

Greater Milwaukee Synod, ELCA
Summary of the Synod Council Meeting
September 18, 2014

Trinity Lutheran Church
140 North Seventh Avenue, West Bend, Wisconsin

Ignited by God's love, Burning for Justice, We embrace the world

Attendance

Name	Cluster/Position	Term Ends 8/31	Present	Absent	Anti- Racism
Ms. Sue Schmidt-Decker	Kenosha/West Racine	2017	X		Pending
The Rev. Steve Blyth	Lake Country	2015	X		1/2013
Ms. Ar Lee	Milwaukee 1	2017	X		Pending
The Rev. Lisa Bates-Froiland	Milwaukee 2	2017		X	1/2011
The Rev. Carolyn Fredriksen	Milwaukee 3	2015		X	Pending
Mr. Al Van Lith	Milwaukee 4	2015		X	Pending
Mr. Tom Gauthier	Northern Lakeshore	2017	X		9/2013
The Rev. David Schoob	Northwest	2017	X		9/2013
Vacant	Racine	2017			
The Rev. Sherrie Lorbeck	Waukesha	2015	X		1/2007
The Rev. Jay McDivitt	At Large	6/2014	X		Pending
Ms. Debra Taylor	At Large	2015		X	Pending
Mr. Jerry Key	At Large	2015	X		9/2013
Mr. Scott Manske	Vice President	2017 (1)	X		Pending
Mr. Matthew Brockmeier	Secretary	2015 (1)	X		1/2012
Mr. Lee Johnston	Treasurer	2017 (2)	X		Pending
The Rev. Jeff Barrow	Bishop	2016 (1)	X		1/2008
Mr. Jack Walch	Youth Representative	2015	X		Pending
Mr. Jonathan Barker	Young Adult Rep.	2017	X		9/2013

Also present were Rev. Chuck Brummond, GMS Director of Rostered Leadership; Rev. Sandy Chrostowski, GMS Director of Evangelical Mission; Ms. Stephanie Luedtke, GMS Director of Cross+Generational Ministry; and Ms. MaryBeth Hoffman, Chair, GMS Reconciling in Christ Ministry Team.

Initial Action Items

The meeting began with discussion on the nomination by Cross+Generational Ministry of Mr. Jack Walch as Youth Representative on the Synod Council.

Council Action

Appointment of Youth Member

The Council voted to appoint Mr. Jack Walch as the Youth Representative on the Synod Council to fill a vacancy through August 2015.

Vice President's Remarks

Vice President Manske outlined the work of the Council for the coming year. Several action items were received from the Synod Assembly, which will be discussed later in the agenda. There will also be a need for Council members to be involved in some discussions in the focal areas. Mr. Manske urged participation, citing the ELCA's capital campaign as an example. Of immediate concern is that congregational giving to the synod is decreasing, with more congregations unable to meet giv-

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ing targets. This is an area of concern and for additional discussion, with special attention to struggling congregations and their stories. Part of Mr. Manske's goal is building greater awareness of the problem.

Bishop's Report

The bishop began with updates on staff, including former synod staffer Rev. Paula Canby's decision to leave Faith/Santa Fe Lutheran Church to go to On Leave from Call status. The synod is involved in clarifying issues at Faith/Santa Fe.

He went on to report that Ms. Tracy Apps had completed her time at the synod, noting that the Director of Communication position tends to turn over every two to three years. An offer has been made to someone to replace Ms. Apps.

There was a question regarding changes at Peace Lutheran Church, Milwaukee. Work with that congregation continues.

Council Action

SC 14.09.08. Approval of On Leave from Call Status

The Council voted to approve On Leave from Call Status for Rev. Paula Canby and Rev. Earnest Tate.

The bishop introduced the question of calling Jeanne Solik, AIM, to chaplaincy. He reported that she had entered the process toward ordination ten years ago or more, but had stepped back before the ELCA resolved questions having to do with sexual orientation and ministry in 2009. He said she has completed seminary study and been a marvelous chaplain. She has now come back to get a position requiring rostered status. She is only called to chaplaincy, and has no desire to go into a parish. This call is to expedite the process and avoid undue hardships in getting her placed.

Council Action

SC 14.09.09. Approval of Call

The Council voted to approve a call to Jeanne Solik, AIM, to serve as Chaplain at Children's Hospital, Milwaukee.

