Greater Milwaukee Synod

Constitution, Bylaws, and Continuing Resolutions

Includes Amendments through the 2026 Synod Assembly and the 2025 Churchwide Assembly.
Updated 1 June 2026.

TABLE OF CONTENTS

CHAPTER 1. NAME AND INCORPORATION

CHAPTER 2. STATUS

CHAPTER 3. TERRITORY

CHAPTER 4. CONFESSION OF FAITH

CHAPTER 5. NATURE OF THE CHURCH

CHAPTER 6. STATEMENT OF PURPOSE

CHAPTER 7. SYNOD ASSEMBLY

CHAPTER 8. OFFICERS

CHAPTER 9. NOMINATIONS AND ELECTIONS

CHAPTER 10. SYNOD COUNCIL

CHAPTER 11. COMMITTEES AND OTHER ORGANIZATIONAL UNITS

CHAPTER 12. CONFERENCES, CLUSTERS, AND COALITIONS

CHAPTER 13. CONGREGATIONS

CHAPTER 14. ROSTERED MINISTERS

CHAPTER 15. FINANCIAL MATTERS

CHAPTER 16. INDEMNIFICATION

CHAPTER 17. ADJUDICATION

CHAPTER 18. AMENDMENTS, BYLAWS, AND CONTINUING RESOLUTIONS

AMENDMENT HISTORY

APPENDIX 1. NOMINATIONS FOR CHURCHWIDE ASSEMBLY

APPENDIX 2. NOMINATIONS FOR SYNOD COUNCIL

APPENDIX 3. CONFERENCE DIRECTORY – S12.01.A19.

GREATER MILWAUKEE SYNOD,
EVANGELICAL LUTHERAN CHURCH IN AMERICA
CONSTITUTION, BYLAWS, AND
CONTINUING RESOLUTIONS

CHAPTER 1. NAME AND INCORPORATION

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

†S1.02. For the purposes of this constitution and the accompanying bylaws, the Greater Milwaukee Synod of the Evangelical Lutheran Church in America is hereinafter 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 shall be circular in form and shall have inscribed thereon the name of this synod around the circumference and such additional features as the Synod Council may determine.

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.

CHAPTER 3. TERRITORY

†S3.01. The territory of this synod, as determined by the Churchwide Assembly, shall be: the counties of Kenosha, Milwaukee, Ozaukee, Racine, Sheboygan, Washington, and Waukesha in the State of Wisconsin, with the exception of Redeemer Lutheran Church, Plymouth, and the following congregations in the State of Wisconsin: Cross Lutheran Church, Ixonia; St. Matthew Lutheran Church, Palmyra; St. Olaf Lutheran Church, Rubicon; and Zion Lutheran Church, Ashippun.

†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 10.01.03.

S3.01.01. The principal office of this synod shall be located in greater Milwaukee, Wisconsin.

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 Scriptures 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 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, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed 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. This synod, in cooperation 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. 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 rostered ministry in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
2) authorizing ordinations and ordaining rostered ministers on behalf of this church;
3) 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 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 relationships 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 supportive funding;
d. supporting relationships with and providing supportive funding on behalf of colleges, universities, and campus ministries;
e. maintaining relationships with and providing supportive 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 companions;
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.

S6.03.A20.
a. Except as otherwise set forth in sub-provision b., all decisions with respect to Ministers of Word and Sacrament and Ministers of Word and Service, considered for call or appointment to congregations or extra-parish service of this synod shall be made without regard to the race, color, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, marital status, disability, or genetic information of any individual being considered.
b. The requirements of sub-provision a. shall not apply if:
(1) The call or appointment is subject to an existing affirmative action program; or
(2) The bishop determines that the needs of the congregation or other entity extending the call or making the appointment require consideration of one or more of the factors mentioned in sub-provision a., and such determination is consistent with the principles of provision 5.01.b. of the constitution of this church that, "This church, in faithfulness to the Gospel, is committed to be an inclusive church in the midst of division in society," and "in their organization and outreach, the congregations, synods, and churchwide units of this church shall seek to exhibit the inclusive unity that is God's will for the Church;" or

(3) An individual would not be able, because of a disability, to adequately perform the functions of ministry or carry out the responsibilities of the call or appointment.

S6.03.B15. In order to foster liaison between this synod and the synodical women's organization:

a. The president of the synodical women's organization (or her designee) shall from time to time be invited to attend meetings of the Synod Council and to report on the activities of the organization to the Synod Council and the Synod Assembly; and

b. The bishop (or their designee) shall from time to time arrange to attend the organization's board meetings and conventions and to report on the activities of the synod to the organization.

†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 laypersons; and that, as nearly as possible, at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men; and that, where possible, the representation of rostered ministers of shall include both men and women. 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 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 this 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.

†S6.04.02. 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 members of historically underrepresented groups, in addition to the 10 percent representation of persons of color and/or persons whose primary language is other than English in †S6.04. The Synod Council shall establish a plan for implementing this goal.

S6.04.03. The Synod Assembly may by resolution 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 laypersons; and that, as nearly as possible, 50 percent of the lay members of assemblies, councils, committees, boards, and other organizational units shall be female and 50 percent shall be male. The preceding sentence shall not affect the power of the Synod Council to establish such processes which are not in conflict with processes established by the Synod Assembly.

†S6.05. Each assembly, council, committee, board, commission, task force, or other body of this synod or any synod 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 constitution and bylaws of the Evangelical Lutheran Church in America.

†S7.11. A regular meeting of the Synod Assembly shall be held at least triennially.

S7.11.01. The time and place of the Greater Milwaukee Synod Assembly shall be determined by the Synod Council. The time and place for the next regular assembly normally shall be announced six (6) months prior to the assembly.

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. The secretary shall give written notice of any meeting of the Synod Assembly of this synod stating the day, place, and hour of the meeting, and in the case of a special meeting, the purpose or purposes for which the meeting is called. The persons entitled to notice are as follows:

a. All ordained ministers under call on the roster of this synod.

b. In the case of a special meeting, lay members representing congregations at the last regular meeting of the Synod Assembly who have not been replaced by the election of new members or disqualified by termination of

congregational membership in this synod, and any lay members who to the secretary's knowledge have been elected since the last regular meeting.

c. All active associates in ministry, consecrated deacons and deaconesses, commissioned teachers, and certified or commissioned lay professionals on the roster of this synod.

d. Members of the Synod Council.

e. All retired ordained ministers and ordained ministers on leave from call whose names appear on the roster of this synod.

f. Such additional persons whom the Synod Assembly may from time to time designate.

