discernment. You taught me that we are indeed better together and when we respond to the Spirit's invitation to move with Her into new opportunities for ministry… even, and especially when, it hurts or stings our pride, egos, understandings of self, legacy, and/or tradition.

Thank you and may God continue to teach us how to show up as church with hopeful recklessness for the sake of our beloved world and in Jesus' name.

Final Report to the Synod Council
The Rev. Philip Hirsch, Director for Evangelical Mission
January 15, 2019

It is with deep gratitude to God for our work together in the Gospel since July, 2009 that I submit this, my final report. I thank God for all of you and will remember you and will keep in touch. My last day in the office was January 15, 2019. I will begin my work as Executive Director of Domestic Mission in the ELCA on February 1. Follow me on philhirsch.com ☺

TRANSITION

Bishop Graham will announce a person who will serve as DEM until the end of his term. The Bishop Elect will choose the next DEM who may begin as soon as Sept 1, 2019. I have left a comprehensive memo to whomever this person will be to help with continuity of support for our ministries.

MINISTRIES

What follows is a comprehensive report of the ministries that I have been working with closely. Funding is from various sources within the synod (budget, funds and New Connections). The Treasurer has the comprehensive list of where the fund come from for each ministry.

Abiding Presence, Burke VA

A three year grant to reach new people will end in 2019 with the final distribution of $30,000. This was given to support the calling of Pastor Heidi Eichstad whose term call will end sometime in 2019 or 2020. This ministry has grown significantly in the last three years.

Augustana / Santa Maria

Was supported for years and that ended in 2017. I told them, they may want to ask for support to resume especially if there is leadership change or if they want to expand outreach. No one has asked for further funding.

Christ, Bethesda

A one page transition plan is on file and was presented to Synod Council in December. A $40,000 loan was made by the Synod to the Congregation in the fall of 2018 to be repaid when the building sells. Another $40,000 loan request has been made to the finance committee and will come before Council in January. This ministry will need a pastor re-developer to help them restart their ministry on or around July 1, 2019.

Coaching

Nathan Swenson-Reinhold has a signed contract until June 30, 2020 to be the "Coaching Coordinator" for the Synod. This is on file. He is responsible for the whole coaching effort and the $30,000 portion of the New Connections Budget related to the same. (His stipend of $15,000 comes from this $30,000 line time in the New Connections Program Budget). He approves expenses related to coaching.

Grace, DC

Pastor Wendy Moen is in a cohort with "Dying to Restart" method developed by a pastor in DC who led his congregation successfully to close and restart with a new focus to reach new people. The Synod paid $600 for their participation and the council promptly rejected the idea. Wendy still wanted to participate in the cohort.

Holy Trinity, Falls Church
Decided to rebrand their efforts at Mosaix as an outreach of Holy Trinity and stop trying to build it as a second site or independent church. Requested no funding for 2019 but we left open New Connections Funding for 2020 if it grows substantially and come to the New and Renewing Missions Table with a plan.

King of Kings 2.0
Garrett Wolfe is in candidacy and has begun to develop a community in the Stone Springs area of Loudon. In December, 2019 that had a gathering of over 125 people at Blue Rhino Restaurant. He is getting coaching from folks at the "V3" movement. $60,000 in 2019 with King of Kings also running a $50,000 campaign.

La Sagrada Familia
Pastor Rosario Hernandez retired in December, 2018. Pastor Franklin Morales was called by St. Luke to serve La Sagrada and their parish. La Sagrada needs oversight, a budget and to identify more resources.

Luther Place
Received $40,000 in grants to help them make new connections. Kristin Kane resigned in December and a replacement is being sought.

Mosaix
A one year project with 6 congregations funded by New Connections ($20,000), participating congregations ($750 each) and ($15,000) from the New and Renewing Table Fund. Pastor Shannon Anderson will help lead this. The goal is to help each congregation grow in ways that are more ethnically diverse. Pastor Shannon Anderson is leading the cohort.
The Six Congregations are:
Peace, Waldorf MD
Good Samaritan, Lexington Park MD
First Trinity, DC
Christ, DC
Good Shepherd, Alexandria VA
Emmanuel, Vienna VA

New Connections
Christy Hartigan has a signed contract on file until Nov 30, 2019. She will take the lead on helping congregations run the campaign and set goals for growth. She will also help manage the Campaign Budget. Christy will approve program expenses and manage that budget with the Synod Treasurer until the DEM is on board. She has an extensive file system of the whole campaign. She can provide a report to Synod Council until a new DEM is in place.

New and Renewing Missions Table

Pastor Shannon Anderson and I have recruited an (almost) new team to do this important work. They include: Pastor Carmelo Santos, Pastor Mike Gutzler, Pastor Julie Bringmann, Pastor Brett Davis and Christy Hartigan.

Stewardship and Mission Support Table

Is now seeking Statement of Intent forms from each congregation. Synod Council, please make sure your congregation reports what it has budgeted to provide to the larger church in 2019. A few members of this committee attended the Stewardship Training for Religious Fundraiser Course offered by Eli Lilly and widely considered to be the best training available on this topic. Synod Funds helped three pastors attend who are now on the Table and will help other congregations with their stewardship: They include: Pastor Jeanette Leisk, Pastor Darcy Tillman and Pastor Sarah Scherschligt.

Oromo Lutheran Church (At Grace Lutheran in DC)

The synod stopped giving them mission support when it appeared their accounting system needed attention. I offered to get help for their bookkeeping and they agreed but never followed up. I check in with them from time to time but they are very quiet and I think that is generally not good.
Visit with pastor Kanessa and or Council to check in with them is needed.

River of Grace

The synod provided up to $5,000 to bolster their stewardship program which was very effective. They are going to continue this effort in 2019.

St. Mark's/San Marcos

The synod has provided annual support for this ministry for many years and will review in 2019 to determine if ongoing funding is needed. They currently receive $15,000 a year.

Swahili Lutheran Church

John Mbatta will be ordained in the ELCA in 2019! Ms. Aileen Mushi is applying to become a TEEM candidate to one day succeed Mbatta as lead pastor there. I recommend that this SAWC become a "Congregation Under Development" in 2019 once John Mbatta is ordained. Funding will increase to $30,000 in 2019. This ministry has benefitted greatly from Pastor Sandra Shaw and the members of Living Faith Lutheran Church in Rockville MD who help them with everything from bulletins to communion. They are to be commended for their service.

Report of the Director for Evangelical Mission in Transition

I have enjoyed the privilege and challenge to serve as the Director for Evangelical Mission (DEM) in transition for the past four months. Bishop Graham asked me to serve as DEM during the interim between when Rev. Phil Hirsch ended his time in this office and the next bishop will be called. When asked, my first reaction was, "Huh?" It was clear with some conversation and negotiating, and a lot of prayerful uncertainty that the invitation was the work of the Holy Spirit.

A primary purpose during this interim has been to help all of us realize and accept that the excellent work and variety of initiatives that Phil launched and managed were for the vitality of the synod and are the ongoing work of the synod. It was Phil's goal that his work serve the pastors and people of the synod during and after his time as the DEM. The other purpose has been to ensure that the ongoing work of oversight by the DEM for the New and Renewing Missions Table and the Stewardship and Mission Support Table, along with the New Connections campaign, continued.

Separate reports by the leaders of each Table and New Connections about their responsibilities and actions are available as separate reports for you to read. Each group has been busy through the year, including during the interim. I am indebted to Rev. Shannon Anderson as the lead for the NRMT, Rev. Jeanette Leisk as the lead for the SMST, and Christy Hartigan as the New Connections Campaign Director for their diligent and consistent work. It has been a pleasure to work with them and they have made my entry and learning easy.

The clear and unambiguous role of the DEM is to help congregations grow numerically in two specific areas of their life and mission – active participants and financial resources to accomplish what they believe The Spirit is guiding them to do. These two areas are classically described as evangelism and stewardship. Even as you read those two words I suspect you had a reaction. And it may not have been positive. The partnership of the synod and congregation in these areas can change that.

Some of the ways that is already happening are:

- Training for every pastor serving a congregation in the synod to learn concepts and methods that they can share with the people of the congregation for making contacts, building relationships, and including new people who need to know they are cared for and loved by other people and by God. 46 pastors have participated in the training and 12 are currently involved and will complete it in November.
- Coaching for pastors and for congregation councils. Metro DC Coaches are available to help leaders prioritize and accomplish their goals and ministry. Rev. Nathan Swenson-Reinhold is the coaching coordinator.
- One-day workshops and training sessions about engagement and development. Six were offered in 2018 and three are planned for 2019.
- Consultation with the DEM about specific congregation goals and how to plan and finance them. 11 congregations were actively engaged in 2018. 8 of those are continuing and 4 congregations have become involved during 2019. These are detailed in the Report of the Director for Evangelical Mission through January 2019.

I am indebted to my partners in ministry in the synod office who have welcomed me and assisted me through their personal support, patient guiding, and wonderful humor. I am also grateful to my colleagues serving congregations in the synod for their encouragement during this transition.

Lead, Guided and Accompanied by The Spirit,
Rev. Gary Rhinesmith

Metropolitan Washington DC Synod, ELCA
Statement of Activities

	2017FY	2018FY	2018 Budget	$ Budget Var.
Ordinary Income/Expense				
Income				
40000 · Revenue				
41000 · Congregational Mission Support	1,572,643.10	1,502,645.93	1,645,000.00	(142,354.07)
41040 · Other Support	2,737.00	6,515.91	0.00	6,515.91
41100 · Other Receipts				
41110 · Youth Ministry Receipts	41,361.37	31,685.00		
41120 · Synod Assembly Reg & Fees	89,041.03	29,830.38		
41130 · Candidacy Receipts	3,277.40	10,800.00		
41140 · Federal Chaplaincy Rent	19,718.06	4,543.11		
41150 · Miscellaneous Receipts	1,680.00	4,159.55		
41160 · Interest Income	6,209.54	4,110.43		
41100 · Other Receipts - Other	0.00	0.00	11,000.00	
Total 41100 · Other Receipts	161,287.40	85,128.47	11,000.00	74,128.47
Total 40000 · Revenue	1,736,667.50	1,594,290.31	1,656,000.00	(61,709.69)
Expense				
60000 · Expenses				
60050 · 35% to ELCA	551,167.08	511,404.32	575,750.00	(64,345.68)
60100 · New & Renewing Missions	137,500.00	97,558.66	145,000.00	(47,441.34)
60300 · Stewardship & Mission Support	3,250.00	11,964.95	16,750.00	(4,785.05)
60400 · Office of the Bishop				
60410 · Ecumenical Affairs Office	6,995.88	3,646.56	6,000.00	(2,353.44)
60415 · Candidacy Committee	7,694.75	10,798.81	6,000.00	4,798.81
60420 · United Lutheran Seminary	82,000.00	75,000.00	75,000.00	0.00
60425 · Seminary Student Financial Aid	10,000.00	10,000.00	10,000.00	0.00
60430 · First Call Theological Ed.	2,308.77	197.08	3,000.00	(2,802.92)
60435 · Young Adult Initiatives	0.00	0.00	1,000.00	(1,000.00)
60440 · Racial Equity Team	7,913.31	1,100.52	10,000.00	(8,899.48)
60445 · Youth Ministry	36,209.60	25,661.39	0.00	25,661.39
60450 · Synod Assembly Exp	123,645.30	18,227.05	0.00	18,227.05
60455 · Other Synod Events	7,500.00	820.06	0.00	820.06
60460 · Reformation Service	2,377.79	8,299.80	0.00	8,299.80
Total 60400 · Office of the Bishop	286,645.40	153,751.27	111,000.00	42,751.27
60500 · Global Mission	1,762.81	0.00	5,500.00	(5,500.00)
60600 · Camps & Campus Ministries				
60610 · Camps	12,000.00	12,000.00	12,000.00	0.00
60650 · Campus Ministries	50,000.00	45,000.00	50,000.00	(5,000.00)
65000 · Administration and Operations				
65100 · Ordained Staff	412,225.59	414,993.35	427,830.00	(12,836.65)
65200 · Office Staff	141,896.18	126,957.27	167,500.00	(40,542.73)
65300 · Synod Operations	93,215.43	89,449.61	78,000.00	11,449.61
65400 · Occupancy Expenses	99,822.00	90,888.00	97,000.00	(6,112.00)
65500 · Region 8	0.00	6,994.00	5,000.00	1,994.00
Total 65000 · Administration and Operations	747,159.20	729,282.23	775,330.00	(46,047.77)
Total 60000 · Expenses	1,789,484.49	1,560,961.43	1,691,330.00	(130,368.57)
Net Income	(52,816.99)	33,328.88	(35,330.00)	68,658.88

2018 gifts to ELCA missions	75,637
2018 gifts to other local ministries	53,578
2018 Gifts of Hope revenue	107,285
Total pass through funds	236,500

Metropolitan Washington DC Synod, ELCA
Statement of Financial Position
As of January 31, 2019

	Jan 31, 19
ASSETS	
Current Assets	
Checking/Savings	
10010 · Operating Accounts	
10015 · Checking	295,095.14
10020 · Capital One Money Market	650,745.56
Total 10010 · Operating Accounts	945,840.70
11000 · Restricted Distribution Accts	
11015 · Faith - Outreach (Thriv. MM)	79,129.58
11020 · Faith - Sem. (Thriv. MM)	13,162.70
11026 · Campus Ministry Distrib. (MIF)	14,165.42
Total 11000 · Restricted Distribution Accts	106,457.70
Total Checking/Savings	1,052,298.40
Accounts Receivable	285,876.12
Other Current Assets	
11100 · Reserve Funds	
11105 · Bethany/Shepherd Guar. (MIF CD)	200,000.00
11107 · Campus Ministry Trust (MIF CD)	14,140.00
11120 · Faith Fund Endowment	908,265.40
Total 11100 · Reserve Funds	1,122,405.40
11115 · Congregation Mission (ELCA Trs)	555,010.07
14000 · Undeposited Funds	289.77
15000 · Prepaid Expenses	19,685.40
Total Other Current Assets	1,697,390.64
Total Current Assets	3,035,565.16
Fixed Assets	
18500 · Fixed Assets	13,106.86
Total Fixed Assets	13,106.86
Other Assets	
18600 · Security Deposits	6,500.00
Total Other Assets	6,500.00
TOTAL ASSETS	**3,055,172.02**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	104,063.37
Other Current Liabilities	
20500 · Deferred Revenue	1,084.00
25000 · Funds Held for Others	
25100 · ELCA Designated Funds	415.00
25200 · Other Designated Funds	
25205 · Lutheran Campus Ministry	24,363.99
Total 25200 · Other Designated Funds	24,363.99
25300 · Gifts of Hope	92,996.92
Total 25000 · Funds Held for Others	117,775.91
Total Other Current Liabilities	118,859.91
Total Current Liabilities	222,923.28
Total Liabilities	222,923.28
Equity	
30000 · Net Assets	
31000 · Unrestricted Net Assets	439,301.97
31100 · Board-Designated Net Assets	
31120 · Capital Replacement Reserve	7,579.23
31130 · Youth Event Scholarships	7,532.09
31200 · Congregational Mission Fund	502,907.87
Total 31100 · Board-Designated Net Assets	518,019.19
32000 · Temporarily Restricted	

Metropolitan Washington DC Synod, ELCA
Statement of Financial Position
As of January 31, 2019

	Jan 31, 19
32020 · Campus Ministry	28,243.79
32050 · Faith Fund TR	303,402.68
32100 · Ministry Funds	
32101 · Emch Memorial	1,596.70
Total 32100 · Ministry Funds	1,596.70
32200 · Global Missions	
32201 · Slovakia Companion Synod	4,801.47
32202 · Namibia Companion Synod	12,899.39
32203 · El Salvador Companion Synod	13,555.16
32204 · Global Mission General Fund	1,250.68
Total 32200 · Global Missions	32,506.70
32300 · Supporting Congregations	
32304 · Bethany Fund	253,243.27
32305 · Bethany/Shepherd of Hills Guar.	200,000.00
32306 · Synodical Latino Min - General	7,811.69
32308 · Young Adult Ministry	2,580.70
Total 32300 · Supporting Congregations	463,635.66
32400 · Stewardship	5,341.91
32500 · Synod Office	
32503 · Bishop's Convo	443.82
32507 · Bishop's Emergency Fund	125.05
32509 · Building Puentes	76,533.16
32510 · Community of Christ Escrow	10,000.00
Total 32500 · Synod Office	87,102.03
32600 · New Connections	432,271.87
Total 32000 · Temporarily Restricted	1,354,101.34
33000 · Permanently Restricted	
33040 · Faith Church Endowment Corpus	710,740.00
Total 33000 · Permanently Restricted	710,740.00
Total 30000 · Net Assets	3,022,162.50
Net Income	(189,913.76)
Total Equity	2,832,248.74
TOTAL LIABILITIES & EQUITY	**3,055,172.02**

Metropolitan Washington DC Synod, ELCA
2020FY Proposed Spending Plan

	2019 Budget	2020 Budget
Income		
40000 · Revenue		
41000 · Congregational Mission Support	1,645,000	1,550,000
41040 · Other Support	2,000	2,000
41100 · Other Receipts		
41110 · Youth Ministry Receipts	40,000	35,000
41120 · Synod Assembly Reg & Fees	104,000	30,000
41130 · Candidacy Receipts	3,000	5,000
41150 · Miscellaneous Receipts	1,500	2,000
41160 · Interest Income	4,000	4,000
Total 41100 · Other Receipts	152,500	76,000
Total 40000 · Revenue	**1,799,500**	**1,628,000**
Expense		
60000 · Expenses		
60050 · 35% to ELCA	575,750	542,500
60100 · New & Renewing Missions	145,000	145,000
60300 · Stewardship & Mission Support	13,750	13,750
60400 · Office of the Bishop		
60410 · Ecumenical Affairs Office	10,600	10,000
60415 · Candidacy Committee	6,000	5,000
60420 · United Lutheran Seminary	75,000	60,000
60425 · Seminary Student Financial Aid	10,000	10,000
60430 · First Call Theological Ed.	3,000	1,000
60435 · Young Adult Initiatives	500	500
60440 · Racial Equity Team	8,000	3,000
60445 · Youth Ministry	38,000	33,000
60450 · Synod Assembly Exp	116,000	21,000
60455 · Other Synod Events	0	1,000
60460 · Reformation Service	4,000	4,000
Total 60400 · Office of the Bishop	271,100	148,500
60500 · Global Mission	2,000	2,000
60600 · Camps & Campus Ministries		
60610 · Camps	12,000	12,000
60650 · Campus Ministries	40,000	40,000
65000 · Administration and Operations		
65100 · Ordained Staff	427,000	428,500
65200 · Office Staff	148,200	133,700
65300 · Synod Operations	88,000	82,950
65400 · Occupancy Expenses	71,160	73,300
65500 · Region 8	5,500	6,500
Total 60000 · Expenses	**1,799,460**	**1,628,700**
Net Income	**40**	**(700)**

2020 SYNOD SPENDING PLAN 2019 Synod Assembly

The primary role of a synod is to foster the life and health of congregations by tending to leaders, especially when there is a pastoral transition. But synods do a great deal more. They steward mission support dollars to be used effectively to care for the life of the whole church including camps, college outreach, social ministries, ecumenical relations and the support for the ELCA in general. They provide resources to support church administrations; plan and present special worship opportunities; and serve as a clearing house for a wide range of resources.

In our synod, there are multiple sources and uses of funds for God's work, including budgeted funds and special appeals.

In 2020, the synod spending plan will encompass the following activities:

Support the National Church by forwarding 35% of congregational mission support to Chicago ($542,500).

Encourage new and renewing local and global congregational missions ($147,000).

Facilitate stewardship efforts ($13,750).

Encourage future leaders in ministry through support of candidacy, the seminary, financial aid to seminarians, first call education, and Region 8 initiatives ($76,000).

Fund outreach to youth and young adults through youth ministry retreats, camps, campus ministries, and other initiatives ($85,500).

Work towards racial justice through the Racial Equity Team and for interfaith understanding through the Ecumenical Affairs Office ($13,000).

Sponsor important synod-wide events, including the annual assembly ($26,000).

Provide the space, equipment, tools, and compensation for our staff to support the overall work of the synod ($724,950).

In addition to the budgeted funds, the Synod serves as a conduit between congregations and both local and national ministries, including the Building Puentes fund and Gifts of Hope. In the last completed fiscal year (2018), an additional $236,500 was donated by congregations and passed through for specific purposes to designated ministries.

Finally, for the past few years the New Connections campaign has served as another way to support ministry in our Synod. The campaign will be presenting their report separately, but as of the end of 2018 over $435,000 in cash has been received at the Synod from this campaign with significant additional funds being held within congregations for their use.

In sum, the people of God of our Synod have dedicated well over $2 million to demonstrating the work of God in our area.

New and Renewing Mission Table
Report to the Synod, June 2019

There is no road, we make the road by walking (Antonio Machado)

In this time of change and transition in the church and the world, there are no easy formulas for making a church 'work' or for growing disciples. Many of the things we used to do are less effective and, often, structures that once worked for us no longer seem to serve. But the gospel is still a treasure which is richest when shared. And God is still active in our world today. While we don't know exactly what the church of our children or grandchildren will look like, we do know that many things about it will be different from the church of today. We also know that God's Spirit is working with faithful disciples and leaders even now to call us to share the gospel in new ways that speak to a new generation. Rev. Mark Tidsworth of Pinnacle Consulting calls the time we are in a time of holy experimenting in the church. In large and small ways, communities of faith are listening to the Spirit's voice and finding new and creative ways to grow disciples and share the gospel.

As your community of faith is working to discern new and vital ways to be in ministry, the New and Renewing Mission Table would like to be a partner with you. Tasked by the synod with developing new ministries and helping renew existing congregations, the Table supports leaders and churches who want to engage in holy experimenting in their context for the sake of the gospel. We would love to partner with you as you develop ideas and look for funding. We have grants available from a number of different sources as well as a diverse team of leaders who have experience with revitalizing ministry in their own locations and are more than happy to help you think about your context.

Below, you will see a report that shows the ministries and missions we have supported in 2018. We have been honored to walk with these communities of faith and we would be honored and excited to walk with you in the year ahead.

Peace,

Rev. Shannon K. Anderson (chair)
Rev. Julie Bringman
Rev. Brett Davis
Rev. Mike Gutzler
Rev. Carmelo Santos
Rev. Ken Taylor
Christy Hartigan, New Connections Director
Gary Rhinesmith (Interim DEM)

New and Renewing Missions Grants 2018

- **Good Samaritan Lutheran Church, Lexington Park, MD**
  $9,000 through New Connections to fund a part time Director of Missions and Engagement who is leading the congregation to engage with their neighbors in new and creative ways.
- **Holy Trinity, Falls Church, VA**
  $14,600 through New Connections for staffing support as they explore an alternative worshipping community of young adults in the Mosaic District
- **King of Kings, Herndon, VA**
  $10,000 through New Connections and $6,000 from the Metro DC Budget to support starting a second campus.
- **River of Grace, Manassas, VA**
  $5,000 through Metro DC budget to support stewardship consulting in this new congregation of largely previously unchurched members.
- **St. Michael's Truth, Our Saviours, Mitchelville and Temple Hills MD**
  $11,500 as part of a 3 year grant through Bethany Funds to support engaging the Temple Hills Community through youth programming and Afro-Centric Evangelism
- **Saint Nicholas Lutheran Church, Huntingtown MD**
  $250 through New Connections to help support an Octoberfest Celebration for the local community
- **Swahili Lutheran Church, Rockville MD**
  $22,000 through New Connections to help support the founding of a new Swahili speaking Lutheran Church in the metro DC area.
- **Intentional Impact**
  $17,500 through New Connections to support a year-long leadership training process for pastors in the synod.
- **Mosaix (2019)**
  In 2018, we began exploring a relationship with Mosaix, a non-denominational group dedicated to creating healthy multi-ethnic communities of faith. Beginning in 2019, we have a cohort of 6 congregations who will be spending a year together working with coaches experienced with multi-ethnic faith communities to implement best practices and develop strategic plans to help their congregations reach the increasingly diverse population of the Metro DC region. $20,000 from New Connections has been designated for this work.