Council Action

SC 14.09.10. Approval of Retired Status

The Council voted to approve retired status for Rev. James O. Olia, effective August 1, 2014.

Council Action

SC 14.09.11. Approval of Transfer

The Council voted to approve the transfer of Rev. Dr. Martin J. Lohrmann from the Southeastern Pennsylvania Synod to the Greater Milwaukee Synod.

The bishop talked about his personal time of renewal over the summer, including travels and his annual canoe trip to the Boundary Waters. His reflections included the difficulty of collegiality in an individualized world, leading to isolation. "One of the biggest worries synod staff has is isolation. We need to have a group of people who will attend the theological conference no matter who is speaking." This conference now includes lay people, but the bishop wants more people to attend. The synod continues to steer wellness money to this type of activity. The bishop wants to build collegiality to the point "where we feed off of each other."

He is also encouraging visitation, noting that a lack of visitation is common in too many congregations. "When this fails to be a priority there is a disconnect that manifests itself in other areas.

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Once the rostered leaders get disconnected there will be an issue” in congregations. “We need to raise this as a point of discussion – how much visitation do we do?” The bishop ended his remarks with comments on attending a service at Faith Lutheran Church, Cedarburg and being part of a rite they’d created for thanksgiving and recovenanting on the return from sabbatical of their pastor, Rev. John Norquist. The bishop appreciated the formal recognition of their life together. For bishops, he said, the greatest pleasure is worshipping with our congregations.

Treasurer’s Report

Treasurer Mr. Lee Johnston spoke about the profit loss actual vs. budget report for the period through July. Giving was at 93%, down approximately \$75,000 from budgeted receipts. Mr. Johnston noted that this was roughly the same as where the synod was last year at the same time. He expects the synod to end the year about \$100,000 below budget for income. He went on to say that savings due to staff vacancies has helped, so that net income is ahead for the fiscal year to date (a surplus of \$7,500 as opposed to a budgeted deficit of \$17,000). Mr. Johnston said that the question will be how to look at this and how can it be turned around from a stewardship standpoint. He will be meeting with other synod treasurers next week at a conference, at which they plan to share and explore concerns.

He continued by reporting that giving for August was the lowest for any August in nine years, adding that Director of Finance Mr. Dave Groenewold is very concerned. The largest concern is that if this is a trend for the rest of the fall the synod could have some serious financial issues, with additional concern that next year may be very difficult for our budget if these trends continue. Mr. Manske noted that the synod is losing ground on actual versus budget with the August results, and now will be back to full staffing. The bishop added that the synod has a staff reserve account, which can add support for staff costs for about a year. Some very loyal congregations, he said, have crises and cannot contribute as they are accustomed. Rev. Sandy Chrostowski reported that she has been reaching out to retired pastors to meet with congregations with the biggest fall-offs in giving, approximately 25 congregations. This has represented big reductions in mission support. She said that this is a new effort, with a focus on working with very good pastors who want to support the work of the synod. The bishop also noted that ministries like Outreach for Hope and the synod’s global partners have grown, a trend partly explained by direct giving to other missions. Rev. David Schoob expressed concern about funds going in other directions, with Rev. Chrostowski confirming that this is happening. The bishop said that one ongoing problem is that the institution of the larger church is sometimes suspect, and has been for decades. Mr. Manske ended this portion of the discussion by noting that the Council will have more discussion on this at future meetings, adding that The LIFT analysis showed that giving to synods is typically cut first when congregations have financial problems.

Council Action

Approval of Financial Statements

The Council voted to approve the synod’s financial statements as of July 31, 2014 as presented.

Action Items – Old Business

- A. **Approval of Greater Milwaukee Synod Endowment Fund Plan** – Mr. Manske introduced this document for discussion by noting that it was essentially the same as the document provided to the Council in July, with the only substantive change being to limit investments to the pooled endowment trust fund of the ELCA. He reported that Rev. Jim Bickel had no issues with the document as it stands. He said that it represents a bylaw-type

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approach, though the Fund will not be separately incorporated. Approval of the document will allow the synod to begin recruiting individuals, with two individuals, Rev. Ted Romberg, retired and Mr. Larry Nines who have agreed to serve. Mr. Johnston was asked whether he was still interested, responding that he needs to consider before agreeing. Mr. Tom Gauthier asked whether the document represented “good bylaw language,” with Mr. Manske responding that it was drafted by two attorneys, followed by his own review of similar documents from other church endowment funds. One modification incorporated was to find a method to smooth giving based on long-term expectations, rather than an immediate response to market conditions.