S7.13.01. No business shall be transacted at a special meeting of the Synod Assembly which does not relate to the purpose or purposes for which the meeting was called as stated in the notice of the meeting.

S7.14. One-third 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 rostered ministers under call on the roster of this synod shall be voting members of the Synod Assembly.

b. Lay voting members shall be elected by each congregation or its council as follows: A minimum of one lay member elected from each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members, typically one of whom shall be a man and one of whom shall be a woman. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of number of baptized members in the congregation. The Synod Council shall seek to ensure that, as nearly as possible, at least 45 percent of the lay members of the assembly shall be women and, as nearly as possible, 45 percent shall be men.

c. 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 the opening of the next regular Synod Assembly.

†S7.21.02. If a special synod assembly is called and voting members at the previous assembly are unable to serve as voting members, where permitted by state law, the congregation, through the Congregation Council may elect new members who shall continue to serve until the next regular Synod Assembly.

S7.21.A18. All congregations may elect at least two lay voting members of the Synod Assembly. Congregations having 750 to 1,249 baptized members may elect a third lay voting member. Thereafter an additional lay voting member may be added for each additional 500 baptized members of the congregation (e.g. at 1,250 members, 1,750 members, etc.).

S7.21.B18. All congregations may add one voting member to the number allotted in S7.21.A18. if that additional member is a youth or young adult.

S7.21.C22. Lutheran Campus Ministry within this synod may elect no more than two students, preferably of differing gender identities, as voting members to the Synod Assembly.

S7.22. This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, provided that such processes not result in fewer than 60 percent of the voting members of the Synod Assembly being laypersons in contravention of †S7.21. 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. All rostered ministers who are on leave from call or designated as disabled and whose names appear on the rosters of this synod shall be voting members of the Synod Assembly.

S7.22.02. Retired ministers of Word and Sacrament on the synod roster formally serving in transitional ministries in congregations of the synod shall be voting members of the Synod Assembly.

S7.22.03. Retired ministers in this synod shall elect additional voting members from their roster to the Synod Assembly. The number of retired rostered ministers serving as voting members, including those under S7.22.02., shall not exceed more than fifteen (15) percent of the retired roster; all other retired ministers rostered in this synod shall be advisory members to the Synod Assembly, with voice, but not vote.

†S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of the churchwide organization as may be designated by the presiding bishop 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 the opening of the next regular synod assembly, or unless replaced by the election of new members for a special synod assembly, or until they have been disqualified by termination of congregation membership.

†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 or a confirmed member of a synod-authorized worshiping community of this synod.

S7.26. This synod may establish processes through the Synod Council that permit persons currently serving as synod-authorized ministers and/or lay representatives of authorized worshiping communities and/or outreach ministries of the synod, which have been authorized under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with †S7.21.

S7.26.A22. All Synod Authorized Worshipping Communities are allowed three voting members of the Synod Assembly, one of whom shall be the community's Synod Authorized Leader (if not rostered), and the other two elected from the lay participants of the Worshipping Community.

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 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.

S7.28. 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 the Synod Assembly.

S7.32. *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.

S7.33. "Ex-officio" as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

S7.34. Unless otherwise specified in the bylaws, each regular meeting of the Synod Assembly shall be held during April, May, June, or July.

CHAPTER 8. OFFICERS

†S8.01. The officers of this synod shall be a bishop, a vice-president, a secretary, and a treasurer.

S8.01.01. No person may hold more than one of the four synodical offices simultaneously.

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.

S8.11.01. When authorized by the Synod Council in order to address special circumstances, the synod bishop may be compensated as an employee or contractor for specified services to another expression of this church. Such an arrangement may be terminated by the Synod Assembly or Synod Council if determined to be detrimental to the function of the office or if the special circumstances no longer apply.

†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 synod 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. Ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service of this church.

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 processes 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) be a member of the Conference of Bishops and consult regularly with other synod 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) direct and guide the work of the other officers;
    5) exercise supervision over the work of all synod 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 synod 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 their retired or disability status took effect;
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;
    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 roster 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 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.

S8.12.A96. In cases where a rostered person has resigned or been suspended from a call under circumstances that suggest another call may not be immediately appropriate, the bishop may restrict or limit the person's availability for another call by a designation such as "on leave from call, not available for call."

†S8.13. The synod 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 secretary of this church. The appointment continues until resignation or until a successor is appointed. The Synod Attorney provides legal advice and counsel to the synod 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 synod 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 synod bishop.

†S8.16. Conflicts of Interest

†S8.16.01. The following procedures shall govern matters of potential conflicts of interest for synod bishops:

a. Whenever a synod bishop determines that a matter of the kind described in †S8.16.01.b. may require the bishop's determination or action with respect to a

related individual as defined in †S8.16.01.c., the synod bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod 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 provisions 7.46. and 7.75. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (†S14.18. and †S14.43.), candidacy, reinstatement, and similar matters where determinations or actions by the synod 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 synod 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 or a confirmed member of a synod-authorized worshiping community of this synod. The vice president shall not receive a salary for the performance of the duties of the office.

S8.22. The vice-president shall chair the Synod Council.

S8.22.A13. Consistent with Bylaw 20.41.04. of the Evangelical Lutheran Church in America, and upon receipt of disciplinary charges against a member of a congregation within the synod, the vice-president shall select from the synod's Consultation Committee a panel of five members (three lay persons and two rostered ministers) to consider such charges. A copy of the written charges shall be provided to the consultation panel and the accused member(s).

S8.30. Secretary

†S8.31. The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation or a confirmed member of a synod-authorized worshiping community of this synod. The secretary may be either a layperson or a rostered minister.

†S8.32. The secretary shall:

a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for 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 the Churchwide Assembly a certified list of the regular and alternate 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 or a confirmed member of a synod-authorized worshiping community of this synod. The treasurer may be either a layperson or a rostered minister.

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 as well as any funds to support restricted programs 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.

S8.50. General Provisions

†S8.51. The terms of the officers of this synod shall be as follows:

a. The bishop of this synod shall be elected to a term of six years and may be reelected.

b. The vice president and secretary of this synod shall be elected to a term of four years and may be re-elected. The officer shall serve until a successor takes office.

c. The treasurer of this synod shall be elected to a term of four years and may be re-elected. The treasurer shall serve until a successor takes office.