Report of Metro D.C. New Connections Campaign
Christy Hartigan
Director, New Connections Campaign
Synod Assembly 2019

The **New Connections Campaign** continues to focus on *growing our church* in the Metro D.C. Synod with stated goals of 3000 New Connections (active participants) and raising $2.25M.

Why are we doing this? All around us, people are longing for a deeper connection. We have much to offer in connecting these people with the church. They are people whom God has been preparing to become a part of our congregations and communities. They are looking for a way to explore their faith with others. Can we find a way to connect and invite them into our congregations without it seeming entirely out of context or weird? When they come, will they find a genuine welcome that will help them to feel at home and want to stay? Is there a way they can grow in their faith and become a part of the movement of God through a local Lutheran Church? Are there ways our local Churches can boldly bring new connections to surrounding communities? Many of our congregations have been struggling to make these connections. We must prioritize "connecting with new people". No one knows precisely how to do this, but together we must try. **We are doing this for the future of the Lutheran church in North America and for the sake of people who, now more than ever, need to know the love, forgiveness, and hope of God.**

We continue to ask our congregations to Join us in the spirit of New Connections committing extra resources and effort into finding new ways to connect and evolve our faith traditions to shape our culture for generations to come. We are *two years* in, and this is how it is going in our four program areas:

1. GROWING & DEVELOPING CONGREGATIONS

The New Connections Campaign budget is focused primarily on helping our congregations to grow. We cannot do this without leadership. So, the bulk of our congregational growth focus this year was on developing leaders through leadership courses, coaching and sharing forums. We continued visiting councils and leadership teams as needed given the timing of new councils and readiness to participate in New Connections.

New Connections
METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

With the foundational agreement to "meet congregations where they are," the direction of the campaign pivoted this year from singular New Connections campaigns to capital campaigns that incorporated a New Connections component and agreements to support the Synod-wide campaign. To date:

- Five congregations *have completed* the stewardship portion of their New Connections Campaigns and are now focusing on growth ministries. Thank you to:
  - All Saints (Bowie, MD) under the leadership of the Rev. Gary Rhinesmith who recently retired and now the Rev. Angela Shannon,
  - First Trinity (Washington DC) under the leadership of the Rev. Tom Knoll,
  - Grace (Fort Washington, MD) under the leadership of the Rev. Greg Durig who also recently retired,
  - Good Samaritan (Lexington Park, MD) under the leadership of the Rev. Mitch Watney,
  - Good Shepherd (Alexandria, VA) under the leadership of the Rev. Jeanette Leisk.

- Nine congregations chose to run and *have completed capital campaigns* of which New Connections and growth is a part. Thank you to:
  - Lutheran Church of the Abiding Presence(Burke, VA) under the leadership of the Rev. Meredith Keseley and the Rev. Heidi Eickstadt.
  - Good Shepherd (Gaithersburg, VA) under the leadership of the Rev. Dave Sonnenberg and The Rev. Kate Costa
  - Lutheran Church of the Reformation (Washington D.C.) under the leadership of the Rev. Mike Wilker, the Rev. Ben Hogue and the Rev. Lisa Hufford
  - Lutheran Church of the Redeemer under the leadership of the Rev. Sandy Kessinger and the Rev. Erin Sewnson-Reinhold
  - Peace Lutheran (Waldorf, MD) under the leadership of the Rev. Shannon Anderson
  - St. Nicholas Lutheran Church (Huntingtown, MD) under the leadership of the Rev. Ken Taylor
  - Holy Cross Lutheran Church (Herndon, VA) under the leadership of the Rev. Margrethe Kleiber
  - King of Kings Lutheran Church (Fairfax, VA) under the leadership of the Rev. Lynn Miller

- Seven congregations are in the process of setting goals and are discerning the scope and timing of running their campaigns. These include:
    + Christ Lutheran Church (Washington D.C.) under the leadership of The Rev. Renatta Eustis and the Rev. LeeAnn Schray,
    + Lutheran Church of the Covenant (Dale City, VA) under the leadership of the Rev. Darcy Tillman,
    + Christ the King (Falls Church, VA) under the leadership of the Rev. Hank Langknecht,
    + Shepherd of the Hills (Haymarket, VA) under the leadership of the Rev. Darcy Percy,
    + St. Stephen Lutheran Church (Silver Spring, MD) under the leadership of the Rev. Lamar Bailey,
    + Christ the Servant Lutheran Church (Reston, VA)under the leadership of the Rev. Phil Carl,
    + Community Lutheran Church (Sterling, VA) under the leadership of the Rev. Joe Vought.

2. DEVELOPING LEADERS

We believe that when our leaders make "connecting with new people" a priority *and* through prayer and intentional planning, God WILL bring the growth. It just may look different and take longer than expected. Thus, developing our leaders in specific leadership trainings and coaching has been our focus this Synodical year. Specifically,

- **Intentional Impact leadership training:** We have trained 36 Rostered and two lay leaders in best practices in intentional, sustainable leadership. On a macro-level, Intentional Impact is about growing leaders to begin new Missional communities. On a micro-or congregational-level, it is about identity and aligning values with narratives and actions. It is also about learning how to mentor leaders with a a model that develops leaders…who develop leaders…who develop other leaders, and so on such that we ultimately grow the leadership of the church. This is an eight-month commitment and includes goal-setting and coaching to help achieve leadership goals. Cohort 3 started in May 2019 with 14 additional rostered leaders.

- **Coaching:** MetroDC Coaches under the leadership of the Rev. Dr. Nathan Swenson-Reinhold and material from CoachNet has trained over 30 coaches who are active in coaching relationships with many rostered and lay leaders. The vision of creating a

coaching culture within the MetroDC Synod has taken root, and we continue to hope that coaching will become a bedrock of our Synod's growth and development culture. New Connections has extended coaching to small groups (e.g., church councils) to help discern growth ministry, set goals and take steps to achieve them. Ultimately, we employ coaching to help leaders lead their congregations towards growth. For more information go to MetroDC Coaching website: MetroDC ELCA Coaches

- **MOSAIX: Building a "healthy multi-ethnic congregation"** cohort training. Mosaix is a relational network of pastors and planters, denominational and network leaders, educators, authors, and researchers alike, that exists to establish healthy multiethnic and economically diverse churches for the sake of the gospel throughout North America and beyond. Six of our Congregations commenced a one-year cohort program led by Mosaix founder Pastor Mark DeYmas and Pastor Chip Freed in February 2019. The cohort is exploring and taking intentional steps towards building a healthy multi-ethnic congregation. Please pray for courageous leadership, spiritual growth and multi-ethnic development of the Rev. Jeanette Leisk and Good Shepherd (Alexandria, VA), the Rev. Shannon Anderson and Peace (Waldorf, MD), the Rev. Renatta Eustis and the Rev. LeeAnn Schray and Christ (DC). The Rev. Tom Knoll and First Trinity (DC), the Rev. Mitch Watney and Good Samaritan (Lexington Park, MD) and the Rev. Lamar Bailey and St. Stephen (Silver Spring, MD). For more information about Mosaix, please go to http://www.mosaix.info/

- **Stewardship & Major Donor Best Practices Training**: Last year we trained 81 congregational lay and rostered leaders from 24 congregations in stewardship best practices for running a campaign in their congregations. This Synodical year, we held two additional best practices trainings and a special training for relationships with "major donors" with the Rev. Mike Ward.

- **Engagement - Marketing for Churches and Leaders Sharing Engagement Experiences Event**: 54 congregational leaders from 32 congregations trained this winter in Marketing techniques that lawyers use to obtain new clients. The idea was to extrapolate these techniques to Pastors and churches wanting to draw in new connections. Thanks to Ben Glass Law Firm and the Rev. Meredith Keseley from Abiding Presence in Burke, VA, for hosting this event. In addition to the marketing presentation by Ben Glass, the workshop included spotlighting a couple of our Senior Pastor leaders (The Rev. Dave Sonnenberg and The Rev. Mike Gutzler) who have tried new engagement ministries. Additionally, a few

pastors brought growth topics they wanted help with in a "Hot Seat" forum. Sharing and collaboration was rich throughout the half day event. Past training material can be downloaded from New Connections Tools

- Book Studies – Bishop Richard Graham and the MetroDC ELCA staff held two Facebook Live Book studies to "widen the circle" of the leadership and growth material we have been using during the New Connections Campaign. Specifically:

  + ***Lasting Impact****:7 Powerful Conversations that Will Help Your Church Grow* by Carey Neuhoff, 2015, Orange Books.
  + ***Multiethnic Conversations****: An 8-week Journey toward Unity in Your Church* by Mark DeYmaz, 2016, Wesleyan Publishing House.

3. NEW STARTS

New Connections embraces planting new ministries. Thus, "New Starts" includes new worship services, new discipleship groups and new congregations (starting out of existing ones as second sites). Funds are used for program development, not for buying new buildings. We delight in the progress of our three New Starts over the past year:

1. Swahili Lutheran Church worships weekly at Living Faith Lutheran in Rockville MD. They have 185 people connected to the ministry.

2. Mosaic Region Ministry with the Rev. Mike Gutzler at Holy Trinity Lutheran Church in Falls Church, VA has pivoted their plans incorporating worship in the Mosaic district as a Holy Trinity satellite vice separate plant. He and his team continue to build this out.

3. King of Kings (Fairfax, VA) hired Garrett Wolf to develop King of Kings 2.0 in Loudon County, VA. He and Senior Pastor Lynn Miller are actively engaged in mission community planning and worship.

4. SUPPORT GROWTH ACROSS THE ELCA

Because we are a community of believers, we recognize a need to join in the work of our brothers and sisters across the country. 10% of our fundraising monies received will be

directed to the ELCA to further God's work beyond our synod. To date, we have given $39,070 to the Campaign for the ELCA.

FINANCIALS

Our over-arching financial goal is to raise $2.25M over three years. The majority of funds raised by Congregations will remain within congregations and count towards this campaign goal. As of May 31st, 2019, the overall individual, congregational gifts and pledges/agreements respectively were $1,579,663. Of that amount, $472,775 is earmarked for Synod-level New Connections Programming. The New Connections Campaign dedicates 100% percent of monies received to our four campaign thrusts (Growing Congregations, Developing Leaders, Establishing New Starts and Tithing to ELCA church-wide growth ministry). The below chart is our actual accounting of New Connections funds received at the Synod.

	ACTUAL				
	2014-16FY	2017FY	2018FY	2019FY	Total to Date
				Feb-Apr	
70100 · New Connections Program					
70110 · New Connections Program Gifts	123,194.06	169,296.00	142,697.10	37,588.70	472,775.86
Internal Congregation Pledges and Gifts					1,106,887.00
Total Towards Campaign Goal of $2.25M					1,579,662.86
80200 · New Connections Program Expenses					
80210 · NC - New Ministry Starts	1,955.93	29,600.00	37,122.42	45,000.00	113,678.35
80215 · NC - Renewing Congregations		20,000.00	49,496.10	18,250.00	87,746.10
80220 · NC - Coaching		14,728.96	29,253.25	7,453.50	51,435.71
80221 · NC - Leadership			3,484.86	0.00	3,484.86
80225 · NC - Gifts to ELCA Campaign		21,041.76	14,269.84	3,758.87	39,070.47
Total 80200 · New Connections Programs	1,955.93	85,370.72	133,626.47	74,462.37	295,415.49
NET PROGRAM CASH ACTIVITY	121,238.13	83,925.28	9,070.63	(36,873.67)	177,360.37

WHAT'S WORKING?

Our rostered and lay leaders have demonstrated courage and willingness to explore and try something new around growth in themselves, their leadership bodies (e.g., Councils) and their congregations! Many have decided to take on larger capital campaigns to raise monies to make spaces more inviting and accessible as part of their growth strategy. Congregations continue to

incorporate engagement material including "radical hospitality" to their church services and special events. Many are improving their marketing and other outreach material and participating more in community events as a body of faith. Finally, some of our congregations are focusing on diversity and inclusion of the people geographically near their churches. They are exploring how to be a part of their lives in the context of community. They are seeking how to meet their neighbors where they are and to mature relationships to the point of inviting ethnically and socio-economically diverse people into and the ministry life of the congregation.

WHAT'S OUR FOCUS THIS NEXT SYNODICAL YEAR?

We are at the end of year two of our congregational phase of the campaign We celebrate each rostered leader, lay leader and congregation active participant who has engaged in growth ministry this past year. We are steps closer to growing God's kingdom and bringing people to know God's enduring love and grace.

LASTING CHANGE TAKES TIME! Thus, we will continue all four program elements of the New Connections Campaign in 2019/2020! Our team held true to "meeting our congregations and their Leadership where they are" and being a partner in exploring growth ministry and setting goals. We will continue focusing on the development of our leaders and our councils to make intentional growth and outreach goals. We will continue to inspire them to try something a little different or new, and to learn and grow as a body of Christ.

We need three things from our leaders and congregations, **(1) Pray for one another; (2) Participate daringly** in stewardship/capital campaigns, engagement and growth; and **(3) Share your stories.** We need to share our stories across the Synod! What ideas worked, what didn't? What did we learn as individuals, groups, congregations that may help others.

Engage with us at https://www.facebook.com/NewConnectionsMetroDC/

We cannot wait to see what the Holy Spirit has in store as we imagine and experience the real fruit of this program: connecting more people with God's love and growing diverse congregations.

Contact Information:
Christy Hartigan
Metro D.C. Synod, ELCA

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New Connections
METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

AGAIN, please engage with us at https://www.facebook.com/NewConnectionsMetroDC/

And, discover more information about the New Connections Campaign including access to engagement and stewardship resources at http://www.newconnectionsmetrodc.com/

REPORT OF OFFICE FOR ECUMENICAL AND INTER-RELIGIOUS RELATIONS 2019

This synodical unit is charged with supporting the congregations, clergy and members in fulfilling a central provision of the synodical constitution to attend to goal of the unity of all of Christ's church. It does so by supporting the chief ecumenical officer of the synod, the bishop, in the bishop's responsibilities to encourage, implement and maintain our relationships with other Christian communities and to cooperate with other communities of faith for the common good.

In the past twelve months the unit has been involved with planning the 2018 Lutheran/Anglican/Roman Catholic/United Methodist Covenant event held in Dec 2018 in Charlottesville, VA. The event began with a prayer vigil on the first evening led by the bishops of the four traditions on the square that had seen so much violence and hatred. The event presenter was Dr. KarenWesterfield-Tucker, UMC, president of the International and National Hymnological Society, who demonstrated how hymns hold the center of our traditions in our communities as well as introduce the riches of other traditions into our worship life. This fall in Virginia Beach, Fr. James Loughran, SA, editor of Ecumenical Trends, will delve into the history and importance of the Week of Prayer for Christian Unity, observed each year in January. Our synodical unit takes an active part in the statewide planning process for these events.

Our unit is also active in planning the Joint Clergy Event, sponsored by the Lutheran Synods of Virginia and Metro DC along with the Dio. of Virginia held at Shrine Mont Episcopal Retreat Center in the Shenandoah Valley. This year the presenters on June 24-26 will be Dr. Timothy Wengert and Dr. Alyson Barnett-Cowan on the theme, From Crib to Cross. It will look to unpack the ethos of each tradition to help clergy and lay leaders to better understand their counter parts in planning joint ventures and witness with our full communion partners.

We continue to participate in the local Lutheran-Episcopal Coordinating Committee (LECC) and our local Lutheran-Roman Catholic Conversation group. Recently this group has been studying the liturgy and pastoral practices of each tradition at the time of death. Both groups meet six or seven times a year. In both

cases the groups pay special attention to international and national dialogue results and the responses of our churches to these documents.

This year has been a time of real tension and pain for our dialogue partners. The Roman Catholic, Anglican/Episcopal and United Methodist communions at the international and national level have all been consumed with controversy and even scandal. Such matters have affected our local area too. We are experiencing a change in leadership in all our local partner churches and this means we must build relationships between new leaders. The Virginia Council of Churches and the Interfaith Conference of Washington continue to make a witness in our area at a time when the general society is roiled by dissension and discord. We have had a continued Lutheran presence on the Board of the Washington Theological Consortium which is a network of institutions in our area for the training of clergy and lay leaders. This remains an important challenge to help produce church leaders who are knowledgeable and have a passion for unity and cooperative opportunities for ecumenical witness.

As this synodical year draws to a close, so to does my time as chair of this synodical unit. Having served this unit since the inception of the ELCA it has been a long trajectory. There have been real ups and downs in relationships, commitments and energy for ecumenical work. They have all been weathered and I have every confidence we will see this work sustained in the future-it is after all apart of who we are and not just something we do.

I would take the time to thank the bishops and lay leadership of the synod; the synod council and financial officers, who have consistently supported the work of the office and unfailingly encouraged me and the other members of the unit in our vision and work. It has helped make our synod a recognized leader in ecumenical efforts.

Submitted by,

Rev. Thomas Prinz, chair

The Metro DC Synod Racial Equity Team, spent the summer and Fall of 2018 in a season of "Listening". Our Chair, Pastor Karen Brau, was on Sabbatical in the fall, and she also chose the theme of "Listening" for that time apart.

Our team meets monthly, and when we reconnected with our chair in December, we engaged is deep conversation about how to engage more broadly and more effectively across the Synod in conversations about racial equity.

Our first project was to design, prepare and offer to the Synod a set of videos using the tradition of the 7 Last Words. The videos are on the Synod Website and have been viewed by a significant number of people. Using the liturgical traditions as a link to important conversations is effective.

Our one-hour workshop for the Synod Assembly is using a new resource entitled: Lament and Hope, A Pan African Devotional Guide, Commemorating the 2019 Quad-Centennial of the forced Transatlantic Voyage of Enslaved African Peoples to Jamestown, Virginia. This is a resource put together by Bread for the World, and the ELCA is one of the partners in this effort. Hard copies of this resource will be available at the Assembly Display table.

We have set in motion several gatherings for 2019.

We are working on a conversation that would center around the question: "What do Racial Equity Outcomes look like in Congregations?" This part day workshop will be held on a Saturday this summer--the date is TBD very soon.

And on Monday, September 23, 2019, we will host a book reading by The Rev. Lenny Duncan, an ELCA Pastor from Metro NY Synod. Rev Duncan is the pastor of Jehu's Table, and his new book is entitled, Dear Church: A Love Letter from a Black Preacher to the Whitest Denomination in the US. This event will be held at Luther Place Church on the evening of 9/23. Details to follow.

The team is inviting folks who are interested in ongoing ministry around racial equity to consider being part of our team. If you are interested in a conversation about this ministry area, please reach out to Pastor Karen Brau at seniorpastor@lutherplace.org.

Stewardship and Mission Support Table

The focus of our synod's Stewardship and Mission Support Table this year has been on building relationships with congregations and sharing stories of the impact of your mission support.

With the help of our synod's creative director, Katie Simbala, we produced a video highlighting just 3 ways in which your mission support dollars have made a meaningful difference. The video is still available on our synod's YouTube page or at this link: https://youtu.be/pq2DXYbXx-c

In the video, **Rev. John Mbatta of the Swahili Lutheran Church in Rockville, MD** speaks about his sense of call to start a Lutheran church for Swahili-speaking communities in our area. His first step was to contact our synod where he received needed support. It was a day of celebration when Rev. Mbatta was ordained this year!

Rev. Brett Davis of Georgetown Lutheran Church is a pastor new to our synod. In the video Brett speaks of her congregation's work with young adults and her gratitude for the way in which our synod connects leaders and congregations.

Rev. Carmelo Santos of Hope Lutheran Church in Annandale, VA has been instrumental in our synod's partnership with the churches and leaders in Puerto Rico and the US Virgin Islands in the aftermath of Hurricane Maria. He expresses his thanks to you as a part of the Metropolitan DC Synod for your commitment to the needs and dreams of the people and churches on the islands.

Your mission support makes a difference.

You have helped form new worshipping communities.

You have helped ensure churches are matched with effective pastors and deacons.

You have been a continued presence in Puerto Rico and the US Virgin Islands after many have forgotten and moved on.

Thank you!

Jeanette Leisk (chair), Yvonne Lembo, Gary Rhinesmith, Robert Sargeant, Sarah Scherschligt, Yvette Schock, Carolyn Sowinski, Darcy Tillman, Katharyn Wheeler, Jeff Wilson

METRO DC SYNODICAL WOMEN'S ORGANIZATION (SWO)
2018-2019 REPORT OF THE PRESIDENT

MISSION AND PURPOSE STATEMENT, THE METRO DC SWO, WOMEN OF THE ELCA

Our mission is mobilizing women to act boldly on their faith in Jesus Christ. As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

THE METRO DC SWO MINISTRY MAY 1, 2018 THROUGH MAY 1, 2019

Our Annual Spring Convention. "Take Heart: Getting to Wholeness" was the theme of our 2018 annual convention held at St. Mark's Lutheran Church, Springfield, VA on May 5, 2018. The agenda included a bilingual worship service led by Pastor Varinia Espinosa and Pastor Heidi Eickstadt. The Reverend Richard H. Graham, Bishop of our Metro DC Synod, gave the homily. Following the worship service, Anna Sarver, representing the WELCA Executive Board, thanked outgoing member of the board and conducted the installation of our new Officers and Board members. Kirsten Obadal from the National Alliance on Mental Illness led the Plenary Session on getting to wholeness.

Four workshops were available for participants: "NAMI Northern Virginia's Parent Workshop and Personal Stories" led by Kirsten Obadal, "Update: Refugee Resettlement" presented by Kay Bellor, Vice President of Programs, Lutheran Immigration and Refugee Service, "God, Improv, and the Art of Living" presented by Pastor MaryAnn McKibben Dana and "Mask Off: Understanding Your Spiritual Gifts and Walking in Your Purpose" presented by Sheena Foster, SWO Board Member. Participants also enjoyed ten exhibitors along with a continental breakfast, a delicious lunch, and wonderful fellowship.

Offerings collected were equally divided between churchwide Women of the ELCA and Lutheran Immigration and Refugee Service. In-kind offerings were collected for Lutheran Social Services of the National Capital Area.

Voting members at the business meeting adopted a budget of $10,150 for the coming year and elected the following Officers and Board Members: President, Donna Nelson; Secretary, Susan Cottrol; Board Member, Joan Enerson; Board Member, Bonnie Priebe; Board Member (1-year), Pat Nau; Board Member (1 year), Karen Evans; Nominating Committee, Ann Nuss; Nominating Committee, Laura Hamke.

Communication. The website and Facebook page created in 2013-2014 have enjoyed a growing level of activity. The website is being used to promote SWO events and Metro DC Synod events, to post links to churchwide Women of the ELCA and their Blog, and to follow the projects and information provided by our SWO Human Trafficking Awareness committee. You will find SWO activities and events as well as links to registration for the SWO Convention, to *The Joyful News*, and to other events and information of interest. These tools allow ***ALL*** women to get information on what is happening within the SWO and the Women of the ELCA. Like us on our Facebook page and become our friend so you can follow us and share what is happening with your friends. Use the website and keep up-to-date on events and activities.

Links for your information: Facebook: https://www.facebook.com/metrodcswo
and SWO Website: HTTP://DWYERCL2.WIX.COM/WELCA-METRODCSYNOD

The Joyful News. Our SWO newsletter continued to disburse our news, with thanks to the three editors: Donna Nelson (Saint Luke, Silver Spring, MD), Laura Hamke (New Jerusalem, Lovettsville, VA), and Sheena Foster (Luther Place Memorial, Washington, DC). It was published as usual in August, December, and March and sent to all synod congregations (and some women who asked for their own copy), mostly via email as a PDF document but also as printed copy mailed to some without email access.

Over this past year, *TJN* passed on special messages from the Women of the ELCA, published stories of activities and projects within the units, and kept units up-to-date on what is happening in and around our synod and SWO. Of special note are the Human Trafficking Awareness articles from Wilma Dublin plus updates of the local and federal actions taken to eradicate this human tragedy. *TJN* is available to ***ALL*** women on-line through our SWO and synod websites as well as the email and US Postal Service deliveries. This is ***our women's*** newsletter and we very much appreciate the input of stories and information from our units.

