

Greater Milwaukee Synod, ELCA

Report of the Synod Council for 2014

OVERVIEW

This report summarizes actions taken by the Synod Council and the Executive Committee of the Greater Milwaukee Synod of the Evangelical Lutheran Church in America since the Synod Assembly held from May 30th through June 1st, 2013. Copies of the complete minutes of both the Synod Council and Executive Committee are available from the synod secretary (brockmeier.gms@gmail.com) or the synod office (mary.romskog@gmselca.org), with summaries of Synod Council meetings available on the synod's website at <http://milwaukeesynod.org/who-we-are/synod-council-members/>.

Actions referred to in this report are preceded by two letters (SC for Synod Council) and sets of two-digit numbers separated by decimal points. The first two numbers identify the year and the next two numbers identify the month of the meeting in which the action was taken, while the final numbers identify the order of the action at that particular meeting. For example, SC13.09.14. refers to the fourteenth action taken by the Synod Council at its meeting in September 2013. Actions that are administrative in nature (e.g. approval of minutes) are not included in this report.

SYNOD COUNCIL

Meetings

The Synod Council met thirteen times since the 2013 Synod Assembly; with regular meetings on July 11, 2013, September 19, 2013, November 7, 2013, January 16, 2014, March 20, 2014 and May 15, 2014; and electronic meetings on June 12 & 13, 2013, June 18 & 19, 2013, July 14 & 15, 2013, November 13-15, 2013, November 26-December 2, 2013, December 13-18, 2013 and February 5-10, 2014. Actions of electronic meetings were ratified at the next regular meeting

Membership – May 2014

Name	Cluster/Position	Term Ends 8/31
Ms. Sue Schmidt-Decker	Kenosha/West Racine	2017
The Rev. Steve Blyth	Lake Country	2015
Ms. Ar Lee	Milwaukee 1	2017
The Rev. Lisa Bates-Froiland	Milwaukee 2	2017
The Rev. Carolyn Fredriksen	Milwaukee 3	2015
Mr. Al Van Lith	Milwaukee 4	2015
Mr. Tom Gauthier	Northern Lakeshore	2017
The Rev. David Schoob	Northwest	2017
Ms. Marge Puntarec	Racine	2017
The Rev. Sherrie Lorbeck	Waukesha	2015
The Rev. Jay McDivitt	At Large	6/2014
Ms. Debra Taylor	At Large	2015
Mr. Jerry Key	At Large	2015
Mr. Scott Manske	Vice President	2017 (1)
Mr. Matthew Brockmeier	Secretary	2015 (1)
Mr. Lee Johnston	Treasurer	2017 (2)
The Rev. Jeff Barrow	Bishop	2016 (1)
Vacant	Youth Representative	2015
Mr. Jonathan Barker	Young Adult Rep.	2017

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Vacancies

Mr. John Gruber resigned his seat on the Synod Council, effective with the 2013 Synod Assembly. Mr. Jerry Key was elected by the 2013 Synod Assembly to fill this vacancy, through August 31, 2015. Rev. Gary Grindeland also resigned from the Council, with Rev. Jay McDivitt appointed by the Council to fill this vacancy through the 2014 Synod Assembly, when an election will take place to fill the remainder of the term, through August 31, 2015. Rev. Paula Canby resigned from the Synod Council on November 11, 2013 in order to accept a part-time synod staff position, with Rev. Lisa Bates-Froiland appointed to serve the remainder of her cluster-nominated term, through August 31, 2017. Ms. Ar Lee was appointed by the Synod Council to fill a previously unfilled cluster-nominated vacancy, for a term through August 31, 2017.

Council Action

SC 13.06.03. Approval of Replacement Synod Council Member

The Synod Council voted to approve the selection of Rev. Jay McDivitt, Pastor of Grace Evangelical Lutheran Church in Thiensville, as At-Large Clergy Member of the Greater Milwaukee Synod Council to fill the vacancy created by the resignation of Rev. Gary Grindeland, until an election for this seat is held at the 2014 Greater Milwaukee Synod Assembly.

Council Action

SC 13.12.03. Appointment of Cluster Nominee to Council

The Synod Council voted to appoint Rev. Lisa Bates-Froiland as successor to Rev. Paula Canby as the Milwaukee Cluster 2-nominated member of the Synod Council, to serve through August 31, 2017.

Council Action

SC 14.01.26. Appointment of Cluster Nominee to Council

The Synod Council voted to appoint Ms. Ar Lee as the Milwaukee Cluster 1-nominated member of the Synod Council, to serve through August 31, 2017.

Youth Representation

The position of Young Adult Representative on the Synod Council was filled with the election of Mr. Jonathan Barker at the 2013 Synod Assembly. Following the appointment of the new Director of Cross+Generational Ministry, work to identify a possible Youth Representative resumed, though this position remains vacant.