S8.51.01. a. The bishop may be reelected, but shall serve no more than two consecutive terms in that capacity.

b. The officers may be reelected, but shall each serve no more than ten consecutive years in that capacity.

†S8.52. The terms of the officers shall begin on the first day of the September month following election or, in special circumstances, at a time designated by the Synod Council.

†S8.53. Each officer shall be a voting member in a congregation or a confirmed member of a synod-authorized worshiping community 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 ten 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 synod 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 synod 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 synod 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 synod 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, exclusive of any members 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 20.22.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. 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 20.23.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. 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 20.22.14. 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 not to exceed 90 days, the bishop, after consultation with the presiding bishop and 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.

S9.01.A24. Whenever the Synod Council is to nominate individuals for positions of leadership, serious consideration should be given to people of the communities of color and the LGBTQIA+ communities.

S9.01.01. The Synod Assembly shall elect the synod's representatives to the Churchwide Assembly including those nominated by individual conferences and the members of the Synod Council, including those nominated by individual conferences. The Nominating Committee shall nominate candidates for these positions, except those nominated by individual conferences to positions on the Synod Council or as representatives to the Churchwide Assembly. Except as otherwise provided in the constitution or bylaws of this church or the constitution of this synod or these bylaws, all other representatives, officers, or other persons may be elected by either the Synod Assembly or the Synod Council.

S9.01.01.B11. To implement †S6.04. of the constitution of this synod, voting members of the Churchwide Assembly shall be nominated and elected in accordance with Appendix 1, which is incorporated herein by reference.

S9.01.01.A21. The election of youth and/or young adult positions shall be completed before balloting for at-large positions begins. Nominees not elected to the youth/young adult positions shall be added to the at-large ballots.

S9.01.01.B21 The election of persons of color/persons whose primary language is other-than-English to specific positions shall be completed before balloting for at-large positions begins. Nominees not elected to these specific positions shall be added to the at-large ballots.

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 consisting of at least 7 members (including one member from each of the conferences in the synod) who shall be

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 terms of the members of the Nominating Committee shall be as specified by the Synod Council and may be staggered. No member of the Nominating Committee may serve more than three consecutive years in that capacity.

S9.03.01.F24. Members of the Nominating Committee will be appointed to staggered three-year terms and will follow the representational principles of the synod. New members of the committee will regularly be appointed at the July meeting of the Synod Council, with term start of September 1. The Nominating Committee will present their report on nominations for open positions at the March meeting of the Synod Council.

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 who receive the greatest number of legal votes (including ties in the final qualifying position) on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons who receive the greatest number of legal votes (including ties in the final qualifying position) on the third ballot, and 60 percent 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 who receive the greatest number of legal votes (including ties in the final qualifying position) 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 Synod Council shall nominate at least one person for secretary; additional nominations may be made from the floor.

S9.07. If the treasurer is elected, the Synod Council 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 legal votes, but not elected by a majority of the legal 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 representatives to the steering committee of its region.

†S9.12. Background checks and screening shall be required and completed for persons nominated as synod 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 and 10 to 24 other members, at least one young adult and with a goal of at least one youth, shall be elected by the Synod Assembly.

a. Each person elected to the Synod Council shall be a voting member of a congregation or a confirmed member of a synod-authorized worshiping community 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 four years.

S10.01.01. The Synod Council shall be composed of the four officers of the synod, one youth member and at least one young adult, elected by the Synod Assembly, one member nominated by each of the conferences in the synod, six at-large members all elected by the Synod Assembly, and one dean elected by the deans.

S10.01.02. The terms of each member elected to the Synod Council shall begin on September 1 following election.

S10.01.03. The term of each member elected to the Synod Council (other than the youth member) shall be four years.

S10.01.04. Should a member of the Synod Council nominated by a conference die, resign, or be unable to serve, a successor shall be nominated as soon as practicable by such conference, and appointed by the Synod Council, to complete the term of such member. Should an at-large member of the Synod Council die, resign, or be unable to serve, the Synod Council may appoint a person to serve until a successor can be elected and assume the position. A successor shall be elected by the next Synod Assembly to complete the term of such member unless such term expires on the August 31 following the successor's election, in which event the successor shall be elected to a term of four years.

S10.01.05. A member elected to the Synod Council may be reelected, but no such member shall serve more than eight consecutive years in that capacity.

S10.01.06. The youth member of the Synod Council shall be elected by the Synod Assembly upon nomination by the Synod Council and may not have reached the age of 18 at the time of election or appointment. The term of the youth member shall be two years. In the event a youth member dies, resigns, or is unable to serve, the Synod Council may appoint a person nominated by the youth council (who may not be more than eighteen years old when appointed) to serve in such position until a successor can be elected. A successor shall be elected by the next Synod Assembly to a two-year term to begin as specified in connection with such

election. A youth member may serve only one term in that capacity but is thereafter eligible to serve as an elected member of the Synod Council. Service as a youth member shall be included in determining the eight-year limitation under S10.01.05.

S10.01.A11. To implement †S6.04. of the constitution of this synod, members of the Synod Council shall be nominated and elected in accordance with Appendix 2, which is incorporated herein by reference.

†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.

S10.02.01. The Synod Council at any of its meetings may adopt, amend, and repeal policy statements necessary or desirable for the day-to-day operation of this synod. All such actions shall be by majority vote of the members of the Synod Council present and voting and shall be reported on a regular basis to the Synod Assembly.

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 the synod.
g. Report its actions on a regular basis to the congregations of this synod and to 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.

S10.03.A96. To implement the actions called for by S10.03.d., the Executive Committee shall continue the practice of reviewing annually the status of all rostered persons who are on leave from call and, subject to applicable maximum limitations, recommending to the Synod Council whether that status should be continued or terminated.

S10.04. Any proposal for the appropriation of funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council shall require a two-thirds vote for adoption.

S10.04.A25. When the synod receives undesignated bequests or gifts in the amount of $5,000 or less, the funds will be placed in the general fund as "other income." If the gift or bequest is more than $5,000, the Synod Council will designate how the funds will be used.

S10.05. Elected members of the Synod Council shall not receive compensation solely for their service as council members, but may be reimbursed for expenses.