Human Trafficking Awareness. Our SWO Human Trafficking Awareness committee continued its work to raise awareness of the human trafficking in our area and to report what is being done to combat it. Their articles in *TJN* and on our website helped to spread the word that Human Trafficking is a form of modern-day slavery—it involves the use of force, fraud, or coercion to exploit human beings for some type of labor or commercial sex purpose, highlighting the multi-lingual National Human Trafficking Hotline (NHTH) number 1-888-373-8888.

Growing the SWO. This is a mission to expand our active units in the Synodical Women's Organization. We are able together to do more than we could do as an individual church. We have been talking to our women, trying to understand their needs and desires. We know we are a diverse group across a large age span. However, that does not mean we should continue doing everything we have always done, the same way we have always done it. There is something for everyone—a prayer group, a Bible study group, a circle, a monthly meeting, service projects, Prayer Shawl groups, a *Café* group for mothers and/or younger members. All of these things are possible through Women of the ELCA. Let us come to your congregation, explore with your women the opportunities with the WELCA of today.

Bishop Eaton tells us, "We are church together." We are also sisters in Christ, and the Synodical Women's Organization has a place for all women. We would be happy to come to your congregation and tell you what it is like in today's SWO and WELCA.

A Thank You. To all women in the congregational units, thank you for the support and leadership you provide to your congregations' ministries and to the ministry of the Metro DC Synodical Women's Organization. It is a sincere pleasure serving together and using our hands to carry out God's work.

Opportunities. The Board of the Synodical Women's Organization is always looking for ways to enhance communications for the women in our Metro DC congregations. We need women who have computer skills and would enjoy the creativity of developing a newsletter, women who enjoy working on websites, and women who enjoy social media and have some skills developing and maintaining these types of sites (such as Facebook and Twitter). These activities can be done from home with minimal guidance from the Communications Team Leader. Contact me at metrodcswo@gmail.com more information.

CURRENT OFFICERS AND BOARD MEMBERS
May 5, 2018 – May 4, 2019

OFFICERS:	BOARD MEMBERS:
President – Donna Nelson, Saint Luke, Silver Spring	Bonnie Priebe, First Trinity, Washington DC
Vice President – Paulette Sandene, Faith, Arlington	Karen Evans, Saint Luke, Silver Spring
Secretary – Sue Cottrol, Good Shepherd, Alexandria	Sheena Foster, Luther Place, Washington DC
Treasurer – Karen Ager, Peace, Alexandria	

To each of the officers and board members who have unselfishly provided an extraordinary service to this organization, it is with a great deal of gratitude that I say THANK YOU for their contributions of time and talent.

Respectfully submitted,

Donna Nelson
President, Metro DC SWO

Metropolitan Washington, D.C. Synod
Evangelical Lutheran Church in America
God's work.Our hands.

FORWARD TOGETHER
with courage and hope

Resolution Number 2019-001 Date Submitted: May 1, 2019

Sponsor: Reference & Counsel Committee

Title: **Greetings**

WHEREAS, other synods throughout the Evangelical Lutheran Church in America (ELCA) meet in assembly at the same time as the Metropolitan Synod of Washington, D.C. meets in assembly; and,

WHEREAS, we are partners in the Gospel Mission with other synods of this church; therefore, be it

RESOLVED, that the Metropolitan Washington, D.C. Synod Assembly direct the Secretary of the Synod to extend to the other ELCA synods that meet in assembly this weekend our greetings in Christ and prayers for their faithful deliberation (* conducting election of bishop):

Allegheny Synod

Grand Canyon Synod

LaCrosse Area Synod

Northeastern Iowa Synod

Northeastern Ohio Synod

Northern Illinois Synod

*Northwestern Pennsylvania Synod

*Southwestern Pennsylvania Synod

Upper Susquehanna Synod

Metropolitan Washington, D.C. Synod
Evangelical Lutheran Church in America
God's work.Our hands.

FORWARD TOGETHER
with courage and hope

Resolución Número 2019-001 Fecha de presentación: 1 de Mayo de 2019

Promotor: Comité de Referencia y Asesoramiento, Sínodo Metropolitano Washington, D.C.

Titulo: **Saludos**

MIENTRAS, otros sínodos por toda la Iglesia Evangélica Luterana en América (ELCA) se reúnen en asamblea al mismo tiempo que el Sínodo Metropolitano Washington, D.C. se reúne en asamblea; y,

MIENTRAS, somos compañeros en la Misión del Evangelio con otros sínodos de esta iglesia; por lo tanto, ya sea

RESUELTO, que la Asamblea del Sínodo Metropolitano Washington, D.C. ordene al Secretario del Sínodo que se extienda a los demás sínodos de la ELCA que se reúnen en asamblea este fin de semana nuestros saludos en Cristo y oraciones por su fiel deliberación:

Sinodo del Allegheny

Sínodo del Gran Cañón

Sínodo del área de LaCrosse

Sinodo del Noreste de Iowa

Sinodo del Noreste de Ohio

Sínodo del Norte de Illinois

Sínodo del Noroeste de Pensilvania

Sínodo del Suroeste de Pensilvania

Sínodo del Susquehanna Superior

Metropolitan Washington, D.C. Synod
Evangelical Lutheran Church in America
God's work.Our hands.

FORWARD TOGETHER
with courage and hope

Resolution Number 2019-002 Date Submitted: May 1, 2019

Sponsor: Congregation Council, Luther Place Memorial Church, Washington D.C.

Title: ***Vision and Expectations – Trustworthy Servants***

WHEREAS, the document *Vision and Expectations* (V&E) has outlined standards of behavior for rostered ministers of the Evangelical Lutheran Church in America (ELCA) since 1990, including the prohibition of publicly out and partnered LGBTQIA people from seeking and attaining positions of public ministry within the ELCA; and

WHEREAS, the 2009 ELCA Churchwide Assembly adopted a social statement on human sexuality that affirmed human sexuality is a gift from God and V&E was subsequently updated to be inclusive of "lifelong, monogamous, same-gendered relationships"; and

WHEREAS, civil same-sex marriage became legal nationwide in 2015; and

WHEREAS, the Domestic Mission Unit (DMU) of the ELCA began a process in 2018 to further update V&E as a result of roster consolidation and to reflect legal same-sex civil marriage nationwide resulting in a draft document entitled *Trustworthy Servants of the People of God* (TS); and

WHEREAS, due in part to the fact that this draft document was only available for public comment for ten days, the ELCA Church Council at its meeting on April 6, 2019 voted "to decline to consider" TS and referred it back to the DMU for further study and revision, to bring a replacement document for V&E to be considered by the ELCA Church Council in the fall of 2020; therefore, be it

RESOLVED, that the Metropolitan Washington, D.C. Synod Assembly memorialize the 2019 ELCA Churchwide Assembly to acknowledge the ways *Visions and Expectations* (V&E) has been used to disqualify LGBTQIA people from rostered leadership and has perpetuated a culture of shame and secrecy regarding human sexuality and repent for the pain and harm it has caused by directing the Domestic Missions Unit (DMU) of the ELCA to take the following actions in preparing a successor document to V&E for consideration by the ELCA Church Council:

- establish and promptly disclose a process to intentionally engage LGBTQIA rostered ministers and lay people in the further development of a replacement document to V&E; and

- make the draft replacement document to V&E open to comments by rostered ministers, members of the church, and other interested parties for no fewer than 60 days; and to provide a means for such comments to be offered anonymously if so desired by a commenter; and

- submit a written report to the Church Council that documents their consideration of the ELCA's social teachings and the process by which it was determined which teachings should be elevated into expectations for rostered ministers, including justifications for expectations in the draft successor document which were not previously part of V&E and the rationale for decisions that omit expectations previously part of V&E; and

- reaffirm in the draft successor document the expectations of V&E for rostered ministers "to be committed to justice in the life of the church, society, and in the world" and "to acknowledge the church's past and present failures and to lead the church in its repentance and renewal."

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Committee on Discipline - Clergy

Candidate name:
Rev. Eva R. Steege

Congregation Membership:
Lutheran Church of the Reformation, Washington, DC

Occupation History:
Pastor Steege worked in the offices of Lutheran World Relief long ago, and years later served as public relations director for the New England Synod. She was ordained at Reformation Lutheran Church in DC in 2005. Her first call was to Grace Lutheran Church in Hartford, CT, an inner-city congregation where she served for nine years. Since then she served as an interim minister in South Hadley, Mass., before coming back to this area and doing additional interim work at Christ the King in Great Falls, VA, Hope Lutheran Church in Clinton, MD, and Our Redeemer Lutheran Church in Washington, DC. She is now retired and finds herself busy as a supply preacher in the Synod.

Participation at Synod or Churchwide Level:
Lay member, Churchwide Assembly, 1993
Clergy member, Churchwide Assembly, 2011
Member, Listening Team, New England Synod

Participation at Congregation Level:
Charter member, call Committee, and music director, Messiah Lutheran Church, Amherst, NH

Community Involvement:
Board Member and Assistant Treasurer, Swift Water Girl Scout Council, NH
Board Member, Security Deposit Loan Association, NH

Demographics:

Gender: Female
Roster: Rostered - Word and Sacrament
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Committee on Discipline - Lay

Candidate name:
Mrs. Birgit Campana

Congregation Membership:
Good Shepherd Lutheran Church, Woodbridge, Virginia

Occupation History:
US Army Retired, Executive Admin Assist, Massage Therapist, Spa Owner, Escape Room Owner, Substitute Teacher PWC

Participation at Synod or Churchwide Level:
Synod Assembly 2018

Participation at Congregation Level:
Care and Concern, Pew Care, Lector, Teller, Sunday School Teacher (middle school age), Stewardship, Council member, Council VP,

Community Involvement:
My businesses have allowed me to be very active in the community through the support of schools, charities, the chamber and other events. Currently, I enjoy my part time position as a substitute teacher throughout PWC.

Demographics:

Gender: Female
Roster: Neither - Lay
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Committee on Discipline - Lay

Candidate name:
Ms. Katherine L Wulff

Congregation Membership:
Luther Place Memorial Church, Washington, DC

Occupation History:
Senior Analyst, U.S. Government Accountability Office

Participation at Synod or Churchwide Level:

Participation at Congregation Level:
Congregation Council Treasurer

Community Involvement:
Lutheran Volunteer Corp Board (2002-2009)

Demographics:

Gender: Female
Roster: Neither - Lay
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Committee on Discipline - Lay

Candidate name:
Mr. Matthew J Fuehrmeyer

Congregation Membership:
Lutheran Church of the Reformation, Washington, DC

Occupation History:
Current - Vice President at Summers Strategies; Past, Opposition Researcher for various political campaigns and committees, most recently Director of Research & Strategic Communications at the Democratic Congressional Campaign Committee

Participation at Synod or Churchwide Level:
I'll be attending my first Synod Assembly in June

Participation at Congregation Level:
President of my Congregation

Community Involvement:
Between work and my kid, I don't have a ton of time for community involvement outside of church.

Demographics:

Gender: Male
Roster: Neither - Lay
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Synod Council - At Large

Candidate name:
Rev. Eugene H Kern

Congregation Membership:
Trinity, N Bethesda, MD

Occupation History:
senior pastor, synod staff, transition pastor

Participation at Synod or Churchwide Level:
conference dean, stewardship team, assistant to bishop

Participation at Congregation Level:
pastor, associate pastor, senior pastor, synod staff, transition pastor

Community Involvement:
public school advisory teams, neighborhood associations

Demographics:

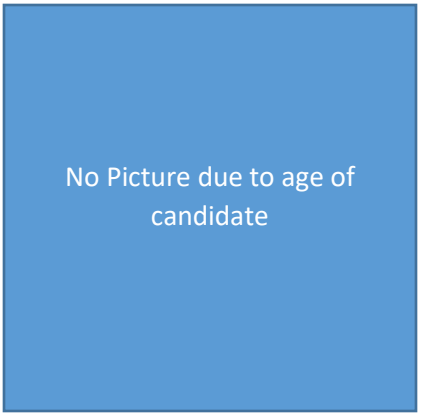
Gender: Male
Roster: Rostered - Word and Sacrament
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Synod Council - At Large



Candidate name:
Miss Madelyn W

Congregation Membership:
River of Grace, Dumfries, VA

Occupation History:
Babysitting for 4 years
Student

Participation at Synod or Churchwide Level:
Voting member at last years synod assembly, Attendee at National Youth Gathering, Attendee at Shekinah and Chrysalis

Participation at Congregation Level:
Director of Nursery
Voting member

Community Involvement:
I volunteer when I can, and have for as long as I can remember.

Demographics:

Gender: Female
Roster: Neither - Lay
Youth/Young Adult: Youth (younger than 18 years of age at the time of election)

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Synod Council - At Large

Candidate name:
Rev. Jeffrey M Wilson

Congregation Membership:
Bethel Evangelical Lutheran Church, Manassas, VA

Occupation History:
Computer programmer/analyst/supervisor 1992-1998, Pastor 2002-present

Participation at Synod or Churchwide Level:
Stewardship & Mission Table, Confirmation Camp, Metro DC Coaches Leadership Team

Participation at Congregation Level:
Pastor

Community Involvement:
Bethel hosts approximately 40 12-step groups each week as well as citizenship and ESL classes. I maintain relationships with the leaders are group participants.

Demographics:

Gender: Male
Roster: Rostered - Word and Sacrament
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

Candidate for the position of:
Synod Council - DC Conference Lay

Candidate name:
Mr. Michael Sonnenberg

Congregation Membership:
Luther Place Memorial Church, Washington, DC

Occupation History:
Administrative Assistant, ELCA Federal Chaplaincy Ministries

Participation at Synod or Churchwide Level:
Synod Council DC Lay Representative 2016-present, Youth Gathering Community Life Volunteer 2009-2015

Participation at Congregation Level:
EMBRACE! LGBTQA+ Ministry coordinator 2014-present, Friends of the Feast (altar guild) 2014-present, Adult Education Forum Co-Leader 2017

Community Involvement:
Food & Friends Meal Prep and Meal/Grocery Delivery 2012-present, Special Olympics Virginia event volunteer 2015-present

Demographics:

Gender: Male
Roster: Neither - Lay
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Synod Council - Fairfax Conference Clergy

Candidate name:
Rev. Albert William Triolo

Congregation Membership:
St. Mark's Lutheran Church, Springfield, VA

Occupation History:
2012-Present: Senior Pastor, St. Mark's in Springfield, VA
2007-12: Pastor, Our Saviour Lutheran Church in Mineola, NY
2003-07: Associate Pastor, Ascension Lutheran Church in Deer Park, NY
1994-03: J&C Lamb Realty (Co-ops: Porter, Doorman; Office: Sales, Accounting, Clerk)

Participation at Synod or Churchwide Level:
Metro-DC Synod
2017-19: Synod Council (2018-19: executive committee)
2013-17: Dean of the Fairfax Conference
2013-17: Chair of the nominating committee
Metro-NY Synod
2009-11: Dean of Western Nassau Conference
2006-07 (ish): Natural Church Development Coach & Coach Coordinator
2005-07: Western Suffolk Conference Secretary

Participation at Congregation Level:
As senior pastor, I'm in one way or another involved in everything. Here's what I'm most passionate about:
+ Imagining God's preferred future together and setting plans in action
+ Participating in similar vision conversations with organizations in partnership with the congregation, such as synod, conference, social service organizations, mission teams.
+ Being God's people together: connecting with people and accompanying the congregation and community
+ Equipping and sending the church to participate in the work God is already doing to share hope, healing, and peace with all people through new and existing connections
+ Engaging the scripture with the whole assembly, with all God's children of every age and across cultural realities
+ Praying with others

2019 Synod Assembly Candidate Information Form

Community Involvement:

2017-Present: Building relationships with Muslim brothers and sisters, including participating in and speaking at Iftars (meal at the end of the Ramadan fast).
2016-Present: NOVA-Annandale Symphony Orchestra (2018-present: principal horn); & NOVA Brass Choir
2013-16: Local Pool Board member; 2014-present: Swim meet official; 2017-present: assistant chief timer
2012-Present: Through St. Mark's, participant in Hypothermia Week ministry, some engagement with other community outreaches such as Nurturing Parenting Class and ESOL
2010-12: Assistant Cub Scout den leader
2003-12: Interdenominational Dialogue, social outreach, and ecumenical Worship
2005-08: Lutheran representation on the Long Island Council of Churches

Demographics:

Gender: Male
Roster: Rostered - Word and Sacrament
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Synod Council - Maryland Conference Clergy

Candidate name:
Rev. Angela Lynn Shannon

Congregation Membership:
All Saints Lutheran Church Bowie

Occupation History:
2nd Career Pastor after a career in human services and non-profit organizations.

Participation at Synod or Churchwide Level:
I have served on various churchwide committees and synod councils in a 22 year history as a minister of word and sacrament. I have served as an anti-racism educator/facilitator with WELCA for a fifteen year period.

Participation at Congregation Level:
I am a parish pastor.

Community Involvement:
I am the national vice-president and a Life Member of the African Descent Lutheran Association (ADLA); board member of Extraordinary Lutheran Ministries (ELM). Outside the church, I am a member of Alpha Kappa Alpha Sorority, Inc., and volunteer with GirlTrek.

Demographics:

Gender: Female
Roster: Rostered - Word and Sacrament
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Synod Council - Montgomery Conference Clergy

Candidate name:
Rev. Jeanne C. Lowe

Congregation Membership:
Resurrection Lutheran Church, Arlington, VA

Occupation History:
Lutheran Deaconess LCMS,Immanuel Lutheran Church, Terre Haute, IN, Atlantic District Chaplaincy, New York City, NY, Instructor, Assistant Prof, Concordia College, Bronxville, NY; Clinical Pastoral Education, Lutheran Medical Center, Brooklyn, NY - (1964-1978)
(LCA) - Campus Ministry, MIT, Cambridge, MA, 1978;
Teaching Assistant, Research Assistant;Adjunct Professor, University of Notre Dame, So. Bend, IN, 1987-1990; 1989-1992)
ELCA -Ordained, 1993; Pastor:St.John Lutheran Church, Marion, IN, 1992-1995;
Pastor: Advent Lutheran Church, Arlington, VA, 1996-1999; Supply Pastor, 1999-2004; 2013 - (Feb.-Dec.) Associate Pastor (term call), Good Shepherd Lutheran Church, Woodbridge, VA., Supply Pastor, 2014 - 2016; Supply Chaplain, The Village at Rockville, MD, March 2016-July 2016; Chaplain, The Village at Rockville, Rockville, MD, August 2016 - current.
Other Occupations: Choir Director, Grace Lutheran Church, Jersey City, NJ, 1958-1960; Private Music Instruction; Piano Organ, Theory, Violin, 1961-1992; Music Director, St. Paul Lutheran Church of Tremont, Bronx, NY, 1967-1974; Music Director, Norwegian Division, Trinity Lutheran Church, Brooklyn, NY, 1976-1977; Piano Instructor, Preparatory Division, School of Performing Arts, Brooklyn College, Brooklyn, NY, 1978-1981; Instructor, Piano, Theory, The Roosa School of Music, 1978-1981; Director, Sunset Park School of Music, Brooklyn, NY, 1980-1982; Executive Director, The Roosa School of Music, Brooklyn, NY, 1981-1986; Substitute Organist, various churches, Metro DC area, 1999-2002; Independent Music studio, violin, piano, theory, 2000 - 2016

Participation at Synod or Churchwide Level:
Indiana-Kentucky Synod; member, New Directions Committee; Metro Washington DC Synod; member, Consultation Committee (2014-2020); Voting Member, Churchwide Assembly, 1995

Participation at Congregation Level:
I have had involvement with the choir, some organ supply for funerals, assistance with Lenten midweek services, the Easter Vigil,. Writing articles for the Advent devotional booklet; help with summer Vacation Bible School,.

2019 Synod Assembly Candidate Information Form

Recently, I have not had involvement, due to my schedule here at the chapel. I have participated in Thanksgiving Dinners, preparing food,, etc. I visit some members of the congregation as time/ days off permit.

Community Involvement:

Sunday School Teacher, VBS teacher, Jersey City, NJ, 1955-1959; Ward Volunteer; Jersey City Med.Ctr., 1957-1958; Pianist for worship, Hudson Co. Jail, Jersey City, 1958-1959; Lutheran Parochial School Assn. of Hudson County, NJ: meber, Steering Committee, 1959-1960;
Lutheran Deaconess Conference, LCMS - Interfaith Dialogues, St.Mary of the Woods College, West Terre Haute, IN, 1964-1966; Resource person, Liturgies, Organist, North American Diakonia Conference, 1971; International Diakonia Conference, 1972; Northeast Area Conference Chairperson, 1971-1976; National Board member-at-large, LDC, 1976-1978
Atlantic District, LCMS - Community Board Member, LSS, Bronx, NY 1972-1974; Committee on Missions, Atlantic District Convention, 1972; Chair; Chaplaincy Committee, Lutherans Cooperating in NY, 1971-1974
Committee, formation of Sunset Park School of Music, 1979-1980; Advisiory Board, Sunset Park School of Music, Brooklyn, NY 198201986; Board Member, Brooklyn Heights Music Society, 1982-1986; Sunset Park Restoration committee, Brooklyn, NY; 1983-1987
Community Board Member, WNIT/TV, Elkhart, IN 1989-1992; Community Rehab. Assn., Marion IN; Board Member; Chair, Personnel Committee (1994-1995; Grant County Interfaith Martin Luther King, Jr., community celebrations (1993-1995)
Chaplaincy Committee, Marion Hospital, 1993-1995; Community Relations Committee (Local Bank) 1994-1995; Member, PAIN (anti-drug movement), Marion IN (1994-1995); Board Member, Friends of the Arts, Inc., Marion, IN (1995); Board Member, Marion Community School of the Arts (1995); Affordable Housing Corp., Marion, IN: founding committee, 1995); Rotary Club, Marion, IN (1993-1995); Rotary Club, Arlington, VA (1996-1999); Volunteer, Arlington Street Peoples' Assistance Network, (2004-2007); Affordable Housing Committees (Arna Valley, Interfaith, etc., Arlington, VA (1998-2005); New Directions Committee, Arlington, VA (2001 - 2004)
Committees/Associations, etc
Lutheran Theological Seminary, member, President's Club- 2004-2007
Music Teachers' National Association, member, 2000-2014

Demographics:

Gender: Female
Roster: Rostered
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Synod Council - Potomac Conference Clergy

Candidate name:
Rev. Ronald R Zschoche

Congregation Membership:
Messiah Lutheran Church, Alexandria, VA.

Occupation History:
Parish pastor in Montana, Oregon and Washington states from 1979 - 2015
Hospice spiritual care provider from 2015 - 2017

Participation at Synod or Churchwide Level:
I have been part of the Synod only since the fall of 2017. I began Interim ministry at Messiah in April of 2018. I have attended the 2018 Assembly as well as the Bishop's Eucharists, and the Bishop's convocation to Puerto Rico this spring.

Participation at Congregation Level:
Assisted with Worship music at Lord of Life from 2017 - 2018 (until beginning Interim Ministry at Messiah. Also provided Sunday supply until beginning the Messiah Interim

Community Involvement:
Gracing Spaces at Lord of Life
God's Work Our Hands
Participation with local Thrivent events

Demographics:

Gender: Male
Roster: Rostered - Word and Sacrament
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Synod Council - Virginia Conference Lay

Candidate name:
Ms. Barbara Bilodeau

Congregation Membership:
King of Kings, Fairfax, VA

Occupation History:
Software Engineer. Technology and Financial Management consulting to
Federal Govt agencies

Participation at Synod or Churchwide Level:
Currently serving on Synod Council, Virginia Conference/Lay

Participation at Congregation Level:
At King of Kings: Church Council President (2015/2016), vice president (2014/2015), Council member (2013/2014).
Church musician (adult choir, praise band, and various instruments).
Prayer chain member. Bible Study. Web site developer/maintenance.
Participant in Rebuilding Together, Habitat for Humanity, and other outreach events.
In previous congregations: Recording Secretary. Education committee chair. Stewardship committee chair. Evangelism visits. Young Adult Fellowship coordinator.