Chair

Mr. Scott Manske, Vice President of the Greater Milwaukee Synod, serves as the chair of the Synod Council under provision S8.22. of the Synod Constitution.

EXECUTIVE COMMITTEE

Meetings

The Executive Committee met in teleconference meetings on June 27, 2013, October 30, 2013, January 14, 2014, March 12, 2014 and April 30, 2014. Minutes of Executive Committee meetings were approved at the next regular meeting of the Synod Council.

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Membership – May 2014

Name	Cluster/Position
Ms. Marge Puntarec	Racine
Ms. Debra Taylor	At Large
Mr. Al Van Lith	Milwaukee 4
Mr. Scott Manske	Vice President
Mr. Matthew Brockmeier	Secretary
Mr. Lee Johnston	Treasurer
The Rev. Jeff Barrow	Bishop

The Executive Committee includes the synod’s officers (Bishop, Vice President, Secretary and Treasurer) and three other members of the Synod Council elected annually by the Council. The election of those three members took place at the Council’s first regular meeting of its new year.

Council Action

SC 13.09.14. Approval of Executive Committee Members

The Council voted to elect Ms. Marge Puntarec, Ms. Debra Taylor and Mr. Al Van Lith to the Executive Committee for terms through the September 2014 Council meeting.

COMMITTEES AND TASK FORCES

Membership

The members of the Synod Council’s committees and task forces will be listed in a new online Synod Directory, which remains under development. The urgency of this issue was reiterated at the Council’s May 15, 2014 meeting.

Reports

The Council received regular reports from staff program directors and from affiliated organizations and committees, as well as detailed reports from Bishop Jeff Barrow.

Staff reports normally include those from the Director of Evangelical Mission, the Director of Discipleship, the Director of Rostered Leadership and the Director of Cross+Generational Ministry.

Other reports are made by Outreach for Hope, the Women of the ELCA, the Anti-Racism Team and Lutheran Campus Ministry.

FINANCE

Treasurer’s Reports were reviewed by the Council at all regular Council meetings. Unlike in recent years, the general thrust of these reports, through the fall, was for stabilized revenue, coupled with expenses that remained below budget. The trend toward fiscal year-end was for another revenue drop, though incomplete staffing for part of the fiscal year kept expenses under budget, resulting in continued financial stability for the synod. By the May 2014 meeting, with financial results for the first two months of the new fiscal year (February and March 2014), stability continued, though with less margin, since the synod has been fully staffed this year.

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Proposed 2015-2016 Budget

Council Action

SC 14.03.16. Recommendation of Draft 2015-2016 Budget

The Council voted to recommend to the 2014 Synod Assembly the Draft 2015-2016 Budget, as presented.

Synod-Wide Fundraising Efforts

Provision S15.21 of the synod's constitution requires that all fundraising appeals to ELCA congregations by congregations or organizations affiliated with the synod must be approved in advance by either the Synod Council or the Synod Assembly. The following fundraising appeals were approved by the Synod Council. The Annual Bike Ride Fundraiser to support Outreach for Hope was given ongoing approval by the Council in January 2013.

Council Action

SC 14.01.08. Approval of Delegation and Fundraising

The Council voted to approve official delegation status for those from the Greater Milwaukee Synod participating in the Meru committee's September 2014 climb of Mount Kilimanjaro, and for this event to be a recognized fundraising activity within the Greater Milwaukee Synod.

Council Action

SC 14.01.10. Approval of Synod-Wide Fundraising Events

The Council voted to approve two fundraising events for Lutheran Campus Ministry; Campus Ministry Sunday on April 6, 2014 and a Campus Ministry friends/fundraising event on Saturday, October 25, 2014.

Council Action

SC 14.01.27. Approval of Synod-Wide Fundraising Activity

The Council voted to approve a one-time use of the synod Listserve by Serenity Inns, Inc. for fundraising purposes.

Grant Requests

Council Action

SC 13.07.09. Approval of Grant Submission

The Synod Council voted to approve the submission of a grant request to the Siebert Lutheran Foundation for \$21,200.00 to support Lutheran Campus Ministry's Peer Ministry Program.

Council Action

SC 13.11.04. Approval of Grant Submission

The Synod Council voted to approve the submission of a grant request to the Siebert Lutheran Foundation for up to \$40,000 to support the continuation and expansion of a range of synodical programs, including Going Past Safe.

SYNOD ASSEMBLY – 2014 ASSEMBLY PREPARATION

Constitutional Changes

Council Action

SC 13.11.12. Recommend Constitutional Amendments to the 2014 Synod Assembly

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The Council voted to recommend that the 2014 Greater Milwaukee Synod Assembly amend the synod's constitution to reflect changes adopted by the 2013 Churchwide Assembly to provisions **S7.23.** and **S7.26.**, as follows:

S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of this church as may be designated from time to time by the Church Council shall ~~also~~ 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.