S10.05.A11. All members of the Synod Council and Synod committees, and all Synod employees, shall affirm in writing the Synod's Operational Ethics Policy at the onset of their service and at least every two years thereafter, in addition to affirming the policy in writing when it is adopted or amended. This written affirmation shall include full disclosure of the employment of all covered persons, and all other potential conflicts of interest.

S10.05.B13. All members of the Synod Council and Synod committees, and all Synod employees, shall affirm in writing the Synod's Anti-Fraud Policy Relating to Synod Matters at the onset of their service and at least every two years thereafter, in addition to affirming the policy in writing when it is amended.

S10.06 No person related to a synod staff member shall be eligible for nomination to or membership on the Synod Council. For this purpose, a related individual is one who, with respect to the synod employee, 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).

S10.07. 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.

S10.07.01. A Synod Council member position shall be declared vacant if the member has three unexcused absences from properly called meetings of the Synod Council, whether the member be rostered or lay, elected from a conference, or at-large.

S10.08. 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.

S10.08.01. The Synod Council shall hold regular meetings at least three times each year. Special meetings may be called by the bishop, by the Executive Committee, or by a majority of the members of the Synod Council. The secretary shall cause notice of any meeting to be given to the members of the Synod Council stating the day, place, and hour of the meeting, and in the case of a special meeting, the purpose or purposes for which the meeting is called. No business shall be transacted at a special meeting which does not relate to the purpose or purposes for which the meeting was called as stated in the notice of the meeting. Notice of a regular meeting shall be given in writing or by electronic means to the members of the Synod Council at least 10 days prior to the meeting. Notice of a special meeting may be given in writing or by electronic means at least two days prior to the meeting.

S10.08.A23. All members of the Synod Council, and all Synod employees, shall participate in an approved anti-racism training program within one year of the beginning of their term (Synod Council) or their date of hire (Synod employees). Participation fees for anti-racism training shall be paid by the Synod. Sufficient funding for training all Synod Council members and Synod employees shall be provided in the synod's annual budget for anti-racism training, with retraining every four years. The synod's annual budget shall also provide funding to support related activities by the Anti-Racism Team or its successor.

S10.08.B17. The Synod Council shall nominate one of its members to serve on the Board of Directors of Outreach for Hope, Inc. Formal election to that board will be by the Board of Directors of that Corporation. A Director nominated by the Synod Council who ceases to be a member of the Synod Council for any reason shall cease to be a Director of Outreach for Hope, Inc. as of the date such Director's Synod Council membership ceases.

S10.09. *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of the Synod Council.

†S10.09.01. To the extent permitted by state law, meetings of the Synod Council and its committees may be held through electronic means such as the Internet or by telephone, as long as there is an opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.

CHAPTER 11. COMMITTEES AND OTHER 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.D22. The Synod Council shall authorize and support the following teams:
-Racial Equity and Justice Team
-Synod Reconciling in Christ (RIC) Ministry Team
-Synod Latino Strategy Team
-Mt. Meru Partnership Team
-El Salvador Partnership Team
-Sumud Ministry Team
-Youth and Young Adult Ministry Team
-Immigration and Refugee Ministry Team

The Synod Council will annually ratify the chair of each team. The bishop shall appoint a synod staff member as liaison to each team to assist with, support, and ensure the work of the team is carried out as needed.

a. Each team shall identify appropriate leadership to ensure the delivery of programs and events in accordance with the responsibilities of the team, including accompanying congregations as they engage in the work related to the team's area of focus. Leadership team members shall not serve in any particular role for longer than six years.
b. Each team shall identify a non-voting representative to the Synod Council for regular dialogue and reporting.
c. Each team shall serve as an accountability partner with the Synod Council and Synod Staff, serving in an advisory role in development and revision of synod policies, practices, and procedures.
d. Each team shall include rostered ministers and lay leaders from across the synod who engage with the leadership team to carry out the team's work.

S11.01.E24. The Synod Council shall authorize and support an Authentic Diversity Accountability Team and ratify the chair of the team. The team works with a designated representative of the synod staff to monitor implementation of the Authentic Diversity (AD) Strategic Plan and recommend annual updates to the plan, which will be presented to the Synod Council for approval. a. The team shall include liaisons to the Anti-Racism (AR) and the Reconciling in Christ (RIC) teams to support and encourage the work of those teams. b. The team shall identify a non-voting representative to the Synod Council for regular dialogue and reporting. c. The team shall meet quarterly to receive regular updates on progress toward the goals of the AD Strategic Plan and shall provide an annual report to the Synod Council and Synod Assembly on that progress. d. The team shall hold synod teams, synod staff and bishop, and the Synod Council accountable to the AD goals. e. The team shall include rostered ministers and lay leaders from diverse identities from across the synod.

S11.01.01. The Executive Committee shall be composed of the four officers of the synod and three other members of the Synod Council elected by the Synod Council to a term of one year. Should an elected member of the Executive Committee die, resign, or be unable to serve, a successor shall be elected by the Synod Council as soon as practicable to complete the term of such member. An elected member of the Executive Committee is eligible for reelection, but no such member shall serve more than three consecutive years in that capacity.

S11.01.02. The Executive Committee shall perform those functions of the Synod Council assigned to it by the Synod Council.

S11.01.03. Should a member of either the Consultation Committee or the Committee on Discipline die, resign, or be unable to serve, the Synod Council may appoint a person to serve until a successor can be elected and assume the position. A successor shall be elected by the next Synod Assembly to complete the term of such member unless such term expires on the August 31 following the successor's election, in which event the successor shall be elected to a term of six years.

S11.01.A13. Consistent with Bylaw 20.41.06. of the Evangelical Lutheran Church in America, and upon referral by a consultation panel of disciplinary charges against a member of a congregation within the synod, the Executive Committee of the Synod Council shall select six members from the Committee on Discipline of the synod to decide the case, and shall appoint a member of the Synod Council to

preside as nonvoting chair. Those six members plus the nonvoting chair comprise the discipline hearing panel for deciding the case.

S11.01.B18. The Executive Committee may act in place of the Synod Council when decisions are required between regularly scheduled meetings of the Council, and when called to do so in a manner consistent with bylaw S10.07.01.