Community Involvement:
Former Regional Treasurer (5-state area) of a non-profit education organization.

Demographics:

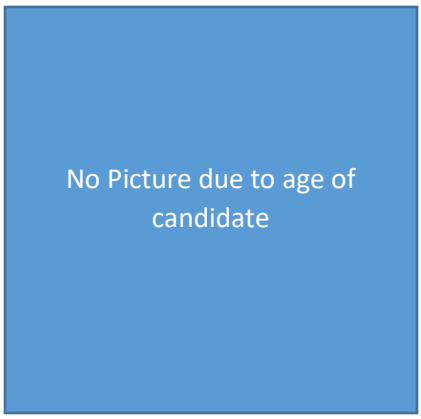
Gender: Female
Roster: Neither - Lay
Youth/Young Adult: Neither

METROPOLITAN WASHINGTON, D.C. SYNOD, ELCA

2019 Synod Assembly Candidate Information Form

FORWARD TOGETHER
with courage and hope

Candidate for the position of:
Synod Council - Youth Representative



Candidate name:
Mr. Joseph T

Congregation Membership:
St. Mark's Lutheran, Springfield, VA

Occupation History:
Student

Participation at Synod or Churchwide Level:
+2018 Chrysalis
+2018 ELCA Youth Gathering
+2018 Synod Assembly
+2017 Chrysalis
+2017 Shekinah
+2016 Shekinah

Participation at Congregation Level:
+Assistant Minister
+Usher
+Crucifer
+Youth Group
+VBS Leader
+St. Micheal's Youth Endowment Board (Youth Representative)
+Youth Brass Ensemble (Founder & Director)
+Occasional Speaker/Preacher
+Sunday School Event Volunteer
+Rejoice! Choir
+Bell Choir (Sub)
+Holden Evening Prayer Leader

Community Involvement:
+Swim Team
+Marching Band
+Pit Orchestra
+Jazz Band

Demographics:
Gender: Male
Roster: Neither - Lay
Youth/Young Adult: Youth (younger than 18 years of age at the time of election)

1517 Media
Augsburg Fortress
Beaming Books
Fortress Press
Sparkhouse

Ten Things You Might Not Know about 1517 Media
Spring 2019

1. This year we'll release several new **Come to the Water** resources to support Daniel Erlander's two baptism manuals: ***Let the Children Come*** and ***Water Washed and Spirit Born***. Check out the other sacramental resources already published to support Erlander's ***A Place for You***. **augsburgfortress.org/cometothewater**
2. Over a dozen distinguished African-descent scholars offer thoughtful viewpoints in **Luther's Small Catechism with African Descent Reflections**. While affirming the gift of Luther's work, these theologians provide a framework for broadening these explanations to address the experiences of Lutherans of African descent. **augsburgfortress.org/african-descent**
3. Recent additions to the **Worship Matters** series include handbooks on Preaching, Funerals, and Marriage. These volumes join several existing books that help leaders and laity develop a richer understanding of worship. **augsburgfortress.org/worshipmatters**
4. Fortress Press, Luther Seminary, and Word & World's board have partnered to launch a new series of books for leaders in the church. Recent releases in this series include ***Liberating Youth from Adolescence*** by Jeremy Paul Myers and ***Elders Rising: The Promise and Peril of Aging*** by Roland D. Martinson. **augsburgfortress.org/word-and-world**
5. ***Good Grief***, the bestselling book that has helped millions of readers find comfort and rediscover hope after loss has now expanded into a family of resources to help process, understand, and grow through moments of grief. **augsburgfortress.org/good-grief**
6. Part manifesto, part confession, and all love letter, ***Dear Church: A Love Letter from a Black Preacher to the Whitest Denomination in the US*** by Rev. Lenny Duncan offers a bold new vision for the future of the ELCA and the broader mainline Christian community of faith. Duncan rejects the narrative of church decline and calls leaders and laity alike to renew the church through racial equality and justice. **augsburgfortress.org/dear-church**
7. Equip high school students to discover what they believe and why they believe it with ***T.B.D. Think. Believe. Do.*** Four-week sessions for small groups on themes of prayer, sin, mission, and salvation are now available. **augsburgfortress.org/tbd**
8. This video-based series is designed to help leaders create engaging experiences around challenging topics for small groups. Current titles are ***Dialogues On The Refugee Crisis*** and ***Dialogues On Sexuality***, with more releases to come. **augsburgfortress.org/dialogues-on**
9. Inspired by the success of ***Grit and Grace***, Beaming Books just released a picture book for kids titled ***Gritty and Graceful: 15 Inspiring Women of the Bible***. This engaging book will inspire the gritty and graceful girls in your congregation to imagine their place in God's story and how they can make a difference in the world. **augsburgfortress.org/grittyandgraceful**
10. ***There's No Wrong Way to Pray*** is a picture book written by ELCA pastor Rebecca Ninke and her 10-year-old daughter Kate. It offers a kid-friendly reflection on talking to God in the everyday moments of life. This book will inspire kids of all ages and faith experiences as it reassures them that there's no wrong way to talk to God. **augsburgfortress.org/no-wrong-way**

Want to learn more? Follow us on social media. Sign up for our free eNewsletters at
augsburgfortress.org | wearesparkhouse.org | fortresspress.com | beamingbooks.com

CALLED TO LEAD
2019 Report to Synod Assemblies
Paul Baglyos, ELCA Candidacy and Leadership Manager for Regions 7 & 8

Called to Lead is the title of a new discernment guide regarding ministry in the Evangelical Lutheran Church in America. Baptism includes a call from God to share the ministry of Jesus Christ in the world, and some baptized people discern a call from God to the particular ministries of pastors and deacons in the church. *Called to Lead* is intended to help people figure out whether God is calling them to become pastors or deacons.

Trying to figure that out involves paying attention to the suggestions, encouragements and nudges we might receive from the people around us. Has anyone ever suggested that you might become a pastor or a deacon? Has anyone ever encouraged you to consider that possibility? Has anyone ever nudged you to take some steps in that direction? Perhaps the suggestions, encouragements and nudges have occurred as internal stirrings, leading you to wonder about becoming a pastor or deacon or to imagine yourself serving in those particular ministry roles. In any case, *Called to Lead* can help you to decide whether and how to act upon those suggestions, encouragements and nudges.

Called to Lead can also help you to give other people the suggestions, encouragements and nudges they might need to figure out whether God is calling them to become pastors or deacons. Do you know anyone you believe would serve well as a pastor or a deacon? Do you know anyone you perceive to be well suited to those particular ministry roles? If so, *Called to Lead* is a resource you can recommend to that person.

Called to Lead is available on the ELCA website as a downloadable resource. Click “Resources” on the ELCA homepage, then click “Candidacy” on the menu of photo icons. A Spanish translation of *Called to Lead* will soon be available as well.

I am pleased to recommend *Called to Lead* to your use in discernment, as I am pleased also to work with your synod’s candidacy leaders and candidacy committees in our churchwide work of guiding the people God has called to become pastors and deacons in the ELCA.

2018 ANNUAL REPORT

Caroline Furnace
Lutheran Camp & Retreat Center

EXECUTIVE DIRECTOR, TOM POWELL
DIR. SALES, MARKETING & COMMUNICATIONS, JULIE KROLL
DIR. RESOURCE & PROGRAM DEVELOPMENT, REV. HEIDI DAVID-YOUNG

DIRECTOR OF FOOD SERVICE OPERATIONS, LEE ANN POWELL
DIR. FACILITIES & MAINTENANCE, BRYAN HEPNER
BOOKKEEPER, LUANN WOODARD

Net Assets: $1,562,189 Expenses: $385,086 Revenue: $415,586

Our mission is to provide unforgettable faith, education, and renewal experiences in God's creation for all God's people.

Caroline Furnace Lutheran Camp & Retreat Center continues to impact many people of all ages through adult and youth retreats, outdoor education, new programs, summer camp, and more. 2018 fully embodied the ELCA theme of "This Changes Everything," through staffing, renovations, rental growth, and increased donor and volunteer engagement.

Overall, operations and daily activities are moving at a busy pace, showing growth in all areas of faith, education and renewal. Results include significant property improvement, critical infrastructure repairs, new programs, and sustained high quality hospitality for all retreat guests and summer campers.

- An estimated 240 volunteers provided 3,500 volunteer hours in 2018.
- 2018 donors gave $64,370 toward renovations to the Wastewater Treatment Plant, $104,152 for daily operations, and an estimated $10,200 of in-kind donations.
- New programs include Pre-Lenten & Pre-Advent Retreats, Quiet Days, Wild Women Series, and Board Gaming Retreats.
- Community engagement is growing. We continue to partner with Shenandoah Family Promise to provide housing one week a quarter. We partner with the local Charterhouse School in middle school service projects. We began a new partnership with the Fort Valley Ruritan Club on "reclaiming history".
- 2018 was a second consecutive stable year, with controlled expenses and sustained income growth, thanks to the generosity of individuals and organizations. Growth was highest in congregational and individual giving, rental income, and in Virginia Synod pledged subsidy. Expenses were down in maintenance, utilities, office, and summer program operations. These savings helped balance year-round staff growth.
- Our Board of Directors have worked diligently in a targeted fundraiser for our Wastewater Treatment Plant, then began the daunting tasks of updating governance documents and visioning for our next five year strategic plan.
- Three initiatives have been introduced in 2019: Sustainability Plan, Reclaiming History, and Power the Future. Learn more about each on our website.

Get Involved at www.CarolineFurnace.org

2239 Camp Roosevelt Road Fort Valley VA 22652 | (540) 449-0012

Faith, Education, Renewal

The Community of St. Dysmas is a multi-site Lutheran congregation of the Delaware Maryland Synod located within the walls of the Maryland State prison system. Since 1984, we have had active congregations "within the walls," and currently have congregations with weekly services and Bible Studies at MCIJ (men's prison Jessup), MCIW (women's prison Jessup), MCTC (men's prison Hagerstown) and CMCF (men's prison Sykesville).

Our congregations are dynamic in every sense of the word. The population is constantly changing as congregants are released or transferred, new folks are constantly coming in as they are invited by other CSD worshippers, and we may be able to add congregations or have to lose congregations as support or issues from the Department of Corrections allow.

Our worship is lively and spirit-filled—these are folks for whom the Good News of the love of God and the forgiveness offered through Christ is really that—good news! Our congregants own the service as much as possible—by setting up and clearing down the worship space, by leading prayers and readings, and by frequently offering testimony to the power of the Gospel in their lives. On more than one occasion, I've heard "This is the only place I feel like a human being in here." That's what we hope to achieve, that the transforming power of Christ's love helps them see themselves as a child of God and a sister and brother Lutheran to the congregations on the outside. We are also an inclusive, safe and welcoming congregation for those individuals who may feel excluded by other worshiping groups because of who they are or whom they love.

We depend heavily on volunteer worship leaders, musicians and Bible study teachers to make sure that we can continue with our ministry, and we have a cadre of dedicated and passionate people who serve in this capacity. We also support our faithful CSD congregants upon their release to the extent that DOC regulations, and our resources, allow. We are establishing a program of trained volunteers to provide much needed support in the weeks and months after release.

Congregations and individuals who want to help support this ministry, can do so in many ways. Most of all--by prayer. Our CSD congregations on the inside are praying for you, and we need your prayers as well. Financial support helps us continue our mission, as does inviting the pastor to speak at your church. We are always looking for volunteers as well: ordained or consecrated leaders to lead worship, musicians to play at the services, lay or clergy to teach Bible study, and volunteers who have the time and flexibility to provide transportation or support, within guidelines, to our returning citizens.

Our theme verse is Matthew 25:36, (Jesus said) "I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me." We at the Community of St Dysmas are excited and privileged to follow his mandate.

Mar-Lu-Ridge Camp and Retreat Center

"For by grace you have been saved through faith, and this is not your own doing; it is the gift of God." Eph. 2:8

Mar-Lu-Ridge experienced grace and community in many ways during 2018, and as we begin 2019 and the celebration of our 60th Anniversary, I wanted to thank you, our synods and our community, for your continued prayers and support. We served 4,500 retreat guests and 600 on-site and off-site campers this year. So many people heard the Good News of God's unconditional love!

One exciting addition to our summer programming was our Mountain Outreach day visit program. We welcomed 3 day camps from synod congregations for a day of lessons, hiking, swimming and joyful fun on the Ridge. Time spent in God's creation is important for our young people, and we are committed to growing this program.

We also began our "Back to our Roots" campaign to reconnect and strengthen ties to our synod congregations. There are many ways we can support you through programming at your home congregation, space for discernment and study, and relationship building that benefits all ministry. Our Sabbath Day for pastors, vicars, youth leaders, and church workers was a wonderful day and we look forward to more events such as this.

Our camp parents had very positive feedback for us once again. We consider it a privilege to spend time with our campers and to lead activities that encourage personal growth as well as faith formation. One parent wrote, "The staff seems to be so welcoming and focused on making sure campers are having a great time." Another mother added, "My camper had a great time, loved the food, and wants to go back next year…We thank God for you."

The faithful donations of our synods and community members allow us to keep our operating costs low and focus on programming. This year was especially challenging with regard to unforeseen facilities projects. We are thankful for your support during these difficult times. Through much hard work, plans are now in place to continue upgrading our aging infrastructure and free up more funding for expanding our off-site programming.

Our Board of Directors has been hard at work and there is exciting news on the horizon that will create a firm foundation for future generations!

All are welcome as we celebrate 60 years of ministry and faith formation at Mar-Lu-Ridge, June 8-9. Family oriented events, good food, and time to connect and reconnect are just part of a special weekend of community and worship. We hope you'll make plans to join us!

Lastly, on a personal note, I am forever grateful for the community of faithful people who lifted me up and encouraged me when I was a young camper and staff member. To continue offering that support to present campers and staff is our mission. We thank God for the strong foundation of community here at Mar-Lu-Ridge.

Peace, Sarah Lefler Executive Director

Mission Investment Fund
Evangelical Lutheran Church in America
God's work. Our hands.

The Mission Investment Fund (MIF) is the lending ministry of the ELCA. MIF makes low-interest loans to ELCA congregations and ELCA-related ministries for building and renovation projects. With MIF loans, congregations and ministries can purchase property, construct new buildings, and expand or renovate existing facilities.

MIF loans expand the capacity for ministry. MIF loans help create expanded worship spaces, updated space for education and youth ministry, new kitchens for community meals and soup kitchens, affordable housing units for the community and much more.

At year-end 2018, MIF had 917 loans outstanding, totaling $556.6 million.

To fund these loans, MIF offers a portfolio of investments for congregations, their members, synods and ELCA-related ministries to purchase. At year-end 2018, MIF investments totaled $499.1 million.

MIF is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of $705.4 million and net assets of $200.8 million at year-end 2018, MIF maintains a capital ratio of 28.5 percent—positioning MIF in the top tier of well-capitalized church extension funds. For more information, visit *mif.elca.org*.

MIF loans and investments in the Metropolitan Washington, D.C. Synod (as of December 31, 2018):

- 20 Mission Investment Fund loans, with a balance of $9,123,993
- $11,789,843 in Mission Investment Fund investments

MIF representative:
The Rev. Kent Peterson, Regional Manager, Tel: (276) 698-7970; email: kent.peterson@elca.org

PORTICO®
Benefit Services
A Ministry of the ELCA

Benefits in Action

Walking Our Promise to Support Those Who Serve

Yes, things have changed in the church, especially in the last decade. But like Martin Luther's description of faith — "a living, busy, active, mighty thing" — Portico Benefit Services is constantly evolving, finding more efficient ways to help clergy and employees steward their gifts for the sake of the world.

As the ELCA's benefit ministry, we're called to live out a 200+ year legacy of service to clergy and employees. Our talented staff leverage Portico's long-term experience, industry partnerships, and innovation-embracing culture to deliver benefits that can help people live well throughout their service and into retirement.

Blessings on your ministry. It's a privilege to serve you.

The Rev. Jeff Thiemann
President & CEO

By the Numbers — Helping People Live With More Confidence

640 **Members Retired** in 2018, and we celebrated with every one!	**8,943** **Pounds Lost** so far by ELCA-Primary members enrolled in our new Omada health improvement program.	**621** **Employees Joined** when four new Lutheran social ministry organizations decided to offer Portico benefits to their staff last year.
23 **Companies Screened** from ELCA social purpose funds for holding reserves of oil shale and tar sands.	**$1M** **Debt Paid Off** by plan members working with LSS Financial Counseling, as of year-end 2018.	**4.5%** **Baseline Rate Increase** for employer health contributions in 2019 — on average, the lowest increase in 5 years.
$94 **Less Per Month** paid in premiums by most ELCA Medicare-Primary retired members in 2019 thanks to our switch to Humana.	**2,500** **Worries Released** by ELCA Youth Gathering attendees at Portico's unbinding prayer station.	**6,080** **Learning Hours** invested by members in Portico's financial education seminars, webinars, and videos last year.

ELCA REGION 8 ARCHIVES ANNUAL REPORT 2018

April 18, 2019

The ELCA Region 8 Archives are managed by the A. R. Wentz Branch of the United Lutheran Seminary Library, providing archival services for the eastern portion of Region 8. Sheila Joy, Archivist and Cataloger for ULS and Region 8, continues to manage the day to day operations of the Region 8 Archives. Evan Boyd, Library Director and Archivist of United Lutheran Seminary, supervises her work and sets archives policy.

2018 was a year of processing collections and assisting researchers via telephone, email, and walk-in. Goals for the Region 8 Archives this year included meeting with synod representatives, continuing to research and process materials from synod offices, and creating volunteer opportunities.

The Library hired its first student assistants and offered a paid summer internship. Students spent most of their time processing collections while our intern, Ms. Anne-Louise Monn, spent her internship processing six congregations, wrote for the Branches United blog, and reached out to synod offices to update contacts and strengthen communication with the synods.

Ms. Joy's time is still split between three major areas of work: the Region 8 Archives, the Seminary Archives, and cataloging materials for the Wentz Library. Although the workload is heavy, Ms. Joy continues to find ways to manage her time between the three areas, making processing of Region 8 collections a top priority over the summer. Having a student worker and summer intern helped to complete these projects in an efficient manner. The archives continue to actively seek student workers, interns, and volunteers to assist in its processing work.

Mr. Boyd and Ms. Joy submitted a proposal for the ELCA Regional Archives Grant to digitize and make available online the minutes of the General Synod and the General Council. The grant was approved in February 2019 and the grant period will be March 1, 2019-February 28, 2020. The archives is very excited to receive this grant of $2,907.60.

The library and archives continue to be an evolving organism and space continues to be an area of concern. Mr. Boyd and Ms. Joy have begun implementing a space reorganization to better utilize our building. Currently, around 170 active congregations have material in our archives, but we no longer accept materials for active congregations. We will continue to urge active congregations to manage their own archives, rather than have us care for them.

Major Actions, 2018

- Received 67 research inquiries, up from 56 the previous
- Hosted 8 in-person research visits
- Received materials from Allegheny and Upper Susquehanna Synods
- Processed 12 collections from Lower Susquehanna, Delaware-Maryland, Metro DC, and

Upper Susquehanna that have long waited to be processed
- Successfully submitted an ELCA grant proposal for digitization

Goals for 2019-2020
- Meet with Synod representatives
- Continue to receive and process materials from synod offices
- Host church visits in collaboration with Advancement office
- Collaborate with Seminary professors and outside universities

It continues to be a pleasure to serve the needs of Region 8 synods.

If you have questions, concerns, or interested in volunteering with the archives in any way, please contact Evan Boyd via email at eboyd@uls.edu

The following are the minutes of the 2018 Synod Assembly of the Metropolitan Washington, D.C. Synod of the Evangelical Lutheran Church in America.

The 2016 Synod Assembly met on June 16, 2018, at Lord of Life Lutheran Church, Fairfax, Virginia.

The minutes were prepared in the current form by the Secretary of the Synod and the Synod staff, reviewed by the Synod Council, and recommended for approval by the 2019 Synod Assembly.

Kevin D. Anderson
Secretary of the Synod

DRAFT

MINUTES OF THE 2018 SYNOD ASSEMBLY
THE METROPOLITAN WASHINGTON, D.C. SYNOD
OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA
SATURDAY, JUNE 16, 2018
LORD OF LIFE LUTHERAN CHURCH - FAIRFAX, VIRGINIA

Introductory Activity

Prior to the opening of the Synod Assembly, a Synod Council meeting was held. Katharyn Wheeler organized Registration. An Orientation for New Voting Members was conducted by Mr. Richard Ahlberg, Synod Assembly Parliamentarian, and Pr. Margrethe Kleiber, Synod Assembly Planning Committee Chair. Training was also conducted for Worship Assistants in advance of the Festive Eucharist.

Festive Eucharist

Prior to the opening of the Assembly, the Assembly gathered in worship for the Festive Eucharist. Bishop Graham was the preacher. Offerings were designated for the New Connections Campaign and the Building Puentes efforts.

Plenary Session 1
Saturday, June 16, 2018
Lord of Life Lutheran Church
Fairfax, Virginia

Opening of Assembly

Bishop Richard H. Graham called the Assembly to order at 10:15 AM.

Report of the Registrar

Present:	Lay Voting Members	146
	Rostered Voting Members	92
	Total Voting Members	**238**
	Visitors	23

Moved:
Seconded: To seat the Voting Members.

VOTED
SA18.06.01 To adopt the foregoing motion.

Synod Assembly Agenda, Rules of Procedure, Minutes, and Absences

Following the seating of the voting members, Bishop Graham brought forth four items for adoption and approval as a single motion: the approval of the agenda for the Synod Assembly, the adoption of the 2018 Synod Assembly Rules of Procedure, the approval of the minutes of the 2017 Synod Assembly, and the approval of excused absences from among the rostered leaders.

Adoption of the 2018 Synod Assembly Rules of Procedure

01. To the extent consistent with the following rules of procedure, Robert's Rules of Order, latest edition, shall govern.

Voice and Vote

02. All persons under call, on leave from call, and retired on the roster of this Metropolitan Washington, D.C. Synod, in attendance at this assembly, shall have voice and vote at the proceedings of this assembly. All interim pastors serving congregations of this synod, at the time of the assembly, shall have voice and vote.

03. Alternate lay members shall be seated if the regular lay members are unable to serve.

04. Persons giving reports during this assembly's proceedings who are not members shall be given voice, no vote, during that portion of the assembly.

05. The parliamentarian appointed by the Synod Council shall be given voice, no vote (unless a member) during the proceedings of this assembly.

06. The Presiding Bishop, or her representative(s), and ecumenical representatives shall be given voice, no vote during the proceedings of this assembly.

07. Duly elected and serving members of the Synod Council shall have both voice and vote at the synod assembly, in accordance with S7.28 of the constitution of the synod.

Quorum

08. One-half (1/2) of the members of the Synod Assembly shall constitute a quorum.

Proxy

09. Proxy and absentee voting shall not be permitted in the transaction of any business of this synod.

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Items of Business

10. With the consent of this assembly, the chair shall have the authority to call items of business before the assembly in whatever order is deemed by the chair most expedient for the conduct of assembly business. The chair shall limit discussions to items germane to the issues before the assembly.

Resolutions

11. Resolutions to be considered by the assembly shall be submitted in writing to the Secretary of the Synod. In order to assure the resolution going to the floor of this assembly, such resolutions shall be submitted to the Secretary of the Synod prior to the promulgated deadline, which shall not be less than 30 days prior to the beginning of the assembly. The Secretary shall refer them to the Committee on Reference and Counsel. The Committee shall report to this assembly with its recommendations regarding the resolutions submitted, which shall constitute a motion to the floor of this assembly.

12. Any resolutions submitted after this date are not guaranteed a place on the agenda and must receive a two-thirds vote in order to be heard. Any resolution not receiving a two-thirds vote will be referred to the Synod Council for disposition.