S7.26. This synod may establish processes through the Synod Council that permit representatives of ~~mission settings formed with the intent of becoming recognized congregations under development~~ and authorized worshipping communities of the synod, which have been authorized under ELCA bylaw 10.02.03., to serve as voting members of the Synod Assembly, consistent with †S7.21.

Bylaw Changes

Council Action

SC 13.11.13. Recommend Bylaw Conversion to the 2014 Synod Assembly

The Council voted to recommend that the 2014 Greater Milwaukee Synod Assembly convert Bylaw **S6.03.01.** to Continuing Resolution **S6.03.B14.**, as follows:

~~**S6.03.01.**~~ **S6.03.B14.** 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 his or her 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.

A. **Proposed Amendment to Bylaw S10.07.01.**

Secretary Brockmeier recommended amending this bylaw to conform to current practice, based on the near-exclusive use of electronic meetings for special meetings of the Synod Council.

Council Action

SC 13.11.14. Recommend Bylaw Amendment to the 2014 Synod Assembly

The Council voted to recommend that the 2014 Greater Milwaukee Synod Assembly amend Bylaw **S10.07.01.** to reduce the required notice period for special meetings of the Synod Council from five days to one day, as follows:

S10.07.01. 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 and shall be personally delivered or mailed to the members of the Synod Council at least 10 days prior to the meeting. Notice of a special

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meeting may be given in writing or by telephone and shall be given at least one day ~~five days~~ prior to the meeting. Any notice mailed shall be deemed to be given when deposited in the United States mail, with postage thereon prepaid, and addressed to the member entitled to notice. To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically, or by telephone conference, and notice of all meetings may be provided electronically.

Nominations by Synod Council

There were no nominations by the Synod Council for positions to be voted on at the 2014 Synod Assembly at the time of this report.

Resolutions

A total of four resolutions were submitted for consideration by the 2014 Synod Assembly. One of these, on the establishment of a synod endowment fund, was submitted by the Synod Council.

Council Action

SC 13.09.15. Recommendation of Resolution to 2014 Synod Assembly

The Council voted to Recommend to the 2014 Greater Milwaukee Synod Assembly “the establishment of a new and separate fund to be known as the Greater Milwaukee Synod Endowment Fund, (herein referred to as the Fund) and, with the following provisions:

- The purpose of this Fund is to distribute financial support to ministries of the GMS. Those ministries include but are not limited to the following areas: Hunger & Poverty, Justice & Antiracism, International & Global, Youth Leadership & Development, Health & Wellness
- No portion of the distributions of the Fund shall be used for the annual operating budget of the GMS, and,
- The GMS Endowment Fund Committee (herein referred to as Committee) shall be the custodian of the Fund, The committee is to be formed through the action of the GMS Council by appointment or, if the Council decides, by the same process as is followed for the staffing of other synod standing committees. The committee will have the authority to establish the investment plan, after receiving approval of such investment plan from the GMS Council and take appropriate action to carry out that plan. The committee will also have the responsibility to recommend distributions to the GMS Council for their approval. Once approval is granted the Committee would then be responsible to see that distributions is/are carried out as quickly as possible, and,
- The purpose, governance, administration and management of the Fund and Committee will be defined by the plan of operation to be approved by the GMS Council. The Fund will be subject to an annual audit, as part of the GMS audit. In addition, The Committee shall report on a bi-monthly basis the status of the Fund, including investment return, additions, distributions, and make-up of investment portfolio.
- The GMS Council with the advice of the task force working on the creation of the GMS Endowment will select a name by which the GMS Endowment will be known and identified.
- The task force working on the creation of the GMS Endowment will also provide recommendations to the Council regarding the plan of how to attract funds to the Fund.

Recommendations by the Reference & Counsel Committee for all pending resolutions are as follows, with related Synod Council actions noted in this section:

Resolution 1 on Establishment of a Synod Endowment Fund

- The committee recommends adoption of this resolution by the Synod Assembly.

Resolution 2 on Encouraging Voting Member Diversity and Participation

- The committee recommends that this resolution not be adopted by the Synod Assembly.
- **Rationale:** While very sympathetic to the intent of this resolution, the Committee felt legislating solutions to the concerns expressed could, in fact, be counter productive. Such measures would limit flexibility in event planning and perhaps result in unintended consequences. The Committee recognizes that a thorough discussion of these issues is needed within the Synod.

Participation in Synod Assembly

Council Action

SC 14.05.09. Approval of Call to Discussion

The Council voted to approve engaging in discussions on the issue of the diversity or representation at and affordability of the Synod Assembly over the next year.

Resolution 3 on Encouraging Intentional Called Interim Ministry in our Synod

- The Committee forwards this resolution to the Synod Assembly without recommendation. The Committee notes this resolution would have an impact on the Budget being discussed by this Assembly for the upcoming fiscal year. Under the Rules of this Assembly, unless amended, a 2/3 majority of Voting Members is required.