S11.01.C21. The Candidacy Committee of this synod shall consist of eight to twelve members, appointed by the bishop and ratified by the synod council. This number includes the bishop (or their designee) and an ELCA seminary representative. Advisory members include a synod candidacy staff person and an ELCA candidacy staff person. Members shall be appointed to four-year terms and may serve up to three consecutive terms for a total of twelve years. The committee chairperson shall be appointed by the bishop and ratified by the synod council for a term of three years, and the chairperson may serve up to two terms in that role. The tasks of the Candidacy Committee and its membership are defined in the Candidacy Manual of the ELCA.

S11.01.D22. The Synod Council shall authorize and support a Synod Antiracism Team and a Synod Reconciling in Christ (RIC) team and ratify the chair of each team. The bishop shall appoint a synod staff member as liaison to each team to assist with, support, and ensure the work of the team is carried out as needed.

a. Each team shall identify appropriate leadership to ensure the delivery of programs and events in accordance with the responsibilities of the team, including accompanying congregations on their racial justice and LGBTQIA+ justice education and strategy development. Leadership team members shall not serve in any particular role for longer than six years.
b. Each team shall identify a non-voting representative to the Synod Council for regular dialogue and reporting.
c. Each team shall serve as an accountability partner with the Synod Council and Synod Staff, serving in an advisory role in development and revision of synod policies, practices, and procedures.
d. Each team shall include rostered ministers and lay leaders from across the synod who engage with the leadership team to carry out the team's work.

S11.01.E24 The Synod Council shall authorize and support an Authentic Diversity (AD) Accountability Team and ratify the chair of the team. The team works with a designated representative of the synod staff to monitor implementation of the Authentic Diversity Strategic Plan and recommend annual updates to the plan, which will be presented to the Synod Council for approval. 7/ Minutes of Synod Council Meeting 11 July 2024 a. The team shall include liaisons to the Anti-Racism (AR) and the Reconciling in Christ (RIC) teams to support and encourage the work of those teams. b. The team shall identify a non-voting representative to the Synod Council for regular dialogue and reporting. c. The team shall meet quarterly to receive regular updates on progress toward the goals of the AD Strategic Plan and shall provide an annual report to the Synod Council and Synod Assembly on that progress. d. The team shall hold synod teams, synod staff and bishop, and the Synod Council accountable to the AD goals. e. The team shall include rostered ministers and lay leaders from diverse identities from across the synod.

†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 rostered ministers and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection. 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 twelve persons elected by the Synod Assembly upon nomination by the Nominating Committee, according to †S11.02., of whom half shall be rostered ministers and half shall be laypersons. The term of each member elected to the Consultation Committee shall begin on September 1 following election.

†S11.03. The Committee on Discipline of this synod shall consist of 12 persons of whom six shall be rostered ministers and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection.

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.

The term of each member elected to the Committee on Discipline shall begin on September 1 following election.

S11.04. A Mutual Ministry Committee shall be appointed by the Executive Committee of the Synod Council to provide support and counsel to the bishop.

†S11.05. The Audit Committee of this synod shall consist of three to six persons, none of whom is a member of the synod staff. Up to half of the committee 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.

†S11.11. 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 a congregation or a confirmed member of a synod-authorized worshiping community of this synod.

CHAPTER 12. CONFERENCES, CLUSTERS, AND COALITIONS

†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 entities, 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 affiliates.

S12.01.A19. There shall be six conferences in this synod which shall be constituted as set forth in Appendix 3, which is incorporated herein by reference.

S12.01.01. Each congregation of this synod shall belong to a conference and shall be represented at meetings of such conference. A congregation may change its membership from one conference to another upon approval of the Synod Council, provided, however, that the Synod Council shall ensure that the conferences remain primarily geographic in nature. In the event of an approved change in a congregation's membership in a conference, the Synod Council is hereby authorized to amend Appendix 3 to reflect such change.

S12.01.01.A21.

All rostered ministers shall belong to and relate with the conference of their congregation of membership unless they submit a written request to the Executive Committee of the Synod Council.

S12.01.02. Each conference shall:

a. Elect a dean, who shall serve a two-year term beginning March 1. Deans may be re-elected once, serving a total of four years. Deans may be elected to serve a partial term and then elected to serve two full terms. Conference Deans are expected to:

1. Meet regularly with synod leadership.
2. Assist the bishop as needed in providing pastoral care and support to the congregations and rostered ministers of the synod.
3. Convene regular opportunities for meetings of rostered ministers and lay leaders for the exchange of ideas and concerns and the nurturing of collegiality.
4. Attend meetings of the synod council. One dean, elected by the deans, will serve as a voting member of the synod council. This election will take place prior to the September synod council meeting each year.

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 roster 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 constitution and bylaws of this church.
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 17 and 18 of the *Model Constitution for Congregations.*
3) Accept the commitments expected of all congregations of this church 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 leadership 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 contact the ELCA synod bishop or staff where the congregation is located. The synod bishop or synod staff where the transferring or independent congregation is located shall confer with the congregation to assure its understanding and acceptance of commitment to and affiliation with this church.

c. **Recognition and reception.** Recognition and reception of additional congregations into this church is based upon the judgment of the synod that the congregations satisfy the criteria of 9.21. and 9.25. The synod bishop shall provide for prompt reporting of such additions to the secretary of this church for addition to the roster of congregations.
1) Recognition and reception of congregations newly formed by this church is accomplished by action of the Synod Council.
2) Recognition and reception of transferring or independent congregations is accomplished by the action of the Synod Assembly upon the recommendation of the Synod Council.
    a. If a congregation is a member of another church body, the leadership 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 contact the synod bishop or synod staff in this church where the congregation is located.
    b. The synod bishop or synod staff where the transferring or independent congregation is located shall confer with the congregation to assure its understanding and acceptance of commitment to and affiliation with the Evangelical Lutheran Church in America.

†S13.02. It shall be the responsibility of each congregation of this synod to elect 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. Normatively, congregations should hold elections prior to each regular meeting of the Synod Assembly. 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.

†S13.20. 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.

†S13.21. 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.

†S13.22. 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 constitution of this church 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 this 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. The Synod Council, itself or through trustees appointed by it, may take charge and control of the property of a congregation of this synod to hold, manage, and convey the same on behalf of this synod, if any of the following apply:

a. The congregation has disbanded, ceased to worship, or otherwise ceased to exist as a congregation.
b. The congregation has abandoned its property.
c. The remaining members of the congregation decide that it is no longer possible to function as a congregation or that they are unable to provide required governance.
d. The Synod Council determines that the membership of a congregation has become so scattered or so diminished in numbers that it cannot provide required governance or that it has become impractical for the congregation to fulfill the purposes for which it was organized.

e. The Synod Council determines that it is necessary for this synod to protect and preserve the congregation's property from waste and deterioration.