13. Multimedia presentations will not be part of floor debate on resolutions.

Motions

14. All main motions, to be made, shall be in writing and presented to the Secretary of the Synod immediately (Constitution and Bylaw amendments require five (5) signatures of members).

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

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

17. When a substitute motion is made, secondary amendments may be offered first to the original motion. After all secondary amendments to the original motion have been disposed of, secondary amendments to the substitute motion may be offered. When all amendments to the substitute motion have been disposed of,

DRAFT

the vote shall be taken on whether the substitute motion is to be substituted as the original motion or be rejected.

18. Debate shall be limited to two (2) minutes per person, per speech.

Elections

19. Ballots shall be accepted only from those members who are seated within designated areas of the assembly hall. In cases where electronic voting is used, a voting device shall be issued only to, and may be used only by, voting members present at the assembly.

20. Nominations from the floor shall be accompanied by the copy-ready vita and the consent of the person to be nominated, both to be submitted to the secretary at the time of the nomination.

21. At this assembly, voting members to the 2019 Churchwide Assembly shall be elected. The synod has been allocated eight voting members, provided that at least one is a youth or young adult and at least one is a person of color or person whose primary language is other than English. Not more than 40% of the voting members may be ministers of Word and Sacrament. At least 60% of the voting members must be lay persons (including, for this purpose, ministers of Word and Service). Gender balance requirements apply to both lay persons and ministers of Word and Sacrament, although they are articulated somewhat differently for each of the two groups in the governing provisions of the ELCA. The bishop and vice president of this synod are ex officio voting members of the 2019 Churchwide Assembly and are taken into consideration in applying the foregoing representational principles. Pursuant to the recommendation of the Synod Council, the election of voting members to the 2019 Churchwide Assembly shall be conducted so that exactly two of the elected voting members (in addition to the bishop of this synod) are ministers of Word and Sacrament. The remaining voting members shall be elected in a manner that will ensure compliance with all of the foregoing representational principles.

Minutes

22. Minutes of this assembly shall be available for review by the Synod Council by the September 30 immediately following the assembly.

Applications for Displays

23. Due to space constraints, displays will not be permitted at the 2018 Synod Assembly.

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Excused Absences of Rostered Leaders

The Rev. Shannon Anderson
The Rev. Dean W. Anderson
The Rev. Amy Carter Fiera
The Rev. Anne Dwiggins
The Rev. Gregory Gaertner
The Rev. Vincent Guss
The Rev. Charles Hodges
The Rev. Richard Hoehn
The Rev. Alexis King
The Rev. Terri King
The Rev. Gordon Lathrop
The Rev. Sarah Lewis
The Rev. Michael Lohmann
The Rev. Jan Lookingbill
The Rev. Daniel Martensen
The Rev. Connie Miller
The Rev. Lynn Miller
The Rev. Janice Mynchenberg
The Rev. Tom Omholt
The Rev. Bill Perry
The Rev. Donald Piper
The Rev. Ronald Qualley
The Rev. Theodore Schneider
The Rev. Lowell Schuetze
The Rev. George Schwantes
The Rev. Glen A. Sea
The Rev. Amy Sevimli
The Rev. Sandra Shaw
The Rev. Albert Swingle
Deacon Kathy Garrison
Deacon Deborah Haynes

Moved:
Seconded: To approve the agenda for the Synod Assembly as set forth in Section 1.2 of the meeting materials for the Assembly, the Rules of Procedure as set forth above, the minutes of the 2017 Synod Assembly as set forth in Section 9.1 of the meeting materials for the Assembly, and the excused absences as set forth above.

VOTED
SA18.06.02 To adopt the foregoing motion.

Report of the Bishop

Ms. Evelyn Crenshaw, Vice President of the Synod, assumed the chair and invited Bishop Graham to present his report.

After noting that this report was his 11th annual report to the Synod Assembly as bishop, he reviewed the several events that had taken place within the last year to commemorate the 500th anniversary of the Reformation. He identified the plans for his 12th and final year as bishop, including transition planning for the bishop to be elected at the 2019 Synod Assembly. He completed his remarks with expressions of gratitude for the synod staff, its lay leaders, and his family.

Upon the conclusion of this report, Vice President Crenshaw yielded the chair back to Bishop Graham.

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Report of the Nominating Committee

Pastor Travis Kern, Chair, presented the report of the Nominating Committee, describing the process that the Committee undertook to identify nominees for all open positions. He expressed his appreciation for the work of the Conference Deans, who served as the Nominating Committee, and to the Synod Assembly Planning Committee. Pastor Kern introduced each of the nominees and referred the Assembly to the Candidate Information Forms that had been included in the advance materials for the Assembly.

Secretary
Kevin D. Anderson

DC Conference – Clergy
The Rev. David O'B. Trott, Sr.

Fairfax Conference – Lay
Virginia Trygstad

Maryland Conference – Lay
Ashelyn Mosby

Montgomery Conference – Clergy
The Rev. Jeanne C. Lowe

Montgomery Conference – Lay
Dr. Cleophas J. Tsokodayi

Potomac Conference – Clergy
The Rev. Michael B. Guy

Potomac Conference – Lay
Cynthia E. Reese

Virginia Conference – Clergy
The Rev. Sandra J. Kessinger

At Large – Lay or Clergy
Jackson F. Droney

At Large – Rostered
Dcn. Rebecca H. Kolowé,

SWO Representative
Sheena Foster

Youth Representative
Katherine S.

Consultation Committee – Clergy
The Rev. Scott E. Zimmerer

Consultation Committee – Lay
Michael Sonnenberg

Churchwide Assembly Voting Member
Kevin D. Anderson
The Rev. Mark D. Edwards
Dcn. Deborah K. Haynes
Dcn. Rebecca H. Kolowé
Dcn. David A. Larrabee
The Rev. Jeanne C. Lowe
Ms. Kathryn L. Moran (Y/YA)

The candidates for Synod Council in the categories of Montgomery Conference – Clergy and Potomac Conference – Clergy are filling vacancies caused by the resignations of the respective incumbents. Accordingly, these two candidates will be elected to serve one-year terms.

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Bishop Graham opened the floor to any additional nominations, by category. Hearing no additional nominations for the office of Synod Secretary, Bishop Graham declared the nomination to be closed, noting that the position was uncontested. Hearing no additional nominations for Synod Council, Bishop Graham declared the nominations to be closed, noting that each of the open positions was uncontested. Hearing no additional nominations for the Consultation Committee, Bishop Graham declared the nominations to be closed, noting that each of the open positions was uncontested. With respect to the Consultation Committee, he noted that any unfilled vacancies would be filled by the Synod Council. Hearing no additional nominations for Churchwide Assembly Voting Members, Bishop Graham declared the nominations to be closed, noting that an election would be necessary for this position.

In order to formally close the nominations process, Bishop Graham asked for a motion from the floor to this effect.

Moved:
Seconded: To close the nominations for Synod Secretary, Synod Council, Synod Consultation Committee, and Churchwide Assembly Voting Members.

VOTED
SA18.06.03 To adopt the foregoing motion.

Report of the ELCA Churchwide Representative

Bishop Graham introduced Christina Jackson-Skelton, the Executive Director, Mission Advancement, the representative from the churchwide organization to the Synod Assembly.

Ms. Jackson-Skelton began her remarks by sharing the work that has been done as a church through a video presentation. The activities described in the video included (1) Future Directions; (2) Faith Formation; (3) Congregational Vitality; (4) Lutheran Disaster Response; (5) Global Mission; (6) Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities (AMMPARO); (7) Advocacy; (8) Ecumenical and Inter-Religious Relations; and (9) Leadership.

She continued her report by identifying a number of different matters, including:

- Special appreciation for the service of Bishop Graham to the church;
- The special role of the synod because of its location in the Nation's capital, which also serves as the location for the ELCA Washington, D.C. office and the Office of Federal Chaplaincy;
- The January 2018 ELCA World Hunger Leadership Gathering;
- Appreciation for the $536,000 in benevolence to the churchwide organization provided by the synod for the immediately preceding fiscal year;

- The last year of the Campaign for the ELCA, with appreciation for the synod's commitment of ten percent of its contributions received through the New Connections Campaign;
- Appreciation for the $445,000 received by Lutheran Disaster Response from this synod alone;
- The adoption of the AMMPARO strategy to respond to several challenges around the world;
- The deployment of 113 new missionaries through Young Adults in Global Mission;
- An endowment in excess of $55 million, with $2.1 million being made available for scholarships;
- The 2018 ELCA Youth Gathering to be held in Houston, with 485 registered from this synod to attend;
- The Social Statement on Women and Justice to be presented to the 2019 Churchwide Assembly, with a draft currently in circulation for comment; and
- The local impact of the Regional Gift Planner from the ELCA Foundation and loans made by the Mission Investment Fund.

She closed with a video featuring Presiding Bishop Elizabeth Eaton discussing what it means to be distinctly Lutheran.

Introduction to Voting Devices

Ms. Jean Knight, Qwizdom Inc., offered an introduction to the voting devices, together with sample questions to demonstrate the various features of the devices.

Introduction of Front Table

Bishop Graham introduced the individuals seated at the front table facing the Assembly, as follows:

Ms. Evelyn Crenshaw, Vice President
Pr. Leila Ortiz, Assistant to the Bishop
Mr. Richard Ahlberg, Parliamentarian
Mr. Kevin D. Anderson, Secretary
Pr. Philip Hirsch, Assistant to the Bishop and Director for Evangelical Mission

Report of the Elections Committee/First Ballot

Pastor Mitch Watney, Chair of the Elections Committee, led the Assembly through a series of elections by category of office.

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For all open positions on the Synod Council, including the office of Synod Secretary, Pr. Watney advised the Assembly that there were no contested positions.

Moved:
Seconded: To elect all uncontested positions for the Synod Council, including the office of Synod Secretary, by acclamation.

VOTED
SA18.06.04 To adopt the foregoing motion.

Bishop Graham declared that all candidates for the Synod Council, including the office of Synod Secretary, were elected.

With respect to the election of Churchwide Assembly Voting Members, Pr. Watney reported that, in view of the representational principles governing their selection, five of the six positions were effectively uncontested. One vote would be required in order to select one voting member from the two remaining candidates. The uncontested positions will be filled by Kevin D. Anderson, the Rev. Mark D. Edwards, Deacon David A. Larrabee, the Rev. Jeanne C. Lowe, and Kathryn L. Moran (youth or young adult). The remaining position will be filled based on the results of a vote to be held between Deacon Deborah K. Haynes and Deacon Rebecca H. Kolowé.

Moved:
Seconded: To elect all uncontested positions for voting members to the 2019 Churchwide Assembly, consisting of Kevin D. Anderson, the Rev. Mark D. Edwards, Deacon David A. Larrabee, the Rev. Jeanne C. Lowe, and Kathryn L. Moran, by acclamation.

VOTED
SA18.06.05 To adopt the foregoing motion.

Bishop Graham declared that all candidates for Churchwide Assembly Voting Member, except for Deacon Deborah K. Haynes and Deacon Rebecca H. Kolowé, were elected.

Following the approval of this motion, an electronic vote was taken to elect the final remaining position for Churchwide Assembly Voting Member. The results will be announced later in the afternoon.

For all open positions on the Consultation Committee, Pr. Watney advised the Assembly that there were no uncontested positions.

Moved:
Seconded: To elect the Rev. Scott E. Zimmerer to the Consultation Committee as a clergy member, by acclamation.

VOTED
SA18.06.06 To adopt the foregoing motion.

Bishop Graham declared that the Rev. Scott E. Zimmerer was elected to the Consultation Committee.

Introduction/First Reading of the Mission Spending Plan

Pastor Susanne Blume, Chair of the Finance Committee, presented the 2019 Mission Spending Plan, as set forth in Section 3.2.1 of the materials provided in advance to the Assembly. Pursuant to a three-year pilot program approved by the Church Council, the Synod's churchwide mission support has been reduced to 35% of the congregational benevolence received, in exchange for assumption of direct financial responsibility for the compensation and benefits of the Director for Evangelical Mission and for any grants made to congregations within the Synod. The proposed plan calls for budgeted expenditures of $1,799,460, including approximately $576,000 of churchwide mission support. The Assembly was notified that the proposal would be brought before the Assembly for approval later in the meeting. No amendments were offered to the proposed spending plan.

Instructions for Lunch and Workshops and Meal Prayer

Bishop Graham called upon Deacon Kyle Warfield, Director of Discipleship and Senior High Ministries, Saint Luke Lutheran Church, Silver Spring, and Assembly Chaplain, to offer a meal prayer. Deacon Warfield was also available for prayer for the duration of the Assembly. Instructions for lunch and workshops were also provided. The Assembly recessed for lunch and workshops at 11:40 AM.

Lunch and Workshops

Between 11:40 AM and 2:30 PM, the Synod Assembly was divided into three groups. At successive one-hour intervals, one group broke for lunch while the other two groups attended workshops of their choice. Some workshops were offered once, while others were offered more than once. The workshop opportunities were as follows:

1. All Anew: Women of the ELCA
2. Are You Leaving Money on the Table?
3. Building Puentes
4. Church Security
5. ELCA Representative: Question and Answer Session
6. Fear to Abundant Life: Engaging in Race in Our Churches
7. Mission Spending Plan
8. New Connections Campaign: Building Healthy Multi-Ethnic Congregations

9. Proposed Policy Statement: A Declaration of Our Inter-Religious Commitment
10. Proposed Social Statement on Women and Justice

Plenary Session 2
Saturday, June 16, 2018
Lord of Life Lutheran Church
Fairfax, Virginia

Song and Prayer

The Assembly resumed at 2:30 PM after lunch and workshops. Deacon Kyle Warfield and the Synod Assembly Worship Team led the Assembly in song and prayer as an introduction to Plenary Session 2.

Report of the Elections Committee

Pastor Mitch Watney, Chair of the Elections Committee, reported the results of the sole election for Churchwide Assembly Voting Member. One position remained to be filled, and two candidates were nominated for this position. There were 230 votes cast, as follows:

Deacon Rebecca H. Kolowé	122
Deacon Deborah K. Haynes	108

Bishop Graham declared that Deacon Rebecca H. Kolowé was elected to the position of Churchwide Assembly Voting Member.

Pastor Watney noted that one remaining uncontested position was not voted on by the Assembly in the morning session. One candidate for lay member of the Consultation Committee was uncontested.

Moved:
Seconded: To elect Michael Sonnenberg to the Consultation Committee as a lay member, by acclamation.

VOTED
SA18.06.07 To adopt the foregoing motion.

Bishop Graham declared that Michael Sonnenberg was elected to the Consultation Committee.

Report of the Synod Treasurer

In the absence of the Treasurer, Pr. Susanne Blume, Chair of the Finance Committee, reviewed the financial reports for the fiscal year ended January 31, 2018. More complete financial details were set forth in Section 4 of the materials provided to the Assembly. Summarizing the bottom-line financial results for the year, she noted that overruns in expenses were principally due to the costs of the 2017 Synod Assembly and the events commemorating the 500th anniversary of the Reformation.

New Connections Campaign Update

Bishop Graham called upon Pr. Philip Hirsch, Assistant to the Bishop and Director for Evangelical Mission, to provide an update on the New Connections Campaign. Pastor Hirsch began by showing a video summary of the campaign. Thus far, approximately $1.3 million has been received, committed, or pledged to the financial component. With respect to the new connections component, congregations have pledged to make 930 new individual connections out of the goal of 3,000 such connections. Three new ministries were identified: the "Mosaic" second site of Holy Trinity Lutheran Church, Falls Church, Virginia; Swahili Lutheran Church; and King of Kings 2.0, Fairfax, Virginia.

Pastor Hirsch then called upon Christy Hartigan, Director of the New Connections Campaign, for additional remarks. She in turn introduced a representative of Lutheran Church of the Covenant for brief comments on the implementation of the campaign in that congregation. Ms. Hartigan also identified three other congregations that have completed the stewardship aspect of the campaign: Good Shepherd Lutheran Church, Woodbridge, Virginia; Good Samaritan Lutheran Church, Lexington Park, Maryland; and All Saints Lutheran Church, Bowie, Maryland.

Pastor Hirsch concluded his remarks by reporting that 51 congregations have had visits from synod staff or campaign representatives in connection with the campaign.

Report of the Vice President/Synod Council

Ms. Evelyn Crenshaw, in her first appearance as Vice President, provided a brief personal introduction and identified some of the major events of the last year.

Report on Synod Compensation Guidelines

Vice President Crenshaw then offered the proposed compensation guidelines for rostered leaders for approval by the Assembly. These guidelines consist of an unadjusted base amount, a "point" system, and housing allowance factors. For 2019, the Synod Council has recommended that the minimum unadjusted salary amount be increased to $60,538, with the recognition that such an increase will also result in an increase in most of the other amounts set forth in the guidelines. The recommendation was included in Section 3.3 of the materials provided to the Synod Assembly in advance.

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Moved:
Seconded: To approve the Rostered Leadership Compensation Recommendations for 2019, as set forth in Section 3.3 of the meeting materials for the Assembly.

VOTED
SA18.06.08 To adopt the foregoing motion.

First Report of the Reference and Counsel Committee

Pastor Mark Edwards, Chair of the Reference and Counsel Committee (R&C), reported to the Assembly.

Each resolution has two numbers, the R&C number, which will begin with "2018-" followed by a number. These are numbered in the chronological order received. The second number is the Secretary's number, which begins with a 6. These are the page numbers for the order in which they appear in the report. The Chair will present each resolution by giving the Synod Assembly both numbers. With the exception of the traditional "Expression of Thanks and Gratitude" resolution, the final resolutions were included in the materials provided to the Assembly.

Pastor Edwards advised the Assembly that if any member intends to propose an amendment to any of the resolutions, it would be helpful to have a written copy provided to the media coordinator as well as to the R&C Chair, so that it may be prepared as it was written for the Synod Assembly. The amendment will not be shown until it is moved from the floor.

Pastor Edwards reminded the Assembly that it is only the "Resolved" statements that are adopted. However, the "Whereas" statements are submitted as fact, lay out the issue or concern at hand, and lead to the proposed solution offered in the "Resolved" statements. Questions regarding statements in the "Whereas" clauses may be directed to a member of the R&C Committee or the author(s).

Finally, Pr. Edwards advised that any resolution arising out of the business of the Assembly must be submitted in writing to the Secretary. Should anyone have questions, they can be directed to any member of the R&C Committee.

Pastor Edwards explained that the R&C Committee advises and assists those who ask for action from a Synod Assembly. When a resolution meets the needs of the group asking for action, the R&C Committee puts it in proper order and then moves the resolution to the Synod Assembly. This action does not imply in any way that the R&C is in agreement with a resolution; the process is simply in compliance with *Robert's Rules of Order* for preparing and presenting resolutions to the Assembly.

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Greetings to Other ELCA Synods Meeting in Assembly

Reference & Counsel Number 2018-001 Secretary's Number 6.1

WHEREAS, other synods throughout the Evangelical Lutheran Church in America (ELCA) are gathering in assembly at the same time as the Metropolitan Washington, D.C. Synod meets in assembly; and

WHEREAS, we are partners in the Mission of the Gospel with other synods of this church; therefore, be it

RESOLVED, that the Metropolitan Washington, D.C. Synod Assembly direct the Secretary of the Synod to extend to the other synods of the ELCA who are gathering in assembly this weekend our greetings in Christ and prayers for their faithful deliberation:

Caribbean Synod
Grand Canyon Synod
Northern Illinois Synod
Northwestern Pennsylvania Synod
Southwestern Pennsylvania Synod
Upper Susquehanna Synod

Moved: To adopt the resolution entitled "Greetings to Other ELCA Synods Meeting in Assembly."

VOTED
SA18.06.09 To adopt the foregoing motion.

Child Protection Policies

Reference & Counsel Number 2018-002 Secretary's Number 6.2

WHEREAS, there are many congregations in the Metropolitan Washington D.C. Synod that have among their members and others they serve, families that include children; and,

WHEREAS, the physical, emotional, and spiritual health of these children is a primary care and concern for all who work with them; and,

WHEREAS, the church should be a place of safety and security for all people, especially those who are the most vulnerable among us, including our children; therefore, be it

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RESOLVED, that the Metropolitan Washington, D.C. Synod in Assembly asks each congregation of the synod to adopt a Child Protection Policy (resources available on ELCA website[1]) before the 2019 Synod Assembly and complete all screening and training of appropriate persons.

VOTED
SA18.06.10 To adopt the foregoing motion.

No Way to Treat a Child: Protecting the Human Rights of Palestinian Children Living Under Israeli Military Occupation

Reference & Counsel Number 2018-003 Secretary's Number 6.3

WHEREAS, the Evangelical Lutheran Church in America (ELCA), in 2005, established an initiative, "Peace Not Walls: Stand for Justice in the Holy Land,"[2] which seeks "peace with justice for both Palestinians and Israelis and the continuation of the Christian witness in the Holy Land"; and,

WHEREAS, the ELCA, in its Social Statement "For Peace in God's World"[3] has committed to promote respect for human rights, especially for "groups most susceptible to violations, especially all minorities, women, and children"; and,

WHEREAS, the ELCA is in relationship of accompaniment with the six Palestinian Lutheran congregations (the Evangelical Lutheran Church in Jordan and the Holy Land); and,

WHEREAS, Israel operates two separate and unequal legal systems in the same territory. Military law has applied to Palestinians in the West Bank since 1967, when Israeli forces occupied the West Bank, including East Jerusalem, and the Gaza Strip. Jewish settlers, however, who reside within the bounds of the occupied West Bank, in violation of international law, are subject to the Israeli civilian legal framework;[4] and

WHEREAS, Israel is the only country in the world that automatically and systematically prosecutes children in military courts that lack fundamental fair trial rights

[1] http://www.elca.org/Resources/Office-of-the-Secretary#Risk and http://www.elca.org/Resources/Legal#Sexual
[2] 2005 Pre-Assembly Report: Churchwide Strategy for Engagement in Israel and Palestine, Section V pages 48-58 http://download.elca.org/ELCA%20Resource%20Repository/PNW_Strategy.pdf
[3] Social Statement: For Peace in God's World, September 1995 Evangelical Lutheran Church in America, Division for Church in Society http://download.elca.org/ELCA%20Resource%20Repository/PeaceSS.pdf
[4] Human Rights Watch: https://www.hrw.org/report/2010/12/19/separate-and-unequal/israels-discriminatorytreatment-palestinians-occupied

and protections; detaining and prosecuting an estimated 500 to 700 Palestinian children in military courts each year;[5] and,

WHEREAS, Palestinian children detained in the Israeli military detention system commonly report being arrested in the middle of the night and typically arrive to interrogation bound, blindfolded, frightened, and sleep deprived, and often give confessions after verbal abuse, threats, physical and psychological violence that in some cases amounts to torture. Israeli military law provides no right to legal counsel during interrogation; 96 percent of children have no parents present during interrogation;[6] and,

WHEREAS, Israel has ratified the Convention on the Rights of the Child on October 3, 1991, which states—in article 37(a), that "no child shall be subject to torture or other cruel, inhumane or degrading treatment or punishment";[7] and,

WHEREAS, after 50 years of Israeli military occupation the situation for children living in the Occupied Palestinian Territory (the West Bank, including East Jerusalem, and the Gaza Strip) continues to deteriorate, making children increasingly vulnerable; therefore, be it

RESOLVED, that the Metropolitan Washington, D.C. Synod Assembly expresses its opposition to the State of Israel's failure to guarantee basic due process rights for children in the Israeli military court system in accordance with the UN Convention on the Rights of the Child; and to the use of U.S. taxpayer funds in support of this ill-treatment; and be it further

RESOLVED, that the Metropolitan Washington, D.C. Synod Assembly direct the Bishop of this synod to make this position known to elected officials in Congress and the White House, and ask them to ensure that the United States fully enforces its own established law, including the U.S. Foreign Assistance Act, so that taxpayer funds do not support ill-treatment of Palestinian children in violation of international law; and be it further

RESOLVED, that the Metropolitan Washington, D.C. Synod Assembly encourage congregations of the Synod to provide study opportunities to learn more about the lives of Palestinian children—especially the treatment of Palestinian children in the Israeli military courts; the Lutherans in the six congregations of the Evangelical Lutheran Church in Jordan and the Holy

[5] Defense for Children International-Palestine: http://www.dci-palestine.org/children_in_israeli_detention
[6] No Way to Treat a Child: Palestinian Children in the Israeli Military Detention System, April 2016. www.dcipalestine.org
[7] Convention on the Rights of the Child: http://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx

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Land; and how Israel is spending our U.S. foreign aid dollars;[8] and encourage members to contact their representatives in Congress in support of legislation that specifically prohibits U.S. foreign aid to be used in ways that violate human rights for Palestinian children, like H.R. 4391, 115th Congress, which requires the Secretary of State to certify that United States funds do not support military detention, interrogation, abuse, or ill-treatment of Palestinian children in violation of international law.[9]

VOTED Yes 154 No 22 Abstain 11
SA18.06.11 To adopt the foregoing motion.