Resolution 4 on Opposing Discriminatory Legislation

- The Committee recommends adoption of this resolution.

Recommendation of Synod Assembly Rules for Elections and Procedures and Synod Assembly Agenda

Council Action

SC 14.03.17. Recommendation of Synod Assembly Rules

The Council voted to recommend the 2014 Assembly Rules for Elections and Procedures and the Agenda for the 2014 Synod Assembly, as presented, to the 2014 Synod Assembly for the Assembly's approval.

Youth Participation in Synod Assembly

Following generally successful efforts to include youth and young adults as voting members of the 2012 and 2013 Synod Assemblies, the Director of Cross+Generational Ministry requested continuation of those years' special offer of participation for non-voting youth and young adult full-time visitors to encourage increased participation by the young in all aspects of the life of the church. Synod Council action this year was to provide these encouragements on an ongoing basis.

Council Action

SC 14.03.18. Approval of Resolution on Youth Participation

The Council voted to approve Cross Generational Ministry's resolution inviting each congregation to send one youth or young adult as a full-time visitor to the 2014 Synod Assembly and future Synod Assemblies, with all such visitors having voice but not vote, and with a reduced fee of \$100 for these visitors, with limited scholarships available from the synod.

Deadlines for Synod Assembly Resolutions

The deadlines for resolutions were included in the rules recommended in SC 14.03.17., and were April 30, 2014 for resolutions or memorials submitted by congregations, committees or clusters; and May 15, 2014 for Synod Council initiated resolutions.

Use of Synod Assembly Offerings

Council Action

SC 14.03.20. Approval of Offering Use

The Council voted to send offerings from the first worship at the 2014 Synod Assembly to ELCA World Hunger and from the second worship at the 2014 Synod Assembly to Refugee Resettlement.

SYNOD ASSEMBLY – 2013 RESOLUTION FOLLOW-UP

Action on 2013 Resolution 1 - Resolution to Revise Structure of Clusters

A task force was created and undertook the review called for in the Resolution. Their report will be submitted to the 2014 Synod Assembly. At its May 2014 meeting, the Synod Council approved action to begin discussions in keeping with the spirit of the Resolution, but extending beyond its original call to action, to explore ways of making connections across existing cluster boundaries.

Council Action

SC 13.09.06. Approval of Cluster Task Force Scope

The Council voted to give wide discretion to the Cluster Task Force in evaluating and making recommendations on the role and structure of clusters within the synod.

Council Action

SC 13.09.08. Approval of Cluster Task Force Formation

The Council voted to appoint Ms. Esther Rusch as Chair of the Cluster Task Force, to appoint Mr. Jerry Key and Ms. Betty Warber as Task Force members, and to allow the Bishop and Executive Committee of the Synod to appoint other Task Force members.

Council Action

SC 14.01.24. Approval of Task Force Members

The Council voted to appoint Ms. MaryBeth Hoffman and Ms. Bridgette Schulz as members of the Cluster Task Force.

Council Action

SC 14.03.13. Approval of Request for Report

The Council voted to request a report from the Cluster Task Force for the May 2014 Synod Council meeting on the status of their work and their proposed presentation to the Synod Assembly.

Council Action

SC 14.05.12. Approval of Call to Discussion

The Council voted to approve a motion that it intentionally address the concept of cross-fertilization across clusters and throughout the synod.

Action on 2013 Resolution 2 - Resolution on the Use of Funds from the Sale of Greater Milwaukee Synod Church Properties

A task force was created and began the review called for in the Resolution. Because they began their work after the completion of the process to distribute funds from the sale of Good Shepherd Lutheran Church, Waukesha's property, in order to benefit from lessons learned in that process, their report will not be complete by the time of the 2014 Synod Assembly. Their additional charge, to provide information regarding options for missional closing and disbursement of assets, will follow from their report.

Council Action

SC 14.01.23. Approval of Task Force

The Council voted to authorize Bishop Jeff Barrow to appoint members of a Funding Policy Task Force, which is charged with developing a policy for the distribution of funds received from any future congregation closings, consistent with Resolution 2 from the 2013 Synod Assembly.

Council Action

SC 14.03.12. Approval of Task Force Members

The Council voted to ratify the appointment by Bishop Jeff Barrow of Rev. Sandra Chrostowski, Mr. Scott Manske, Mr. Matthew Brockmeier, Ms. Cindy Dobberke, and Rev. Vikki Watkins to the Funding Policy Task Force.

Action on 2013 Resolution 3 – Establishment of a Refugee Resettlement Task Force

The formation of this task force, as called for in the Resolution, is complete.

Action on 2013 Resolution 4 – Accompaniment, Awareness-Raising and Advocacy for the People of the Holy Land

As called for in this Resolution, the 2013 Churchwide Assembly was memorialized by the Greater Milwaukee Synod on this issue. Other aspects of implementation, which did not have specified timelines, are in process and under the review of the Synod Council, most recently at its May 15, 2014 meeting.