Council Action

Approval of Endowment Fund Plan

The Council voted to approve the Greater Milwaukee Synod Endowment Fund Plan as presented.

- B. Proposed Contribution to Pastoral Counseling Service** – Secretary Mr. Matthew Brockmeier raised concerns about what appeared to be financial and compensation practices not consistent with nonprofit standards in the operation of Pastoral Counseling Service, with special attention to a lack of responsiveness to falling income in recent years and financial statements that left open significant questions about compensation. These concerns, he said, were aside from the issue of financial fraud that prompted their request. Mr. Gauthier renewed a question from July about whether the fraud was covered by insurance; the answer was not known. The bishop reported that he had heard nothing more from the service since their original letter requesting assistance in June.

Council Action

Rejection of Contribution Request

The Council voted to reject Pastoral Counseling Service’s request for a contribution of \$1,000.00 to offset the impact of financial fraud.

- C. Approval of Employment by Synod of Rev. Gabriel Marcano Through August 31, 2016** – Discussion began with background information, including the granting of R1 immigration status to Rev. Marcano and the synod’s role as fiscal agent. Rev. Marcano is waiting for his Social Security number, working full-time for Emmaus/Emaús Evangelical Lutheran Church in Racine and taking classes to complete his requirements for candidacy. Emmaus/Emaús is covering housing costs at up to \$700 per month, at least for this year.

A motion was made by Bishop Barrow for the synod to act as fiscal agent for Rev. Gabriel Marcano to provide pastoral services to Emmaus/Emaús Evangelical Lutheran Church in Racine for the period from December 1, 2014 through August 31, 2016

Rev. Jay McDivitt expressed concern with the very low salary specified in the agreements with Rev. Marcano, with Rev. Chrostowski responding that the ELCA’s immigration lawyer arrived at this figure based on his status. Bishop Barrow added that this is intended to be a short-time status to get him established in this country. It was also stated that if Rev. Marcano receives his green card before the end of the two-year period the congregation will become his fiscal agent. A follow-up question from Rev. McDivitt was whether there was funding from the national church, in support of mission development. Rev. Chrostowski responded that there had been ELCA funding beginning in 2009, but that it had reached the end of its life, with the ELCA typically supporting start-ups for a shorter period than in the past. It was also noted that Emmaus/Emaús was the largest recipient of Outreach for Hope

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funding. Mr. Jerry Key asked about long-term prospects for this ministry, with Bishop Barrow responding that he is not sure, but that some money may be freed up by a pending retirement. Rev. David Schoob returned to the issue of pay scale, asking whether it is justice to pay what is effectively a half-time salary for full-time work, and whether there was flexibility for Rev. Marcano to spend a significant amount of his time studying. Rev. Chrostowski responded that full-time work is required for candidacy.

The discussion turned to the question of funding, with Rev. McDivitt asking where the money will come from. Mr. Manske indicated that it could come from reserve funds, with the bishop saying that “we are being asked to go on faith tonight – based on justice. We stand to say that we want this to happen.”

Rev. McDivitt expressed concern about whether the Council was overstepping its authority in committing funds, rather than seeking action by the Synod Assembly. He also questioned specifically why the ELCA ended funding for this ministry at Emmaus/Emaús, whether there is a plan for what happens to Rev. Marcano after this phase is complete, and what the synod’s capacity is to do this. Bishop Barrow responded that the goal is to get Rev. Marcano established as a rostered ELCA pastor, then made available to the whole church. He said that the synod’s concern is to develop leadership. Rev. Schoob questioned why the synod was taking an interest in Rev. Marcano specifically. The bishop responded that he had been identified locally, and that the candidacy committee and national church wanted this process to move forward. Rev. Chrostowski noted that Rev. Jhon Freddy Correa had been brought to ELCA ministry in the same way. Mr. Johnston asked why he was placed here, with Rev. Chrostowski answering that Rev. Correa had identified him. The bishop said “is there a great risk in this? Yes. But there is also a risk of not acting and remaining a predominantly white church.” Mr. Johnston stated that the synod has funds available in its reserves, though using those funds would make planning tougher. He noted that the next budget to be acted on by the Synod Assembly will be for the 2016-2017 fiscal year, adding that the Synod Council may amend the existing budget. Inserting a note of optimism, the bishop said that even though the first six months of the fiscal year were tough, there was still the chance the synod could have good months for the rest of the year, which would cover this expense. Ms. MaryBeth Hoffman said that Milwaukee County was willing to pay for college if she agreed to work for them for a number of years, and asked whether that was a possibility in this case. Rev. Chrostowski said that it was not, since “we raise up leaders for the whole church.”