Report of the Assistant to the Bishop

Bishop Graham introduced Pr. Leila Ortiz, Assistant to the Bishop. Her written report was provided in Section 2.3 of the Assembly materials. She summarized her work in the candidacy and mobility processes, working with congregation councils, transition teams, call committees, candidates, and others. As more completely set forth in her written report, the past year saw 12 new pastoral calls into the Synod and 20 individuals in the process of seminary education. Pastor Ortiz recognized the important work of the Candidacy Committee in the candidacy process.

Pastor Ortiz also summarized the Synod's efforts in partnership with the Delaware-Maryland Synod in the Building Puentes initiative to provide support to congregations in the Caribbean Synod. She reported that the Delaware-Maryland Synod had authorized the transfer to the Synod of approximately $87,000, representing the results of their special appeal for this purpose, to be used to provide relief from the September 2017 Hurricanes Irma and Maria. These funds will be combined with the other funds received from the Synod's own appeal for this purpose.

Consideration of the Mission Spending Plan

After having been introduced and discussed earlier in the agenda, the proposed 2019 Mission Spending Plan, as set forth in Section 3.2.1 of the materials provided to the Assembly, was brought to the floor for consideration. Bishop Graham advised the Assembly that, because the time for proposing amendments to the plan had passed, the plan was not open for amendment at this time. Pastor Susanne Blume, Chair of the Finance Committee, responded to a question concerning the Synod's support for Campus Ministry.

[8] Resources are available via the ELCA Peace Not Walls website http://www.elca.org/Our-Work/PubliclyEngaged-Church/Peace-Not-Walls

[9] For r more information and suggestions for contacting your member of Congress, please visit http://nwttac.dci-palestine.org/palestinian_child_detention_bill.

Moved: To approve the 2019 Mission Spending Plan as set forth in Section 3.2.1 of the materials provided to the Assembly.

VOTED
SA18.06.12 To adopt the foregoing motion.

Second Report of the Reference and Counsel Committee

Pastor Mark Edwards, Chair of the Reference and Counsel Committee, provided the second report to the Assembly.

Thanks and Farewell

Reference & Counsel Number 2018-004 Secretary's Number 6.4

WHEREAS, The Reverend Mark and Kari Olsen have been active leaders in the Metropolitan Washington DC Synod for many years; and,

WHEREAS, Kari Olsen served as Administrative Assistant for Bishop Theodore Schneider and Bishop Richard Graham as the Synod Assembly Coordinator; and,

WHEREAS, The Reverend Mark Olsen was ordained at Lutheran Church of the Abiding Presence in Burke VA and served on the roster of this synod as:

- Senior Pastor, Peace Lutheran Church in Alexandria;
- Director of Admissions, The Lutheran Theological Seminary at Gettysburg;
- Pastor, Shepherd of the Hills Lutheran Church in Haymarket; and
- currently as Associate Director for the ELCA Fund for Leaders.

He has served the synod in various ways such as Chair of the New and Renewing Missions Table; and

WHEREAS, Kari has accepted a position at the Yale Center for Emotional Intelligence in New Haven, Connecticut, and they will be relocating to the NY/CT area; therefore, be it

RESOLVED, that the Metropolitan Washington, D.C. Synod Assembly expresses its thanks to The Reverend Mark and Kari Olsen for their service to Christ's church and for the blessing they have been to us, and now sends them out with gratitude and confidence that they will continue to be a blessing to others.

DRAFT

Moved: To adopt the resolution entitled “Thanks and Farewell.”

VOTED
SA18.06.13 To adopt the foregoing motion.

Recognition of Anniversaries

Bishop Graham introduced an audio-visual presentation commemorating the rostered leaders and congregations celebrating milestone anniversaries during the year. The following individuals were featured in the presentation:

The Rev. Connie Thomson	25 years
The Rev. Jeanne C. Lowe	25 years
The Rev. Margrethe S.C. Kleiber	25 years
The Rev. David M. Bohannon	50 years
The Rev. George W. Schwantes	50 years
The Rev. Lowell E. Schuetze	50 years
The Rev. Myron L. Barbour, Jr.	50 years
The Rev. Richard D. Reichard	55 years
The Rev. Neal R. Davidson	55 years
The Rev. Barron B. Maberry	60 years

The following congregations were featured in the presentation:

Good Shepherd Lutheran Church, Woodbridge, VA	50 years
Lutheran Church of the Covenant, Dale City, VA	50 years
St. Michael’s Truth Lutheran Church, Mitchellville, MD	50 years
Augustana Lutheran Church, Washington, DC	100 years
St. Paul’s Lutheran Church, Washington, DC	175 years

Report of the Director for Evangelical Mission and Assistant to the Bishop

Pastor Philip Hirsch began his report with remarks on the health of our congregations, noting recent favorable trends in the classification of congregations as either growing, declining, or stable. He attributed this trend to the investment in leaders. One important element of this investment is Metro DC Coaches, the subject of a video message from Pr. Nathan Swenson-Reinhold. Pastor Hirsch advised the Assembly that it is his desire to extend coaching beyond rostered leaders to make it available to congregation councils as well.

At the conclusion of this report, Bishop Graham declared the Assembly in recess for 15 minutes, beginning at 4:15 PM.

Plenary Session 3

Saturday, June 16, 2018
Lord of Life Lutheran Church
Fairfax, Virginia

Song and Prayer

The Assembly resumed at 4:30 PM after a brief break. Deacon Kyle Warfield and the Synod Assembly Worship Team led the Assembly in song and prayer as an introduction to Plenary Session 3.

Third Report of the Reference and Counsel Committee

Pastor Mark Edwards, Chair of the Reference and Counsel Committee, provided the third report to the Assembly.

Expression of Thanks and Gratitude

Reference & Counsel Number 2018-005 Secretary's Number 6.5

WHEREAS, the 2018 Synod Assembly Planning Committee and numerous others have worked many hours to prepare for this assembly; and

WHEREAS, the task of providing facilities and support for a synod assembly imposes burdens and responsibilities physically, financially, and spiritually on the host organization outside of the normal parameters of the mission; therefore, be it

RESOLVED, that the Metropolitan Washington, D.C. Synod Assembly express its heartfelt thanks to God and to all whose support and effort have made this 2018 Synod Assembly a fruitful gathering of God's people, including:

- Ms. Christina Jackson Skelton, Executive Director, ELCA Mission Advancement, for representing the ELCA with an enlightening report and informative question and answer sessions;
- for our workshop leaders in broadening our vision of the world and the role of the church:
    - the Rev. Suzanne Blume, Metro D.C. Synod Finance Committee;
    - the Reverend Philip Hirsch and Ms. Christy Hartigan of the New Connections Campaign;

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- Ms. Cheryl Dwyer and Ms. Donna Nelson of the Synodical Women's Organization;
- the Rev. Karen Brau and the synod's Racial Equity Team;
- the Rev. Wendy Moen and the Rev. Jeanette Leisk;
- the Rev. Leila Ortiz and the Rev. Carmelo Santos;
- the Rev. Thomas Prinz, Synod Ecumenical Officer;
- Lt. Michael Berg, City of Herndon Police Department; and
- Ms. Yvonne Jones Lembo, Regional Gift Planner, ELCA Foundation;

- Ms. Katharyn Wheeler, Assembly Coordinator, for her tireless effort in arranging, organizing, and tracking preparations for the assembly, for supervising the registration process and on-site administrative support and the assembly staff and volunteers;

- the pastors, staff and members of Lord of Life Lutheran Church, especially Ms. Lynne Saltzman for their hospitality and generous spirit in hosting our assembly;

- Ms. Jean Knight of Qwizdom, Inc. for providing invaluable and patient guidance in using the voting devices;

- the ELCA Mission Investment Fund for sponsoring our delicious lunch;

- the Synod Assembly Planning Committee, under the leadership of the Reverend Margrethe Kleiber, in tirelessly addressing the myriad details and decisions necessary in planning and supporting the program and agenda for this assembly;

- the Assembly parliamentarian, Mr. Richard Ahlberg, for his wise counsel and the orientation session for those first-time synod assembly voting members;

- the Reverend Kyle Warfield for serving this assembly as our chaplain, leading our prayers and providing for our spiritual care and nurture;

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- the Assembly Worship Planning Team, led by the Reverend David Slaigle-Peck; and Deacon Jeff Pannebaker and Mr. Julio Cuellar and his band for their musical leadership in worship;

- the Synod's Communications Director, Ms. Karen Krueger, Media Coordinators Mr. David Carlson and Mr. Philip Meuschke, our guest bloggers Vicar Ben Hogue and Vicar Franklin Morales; our Guidebook Guide Mr. Alex Stall; our interpreters Ms. Sandra Rico and Ms. Kathy Ogle; and our photographer Ms. Katie Simbala for the communications, IT and social media support invaluable to this assembly;

- the Nominating Committee, consisting of the conference deans of the synod under the leadership of the Reverend Travis Kern: the Reverend Anna Anderson, the Reverend Lynn Miller, the Reverend Darcy Tillman, the Reverend Mitch Watney and the Reverend Michael Wilker;

- the Elections Committee, chaired by the Reverend Mitch Watney: Pastor Gary Rhinesmith, Pastor Greg Durig, Ms. Annette Nija, and Ms. Anita Goehringer;

- Ms. Evelyn Crenshaw, Vice President of the Synod and Mr. Kevin Anderson, Secretary of the Synod for their wisdom and encouragement in planning and carrying out this assembly;

- Ms. Julie Hamre for her dedicated service as Treasurer of the synod;

- the Reverend Leila Ortiz, Assistant to the Bishop; the Reverend Philip C. Hirsch; Assistant to the Bishop and Director of Evangelical Mission; Ms. Katharyn Wheeler, Administrative Assistant to the Bishop; Ms. Karen Krueger, Communications Coordinator; and Ms. Katie Simbala, Administrative Assistant for Mobility & Candidacy for their year-round work for our synod and our congregations;

- those who are completing their terms on the Synod Council: Ms. Cheryl Dwyer, the Reverend Renata Eustis, Mr. Nels Hendrickson, the Reverend Sandra Kessinger; the Reverend Sarah Lewis, Ms. Cassandra Smith, Mr. Cleophas Tsokodayi; Ms. Kim Watson, and youth representative Samuel S.;

- all those who permitted their names to be placed before the assembly for consideration in elections for Synod Secretary, Synod Council, Consultation Committee and 2019 Churchwide Assembly Voting Members;

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- and Bishop Richard Graham for his enthralling sermon on welcome and inclusion as well as his wisdom and dedication in leading this assembly and this synod and to his wife Nancy Ann for her support and faithfulness for the work of our synod.

Moved: To adopt the resolution entitled “Expression of Thanks and Gratitude.”

VOTED
SA18.06.14 To adopt the foregoing motion.

Pastor Edwards concluded the report of the Reference and Counsel Committee.

Conclusion of Assembly

There being no further business to bring before the Assembly, Bishop Graham presided over the order for closing of the Assembly, including the installation of the Synod Council and other elected positions. At 4:50 PM, the 2018 Synod Assembly was declared closed.

Respectfully submitted,

Kevin D. Anderson
Secretary

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CONSTITUTION AND BYLAWS
OF THE METROPOLITAN WASHINGTON, D.C. SYNOD,
EVANGELICAL LUTHERAN CHURCH IN AMERICA

June 2017 Edition

This edition of the Constitution and Bylaws of the Metropolitan Washington, D.C. Synod, Evangelical Lutheran Church in America supersedes all previous editions. It incorporates all amendments approved by the 2007, 2013, 2014, and 2017 Synod Assemblies and by the 2007, 2009, 2011, 2013, and 2016 Churchwide Assemblies.

The provisions of the Constitution, the Bylaws, and the Continuing Resolutions that pertain to the same matter have been placed together. This arrangement requires that the three types of material be identified by means other than physical separations. The three types of provisions are identified by the following devices:

a. The numbers of all constitutional provisions are printed in **boldface** type.
b. The numbers of all bylaw provisions are printed in regular type.
c. The numbers of all continuing resolution provisions are printed in *italics*.
d. All numerical codification indicates general subject, constitutional provisions, bylaw provisions, and continuing resolutions. For example, **†S7.01.** is a constitutional provision dealing with the synod assembly; S7.13.01. is a bylaw also dealing with the synod assembly; while *S7.21.A92.* is a continuing resolution adopted in 1992 dealing with the allocation of lay members of the Synod Assembly.

All provisions mandated by the ELCA Constitution have a "†" before the numerical codification (e.g. **†S1.01.**).

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Chapter 1. NAME AND INCORPORATION

†S1.01. The name of this synod, as determined by the Churchwide Assembly, shall be Metropolitan Washington, D.C. Synod of the Evangelical Lutheran Church in America.

†S1.02. For the purposes of this constitution and the accompanying bylaws, the Metropolitan Washington, D.C. Synod of the Evangelical Lutheran Church in America is hereafter designated as "this synod" or "the synod."

†S1.11. This synod shall be incorporated. Amendments to the articles of incorporation of this synod shall be submitted to the Church Council for ratification before filing.

†S1.21. The seal of this synod is a cross with three united flames emanating from the base of the cross and three entwined circles beside the cross. The name of this synod and the year of its constituting convention form the circular outer edge of the seal.

Chapter 2. STATUS

†S2.01. This synod possesses the powers conferred upon it, and accepts the duties and responsibilities assigned to it, in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America,* which are recognized as having governing force in the life of this synod.

†S2.02. The name Evangelical Lutheran Church in America (ELCA or "this church") as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

†S2.03. No provision of this constitution shall be inconsistent with the constitution and bylaws of this church.

S2.04. This synod shall be the successor in law and in fact of those portions of the jurisdictional units of the American Lutheran Church, the Association of Evangelical Lutheran Churches, and the Lutheran Church in America previously located on its territory, and shall assume all the privileges and obligations of its predecessors.

Chapter 3. TERRITORY

†S3.01. The territory of this synod, as determined by the Churchwide Assembly, shall be the District of Columbia; the counties of Calvert, Charles, Montgomery, Prince Georges, and St. Mary's in the State of Maryland; the counties of Arlington, Fairfax, Loudoun, Prince William and the independent cities of Falls Church and Fairfax City within these counties, and the independent City of Alexandria in the Commonwealth of Virginia; Bermuda.

†S3.02. "Determined by the Churchwide Assembly," as stipulated by **†S3.01.**, is understood to include the reported changes in synod relationship made by any congregation in a border area agreed under ELCA bylaws 10.01.01. and 10.02.02.

Chapter 4. CONFESSION OF FAITH

†S4.01. This synod confesses the Triune God, Father, Son, and Holy Spirit.

†S4.02. This synod confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.

a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.

b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.

c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

†S4.03. This synod accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.

†S4.04. This synod accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this synod.

†S4.05. This synod accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.

†S4.06. This synod accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.

†S4.07. This synod confesses the Gospel, recorded in the Holy Scripture and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

Chapter 5. NATURE OF THE CHURCH

†S5.01. All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this synod are to be carried out under his rule and authority.

†S5.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian Unity throughout the world.

†S5.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

†S5.04. This church, inspired and led by the Holy Spirit, participates in the Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.

Chapter 6. STATEMENT OF PURPOSE

†S6.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.

†S6.02. To participate in God's mission, this synod as a part of the Church shall:

a. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.

b. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.

c. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless and committing itself to their needs.

d. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.

e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.

f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

†S6.03. Each synod, in partnership with the churchwide organization, shall bear primary responsibility for the oversight of the life and mission of this church in its territory. In fulfillment of this role and consistent with policies and procedures of this church, the synod shall:

a. Provide for pastoral care of congregations and rostered ministers in the synod;

b. Plan for, facilitate, and nurture the mission of this church through congregations;

c. Strengthen interdependent relationships among congregations, synods, and the churchwide organization, and foster relationships with agencies and institutions affiliated with or related to this church as well as ecumenical partners.

d. Interpret the work of this church to congregations and to the public on the territory of the synod.

†S6.03.01. In providing for pastoral care of congregations and rostered ministers in the synod, the responsibilities of the synod include the following:

a. providing for pastoral care of congregations, ministers of Word and Sacrament, and ministers of Word and Service in the synod, including:

1) approving candidates for the ministry of Word and Sacrament in cooperation with the appropriate seminaries of this church, which may be done through multi-synodical committees;

2) authorizing ordinations and ordaining ministers of Word and Sacrament on behalf of this church;

3) approving ministers of Word and Service, which may be done through multi-synodical committees;

4) authorizing consecrations and consecrating ministers of Word and Service on behalf of this church; and

5) consulting in the call process for rostered ministers.

b. providing for leadership recruitment, preparation, and support in accordance with churchwide standards and policies, including:

1) nurturing and supporting congregations and lay leaders;

2) seeking and recruiting qualified candidates for the rostered ministries of this church;

3) making provision for pastoral care, call review, and guidance;

4) encouraging and supporting persons on the rosters of this church in stewardship of their abilities, care of self, and pursuit of continuing education to undergird their effectiveness of service; and

5) supporting recruitment of leaders for this church's colleges,

universities, seminaries, and social ministry organizations.

c. providing for discipline of congregations, ministers of Word and Sacrament, and ministers of Word and Service; as well as for termination of call, appointment, adjudication, and appeals consistent with Chapter 20 of this church's constitution.

d. providing for archives in conjunction with other synods.

†S6.03.02. In planning for, facilitating, and nurturing of the mission of this church through congregations, the responsibilities of the synod include the following:

a. developing of new ministries, redevelopment of existing ministries, and support and assistance in the conclusion, if necessary, of a particular ministry;

b. leading and encouraging of congregations in their evangelism efforts;

c. assisting members of its congregations in carrying out their ministries in the world;

d. encouraging congregations to respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society;

e. providing resources for congregational life;

f. grouping congregations in conferences, clusters, coalitions, or other area subdivisions for mission purposes.

†S6.03.03. In strengthening interdependent relationships among congregations, synods, and the churchwide organization, and in fostering relationships with agencies and institutions affiliated with or related to this church as well as with ecumenical partners, the responsibilities of the synod include the following:

a. promoting interdependent relationships among congregations, synods, and the churchwide organization, and entering into partnerships with other synods in the region;

b. fostering organizations for youth, women, and men, and organizations for language or ethnic communities;

c. developing relationships with social ministry organizations and ministries, participating in their mission planning, and providing partnership funding;

d. supporting relationships with and providing partnership funding on behalf of colleges, universities, and campus ministries;

e. maintaining relationships with and providing partnership funding on behalf of seminaries and continuing education centers;

f. fostering supporting relationships with camps and other outdoor ministries;

g. fostering supporting relationships with preschools, elementary schools, and secondary schools operated by congregations of the synod;

h. fostering relationships with ecumenical and global partners;

i. cooperating with other synods and the churchwide organization in creating, using, and supporting regions to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.

†S6.03.04. In interpreting the work of this church on the territory of the synod, the responsibilities of the synod include the following:

a. encouraging financial support for the work of this church by individuals and congregations;

b. participating in churchwide programs;

c. interpreting social statements in a manner consistent with the interpretation given by the churchwide unit or office which assisted in the development of the statement, and suggestion of social study issues;

d. providing ecumenical guidance and encouragement.

†S6.04. Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be lay persons; and that, as nearly as possible, 50 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be female and 50 percent shall be male; and that, where possible, the representation of ministers of Word and Sacrament shall be both male and female. This synod shall establish processes that will enable it to reach a minimum goal that 10 percent of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.

†**S6.04.01.** It is the goal of this synod that 10 percent of the membership of synod assemblies, councils, committees, boards and/or other organizational units be persons of color and/or persons whose primary language is other than English.

†S6.04.02. It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. The Synod Council shall establish a plan for implementing this goal. For purposes of the constitution, bylaws, and continuing resolutions of this synod, the term "youth" means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term "young adult" means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.

†S6.05. Each assembly, council, committee, board, commission, task force, or other body of this synod or any synodical units shall be conclusively presumed to have been properly constituted, and neither the method of selection nor the composition of any such assembly, council, committee, board, commission, task force, or other body may be challenged in a court of law by any person or be used as the basis of a challenge in a court of law to the validity or effect of any action taken or authorized by any such assembly, council, committee, board, commission, task force, or other body.

†S6.06. References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God's mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 7. SYNOD ASSEMBLY

†S7.01. This synod shall have a Synod Assembly, which shall be its highest legislative authority. The powers of the Synod Assembly are limited only by the provisions in the Articles of Incorporation, this constitution and bylaws, the assembly's own resolutions, and the constitutions and bylaws of the Evangelical Lutheran Church in America.

†S7.11. A regular meeting of the Synod Assembly shall be held at least triennially.

S7.12. Special meetings of the Synod Assembly may be called by the bishop with the consent of the Synod Council, and shall be called by the bishop at the request of one-fifth of the voting members of the Synod Assembly.

a. The notice of each special meeting shall define the purpose for which it is to be held. The scope of actions to be taken at such a special meeting shall be limited to the subject matter(s) described in the notice.

b. If the special meeting of the Synod Assembly is required for the purpose of electing a successor bishop because of death, resignation, or inability to serve, the special meeting shall be called by the Synod Council after consultation with the presiding bishop of the Evangelical Lutheran Church in America.

S7.13. Notice of the time and place of all meetings of the Synod Assembly shall be given by the secretary of this synod.

S7.13.01. The secretary shall give written notice to the membership of the time and place of all meetings of the Synod Assembly at least 30 days in advance of the meeting.

S7.13.02. The secretary shall provide the membership with all reports and recommendations to be considered at a regular meeting of the Synod Assembly at least 10 days in advance of the meeting.

S7.13.A14 All recommendations and resolutions of units of this synod, the Synod Council, as well as those from affiliated or related agencies of this synod, upon which Synod Assembly action is requested shall be submitted to the Secretary of the Synod no later than March 1, or 60 days before the opening of the assembly.

S7.13.B14 Resolutions may be received from voting members to the assembly, congregation councils, tables, teams, and affiliated agencies and institutions. Conferences may present resolutions through the signature of delegates, clergy or lay, or through congregation councils.

S7.14. One-half of the members of the Synod Assembly shall constitute a

quorum.

†S7.21. The membership of the Synod Assembly, of which at least 60 percent of the voting membership shall be composed of laypersons, shall be constituted as follows:

a. All ministers of Word and Sacrament under call on the roster of this synod in attendance at the Synod Assembly shall be voting members.

b. All ministers of Word and Service, under call, on the roster of this synod shall be voting members in the Synod Assembly, in addition to the voting membership of lay members of congregations provided in item **†S7.21.c.**

c. A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with more than 175 baptized members related to this synod, one of whom shall be male and one of whom shall be female, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of number of members in the congregation. The Synod Council shall seek to ensure that, as nearly as possible, 50 percent of the lay members of the assembly shall be female and 50 percent shall be male. Additional members from each congregation normally shall be equally divided between male and female.

d. Voting membership shall include the officers of this synod.

†S7.21.01. Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until voting members are seated at the next regular Synod Assembly.

S7.21.A92. For the allocation of lay members of the Synod Assembly the most current church body statistics are the basis for determining baptized members. To achieve the proper ratio, each congregation of 450 baptized members will be entitled to an additional voting member and another voting member for each full 250 members over 450.