Council Action

SC 14.01.25. Approval of Committee

The Council voted to approve the creation of a committee to respond to the call in 2013 Synod Assembly Resolution 4 on Accompaniment, Awareness-Raising, and Advocacy for the People of the Holy Land.

Action on 2013 Resolution 5 – In Support of Legislation Prohibiting Employment Discrimination on the Basis of Sexual Orientation or Gender Identity

As called for in this Resolution, the 2013 Churchwide Assembly was memorialized by the Greater Milwaukee Synod on this issue.

Action on 2013 Resolution 6 – Resolution on Compensation Guidelines

The recommendation of Portico's Gold+ Health Plan as that most closely aligned with their previous coverage offering was incorporated into the synod's 2014 Compensation Guidelines for Clergy and for Associates in Ministry, Diaconal Ministers and Lay Professionals, as called for in the Resolution. This plan was also approved by the Synod Council for synod staff.

INITIATIVES

Mark Hanson for Mission Fund – ELCA Foundation

Council Action

SC 13.11.17. Approval of Expenditure

The Synod Council voted to approve the expenditure of \$500 in support of the newly created Mark Hanson for Mission Fund through the ELCA Foundation.

Good Shepherd Fund Grants

A granting process was used during the year to provide funds to applicant ministries from the proceeds of the sale of Good Shepherd Lutheran Church, Waukesha. Total available funds for this initiative were approximately \$430,000.

Council Action

SC 14.01.17. Approval of Grant

The Council voted to approve the dispersal of funds received from the sale of property belonging to Good Shepherd Lutheran Church in Waukesha in the form of a grant of \$100,000.00 to Faith/Santa Fe Lutheran Church, Milwaukee, for the Development of a Latino Lutheran ministry in Waukesha, with the stipulations that the recipient tithe 10% of the grant amount to a ministry beyond the Greater Milwaukee Synod and approved by the synod; that annual reports be submitted to the synod on project activities and finances for the life of the grant as included in the proposals; and that all funds be returned to the synod if the recipient ministry closes or ceases to be affiliated with the ELCA within five years of the date of the award.

Council Action

SC 14.01.19. Approval of Grant

The Council voted to approve the dispersal of funds received from the sale of property belonging to Good Shepherd Lutheran Church in Waukesha in the form of a grant of \$95,000.00 to the Greater Milwaukee Synod Tanzania Committee for a Clean Water Project in Tanzania to be undertaken in partnership with the Greater Milwaukee Synod Meru Diocese Partnership Committee, with the stipulations that the recipient tithe 10% of the grant amount to a ministry beyond the Greater Milwaukee Synod and approved by the synod; that annual reports be submitted to the synod on project activities and finances for the life of the grant as included in the proposals; and that all funds be returned to the synod if the recipient ministry closes or ceases to be affiliated with the ELCA within five years of the date of the award.

Council Action

SC 14.01.20. Approval of Grant

The Council voted to approve the dispersal of funds received from the sale of property belonging to Good Shepherd Lutheran Church in Waukesha in the form of a grant of \$75,000.00 to St. Matthew's Evangelical Lutheran Church, Wauwatosa, for support of the work of Just One More Ministry, with the stipulations that the recipient tithe 10% of the grant amount to a ministry beyond the Greater Milwaukee Synod and approved by the synod; that annual reports be submitted to the synod on project activities and finances for the life of the grant as included in the proposals; and that all funds be returned to the synod if the recipient ministry closes or ceases to be affiliated with the ELCA within five years of the date of the award.

Council Action

SC 14.01.21. Approval of Grant

The Council voted to approve the dispersal of funds received from the sale of property belonging to Good Shepherd Lutheran Church in Waukesha in the form of a grant of \$75,000.00 to All People's Lutheran Church, Milwaukee, for a Food Security Program, with the stipulations that no funds be used for the portion of the grant proposal dealing with the acquisition of a house; that the recipient tithe 10% of the grant amount to a ministry beyond the Greater Milwaukee Synod and approved by the synod; that annual reports be submitted to the synod on project activities and finances for the life of the grant as included in the proposals; and that all funds be returned to the synod if the recipient ministry closes or ceases to be affiliated with the ELCA within five years of the date of the award.

Council Action

SC 14.01.18. Rejection of Grant

The Council voted to reject the dispersal of funds received from the sale of property belonging to Good Shepherd Lutheran Church in Waukesha in the form of a grant of \$75,000.00 to Our Savior's Lutheran Church, West Bend, for a Community Development project in El Salvador.

Council Action

SC 14.03.11. Approval of Grant

The Council voted to approve the dispersal of funds received from the sale of property belonging to Good Shepherd Lutheran Church in Waukesha in the form of a grant of \$75,000.00 to Our Savior's Lutheran Church, West Bend, for a Community Development project in El Salvador, with the stipulations that the recipient tithe 10% of the grant amount to a ministry approved by the synod; that annual reports be submitted to the synod on project activities and finances for the life of the grant as included in the proposals; and that all funds be returned to the synod if the recipient ministry closes or ceases to be affiliated with the ELCA within five years of the date of the award.