The congregation shall have the right to appeal any such decision to the next Synod Assembly.

S13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence. Such synod administration shall continue only so long as necessary to complete the purposes for which it was requested by the congregation or until the congregation withdraws consent to continued administration.

S13.30. Discipline

†S13.31. Congregations and members of congregations are subject to discipline in accordance with the provisions of Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.* The synod's involvement in and responsibility for such disciplinary processes shall be as set forth in that chapter.

S13.40. Synod-authorized Worshipping Communities and Outreach Ministries

S13.41. Worshiping communities and outreach ministries, authorized by the synod and 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 ministry in 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 available channels of effective communication;
   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, proclaiming God's love for the world, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.

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;
4) with the council, administer discipline;
5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of this synod; and
6) encourage adherence to covenantal relationship with this church as expressed in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

S14.13. The pastor (a) shall keep accurate 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 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 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.

S14.16.01. A letter of call from a congregation to a prospective pastor shall not be valid without the bishop's signature.

S14.16.A91. The bishop may refuse to sign a letter of call for any of the following reasons:
a. The individual to whom the call is to be extended is not on the roster of ordained ministers of this church or a candidate approved for ordination upon receipt of a congregational call, or if such individual is classified by this church as unavailable for call.
b. The congregation did not follow its established procedures in extending the call or extended the call in violation of S14.11. or S6.03.A20.
c. The bishop is aware of potential or pending disciplinary action against the individual to whom the call is to be extended. For purposes of this subparagraph,

disciplinary action is "potential" if a reasonable person charged with oversight ministry would believe, based on allegations made, that the individual to whom the call is to be extended may be subject to disciplinary action pursuant to the procedures of this church, and disciplinary action is "pending" if such action has been initiated.

d. The bishop is aware that the individual to whom the call is to be extended has made an agreement that precludes acceptance of the call. For purposes of this subparagraph, such an agreement would include, by way of illustration and not of limitation, an agreement by a pastor who has taken a sabbatical with a condition of continued service for a defined period of time or an agreement by a pastor not to be a candidate for a permanent call to a ministry where the pastor is serving on an interim basis.

e. The bishop is aware of other specific factors that a reasonable person charged with oversight ministry would clearly identify as making the extension or acceptance of the call improper.

S14.16.B91. A bishop who refuses to sign a letter of call shall communicate the reason(s) for such refusal in writing to the congregation and the individual to whom the call was to be extended.

S14.16.C91. In the event a signature is withheld, the congregation or individual to whom the call was to be extended shall have the right to appeal to the Synod Council, whose decision shall be final.

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 president 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 the pastor's death or, following consultation with the synod bishop, for any of 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) inability to conduct the pastoral office effectively in view of disability or 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 disability or 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, who has 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 disability or 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 with disability status. Upon resumption of the ability to conduct the office effectively, 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. In the bishop's sole discretion, the bishop's committee may also present, as may be appropriate, either a report or report summary to the pastor and to the congregation together with the recommendations. 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 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 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.

†S14.19. 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 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 the secretary's 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 and the secretary of the congregation shall certify to the bishop of this synod that the congregation records, for the period for which the interim pastor was responsible, are in order.

†S14.24. With the approval of the synod 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 division to which the congregation belongs.

S14.30. Ministers of Word and Service

†S14.31. The time and place of the ordination of those persons properly called to ministry in 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, proclaiming God's love for the world, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;
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 this church 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 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 president 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. The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:
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 the deacon's death or, following consultation with the synod bishop, for any of 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) inability to conduct the office effectively in view of disability or 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 disability or 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, who has 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 disability or 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. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon resumption of the ability to conduct the office effectively, 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 synod 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 through January 31.

†S15.11. Since the congregations, synods, and churchwide organization are interdependent expressions that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support 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; thus the unity of 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 supportive 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.

S15.14. Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16 percent of the sum of the amounts scheduled in the next year's budget for regular distribution to synod 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.

†S15.31. 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 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.

†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 church-wide 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 of any other organization, regardless of its form or relationship to this synod, is subject to the provisions of †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 as (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 †S16.01. or †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 synod bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synod 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 made by the Synod Council.

CHAPTER 17. CONSULTATION AND ADJUDICATION

†S17.01. The synod bishop and the Executive Committee of the Synod Council shall be available to give counsel when disputes arise within this synod.

†S17.02. The synod bishop and the Executive Committee of the Synod Council shall receive expressions of concern from rostered ministers, 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 a concern relates directly to the synod bishop, the synod vice president will lead the Executive Committee's efforts at resolving the matter. When the matter at issue cannot be resolved in this manner, applicable procedures for investigation, decision, appeal, and adjudication shall be followed. Allegations or charges that could lead to the discipline of a rostered minister 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 between or among congregations of this synod on a substantive issue that cannot be resolved by the parties, the council of an affected congregation may petition the synod bishop for a consultation after informing the other affected congregation(s) of its intent to do so. If this consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the issue(s), the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The decision of the Synod Council shall be final.

†S17.04. When conferences, clusters, coalitions, or area subdivisions of this synod have a disagreement on a substantive issue that they cannot resolve, the aggrieved party or parties may petition the synod bishop and the Executive Committee of the Synod Council requesting a consultation after informing the other affected parties of their intent to do so. 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 between or among factions within a congregation on a substantive issue which cannot be resolved by the parties, members of the congregation may petition the synod bishop for consultation after informing the president of the Congregation Council of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The Synod Council's 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 the 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 any non-required provision of 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. Introduced with the support of at least twenty (20) voting members and having been approved by a two-thirds vote of the voting members present and voting at a regular meeting of the Synod Assembly, an amendment may be ratified unchanged by a two-thirds vote at the next 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 the Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.

AMENDMENT HISTORY

The constitution, bylaws and continuing resolutions of the Greater Milwaukee Synod include amendments adopted by the churchwide assembly of the Evangelical Lutheran Church in America through August 2025, and by the Greater Milwaukee Synod through April 2026.