Rev. McDivitt said that he was in support of continuing to support Rev. Marcano, but was concerned about us doing this alone: concerned about the whole synod not owning this. He went on to say that he does not want to take funding out of reserves, reiterating his concern about the ELCA no longer funding this ministry and that the synod is not paying him enough. Rev. Chrostowski asked how ownership by the synod could happen. She said “it is so difficult for ethnic-specific leaders – we put so many obstacles in front of them – this is the system we have to work with.” Mr. Key affirmed Rev. Chrostowski’s statement, adding that people of color “have a problem getting into the synod. If we are a synod that believes that ministry is worth something, why would we not use reserves; we know where it is, and we have control over it.” Rev. Schoob said the question is whether we want this individual, opining that “he can bring real life to the church.” He added that it is not about the ministry at Emmaus specifically, but about Rev. Marcano coming to ministry. Additional discussion by Rev. McDivitt and Bishop Barrow regarding getting information out to the synod.

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Mr. Key said that “the words are not adding up, this is a smokescreen” in opposition to the amendment. Mr. Gauthier said that “we want the whole synod to own this, to get the word out.” Mr. Key responded that the synod needs to rethink how it approaches ethnic ministry, saying that this can be a stalling tactic. Rev. Chuck Brummond noted that there are a lot of ministries in our synod that could use money, asking whether the synod is prepared to make similar efforts on their behalf. He questioned whether the Council would want to get “into that mode of fundraising.” Ms. Hoffman asked whether the synod should have a budget in place to do this work. Mr. Key said that there should be another way of doing this. Mr. Johnston said that this effort was raising up the issue of the synod taking a stance to commit to ethnic ministry for the church. He added that having enough money for this is not in question, and that putting a cap on the amount was an effort to provide realistic expectations for the financial impact. Rev. Schoob asked whether this will have the effect that the synod wants. “We want the whole synod to own this, but when we individualize, perhaps people will begin to pick and choose which items we support.” We should “frame it as something that we do – as a piece of that larger budget.” Rev. Sherrie Lorbeck said that this relates back to the congregational experience, where there are always things that come up outside of the budget. “This is building up leadership for the future. What is our priority here, what do we want to lift up? Here is something that has come to our attention, this is a priority, this is a need; we want everyone to be informed about this.” Rev. McDivitt said that his congregation uses percentage based benevolence. When they received the letter asking for support for the Mt. Meru Coffee Project, they send funds, and if they get a letter about this, they would probably support. He indicated in fact that they already plan to send between \$12,000 and \$15,000 for this ministry. Despite that, he believes this commitment is “a little overreaching.” Responding, the bishop said “I think we need to address this. I guard the \$200,000 reserve because that is where we can do things. The lion’s share has been involving congregations with people of color,” especially calls for pastors of color, and for congregations that are stressed. Mr. Key said “that makes sense, this isn’t personal, but this is how systems work – you may send a check, but someone else may specifically decide not to. This opens the door to picking and choosing.” Rev. McDivitt responded that this is a decision made to put money into this project, and that the synod needs to ask everyone to help support it. Mr. Key said that “we are at the point of looking at racist/anti-racist identity. Choices are being made, and people think they have the OPTION to support what Christ is about,” rather than knowing that “you are part of us.” Mr. Manske told the Council he appreciated the tone of the discussion.

Council Action

Approval of Fiscal Agency

The Synod Council voted to approve the synod acting as fiscal agent for Rev. Gabriel Marcano to provide pastoral services to Emmaus/Emaús Evangelical Lutheran Church in Racine for the period from December 1, 2014 through August 31, 2016, expenditures not to exceed \$57,000. Synod Council and staff will make an intentional effort to invite support across the whole synod to support this ministry.