Council Action

SC 14.01.22. Rejection of Dispersal of Funds

The Council voted to reject the transfer of funds in the amount of \$10,000.00 received from the sale of property belonging to Good Shepherd Lutheran Church in Waukesha to the Greater Milwaukee Synod Endowment Fund.

Mt. Meru Coffee Project

Council Action

SC 14.03.14. Approval of Mt. Meru Coffee Project Bylaw Revision

The Council voted to approve amendments to the Mt. Meru Coffee Project's bylaws as follows:

Article V Section 2 (b) Number and Term of Directors. The number of Directors of the Corporation shall be ~~eight~~ twelve, one of whom shall be the Corporate Member's bishop, who shall serve as a Director ex officio. Except as otherwise provided with respect to (i) the terms of the initial Directors, (ii) an interim appointment to fill a vacancy, and (iii) the Corporate Member's bishop, each Director shall hold office for a term of three years or until such Director's successor shall have been duly elected or until such Director's death, resignation, or removal. Directors need not be residents of the State of Wisconsin. One of the twelve Director's positions shall be assigned by the Corporate Member's Bishop, who shall act as the Corporate Member's representative if the Corporate Member's Bishop is unable to

attend meetings.

Article V Section 2 (c) Term Limitation. Directors may be reelected, but no Director (except the Corporate Member's bishop, who shall serve as a Director ex officio) shall be eligible for reelection after being elected for and serving three successive three year terms (following a partial term if initially elected as a Director to fill a vacancy) ~~until at least one year shall have elapsed after the end of the third successive three-year term.~~ **unless a request is made to the Corporate Member Council to extend the term of a Director for up to five successive three-year terms. The term of any Director may be renewed if at least one year shall have elapsed, where the individual is not a Director of the Corporation, after the end of the third, fourth or fifth successive three year term.**

Section 4. Removal. The Corporate Member may, with or without cause, remove one or more Directors or the entire Board of Directors. Further, upon the advance consent of the Corporate Member, a majority of the Board of Directors may remove one or more individual Directors (except the Corporate Member's bishop **or his/her assignee**, who shall serve as a Director ex officio), with or without cause, at any regular or special meeting of the Board of Directors.

Council Action

SC 14.03.15. Approval of Mt. Meru Coffee Project Directors

The Council voted to approve as Directors of the Mt. Meru Coffee Project Mr. Thomas Schaefer, member of Fox Point Evangelical Lutheran Church as a new director for a term ending in June 2016; Mr. Andrew Petersen, member of St. John's Lutheran Church, Brookfield, as a new director for a term ending in June 2017; Mr. Jerry Schmidt and Mr. David Hammer, both as continuing directors to serve a fourth term ending in June 2015; Mr. Ronald Bohrer, as a continuing director serving a fourth term ending in June 2017; and Mr. Fred Meyer and Mr. Walter Chossek, both to serve as continuing directors to serve a fourth term ending in June 2016.

International Companion Program

Council Action

SC 14.05.06. Approval of Program Participation

The Council voted to approve synod participation in the International Companion Program for the 2015 Youth Gathering for two participants, at a total cost of \$6,000.

Transparency in Anti-Racism Training Participation

Council Action

SC 14.05.13. Approval of Adding Information to Minutes

The Council voted to approve the addition to a column to the Council minutes format to indicate when each member last participated in synod-approved Anti-Racism Training.

Disposition of Property and Use of Assets Received

SC 14.05.14. Approval of Potential Funds for Spirit Alive!

The Council voted to approve an extension of action in May 2013 (SC 13.05.05.) setting aside a sum of up to \$150,000.00, for Spirit Alive! to purchase available real estate, with funds to be taken from the old new mission start, and the balance from the proceeds of the sale of St. Andrew's, for use within one year of this date.

Use of Surplus Synod Funds

SC 14.03.08. Approval of Use of Funds

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The Council voted to approve the use of surplus funds from the fiscal year ending January 31, 2014, with 1) \$20,000 to support Latino ministry in Racine, via the ELCA; 2) \$10,000 to the Bishop's discretionary fund; 3) \$10,000 (adjusted to meet actual surplus) into staffing reserve; 4) \$10,000 to Cross Generational Programming, and; 5) \$13,000 to the Fund for Leaders (Mark Hansen Fund) at the ELCA.

Synod Logo

Completing the process initiated before the 2013 Synod Assembly, the Synod Council acted to replace existing printed material with material bearing the new synod logo.

Council Action

SC 13.07.07. Approval of Printing

The Council voted to approve printing of letterhead and envelopes by PrintPlace.com as quoted.