- ◊ Amendments approved by the Synod Assembly on June 25, 2011
- ◊ Amendments from the 2011 Churchwide Assembly effective September 16, 2011
- ◊ Continuing Resolution Amendment Approved September 22, 2011
- ◊ Continuing Resolutions Approved November 17, 2011
- ◊ Amendments approved by the Synod Assembly on June 1, 2012
- ◊ Amendments from the 2013 Churchwide Assembly effective August 26, 2013
- ◊ Continuing Resolutions Approved November 7, 2013
- ◊ Continuing Resolution S10.07.A14. & Revised Appendix 1 Approved November 20, 2014
- ◊ Constitutional Provisions S7.23. and S7.26. amended by the Synod Assembly on May 30, 2015
- ◊ Bylaw S6.03.01. was converted to Continuing Resolution S6.03.B15. by the Synod Assembly on May 30, 2015
- ◊ Bylaw S10.07.01. was amended by the Synod Assembly on May 30, 2015
- ◊ Amendments from the 2016 Churchwide Assembly effective August 19, 2016, with additional numbering changes by Synod Secretary as authorized by ELCA Secretary.
- ◊ Amendments to Constitution and Bylaws, as recommended by the 2016 Churchwide Assembly, were approved by the Synod Assembly on June 3, 2017
- ◊ Continuing Resolution S8.22.B13. removed and Continuing Resolutions S7.26.A17. and S10.07.B17. were approved by the Synod Council on July 20, 2017
- ◊ Continuing Resolution S11.01.B18. was approved by the Synod Council on January 25, 2018
- ◊ Continuing Resolution S7.21.A13. was replaced by S7.21.A18., and S7.21.B18. was added, by the Synod Council on September 20, 2018
- ◊ Continuing Resolutions S7.21.A18. and S7.21.B18. amended, and Appendix 2, S10.01.A11. replaced, by the Synod Council on November 15, 2018.
- ◊ Amendments from the 2019 Churchwide Assembly effective August 30, 2019, with additional numbering changes by Synod Secretary as authorized by ELCA Secretary.
- ◊ S6.03.A88 was replaced by S6.03.A20., by the Synod Council on September 17, 2020.
- ◊ Amendments from the Special Meeting of the 2019 Synod Assembly approved on January 23, 2021.
- ◊ Appendices 1,2, and 3 were modified and updated by the Synod Council on January 28, 2021.
- ◊ Continuing Resolution S12.01.01.A21. was approved by the Synod Council on March 18, 2021.
- ◊ S9.03 was amended by the Synod Assembly in accord with †S18.13.
- ◊ Amendments to Constitution and Bylaws recommended by the 2019 Churchwide Assembly were adopted by the Synod Assembly on May 1, 2021.
- ◊ Continuing Resolutions S9.01.01.A21. and S9.01.01.B21 were approved by the Synod Council on 20 May 2021.

- ◊ Continuing Resolution S11.01.C21. was approved by the Synod Council on 18 November 2021.
- ◊ Continuing Resolution S7.21.A22. was approved by the Synod Council on 20 January 2022.
- ◊ Continuing Resolutions S7.21.C22. and S11.01.D22. were approved by the Synod Council on 17 March 2022.
- ◊ Continuing Resolution S7.26.A17. was replaced with an amended version, S7.26.A22., by the Synod Council on 17 March 2022.
- ◊ Amendments to Bylaws and Continuing Resolutions approved by the 2022 Synod Assembly on 21 May 2022.
- ◊ Amendments to required provisions from the 2022 Churchwide Assembly effective 1 September 2022.
- ◊ Continuing Resolution S10.07.A14 was amended and replaced by S10.07.A23 by the Synod Council on 11 May 2023.
- ◊ Amendments to recommended provisions from the 2022 Churchwide Assembly approved by the 2023 Synod Assembly on 3 June 2023.
- ◊ Corrections to †S8.16.01.b.; †S8.52; †S8.58.; †S14.18.a.; †S14.21.; †S14.43.a.; and deletion of formerly required provision S8.23.; were made to ensure conformity with the Constitution for Synods (as requested by the ELCA Office of the Secretary) on 13 July 2023.
- ◊ Continuing Resolution S9.01.A24. was approved by the Synod Council on 9 May 2024.
- ◊ Amendments to Bylaws approved by the 2024 Synod assembly on 28 May 2024.
- ◊ Continuing Resolution S11.01.E24. was approved by the Synod Council on 11 July 2024.
- ◊ Continuing Resolution S9.03.01.F24. was approved by the Synod Council on 19 September 2024.
- ◊ Continuing Resolution S10.04.A25. was approved by the Synod Council on 20 May 2025.
- ◊ Amendment to Bylaw S12.01.02. approved by the 2025 Synod Assembly on 31 May 2025.
- ◊ Amendments to Continuing Resolution S11.01.D22. were approved by the Synod Council on 17 July 2025.
- ◊ Amendments to required provisions from the 2025 Churchwide Assembly effective 1 September 2025.
- ◊ Amendments to non-required provisions from the 2025 Churchwide Assembly approved by the 2026 Synod Assembly on 30 May 2026.

APPENDIX 1. NOMINATIONS FOR CHURCHWIDE ASSEMBLY

S9.01.01.B11. *(Adopted by the Greater Milwaukee Synod Council 28 January 2021)*

Formula for the Nomination and Election by Clusters and by the Synod Assembly of Voting Members of the Churchwide Assembly, by Year of Assembly.

Nominated by Conferences	**Cycle A**	**Cycle B**	**Cycle C**	**2025 (B)**
South	**LF**	R	LM*	R
West	**R**	LM	LF^	LM
Central	**LM**	LF*	R	LF*
South Central	**R**	LM^	LF	LM^
West Central	**LF^**	R	LM	R
North	**LM***	LF	R	LF
Ex Officio Seats				
Bishop	**R**	**R**	**R**	**R**
Vice President	**L**	**L**	**L**	**L**
At-Large Seats				**TBD**
At-Large 1	**R**			
At-Large 2	**LF**			
At-Large 3	**LM**			
At-Large 4	**R**			
At Large 5	**LM**			
Y/YA^	**LM**	LF	LM	LF
PCL*	**LF**	LM	LF	LM

Key:

R- Rostered Minister (Word & Sacrament or Word & Service)
LF - Layperson – Female
LM - Layperson – Male
*PCL - Person of Color *or* person whose primary language is other than English.
VP - The incumbent synod vice president or, in election years, the vice president-elect.
^YYA - Youth/Young Adult – person younger than 30 years old at time of election.