After the vote Mr. Manske said the letter to the synod will need careful preparation and review.

Action Items – New Business

- A. Election of Non-Officer Executive Committee Members** – Mr. Manske gave thanks for the “dedicated service to the Council” of Ms. Marge Puntarec, who recently resigned due to

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new work scheduling conflicts with future Council meetings, noting also that she had served on the Executive Committee for the past year. There was discussion on continuing the service of the remaining two non-officer members of the committee, and seeking a third person to serve for the next year. Rev. Lorbeck agreed to serve.

Council Action

Approval of Executive Committee Members

The Council voted to elect Rev. Sherrie Lorbeck, Ms. Debra Taylor and Mr. Al Van Lith to the Executive Committee for terms through August 2015.

B. 2014-2015 Synod Council Meeting Schedule

Council Action

Approval of Council Meeting Schedule

The Council voted to approve its meeting schedule through September 2015, including meetings of the full Council and of the Executive Committee.

Council meetings:

- Thursday, November 20, 2014 – Cross of Life Lutheran Church, Brookfield
- Thursday, January 22, 2015 – Christ the Servant Lutheran Church, Wauwatosa
- Thursday, March 19, 2015 – Lord of Life Lutheran Church, Kenosha
- Thursday, May 7, 2015 – St. Matthew Lutheran Church, Palmyra
- Thursday, July 16, 2015 – Bishop Jeff Barrow's Home
- Thursday, September 24, 2015 – The Lutheran Center, Chicago

Executive Committee meetings (electronically):

- Wednesday, November 12, 2014
- Wednesday, January 14, 2015
- Wednesday, March 11, 2015
- Wednesday, April 29, 2015
- Wednesday, July 8, 2015
- Wednesday, September 16, 2015

C. Approval of Bylaw Amendments for Outreach for Hope

Council Action

Approval of Outreach for Hope Bylaw Amendments

The Council voted amendments adopted by the Board of Directors of Outreach for Hope, Inc., as follows, with the added provision that the Council recommends Outreach for Hope, Inc. adjust its fiscal year to match that of the synod:

Article V Directors

Section 2. Number and Qualifications of Directors.

(b) Number and Term of Directors. The number of Directors of the Corporation shall be at least seven and not more than twelve, one of whom shall be the Corporate Member's vice president, 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 vice president, each Director shall hold office for a term or terms of three years or until such Director's successor shall have been duly elected or until such Director's death, resignation, or removal.

(c) Term Limitations. ~~A Director may be elected to two consecutive completing a three-year terms, may not be elected to a succeeding three-year term and~~ Following completion of two

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~~three-year terms a person may not then serve on be elected to the Board until at least one year has elapsed. A person elected as a Director to fill a vacancy may be elected to a one or more succeeding three-year terms. and a Director completing a three-year term may be elected to fill a vacancy. Subject to these exceptions, a~~

Section 15. Director Conflicts of Interest. No contract or other transaction between the Corporation and one or more of its Directors or any other corporation, firm, association, or entity in which one or more Directors are directors or officers or have a material financial interest shall be either void or voidable because of such relationship or interest or because such Director or Directors are present at the meeting of the Board of Directors or a committee thereof that authorizes, approves, or ratifies such contract or transaction or because their votes are counted for such purpose, if (1) the fact of such relationship or interest is disclosed or known to the Board of Directors or committee that authorizes, approves, or ratifies the contract or transaction by a vote or consent sufficient for the purpose without counting the vote(s) or consent(s) of such interested Director(s); or (2) the fact of such relationship or interest is disclosed or known to the Corporate Member and the Corporate Member has authorized, approved, or ratified the contract or transaction; or (3) the contract or transaction is fair or reasonable to the Corporation. Common or interested Directors may be counted in determining the presence of a quorum at a meeting of the Board of Directors or a committee thereof that authorizes, approves, or ratifies such contract or transaction. Notwithstanding the foregoing, however, no Director shall be permitted to vote on an allocation of funds for an organization employing such Director (or a member of such Director's immediate family) or with which such Director (or a member of such Director's immediate family) has an ongoing relationship. Consistent with the requirements of the Corporate Member, all Directors, Officers and members of all committees of the Corporation shall affirm in writing the Corporate Member's Anti-Fraud and Operational Ethics policies at the onset of their service, and thereafter at intervals determined by the Corporate Member.