PERSONNEL

The Synod Council regularly addressed personnel action, including synod calls, status changes for rostered leaders, and other appointments.

Approval of Synod Calls

Council Action

SC 13.07.05 Approval of Call

The Synod Council voted to approve a motion stating that "The Greater Milwaukee Synod of the Evangelical Lutheran Church in America calls Rev. Victoria Simon to serve as Chaplain at Allay Home and Hospice, Mequon."

Council Action

SC 13.09.09. Approval of Call

The Synod Council voted to approve On Leave from Call Status for Rev. Amy Becker and Rev. Rod Nordby.

Council Action

SC 13.09.10. Approval of Call

The Synod Council voted to approve a Call to Synod Interim Ministry for Rev. Viviane Thomas-Breitfeld.

Council Action

SC 14.01.09. Approval of Calls

The Council voted to approve synod calls to Rev. Kara Baylor to serve as Campus Pastor at Carthage College and to Rev. Nicholas Slater to serve as Chaplain at Shorehaven in Oconomowoc.

Council Action

SC 14.02.01. Approval of Call

The Synod Council voted to call Rev. Steve Kuhl to serve as Rector of St. Mark's Episcopal Church.

Council Action

SC 14.03.05. Approval of Call

The Council voted to approve a synod call to Ms. Stephanie Luedtke, AIM, to serve as Director of Cross Generational Ministry for the synod.

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Council Action

SC 14.05.07. Approval of Term Call

The Council voted to approve a renewed one-year term call to Rev. Chuck Brummond in his role as Director of Rostered Leadership.

Approval of On Leave from Call Status

Council Action

SC 13.11.05. Approval of On Leave from Call Status

The Synod Council voted to approve On Leave from Call Status for Rev. Michael J. McAllister effective July 28, 2013.

Council Action

SC 14.05.03. Approval of On Leave from Call Status

The Council voted to approve On Leave from Call Status for Ann Williams, and an extension of On Leave from Call Status for Rev. Mark Ziemann.

Approval of Retired Status

Council Action

SC 14.03.06. Approval of Retired Status

The Council voted to approve Retired status Rev. Barb Rasmussen (effective 3/1/2013); Rev. Bob Scheuermann (effective 3/1/2013); Rev. Gail Brodersen-Heins (effective 7/1/2013); Rev. Steve Wohlfeil (effective 7/1/2013); Rev. Dennis Jacobson (effective 10/1/2013); Rev. Frank Janzow (effective 9/1/2013); Deaconess Jan Janzow (effective 9/1/2013); Rev. Jim Barsch (effective 1/1/2014); and Rev. David Shelstad (effective 1/1/2014); and to approve Retired status to all rostered leaders approved by action of the bishop prior to March 1, 2013.

Council Action

SC 14.05.04. Approval of Retired Status

The Council voted to approve Retired Status for Rev. Paul G. Hill, effective 3/1/2014; and for Rev. Paul A. Schwan, effective 6/30/2014.

Approval of Disability Status

SC 14.05.08. Approval of Disability Status

The Council voted to approve Disability Status for Rev. Ingrid U. Huebner.

Approval of Appointments

Council Action

SC 13.06.01. Approval of Replacement Churchwide Assembly Voting Member

The Synod Council voted to approve the selection of Rev. Vicki Watkins, Chaplain at Columbia St. Mary's Hospital in Milwaukee, as At-Large Clergy Voting Member of the 2013 Churchwide Assembly to fill the vacancy created by the withdrawal of Rev. Kris Totzke.

Council Action

SC 14.03.07. Appoint Seminary Board Member

The Council voted to appoint Mr. Ron Jones to the Board of Directors of Wartburg Theological Seminary, Dubuque, Iowa.

Housing Allowances

Council Action

SC 13.11.11. Approval of 2014 Housing Allowance

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The Council voted to approve 2014 Housing Allowances for Bishop Jeffrey Barrow (\$35,000), Rev. Charles A. Brummond (\$22,200), Rev. Mary Martha Kannass (\$15,330) and Rev. James Bickel (\$34,000).

Council Action

SC 13.12.01. Approval of Expenditure

The Synod Council voted to approve a corrected 2014 Housing Allowance for Rev. Charles A. Brummond in the amount of \$25,200.00.

Employee Handbook

The Synod Council also approved a new employee handbook for synod staff, with the intent of sharing the document with congregations as a model. For reasons of liability and the need for customization of personnel policies, Synod Attorney Stephen Knowles subsequently recommended against sharing the handbook.

Council Action

SC 13.09.12. Approval of Amendment to Motion

The Council voted to amend the motion to approve the Employee Handbook by adding the words “at the employee’s discretion” following “The Synod provides up to twenty working days” in the first sentence of the Maternity/Paternity Leave section, and adding the sentence “The leave must be completed within six (6) months after the placement of the child or the date a newborn child leaves the hospital” to the end of the same paragraph.