S7.21.02. Congregations with a baptized membership which consists of at least 10% persons of color and/or whose primary language is other than English will be entitled to one additional member. That member will be a person of color or whose primary language is other than English.

S7.22. This synod may establish processes that permit retired rostered ministers, or those designated as disabled, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with

†S7.21.c. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

S7.22.01. Retired rostered ministers on the roster of this synod shall have voice and vote at Synod Assemblies.

S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of this church as may be designated from time to time by the Church Council shall have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.

S7.24. Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly so long as they remain under call and so long as their names appear on the rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.

†S7.25. Except as otherwise provided in this constitution or in the *Constitution, Bylaws, and Continuing Resolutions* of the Evangelical Lutheran Church in America, each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.

S7.26. This synod may establish processes through the Synod Council that permit representatives of congregations under development and authorized worshiping communities of the synod, under ELCA bylaw 10.02.03., to serve as voting members of the Synod Assembly, consistent with **†S7.21.**

S7.26.01. Authorized worshiping communities of this synod shall each be allocated a maximum of two voting members of the Synod Assembly.

S7.27. This synod may establish processes through the Synod Council to grant a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church.

S7.27.01. An ordained minister from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America shall have the privilege of both voice and vote in the Synod Assembly during the period of that ordained minister's service in a congregation of this church upon

the recommendation of the bishop and the approval of the Synod Council.

S7.28. Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Assembly under **†S7.21.** shall be granted the privilege of both voice and vote as members of the Synod Assembly.

†S7.31. Proxy and absentee voting shall not be permitted in the transaction of any business of this synod.

S7.32. *Robert's Rules of Order,* latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.

S7.32.01. Special rules of procedure may be adopted at the beginning of each regular or special meeting of the Synod Assembly as long as they are not in conflict with *Robert's Rules of Order,* latest edition.

S7.33. *"Ex officio"* as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

Chapter 8. OFFICERS

†S8.01. The officers of this synod shall be a bishop, a vice president, a secretary, and a treasurer.

S8.10. Bishop

†S8.11. The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.

†S8.12. As this synod's pastor, the bishop shall:

a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.

b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament, and its ministers of Word and Service.

c. Exercise solely this church's power to ordain (or provide for the ordination by another synodical bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).

d. Consecrate (or provide for the consecration of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service.

e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.

f. Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.

g. Exercise leadership in the mission of this church and in so doing:

1) Interpret and advocate the mission and theology of the whole church;

2) Lead in fostering support for and commitment to the mission of this church within this synod;

3) Coordinate the use of the resources available to this synod as it seeks to promote the health of this church's life and witness in the areas served by this synod;

4) Submit a report to each regular meeting of the Synod Assembly concerning the synod's life and work; and

5) Advise and counsel this synod's related institutions and organizations.

h. Practice leadership in strengthening the unity of the Church and in so doing:

1) Exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;

2) Be responsible for administering the constitutionally established process for the resolution of controversies and for the discipline of rostered ministers and congregations of this synod;

3) Be the chief ecumenical officer of this synod;

4) Consult regularly with other synodical bishops and the Conference of Bishops;

5) Foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;

6) Cultivate communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod; and

7) Be *ex officio* a member of the Churchwide Assembly.

i. Oversee and administer the work of this synod and in so doing:

1) Serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;

2) Preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly,

Synod Council, and the council's Executive Committee;

3) Ensure that the constitution and bylaws of the synod and of the churchwide organization are duly observed within this synod, and that the actions of the synod in conformity therewith are carried into effect;

4) Exercise supervision over the work of the other officers;

5) Coordinate the work of all synodical staff members;

6) Appoint all committees for which provision is not otherwise made;

7) Be a member of all committees and any other organizational units of the synod, except as otherwise provided in this constitution;

8) Provide for preparation and maintenance of synodical rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which they become retired or disabled;

9) Annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;

10) Provide for prompt reporting to the secretary of this church of:

   a) additions to and subtractions from the rosters of this synod and the register of congregations;

   b) the issuance of certificates of transfer for rostered ministers in good standing who have received and accepted a properly issued, duly attested, regular letter of call under the jurisdiction of another synod; and

   c) the entrance of the names of such persons for whom proper certificates of transfer have been received;

11) Provide for preparation and maintenance of a register of the congregations of this synod and the names of the

laypersons who have been elected to represent them; and

12) Appoint a statistician of the synod, who shall secure the parochial reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.

†S8.13. The synodical bishop may appoint an attorney, admitted to the bar within the territory of the synod or the state where the synod is located, to be Synod Attorney. The appointment must be approved by the Synod Council and reported to the Synod Assembly and to the ELCA secretary. The appointment continues until resignation or until a successor is appointed. The Synod Attorney provides legal advice and counsel to the synodical officers and the Synod Council. The Synod Attorney is expected to be familiar with the governing documents and policies of the synod and, as necessary, to attend meetings of the Synod Council. The Synod Attorney serves without salary but may be retained and compensated for specific legal services requested by the synod.

S8.14. The synodical bishop may have such assistants as this synod shall from time to time authorize.

†S8.15. The presiding bishop of this church, or the appointee of the presiding bishop, shall install into office, in accord with the policy and approved rite of this church, each newly elected synodical bishop.

†S8.16. Conflicts of Interest

†S8.16.01. The following procedures shall govern matters of potential conflicts of interest for synodical bishops:

a. Whenever a synodical bishop determines that a matter of the kind described in **†S8.16.01.b.** may require his or her determination or action with respect to a related individual as defined in **†S8.16.01.c.**, the synodical bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synodical bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.

b. Matters include any proceedings under Chapter 20, proceedings under provision 7.46. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (**†S14.13.**), candidacy, reinstatement, and similar matters where determinations or actions by the synodical bishop could change,

limit, restrict, approve, authorize, or deny the related individual's ministry on one of the official rosters of this church.

c. A related individual is one who, with respect to the synodical bishop, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).

S8.20. Vice President

†S8.21. The vice president shall be elected by the Synod Assembly. The vice president shall be a layperson. The vice president shall be a voting member of a congregation of this synod. The vice president shall not receive a salary for the performance of the duties of the office.

S8.21.01. The vice president will serve as a member *ex officio* of all Churchwide Assemblies.

S8.22. The vice president shall chair the Synod Council.

S8.23. In the event of the death, resignation, or disability of the bishop, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the conduct of the duties of the bishop until a new bishop shall be elected or, in the case of temporary disability, until the bishop resumes full performance of the duties of the office.

S8.30. Secretary

†S8.31. The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this synod. The secretary may be either a layperson or a minister of Word and Sacrament.

†S8.32. The secretary shall:

a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for the printing and distribution of such minutes, and perform such other duties as this synod may from time to time direct.

b. Be authorized and empowered, in the name of this synod, to attest all instruments which require the same, and which are signed and sealed by the bishop.

c. In consultation with the bishop, classify and arrange all important papers and documents and deposit them in the archives of this

synod.

d. Submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly.

S8.40. Treasurer

†S8.41. The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or a minister of Word and Sacrament.

S8.42. The treasurer shall provide and be accountable for:

a. Management of the monies and accounts of this synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of this synod.

b. Investment of funds upon the authorization of the Synod Council.

c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by this synod for the general work of this church.

d. Maintenance of a regular account with each congregation of this synod and informing the congregation, at least quarterly, of the status of this account.

e. Rendering at each regular meeting of the Synod Assembly a full, detailed, and duly audited report of receipts and disbursements in the several accounts of this synod for the preceding fiscal year, together with the tabulation, for record and publication in the minutes, of the contributions from the congregations.

f. Giving of corporate surety in the amount determined by the Synod Council, which shall be in the custody of the secretary, and the premium therefor shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.

S8.50. General Provisions

†S8.51. The terms of office of the officers of this synod shall be:

a. The bishop of this synod shall be elected to a term of six years and may be re-elected.

b. The vice president and secretary of this synod shall be elected to a term of four years and may be re-elected.

c. The treasurer of this synod shall be elected or appointed to a four-year term and may be re-elected or reappointed.

S8.52. The terms of newly elected officers shall begin on September 1 immediately following election.

†S8.53. Each officer shall be a voting member in a congregation of this synod, except that the bishop need not be a member of a congregation of this synod at the time of election.

†S8.54. Should the bishop die, resign, or be unable to serve, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the appropriate care of the responsibilities of the bishop until an election of a new bishop can be held or, in the case of temporary disability, until the bishop is able to serve again. Such arrangements may include the appointment by the Synod Council of an interim bishop, who during the vacancy or period of disability shall possess all of the powers and authority of a regularly elected bishop. The term of the successor bishop, elected by the next Synod Assembly or a special meeting of the Synod Assembly called for the purpose of election, shall be six years with the subsequent election to take place at the Synod Assembly closest to the expiration of such a term and with the starting date of a successor term to be governed by constitutional provision S8.52.

S8.55. Should the vice president, secretary, or treasurer die, resign, or be unable to serve, the bishop, with the approval of the Executive Committee of the Synod Council, shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or, in the case of temporary disability, until the officer is able to serve again. The term of the successor officer, elected by the next Synod Assembly, shall be four years. If the treasurer is appointed by the Synod Council, the Synod Council shall appoint a new treasurer to a four-year term.

†S8.56. The Executive Committee of the Synod Council shall determine whether an officer is unable to serve; the officer may appeal the decision of the Executive Committee by requesting a hearing before the Synod Council. A meeting to determine the ability of an officer to serve shall be called upon the request of at least three members of the Executive Committee

and prior written notice of the meeting shall be given to the officer in question at least 10 calendar days prior to the meeting.

†S8.57. The recall or dismissal of an officer and the vacating of office may be effected for willful disregard or violation of the constitutions, bylaws, and continuing resolutions of this church; for such physical or mental disability as renders the officer incapable of performing the duties of office; or for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.

a. Proceedings for the recall or dismissal of a synodical bishop shall be instituted by written petition by:

1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;

2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;

3) at least 10 synodical bishops; or

4) the presiding bishop of this church.

b. Proceedings for the recall or dismissal of an officer of a synod, other than the synodical bishop, shall be instituted by written petition by:

1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;

2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting; or

3) the synodical bishop.

c. The petition shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.

d. Upon the filing of a written petition, the Executive Committee of the Synod Council may temporarily suspend the officer from service in the synod without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee of the synod.

e. In the case of alleged physical or mental incapacity of an officer of the synod, the procedures outlined in **†S8.56.** shall be followed, and such officer shall comply with the decision of the Synod Council. If

such officer fails or refuses to comply, the Synod Council may proceed to petition for recall or dismissal as follows:

1) the Synod Council will submit a written report of their findings and the basis of their decision to the Committee on Appeals.

2) the Committee on Appeals, other than those who are disqualified, shall review the findings and decision of the Synod Council and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.

f. If the synod officer is a minister of Word and Sacrament, grounds for recall or dismissal include those set forth in ELCA bylaw 20.21.01. and as defined under the process described in ELCA constitutional provisions 20.20. and 20.21. as grounds for discipline. If the officer is a minister of Word and Service, grounds for recall or dismissal include those set forth in ELCA bylaw 20.22.01. and as defined under the process described in ELCA constitutional provisions 20.20. and 20.21. as grounds for discipline.

g. If the officer is a layperson, grounds for recall or dismissal include those set forth in ELCA bylaw 20.41.01. as grounds for discipline.

h. If the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:

1) the petition shall be referred to the Committee on Appeals, which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in ELCA bylaw 20.21.16. except to the extent that those rules are in conflict with the provisions of this bylaw; and

2) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.

i. Written notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the affected officer and to the Synod Council, and the office shall be vacated.

†S8.58. If the bishop is to be temporarily absent from the synod for an extended period, the bishop, with the consent of the Synod Council, may appoint as

acting bishop for such period a minister of Word and Sacrament of this church. Except as limited by action of the Synod Council, an acting bishop shall possess all of the powers and authority of a regularly elected bishop other than authority to ordain or to authorize the ordination of properly approved candidates for ordination.

Chapter 9. NOMINATIONS AND ELECTIONS

†S9.01. The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.

†S9.02. In all elections by the Synod Assembly, other than for the bishop, a majority of the legal votes cast shall be necessary for election.

S9.03. There shall be a Nominating Committee appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee.

S9.03.01. The Nominating Committee shall be composed of the six conference deans and five lay at-large members. The lay and clergy makeup of this committee should be in the spirit of **S6.04** and **S7.21** of the Constitution.

S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60% of the legal votes cast shall be necessary for election. On subsequent ballots, a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of votes on the previous ballot.

S9.05. The Nominating Committee shall nominate at least one person for vice president; additional nominations may be made from the floor.

S9.06. The Nominating Committee shall nominate at least one person for secretary; additional nominations may be made from the floor.

S9.07. The Nominating Committee shall nominate at least one person for treasurer; additional nominations may be made from the floor.

S9.08. In all elections, except for the bishop, the names of the persons receiving the highest number of votes, but not elected by a majority of the votes cast on a preceding ballot, shall be entered on the next ballot to the

number of two for each vacancy unfilled. On any ballot when only two names appear, a majority of the legal votes cast shall be necessary for election.

S9.09. The result of each ballot in every election shall be announced in detail to the assembly.

†S9.10. When notified by the secretary of this church, on behalf of the Nominating Committee of the Churchwide Assembly, the Synod Assembly shall nominate two persons in the specified categories for possible election by the Churchwide Assembly to the Church Council.

S9.11. The Synod Council shall elect or appoint representative(s) to the steering committee of its region.

S9.11.01. The Synod Council shall appoint from its membership representative(s) to the coordinating council of its regional center for mission.

†S9.12. Background checks and screening shall be required and completed for persons nominated as synodical officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.

Chapter 10. SYNOD COUNCIL

†S10.01. The Synod Council, consisting of the four officers of the synod, 10 to 24 other members, and at least one youth and at least one young adult, shall be elected by the Synod Assembly.

a. Each person elected to the Synod Council shall be a voting member of a congregation of this synod, with the exception of ministers on a roster of this synod who reside outside the territory of this synod. The process for election and the term of office when not otherwise provided shall be specified in the bylaws. A member of the Church Council of the Evangelical Lutheran Church in America, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.

b. The term of office of members of the Synod Council, with the exception of the officers and the youth member, shall be two years.

†S10.02. The Synod Council shall be the board of directors of this synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions which are not in conflict with actions taken by the Synod Assembly or which are not precluded by provisions of this constitution or the constitution and bylaws of the Evangelical Lutheran Church in America.

S10.03. The functions of the Synod Council shall be to:

a. Exercise trusteeship responsibilities on behalf of this synod.

b. Recommend program goals and budgets to the regular meetings of the Synod Assembly.

c. Carry out the resolutions of the Synod Assembly.

d. Provide for an annual review of the roster of ministers of Word and Sacrament and the roster of ministers of Word and Service, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of the Evangelical Lutheran Church in America, and make a report to the Synod Assembly of the Synod Council's actions in this regard.

e. Issue letters of call to rostered ministers as authorized by Chapter 7 of the constitution and bylaws of the Evangelical Lutheran Church in America.

f. Fill vacancies until the next regular meeting of the Synod Assembly, except as may otherwise be provided in the constitution or bylaws of this synod, and determine the fact of the incapacity of an officer of this synod.

g. Report its actions to the regular meeting of the Synod Assembly.

h. Perform such other functions as are set forth in the bylaws of this synod, or as may be delegated to it by the Synod Assembly.

S10.04. When requests for appropriations or changes to the recommended appropriations are made from the floor of the Synod Assembly, they shall be referred to the Synod Council. If its report on the request is favorable, a majority of the members voting shall be required for adoption; but if its report is unfavorable, a two-thirds vote of the members voting shall be required for adoption. Any request to increase the budget presented by the Synod Council must be accompanied by a statement detailing the source of the necessary revenue.

S10.05. No elected member of the Synod Council shall receive compensation for such service.

S10.06. If a member of the Synod Council ceases to meet the requirements of the position to which she or he was elected, the office filled by such member shall at once become vacant.

S10.07. The composition of the Synod Council, the number of its members, and the manner of their selection, as well as the organization of the Synod Council, its additional duties and responsibilities, and the number of meetings to be held each year shall be as set forth in the bylaws.

S10.07.01. To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.

S10.07.02. The Synod Council shall consist of the four officers of this synod; one minister of Word and Sacrament and one layperson from each of this synod's conferences; four members elected at-large, one of whom shall be a minister of Word and Service; one member from the youth organization; and one member from the Women of the Evangelical Lutheran Church in America on the territory of this synod. The minister of Word and Sacrament and layperson for each conference shall be members from different congregations.

S10.07.03. The representatives of the conferences to the Synod Council shall be elected by the Synod Assembly from nominations made from the conferences. At least one nominee shall be given for each representative

from the conferences. The members-at-large shall be elected by the Synod Assembly from the nominees presented by the Nominating Committee. The youth representative shall be elected by the Synod Assembly from the nomination made by the youth organization. The representative from the Women of the Evangelical Lutheran Church in America on the territory of this synod shall be elected by the Synod Assembly from the nomination made by the women's organization. The term of office shall be two years and she would be eligible for two successive terms.

S10.07.04. The representatives from the conferences and the members elected at large shall be elected for a term of two years and are eligible for two full successive terms. Terms of office shall be staggered so that terms of one-half of the clergy representatives and the terms of one-half of the lay representatives shall expire each year. Within each conference, the clergy and lay terms shall expire in alternate years. The terms of one-half of the at-large members shall expire each year.

S10.07.05. The Synod Council shall meet at least four times annually. Special meetings may be called by the bishop and shall be called by the bishop at the request of six members of the Synod Council.

S10.07.06. There shall be an Executive Committee which shall consist of the bishop, vice president, secretary, treasurer, and four members of the Synod Council. Of the four members elected by the Synod Council, no more than one shall be from the same conference. The Executive Committee shall exercise such powers as delegated by the Synod Council.

S10.07.07. The Synod Council shall assist the life and mission of this synod through oversight, coordination, and support of all the tables, teams, and committees of this synod. Whenever a table, team, or committee fails to fulfill its responsibilities, the Synod Council shall first encourage the leadership of said table, team, or committee to fulfill their responsibilities before exercising its own oversight obligation.

S10.07.08. Any activity or responsibility of this synod not defined or specified for any officer, table, team, and committee shall be the responsibility of the Synod Council.

S10.07.09. The Synod Council, upon recommendation of the bishop, shall appoint an archivist for this synod.

S10.07.10. Except for the Primary Mission Table, no member of the Synod Council shall simultaneously serve as chair of a synodical table.

Chapter 11. COMMITTEES AND ORGANIZATIONAL UNITS

†S11.01. There shall be an Executive Committee, a Consultation Committee, a Committee on Discipline, a Mutual Ministry Committee, an Audit Committee, and such other committees as this synod may from time to time determine. The duties and functions of such committees, or any other organizational units created by this synod, and the composition and organizational structure of such units, shall be as set forth in this constitution or in the bylaws or continuing resolutions, and shall be subject to any applicable provisions or requirements of the constitution and bylaws of the Evangelical Lutheran Church in America.

S11.01.01. The work of this synod shall be carried out by its organizational units. Unless otherwise provided, membership of each organizational unit shall consist of the chairperson and at least two other persons. The bishop of this synod shall be an *ex-officio* member of all organizational units. Each organizational unit shall report to the Synod Council.

S11.01.02. Each organizational unit may, with the approval of the Synod Council, form necessary subcommittees to carry out their purposes and responsibilities and appoint members thereof without restriction as to number.

S11.01.03. *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of the Synod Council, organizational units, and official business meetings of the conferences.

S11.01.10. TABLES

S11.01.11. A table is an organizational unit of the synod which has been designated by the Synod Council.

S11.01.12. Members of tables are appointed by the bishop unless their membership is provided for elsewhere in the constitution or bylaws. The Synod's Director for Evangelical Mission shall be an *ex-officio* member of all tables other than the Primary Mission Table.

S11.01.13. There shall be a Primary Mission Table, which shall be the Synod Council. This table shall be responsible for the overall Mission Strategy of the synod that makes and grows disciples of Jesus Christ. The Primary Mission Table shall make decisions regarding the funding of synodical initiatives, starting new congregations, and opening missions, and may make recommendations to the Synod Assembly. This table shall be accountable to the Synod Assembly. Membership and meetings shall be identical to those of the Synod Council.

S11.01.14. There shall be a New and Renewing Mission Table, which shall develop and renew existing congregations in the synod for the purpose of making

and growing disciples of Jesus Christ. This table shall make decisions regarding budgeted and dedicated mission funds and make recommendations to the Synod Council regarding strategies involving new and existing congregations. This table shall be accountable to the bishop and to the Synod Council.

S11.01.15. There shall be a Stewardship and Mission Support Table, which shall assist congregations in their ongoing stewardship ministries that make and grow disciples of Jesus Christ, and shall provide leadership in developing a unified mission funding strategy for all synodical, churchwide, and cooperative ministries. This table shall communicate and interpret the mission work of this, and shall oversee Gifts of Hope. This table shall be accountable to the bishop and to the Synod Council.

S11.01.20. TEAMS

S11.01.21. A team is an organizational unit of the synod whose work is directed toward a specific issue, initiative, or focus in the life of the synod. A team may be organized as a standing body or as a single-task, temporary body. A recognized synod team shall have the cognizance, consent, and approved resources to perform activities and make recommendations to others in the specific area for which it was organized.

S11.01.22 A team shall apply to the Synod Council for recognition and support, proposing its own mission, structure, duration, and membership. Where possible, the team's membership shall be consistent with membership principles expressed in **†S6.04**.

S11.01.23 A team shall report to the Synod Council at least once each year or as otherwise directed by the Synod Council. Teams may carry out their tasks in concert with synod tables, committees, and other teams. The Synod Council may rescind a team's organizational unit status at any time. A team may end its own organizational unit status at any time by notification to the Synod Council.

S11.01.30. COMMITTEES

S11.01.31. A committee is an organizational unit of this synod which is given the responsibility for a specific task or function.

S11.01.32. In addition to the committees identified in **†S11.01**, committees may include a Candidacy Committee, an Ecumenical Affairs Committee, a Finance Committee, a Global Mission Committee (with companion synod subcommittees and working groups established in cooperation with chuchwide global mission partners), a Personnel Committee, and a Youth Ministry Committee. Additional committees may be established as necessary by the Synod Assembly, the Synod Council, or the bishop, and

shall report to the electing or appointing organizational unit.

†S11.02. The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be ministers of Word and Sacrament and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election. The functions of the Consultation Committee are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and in Chapter 17 of this constitution. The size of the Consultation Committee, in accord with this provision, shall be defined in this synod's bylaws.

S11.02.01. The Consultation Committee shall be composed of 12 members, six ministers of Word and Sacrament and six laypersons. The terms of committee members shall be staggered so that the terms of four members (two ministers of Word and Sacrament and two laypersons) shall expire every two years in even numbered years.

†S11.03. The Committee on Discipline of this synod shall consist of 12 persons, of whom six shall be ministers of Word and Sacrament and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election.

a. The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

b. The Synod Council shall fill vacancies on the Committee on Discipline for any unexpired term.

S11.03.01. The terms of office for members of the Committee on Discipline shall be staggered so that the terms of four members (two ministers of Word and Sacrament and two laypersons) shall expire every two years in odd numbered years.

†S11.04. The Mutual Ministry Committee shall be appointed by the Executive Committee of the Synod Council to provide support and counsel to the bishop.

S11.04.01. The committee, composed of five persons, shall seek to give encouragement by its concern for the spiritual, emotional and physical well-being of the bishop and staff persons of this synod. It will offer support when they are experiencing personal or pastoral stress. It will allow for open communication concerning attitudes and conditions within this synod.

†S11.05. The Audit Committee of this synod shall consist of three to six persons, none of whom are members of the synod staff. Up to half of the

committee members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be eligible for re-election to a second consecutive three-year term. The terms of the Audit Committee members shall be staggered. The Audit Committee shall be responsible for assisting the Synod Council in fulfilling its general oversight of the synod's accounting, financial reporting, internal control systems, and external audit processes as provided in **†S15.31**.