Article VII Officers

Section 2. Election. The officers of the Corporation shall be chosen annually by the Board of Directors at its annual meeting, and each officer ~~except the Chair and Vice Chair~~ shall hold office for a one-year term expiring June 30 of each year or until such officer's successor shall have been duly elected and qualified, or until such officer's death, resignation, or removal. ~~The Chair and Vice Chair of the Board of Directors shall be elected to terms of three years. However, the term of the initial Chair shall expire June 30, 2006, and the term of the initial Vice Chair shall expire on June 30, 2007. The Chair and the Vice Chair shall not be eligible to serve more than one three-year (following a partial term if initially elected to fill a vacancy). There is no limit to the number of years served in any office, subject only to overall term limits for service as a Director.~~ Election or appointment as an officer shall not of itself create contract rights.

Article X Miscellaneous

Section 1. Fiscal Year. The fiscal year of the Corporation shall be ~~April~~ January 1 through ~~March~~ December 31.

C. Approval of Cost of Living Increase for Synod Office Lease – Mr. Manske noted that the official cost of living increase over the past year was two percent, meaning that the synod must increase its office lease payments by that much for the coming year under the existing three-year lease with Ascension Lutheran Church in Milwaukee.

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Council Action

Approval of Modified Synod Office Lease

The Council voted to approve a cost of living lease payment increase for the synod's office space at Ascension Lutheran Church, Milwaukee, for the period from October 1, 2014 through September 30, 2015 at a revised rate of \$2,212.00 per month.

- D. Synod Compensation Guidelines** – Mr. Manske recapped the process used to adjust calculations for compensation for clergy and other leaders in congregations. He said that he wants to review these assumptions and guidelines with clergy and others next spring. Ms. Stephanie Luedtke requested that next year's review include adding educational and experience categories for non-clergy leaders. Rev. Brummond asked how other synods determine housing allowances, noting the difference in costs in living in different communities. He requested to participate in the next review. He added that there are typically 20 to 25 congregations in transition at any one time, so that the issue of compensation and housing allowances is ongoing within the synod.

Council Action

Approval of Compensation Guidelines

The Council voted to approve the 2015 Compensation Guidelines for Clergy and the 2015 Compensation Guidelines for Associates in Ministry, Diaconal Ministers and Lay Professionals as amended to correct a typographical error.

- E. Recommend Churchwide Assembly Changes to Synod Constitution** – Mr. Brockmeier explained that the proposed amendments to the synod's governing documents were recommended to the 2014 Synod Assembly by the Council in action in November 2013, but that they were inadvertently omitted from the Assembly agenda. The proposed action simply recommends action on the same items to the 2015 Synod Assembly.

Council Action

Recommend Amendments to Synod Governing Documents

The Council voted to recommend that the 2015 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.

And to recommend that the 2015 Greater Milwaukee Synod Assembly convert Bylaw **S6.03.01.** to Continuing Resolution **S6.03.B15.**, as follows:

~~**S6.03.01.**~~ **S6.03.B15.** In order to foster liaison between this synod and the synodical women's organization:

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- 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.

And to recommend that the 2015 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 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.

Reports

A. Director of Evangelical Mission – A written report was submitted, with Rev. Chrostowski adding verbal reports, with some documentation, on three additional items. The first was the Holy Ground Youth and Young Adult Organizing Project, which is an effort to “localize the 11X15 Campaign of WISDOM and the Greater Milwaukee Synod in the 53206 Zip Code.” Rev. Chrostowski noted that this project had been considered for funding in the Good Shepherd grant program, but was not funded. The project will use a full-time young adult organizer working with part-time Neighborhood Team Leaders to address issues including high incarceration rates in the area and strengthening congregations. Project leaders include Rev. Dennis Jacobson and Rev. Joseph Ellwanger. A proposal will be submitted to the Siebert Lutheran Foundation requesting \$40,000 in support. In order to fully fund the program, and to demonstrate the seriousness with which the synod is approaching this project, Rev. Chrostowski asked the Council to consider allocating \$10,000 to the project at this time. Bishop Barrow mentioned past approval of \$20,000 for working with young adults, though also mentioned that he had promised consultation with the Cross+Generational Ministry Team on the use of these funds. This would potentially address other projects as well.