Council Action

SC 13.09.13. Approval of Employee Handbook

The Council voted to approve the Employee Handbook as amended in SC 13.09.12.

Bishop Barrow continued to emphasize his priority to encourage the development of healthy leaders and healthy congregations.

Council Action

SC 13.11.08. Approval of Amendment to Employee Handbook

The Council voted to change the duration of paid maternity/paternity leave in the Synod Employee Handbook from twenty (20) working days to thirty (30) working days.

Council Action

SC 13.11.07. Approval of Action to Provide Personnel Information to Congregations

The Council voted to direct Secretary Mr. Matthew Brockmeier to contact Synod Attorney Mr. Stephen Knowles to determine, first, if there was any appropriate means of sharing the synod’s Employee Handbook with congregations within the synod and, if that is not possible, to ask Attorney Knowles to draft a model employee handbook for distribution within the synod.

Compensation Guidelines

The Synod Council thoroughly reviewed compensation guidelines for clergy, associates in ministry, diaconal ministers and lay professionals called by congregations. A key consideration was an adjustment in the recommended compensation scales to increase the rate of pay more for less experienced pastors than for those with more experience, in part to address issues created by the new age-dependent health insurance premiums from Portico, and in part to address comparisons with other synods in our region.

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Council Action

SC 13.09.18. Approval of Recommended 2014 Pay Scale for Rostered Leaders

The Council voted to approve the Minimum Compensation Guidelines for 2014 for congregations as presented.

Council Action

SC 13.09.19. Approval of Compensation Guidelines

The Council voted to approve the 2014 Compensation Guidelines for Clergy and the 2014 Compensation Guidelines for Associates in Ministry, Diaconal Ministers and Lay Professionals as presented.

Other Personnel Action

The Synod Council also took action to approve participation in Portico's Gold+ Health Benefit Plan, consistent with 2013 Synod Assembly Resolution 6, and to approve a cost of living increase for synod staff.

Council Action

SC 13.09.20. Approval of Health Care Plan for Synod Employees

The Council voted to approve participation in the Portico Gold+ Health Benefit Plan for synod employees in 2014.

Council Action

SC 13.11.10. Approval of Cost of Living Increase for Synod Staff

The Council voted to approve a modification to the 2014-2015 budget to allow a Cost of Living Increase of two percent (2%) for synod staff for the year beginning February 1, 2014.

ADMINISTRATIVE

Council Action

SC 13.09.17. Approval of Synod Office Lease Extension

The Council voted to approve an extension of the synod's office lease through September 30, 2014 at a rate of \$2,169 per month.

Council Action

SC 13.11.09. Approval of Modified Synod Office Lease

The Council voted to approve a revised lease agreement with Ascension Lutheran Church for the period from October 1, 2013 through September 30, 2016 at a base rate of \$2,169.00 per month, including provision for the lease to be opened for discussion when Ascension has final plans for any construction or movement of offices in the building, and that the synod may cancel the lease if Ascension and the synod cannot come to mutual agreement regarding any such construction or movement.

Council Action

SC 13.11.03. Approval of Synod Attorney

The Synod Council voted to approve the open-ended appointment by Bishop Jeff Barrow of Attorney Stephen L. Knowles, of Borgelt, Powell, Peterson & Frauen S.C. as the Synod Attorney, and to report this appointment to the Synod Assembly and the ELCA secretary, in conformity with synod constitutional provision †S8.13.

Council Action

SC 14.01.12. Approval of Funding for Potential Severance Package

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The Council voted to approve the expenditure of synod funds, if needed, for a possible severance package for Peace Lutheran Church, Milwaukee, with the additional provision that the Council will receive frequent status updates.

Council Action

SC 13.11.15. Approval of New Continuing Resolutions

The Council voted to approve new continuing resolutions to: define lay representation for congregations at the Greater Milwaukee Synod Assembly (S7.21.A13.); note the vice president's role in the disciplinary process for members of congregations (S8.22.A13.) and ex officio position on the Board of Directors of Outreach for Hope, Inc. (S8.22.B13.); require Anti-Fraud Policy affirmation by staff and volunteers of the Greater Milwaukee Synod (S10.05.B13.); require participation by members of the Synod Council and synod employees in Anti-Racism Training (S10.07.A13.); and note the Synod Executive Committee's role in the disciplinary process for members of congregations (S11.01.A13.) as follow:

S7.21.A13. 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.).

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 clergy) to consider such charges. A copy of the written charges shall be provided to the consultation panel and the accused member(s).

S8.22.B13. The vice-president shall serve ex officio as a member of the Board of Directors of Outreach for Hope, Inc.

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.

S10.07.A13. All members of the Synod Council, and all Synod employees, shall participate in an approved multi-day 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.

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.

Signed,

Mr. Matthew Brockmeier
Secretary, Greater Milwaukee Synod, ELCA
May 2014