S11.10. General Provisions

S11.11. This synod shall in its bylaws or by continuing resolution establish a process to ensure that the members of its committees and other organizational units will be persons possessing the necessary knowledge and competence to be effective members of such units, and to meet the requirements of **†S6.04**. With the exception of ministers on the rosters of this synod who reside outside the territory of this synod, each member of a committee of this synod, or any other organizational unit created by this synod, shall be a voting member of the congregation of this synod.

Chapter 12. CONFERENCES, CLUSTERS, COALITIONS, AREA SUBDIVISIONS, AND NETWORKS

†S12.01. This synod may establish conferences, clusters, coalitions, area subdivisions, and networks as appropriate within its territory and in collaboration with other synods and partners as specified in the bylaws and continuing resolutions. The purpose of such groupings shall be to foster interdependent relationships for missional purposes among congregations, synods, the churchwide organization, and other partners.

S12.01.01. There shall be six conferences in this synod designated as follows:

a. The Virginia Conference which shall include all congregations in Loudoun County and that area of Fairfax County north of Interstate 66 in the Commonwealth of Virginia.

b. The Fairfax Conference which shall include all congregations in Prince William County. It shall also include that area of Fairfax County south of Interstate 66 and west of Interstate 495, and west of Interstate 95 in the Commonwealth of Virginia.

c. The Potomac Conference which shall include all congregations in Arlington County, the City of Alexandria and those areas of Fairfax County, south of Interstate 66 and east of Interstate 495, and east of Interstate 95 in the Commonwealth of Virginia.

d. The District of Columbia Conference which shall include all congregations in the District of Columbia, and Bermuda.

e. The Montgomery Conference which shall include all congregations in Montgomery County in the State of Maryland.

f. The Maryland Conference which shall include all congregations in Prince George's, Calvert, Charles, and St. Mary's counties in the State of Maryland.

S12.01.02. Congregations which are located in close proximity to the territory of another conference may apply to the Synod Council for a transfer to that conference. The Synod Council shall provide a hearing for the appropriate leadership of the petitioning congregation and shall upon due consideration report its actions to that congregation.

S12.01.03. Each conference shall elect from its ministers of Word and Sacrament a dean, and from among its ministers of Word and Sacrament or lay members a secretary under procedures established by each conference. They shall serve two-year terms and are eligible for two full consecutive terms.

S12.01.04. Each conference shall hold meetings of its ministers of Word and Sacrament, ministers of Word and Service, and lay delegates at least twice a year. The meeting prior to the Synod Assembly shall be the annual meeting for the conference. Special meetings may be called by the bishop of this synod or by the dean of the conference in consultation with the bishop and shall be called by the dean upon the request of one-fifth of the number of the ministers of Word and Sacrament, ministers of Word and Service, and lay delegates of the conference. One-third of the ministers of Word and Sacrament, ministers of Word and Service, and lay delegates of the conference shall constitute a quorum.

S12.01.05. Persons elected by congregations to be voting members of the Synod Assembly, or their duly chosen alternates, shall attend the annual meeting of their conference. Each conference congregation is entitled to the same number of voting members at conference meetings as at the Synod Assembly and when official business of the conference is to be conducted.

S12.01.06. It shall be the responsibility of the dean of the conference to:

a. Advise and assist the bishop in matters pertaining to the rostered ministers, the congregations, and the conference.

b. Call and preside over the meetings of the conference and be responsible for setting the agenda for such meetings.

c. Encourage collegiality and study among the rostered ministers and congregations of the conference.

d. Encourage collegiality and clustering among the ministers of Word and Sacrament and congregations on an inter-conference level.

e. Perform other functions as this synod may assign.

Chapter 13. CONGREGATIONS

†S13.01. Each congregation, except those certified as congregations of the Evangelical Lutheran Church in America by the uniting churches, prior to being listed in the register of congregations of this synod, shall adopt the *Model Constitution for Congregations* or one acceptable to this synod that is not in contradiction to the constitution and bylaws of the Evangelical Lutheran Church in America.

a. **New congregations.** A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:

1) Accept the criteria for recognition and reception as a congregation of this church, fulfill the functions of the congregation, and accept the governance provisions as provided in Chapter 9 of the ELCA constitution and bylaws.

2) Adopt governing documents that include fully and without alterations the Preamble, Chapter 1, where applicable, and all required provisions of Chapters 2, 3, 4, 5, 6, 7, 8, 9, 15, 16, 17, 18, and 19 in the *Model Constitution for Congregations* consistent with requirements of the constitutions, bylaws, and continuing resolutions of this church. Bylaws and continuing resolutions, appropriate for inclusion in these chapters and not in conflict with these required provisions in the *Model Constitution for Congregations,* the constitution of this synod, or the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, may be adopted as described in Chapters 16 and 18 of the *Model Constitution for Congregations*.

3) Accept the commitments expected of all congregations of the ELCA as stated in ***C6.01.**, ***C6.02.**, and ***C6.03.**, of the *Model Constitution for Congregations*.

b. **Congregations from another church body.** If a congregation is a member of another church body, the leaders of the congregation first should consult with the appropriate authorities of that church body before taking action to leave its current church body. After such consultation, leaders of the congregation should make contact with the ELCA synod bishop or staff where the congregation is located.

c. **Recognition and reception.** Recognition and reception into this church of transferring or independent congregations by the Evangelical Lutheran Church in America is based on the judgment of the synod and action by the synod through the Synod Council

and Synod Assembly. The synod bishop shall provide for prompt reporting of such additions to the secretary of this church for addition to the register of congregations.

†S13.02. It shall be the responsibility of each congregation of this synod annually to choose from among its voting members laypersons to serve as members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by each congregation and other qualifications shall be as prescribed in guidelines established by this synod.

S13.11. When a rostered minister resigns, the Congregation Council shall receive the letter of resignation, report it to the congregation, and at once notify the bishop of this synod.

S13.12. A congregation under financial obligation to its former rostered minister shall make satisfactory settlement of the obligation before calling a successor.

†S13.19. A congregation considering a relocation shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

†S13.20. A congregation considering development of an additional site to be used regularly for worship shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.

S13.21. The alignment of congregations in pastoral charges, and all alterations in any alignment, shall be subject to approval by the Synod Assembly or by the Synod Council.

†S13.22. Each congregation of the Evangelical Lutheran Church in America within the territory of this synod, except those which are in partnership with the Slovak Zion Synod, shall establish and maintain a relationship with this synod.

†S13.23. Provision **9.71.** of the ELCA constitution shall govern the relationship of this synod and a congregation of this synod regarding the property of the congregation. This synod may transfer or convey property to a congregation of the synod, subject to restrictions accepted by the congregation, including provision that if the Synod Council, in its sole and exclusive discretion, determines (1) that the property is not being used to serve the mission and ministry needs of this church, or (2) that the congregation has transferred, encumbered, mortgaged, or in any way

burdened or impaired any right, title, or interest in the property without the prior approval of the Synod Council, then title to the property shall revert to the synod, and the congregation, upon written demand, shall reconvey the property to the synod.

S13.24. If any congregation of this synod has disbanded, or if the members of a congregation agree that it is no longer possible for it to function as such, or if in the opinion of the Synod Council that the membership of a congregation has become so scattered or so diminished in numbers as to make it impractical for such a congregation to fulfill the purposes for which it was organized or that it is necessary for this synod to protect the congregation's property from waste and deterioration, the Synod Council, itself or through trustees appointed by it, may take charge and control of the property of the congregation to hold, manage, and convey the same on behalf of this synod. The congregation shall have the right to appeal the decision to the Synod Assembly.

S13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence.

S13.30. Discipline

†S13.31. Congregations and members of congregations are subject to discipline in accordance with the provisions of Chapter 20 of the ELCA constitution and bylaws.

S13.40. Synodically Authorized Worshiping Communities

S13.41. Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

Chapter 14. ROSTERED MINISTERS

S14.10 Ministers of Word and Sacrament

†S14.11. The time and place of the ordination of those persons properly called to congregations or non-congregational service of this synod shall be authorized by the bishop of this synod.

†S14.12. Consistent with the faith and practice of the Evangelical Lutheran Church in America,

a. Every minister of Word and Sacrament shall:

1) preach the Word;

2) administer the sacraments;

3) conduct public worship;

4) provide pastoral care;

5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;

6) impart knowledge of this church and its wider ministry through distribution of its communications and publications;

7) witness to the Kingdom of God in the community, in the nation and abroad; and

8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

b. Each pastor with a congregational call shall, within the congregation:

1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;

2) relate to all schools and organizations of the congregation;

3) install regularly elected members of the Congregation Council; and

4) with the council, administer discipline; and

5) endeavor to increase the support given by the

congregation to the work of the ELCA churchwide organization and of this synod.

S14.12.05. Following the acceptance of a letter of call from a congregation and the pastor's installation into the pastoral office of that congregation, the pastor shall become a member of that congregation. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

S14.13. The pastor shall (a) keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, (b) shall submit a summary of such statistics annually to this synod, and (c) shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

S14.14. Whenever members of a congregation move to such a distance that regular attendance at its services becomes impractical, it shall be the duty of the pastor to commend them, upon their consent, to the pastoral care of a Lutheran congregation nearer to their place of residence.

S14.15. Each minister of Word and Sacrament on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

†S14.16. When a congregation of this church desires to call a pastor or a candidate for the ministry of Word and Sacrament of this church:

a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective pastor.

b. For issuance of a letter of call to a pastor or candidate by a congregation of this synod in accord with ELCA constitutional provision **7.41.**, a two-thirds vote shall be required of voting members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.

c. When the congregation has voted to issue a call to a prospective pastor, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.

S14.17. No minister of Word and Sacrament shall accept a call without first conferring with the bishop of this synod. A minister of Word and Sacrament shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances, with the approval of the bishop of this synod and the chair

of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.

†S14.18. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregation shall be as follows:

a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by death or, following consultation with the synodical bishop and for the following reasons:

1) mutual agreement to terminate the call or the completion of a call for a specific term;

2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;

3) inability to conduct the pastoral office effectively in that congregation in view of local conditions;

4) physical disability or mental incapacity of the pastor;

5) suspension of the pastor through discipline for more than three months;

6) resignation or removal of the pastor from the roster of ministers of Word and Sacrament of this church;

7) termination of the relationship between this church and the congregation;

8) dissolution of the congregation or the termination of a parish arrangement; or

9) suspension of the congregation through discipline for more than six months.

b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,

1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

2) when such allegations have been brought to the synod's

attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop shall personally investigate such conditions together with a committee of two rostered ministers and one layperson.

c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of ministers of Word and Sacrament as disabled. Upon removal of the disability and restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and the congregation agree to carry out such recommendations, no further action need be taken by the synod.

e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

†S14.19. Ministers of Word and Sacrament shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.

†S14.21. The parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in his/her hands in good order by a departing pastor before:

a. installation in another call, or

b. approval of a request for change in roster status.

†S14.22. The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:

a. installation in another call, or

b. approval of a request for change in roster status.

†S14.23. During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any rostered minister who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the parochial records, for the period for which the interim pastor was responsible, are in order.

†S14.24. With the approval of the synodical bishop expressed in writing which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in **†S14.18.**, a congregation may call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of **†S14.18**.

S14.25. All ministers of Word and Sacrament under a call shall attend meetings of the Synod Assembly, and the pastors of congregations shall also attend

the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.

S14.30. Ministers of Word and Service

†S14.31. The time and place of the consecration of those persons properly called to congregations or non-congregational service of this synod shall be authorized by the bishop of this synod.

†S14.32. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every Minister of Word and Service shall:

a. Be rooted in the Word of God, for proclamation and service;

b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;

c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;

d. Equip the baptized for ministry in God's world that affirms the gifts of all people;

e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;

f. Practice stewardship that respects God's gift of time, talents, and resources;

g. Be grounded in a gathered community for ongoing diaconal formation;

h. Share knowledge of the ELCA and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and

i. Identify and encourage qualified persons to prepare for ministry of the gospel.

S14.33. The minister of Word and Service shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the minister of Word and Service shall hold membership in one of the congregations.

S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior

to each regular meeting of the Synod Assembly.

†S14.41. When a congregation of this church desires to call a minister of Word and Service or a candidate for the ministry of Word and Service of this church:

a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective minister of Word and Service.

b. For issuance of a letter of call to a minister of Word and Service or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.71., a two-thirds vote shall be required of members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.

c. When the congregation has voted to issue a call to a prospective minister of Word and Service, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.

S14.42. No minister of Word and Service shall accept a call without first conferring with the bishop of this synod. A minister of Word and Service shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the chair of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.

†S14.43. a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:

1) mutual agreement to terminate the call or the completion of a call for a specific term;

2) resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;

3) inability to conduct the office effectively in that congregation in view of local conditions;

4) physical disability or mental incapacity of the minister of Word and Service;

5) suspension of the minister of Word and Service through discipline for more than three months;

6) resignation or removal of the minister of Word and Service from the roster of ministers of Word and Service of this church;

7) termination of the relationship between this church and the congregation;

8) dissolution of the congregation or the termination of a parish arrangement; or

9) suspension of the congregation through discipline for more than six months.

b. When allegations of physical disability or mental incapacity of the minister of Word and Service under paragraph a.4) above, or ineffective conduct of the ministry of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,

1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.

c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant and the minister of Word and Service shall be listed on the roster of ministers of Word and Service as disabled. Upon removal of the disability and restoration of the minister of Word and Service to health, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.

d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and

Service and then to the congregation. The recommendations of the bishop's committee address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.

e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

†S14.44. Ministers of Word and Service shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the Congregation Council.

†S14.45. The minister of Word and Service shall make satisfactory settlement of all financial obligations to a former congregation before:

a. installation in another call, or

b. approval of a request for change in roster status.

†S14.46. With the approval of the synodical bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.43., a congregation may call a minister of Word and Service for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the minister of Word and Service and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of **†S14.43**.

S14.47. All ministers of Word and Service under a call shall attend meetings of the Synod Assembly, and the ministers of Word and Service of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.

Chapter 15. FINANCIAL MATTERS

†S15.01. The fiscal year of this synod shall be February 1 to January 31.

†S15.11. Since the congregations, synods, and churchwide organization are interdependent units that share responsibly in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support program of the whole church. The gifts and offerings of the members of the Evangelical Lutheran Church in America are given to support all parts of this church and thus partnership in this church should be evidenced in determining each part's share of the gifts and offerings. Therefore:

a. The mission of this church beyond the congregation is to be supported by such a proportionate share of each congregation's annual budget as each congregation determines. This synod shall develop guidelines for determining "proportionate share," and shall consult with congregational leaders to assist each congregation in making its determination.

b. This synod shall receive the proportionate share of the mission support from its congregations, and shall transmit that percentage or amount of each congregation's mission support as determined in consultation with the churchwide organization and approved by the Synod Assembly as part of its budget consideration.

c. Should the Synod Assembly not approve the proportionate share of mission support determined in consultation with the churchwide organization, a new consultation with the churchwide organization shall take place. The Synod Council is authorized to amend the budget adopted by the Synod Assembly to reflect the results of this consultation.

†S15.12. The annual budget of this synod shall reflect the entire range of its own activities and its commitment to partnership funding with other synods and the churchwide organization.

S15.13. On the basis of estimated income, the Synod Council shall authorize expenditures within the budget for the fiscal year. Expenditure authorizations shall be subject to revision, in light of changing conditions, by the Synod Council.

S15.13.01. The Synod Council shall have power to borrow money on such property as this synod may own or may hereafter acquire, and to authorize the execution of mortgages, bonds, warrants, or other instruments of indebtedness therefor.

S15.13.02. The Synod Council may authorize the sale, assignment, or transfer of any

property belonging to this synod.

S15.13.03. The Synod Council may acquire such property as it may deem necessary to the work of the synod or its ultimate welfare.

S15.13.04. The Synod Council shall have the power to reapportion all synodical items within the budget in order to meet properly the needs of the various agencies and objectives of this synod.

S15.13.05. The Synod Council shall periodically cause a study to be made of the investments of this synod to determine whether such investments are consistent with Christian commitment to justice and business practice.

S15.14. Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16% of the sum of the amounts scheduled in the next year's budget for regular distribution to synodical causes shall be carried forward annually for disbursement in the following year in the interest of making possible a more even flow of income to such causes. The exact number of dollars to be held in reserve shall be determined by the Synod Council.

S15.21. No appeal to congregations of this or any other synod of the Evangelical Lutheran Church in America for the raising of funds shall be conducted by congregations or organizations related to or affiliated with this synod without the consent of the Synod Assembly or the Synod Council.

S15.21.A17. This synod authorizes the establishment of Gifts of Hope to increase understanding and strengthen relationships between the beneficiary organizations and the congregations of the Metropolitan Washington, D.C. Synod and to raise funds for the beneficiary organizations. The Synod Council shall appoint an *ex-officio* member to the Gifts of Hope coordinating committee. The Synod Council shall approve any changes to this statement of purpose.

†S15.31. This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm recommended by the synod Audit Committee and approved selected by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod. The financial reports shall be in the format approved from time to time by the churchwide Office of the Treasurer.

†S15.32. This synod shall maintain adequate, continuous insurance coverage in accordance with standards recommended by the churchwide organization. Insurance programs offered or endorsed by the churchwide organization shall be deemed to fulfill this obligation.

Chapter 16. INDEMNIFICATION

†S16.01. Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Synod Council member, officer, employee, or committee member of this synod shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification of any person by reason of that person's capacity as a director, officer, employee, or committee member or any other organization, regardless of its form or relationship to this synod, is subject to the provisions of section **†S16.02.**

a. The term "proceeding" means a threatened, pending, or completed lawsuit, whether civil or criminal, an administrative or investigative matter, arbitration, mediation, alternative dispute resolution, or any other similar legal or governmental action. Except as otherwise required by law, the term "proceeding" does not include (a) any action by this synod against the individual seeking indemnification, or (b) subject to **†S16.04.**, a disciplinary hearing or related process described in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

b. The term "indemnification" includes reimbursement and advances of costs and expenses for judgments, penalties, fines, settlements, excise taxes, reasonable attorneys' fees, disbursements, and similar required expenditures.

†S16.02. Whenever a person who, while a Synod Council member, officer, committee member, or employee of this synod, is or was serving at the request of this synod (or whose duties in that position involve or involved service in the capacity of) a director, officer, partner, trustee, employee, or agent of another organization, is or was made or threatened to be made a party to a proceeding by reason of such capacity, then such person shall be entitled to indemnification only if (a) the Synod Council has established a process for determining whether a person serving in the capacity described in this section shall be entitled to indemnification in any specific case, and (b) that process has been applied in making a specific determination that such person is entitled to indemnification.

†S16.03. This synod may purchase and maintain insurance on behalf of itself or any person entitled to indemnification pursuant to this chapter against any liability asserted against and incurred by this synod or by such other person in or arising from a capacity described in section **†S16.01.** or section **†S16.02.**

†S16.04. When written charges against a rostered minister of this church are made in disciplinary proceedings under Chapter 20 of the *Constitution, Bylaws,*

and Continuing Resolutions of the Evangelical Lutheran Church in America by the synodical bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synodical bishop, and the discipline hearing committee determines that no discipline shall be imposed, then if such determination is not reversed or set aside on appeal, indemnification shall be made by the synod to the accused for reasonable attorney's fees and other reasonable expenses related to the defense of the charges. The determination of the reasonableness of such fees and expenses shall be decided by the Synod Council.

Chapter 17. ADJUDICATION

†S17.01. The synodical bishop and the Executive Committee of the Synod Council shall be available to give counsel when disputes arise within this synod.

†S17.02. The synodical bishop and the Executive Committee of the Synod Council shall receive expressions of concern from rostered ministers of this church, congregations, and organizations within this synod; provide a forum in which the parties concerned can seek to work out matters causing distress or conflict; and make appropriate recommendations for their resolution. When the matter at issue cannot be resolved in this matter, the prescribed procedures for investigation, decision, appeal, and adjudication shall be followed. Allegations or charges that could lead to the discipline of a rostered minister of this church shall not be addressed by the Executive Committee but shall be resolved through the disciplinary process set forth in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

†S17.03. When there is disagreement among units of this synod on a substantive issue that cannot be resolved by the parties, the aggrieved party or parties may appeal to the synodical bishop and the Executive Committee of the Synod Council for a consultation. If this consultation fails to resolve the issue, a petition may be addressed by the parties to the Synod Council requesting it to arbitrate the issue. The decision of the Synod Council shall be final.

†S17.04. When a component or beneficiary of a synod has a disagreement on a substantive issue that it cannot resolve, it may address an appeal to the synodical bishop and the Executive Committee of the Synod Council. In this case the decision of the Executive Committee shall prevail, except that upon the motion of a member of the Synod Council, the decision shall be referred to the Synod Council for final action.

†S17.10. Adjudication in a Congregation

†S17.11. When there is disagreement among factions within a congregation on a substantive issue that cannot be resolved by the parties, members of a congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of this synod shall consider the matter. If the Consultation Committee of this synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Chapter 18. AMENDMENTS, BYLAWS, AND CONTINUING RESOLUTIONS

†S18.10. Amendments to Constitution

†S18.11. Certain sections of this constitution incorporate and record therein required provisions of the constitution and bylaws of this church. If such provisions are amended by the Churchwide Assembly, corresponding amendments shall be introduced at once into this constitution by the secretary of this synod upon receipt of formal certification thereof from the secretary of Evangelical Lutheran Church in America.

†S18.12. Whenever the secretary of the Evangelical Lutheran Church in America officially informs this synod that the Churchwide Assembly has amended the *Constitution for Synods,* this constitution may be amended to reflect any such amendment by a majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. An amendment that is identical to a provision of the *Constitution for Synods* shall be deemed to have been ratified upon its adoption by this synod. The Church Council, through the secretary of this church, shall be given prompt notification of its adoption.

†S18.13. Other amendments to this constitution may be adopted by this synod through either of the following procedures:

a. An amendment may be adopted by a two-thirds vote at a regular meeting of the Synod Assembly after having been presented in writing at the previous regular meeting of the Synod Assembly over the signatures of at least five members and been approved by a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.

b. The Synod Council may propose an amendment, with notice to be sent to the congregations of this synod at least six months prior to the next regular meeting of the Synod Assembly. Such an amendment shall require for adoption a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.

All such amendments shall become effective upon ratification by the Churchwide Assembly or by the Church Council.

†S18.20. Amendments to Bylaws

†S18.21. This synod may adopt bylaws not in conflict with this constitution or with the constitution and bylaws of the churchwide organization. This synod may amend its bylaws at any meeting of the Synod Assembly by a two-thirds vote of voting members of the assembly present and voting. Newly adopted bylaws and amendments to existing bylaws shall be reported to

the secretary of this church.

†S18.30. Amendments to Continuing Resolutions

†S18.31. This synod may adopt continuing resolutions not in conflict with this constitution or its bylaws or the constitution, bylaws, and continuing resolutions of the churchwide organization. Such continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.

METROPOLITAN WASHINGTON, D.C. SYNOD
Description of Territory

The synod territory as defined in ELCA bylaw 10.01.01. is:

Synod 8.G—Metropolitan Washington, D.C. The District of Columbia; the counties of Calvert, Charles, Montgomery, Prince George's, St. Mary's in the state of MARYLAND; the counties of Arlington, Fairfax, Loudoun, Prince William, and the independent cities within the territory of these counties in the state of VIRGINIA; BERMUDA.

Provision †S3.01. of the synod constitution should be amended as follows:

The territory of this synod, as determined by the Churchwide Assembly, shall be the District of Columbia; the counties of Calvert, Charles, Montgomery, Prince George's, and St. Mary's in the State of Maryland; the counties of Arlington, Fairfax, Loudoun, and Prince William and the independent cities of Alexandria, Fairfax, Falls Church ~~and Fairfax City~~, Manassas, and Manassas Park ~~within these counties, and the independent City of Alexandria~~ in the Commonwealth of Virginia; Bermuda.