Cycle Table (Year of Churchwide Assembly – Election to take place at Synod Assembly at least one year prior to Churchwide Assembly):

Cycle A	Cycle B	Cycle C
	2025	2028
2031	2034	2037
2040	2043	2046
2049	2052	2055
2058	2061	2064

APPENDIX 2. NOMINATIONS FOR SYNOD COUNCIL

S10.01.A11. *(Adopted by the Greater Milwaukee Synod Council 28 January 2021)*
Formula for the selection of members of the Greater Milwaukee Synod Council.

Nominated by Conferences	**2021 Actual**	**2023 Election**	**2025 Election**	**2027 Election**
West Conference	LF	R	XXX	LM
South-Central Conference	RF	LM	XXX	LF
West-Central Conference	LM	LF	XXX	R
Central Conference	LM	XXXX	LF	XXX
North Conference	LF	XXXX	R	XXX
South Conference	R	XXXX	LM	XXX
At Large Positions				
At Large (‘27)	R(M)	R	XXX	R
At Large (‘27)	L(M)	LM	XXX	LM
At Large (‘27)	L(F)	LF	XXX	LF
At Large (’25)	LM	XXX	LM	XXX
At Large (’25)	LF	XXX	LF	XXX
At Large (’25)	R	XXX	R	XXX
Representational Positions				
Young Adult	Any	XXX	Lay	XXX
Youth (2-year term)	Lay	Lay	Lay	Lay
Officers				
Bishop	R	R	R	R
Vice President	Lay	XXX	Lay	XXX
Secretary	R	Any	XXX	Any
Treasurer	Any	Any	Any	XXX

Key:
R - Rostered Minister
LF - Layperson – Female
LM - Layperson – Male
PCL - Person of Color *or* person whose primary language is other than English.
Young Adult – Person between 18 and 30 years old (inclusive) at time of election.
Youth - Person not yet 18 years old at time of election.
YYA - Youth/Young Adult – person younger than 30 years old at time of election.

Notes:
Bishop’s term is six years, and does not follow other fixed cycles.
Youth term is two years, with incumbent ineligible for re-election as youth, but is eligible for election to other Synod Council positions.
The minimum required for PCL is 10 percent of total Council membership, or two members.
The minimum required for YYA is 10 percent of total Council membership, or two members.
When populated, clergy representation should remain at three seats out of the six current Conference positions to avoid any possibility of exceeding the 40 percent limit on clergy representation on the Synod Council.
The rotation of conference seats should be as follows each term: Rostered Ministers, Lay Male, Lay Female

APPENDIX 3. CONFERENCE DIRECTORY – S12.01.A19.

CENTRAL CONFERENCE
All Peoples Gathering, Milwaukee
Ascension, Milwaukee
Bay Shore, Whitefish Bay
Breaking the Chains, Milwaukee
Cross, Milwaukee
Faith/Santa Fe, Milwaukee
Fox Point, Milwaukee
Good Shepherd/Trinity, Milwaukee
Hephatha, Milwaukee
Incarnation, Milwaukee
Jackson Park, Milwaukee
Kingo, Milwaukee
Lake Park, Milwaukee
Lutheran Church of the Great Spirit, Milwaukee
Memorial, Glendale
Redeemer, Milwaukee
Reformation, Milwaukee
St Paul's, Milwaukee
The Table, Milwaukee
Unity, Milwaukee
Village Church, Milwaukee

NORTH CONFERENCE
Advent, Cedarburg
Christ, Jackson
Christ The King, Port Washington
Faith, Cedarburg
First United, Sheboygan
Grace, Thiensville
Grace, Grafton
Immanuel, Cedarburg
Living Hope, Saukville
Our Savior, West Bend
Redeemer, Hartford
St John, Grafton
St John, Jackson
St Luke, Sheboygan Falls
St Luke, Slinger
St Peter, Sheboygan
St. Paul, Random Lake
Trinity, Cedarburg
Trinity, West Bend

SOUTH CONFERENCE
Bethania, Racine
Christ, Salem
Cross, Burlington
Emaús ELCA, Racine
Holy Communion, Racine
Journey in Faith, Mt. Pleasant
Lakeside, Kenosha
Living Faith, Racine
Lord of Life, Kenosha
L/C of the Redeemer, Racine
L/C of the Resurrection, Racine
Messiah, Twin Lakes
Mt. Pleasant, Racine
North Cape, Franksville
Peace, Burlington
Spirit Alive!, Kenosha
St Mary's, Kenosha
St Paul, Kenosha
Trinity, Kenosha
United, Racine

SOUTH-CENTRAL CONFERENCE
Adoration, Greenfield
All Saints, Oak Creek
First, West Allis
Holy Trinity, West Allis
House of Prayer, Franklin
King of Glory, Greenfield
Luther Memorial, West Allis
Martin Luther, Milwaukee
Mt. Carmel, Milwaukee
Mt. Hope, West Allis
Mt. Zion, Wauwatosa
Nativity, Wauwatosa
Prince of Peace, Milwaukee
Resurrection, New Berlin
St Luke, Greendale
St Mark, Cudahy
St Matthew, Wauwatosa
St Stephen The Martyr, Greendale
Trinity, South Milwaukee
Whitnall Park, Hales Corners

WEST CONFERENCE
All Saints, Wales
Christ The King, Delafield
Cross, Ixonia
Dr Martin Luther, Oconomowoc
Galilee, Pewaukee
L/C of the Resurrection, Pewaukee
Our Savior, Hartland
Our Savior, Oconomowoc
Redeemer, Plymouth
St John, Oconomowoc
St Matthew, Palmyra
St Olaf, Rubicon
Zion, Ashippun

WEST-CENTRAL CONFERENCE
Ascension, Waukesha
Atonement, Muskego
Bethel, Muskego
Bethlehem, Muskego
Christ Our Savior, Sussex
Christ The Servant, Waukesha
Christ the Victor, New Berlin
Gethsemane, Brookfield
Gloria Dei, Menomonee Falls
Holy Cross, Menomonee Falls
Living Christ, Germantown
Mt. Olive, Mukwonago
Norway, Wind Lake
Reformation, Brookfield
St John's, Brookfield
St Luke's, Waukesha
St Marks, Waukesha
Unity, Brookfield
Vernon, Mukwonago