Council Action

Approval of Funding

The Council voted to approve an expenditure of \$10,000 from the Bishop's Discretionary Fund to support the Holy Ground Youth and Young Adult Organizing Project.

Rev. Chrostowski presented two additional ministry opportunities, one of which is The Table, a project developed under the leadership of Venice Williams. There will be a proposal to the

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Churchwide organization for funding for a “probe” – “a test balloon to see if this ministry works.” It will incorporate Word and Sacrament ministry, with a midweek worship service, cooking for the soul, conversations, activities for children, and rituals for sacred living; much of which will be centered on the Alice’s Garden. A two-page proposal is due to Rev. Chrostowski tomorrow. A grant of \$20,000 to \$25,000 will be sought, against total project expenses of approximately \$80,000. There will also need to be a financial commitment from the synod, perhaps initially between \$2,000 and \$4,000. It was noted by Mr. Johnston that the mission start fund has roughly \$51,000 available. It was agreed that the Council needs more information before acting, but also agreed that there is a willingness to fund such a project, and that approval can be made in an electronic meeting when detailed information is available.

Finally, Rev. Chrostowski presented information on a new start prison ministry for the Felmers O. Chaney Correctional Center in Milwaukee, led by Hephatha Lutheran Church. Inmates in the correctional center would be the members of this ministry, relying on the support of congregations and leaders coming in to them. The ELCA has precedent for such ministries, but there are no known prison ministries facilitated by the synod or its congregations at present.

- B. **Director of Discipleship** – No report submitted.
- C. **Director of Rostered Leadership** – Verbal report by Rev. Brummond, who reported on “Helping Grow Healthy Congregations and Healthy Leaders,” a new resource he has been developing. Additional information will be included on the Fall Theological Conference and first call resources. He requested approval by the Council once the document is complete.
- D. **Cross+Generational Ministry** – Written reports were submitted by Ms. Luedtke, who said these represented substance for the outline she had previously provided, including goals and outcomes for what we want to see in five years; the tasks affiliated with those goals and outcomes, including timelines; and, in the final document, information on the three different areas of her job description. She solicited questions after members have reviewed the documents. A key emphasis, she said, was to empower youth and young adults. This includes the new Youth Council member, Jack Walch, and two students going to a leadership seminar in Detroit in December. She will also conduct another conversation in the synod about needs in ministry, and will talk with a group in Waukesha about honing their ministry. She noted several events coming up, including a worship workshop. Finally, she asked that the Council consider and act on the resolution from Churchwide on youth and young adults serving on all synod task forces and committees.
- E. **Lutheran Campus Ministry** – No report submitted.
- F. **Reconciling in Christ** – No report submitted.
- G. **Anti-Racism Team** – Rev. Schoob provided a written report at the meeting, and also gave information on the Anti-Racism Training scheduled for October 16th through 18th at Good Shepherd Trinity Church in Milwaukee. This training is required for all members of the Synod Council – Council members’ fees for the training are paid by the synod. Council members interested in participating should contact a Team member as soon as possible. Mr. Key urged all members of the Council to attend the Team’s next meeting, at 4:00 pm Sunday, September 21st at Lutheran Church of the Redeemer in Racine.
- H. **WELCA** – A written report was submitted.
- I. **Outreach for Hope** – A written report was submitted.

I. **Old Business**

- A. **Funding Policy Task Force** – Mr. Manske is working on changes to a draft document and will call another meeting.

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- B. **Cluster Task Force** – There has been no action by the Cluster Task Force, and none is anticipated in the near future.
- C. **ELCA Capital Campaign** – The document that was sent out represents a compilation of ideas, focusing on the ELCA's suggestion to adopt annual themes during the campaign. Mr. Manske cited as an example the Malaria campaign, for which the synod has raised roughly \$159,000 out of its \$250,000 goal. There will be additional discussion at future meetings.
- D. **Status of Resolutions Passed at Synod Assembly** –
 - i. **Resolution 1 – Resolution on Establishment of a Synod Endowment Fund**
 - ii. **Resolution 2 – Resolution Encouraging Voting Member Diversity and Participation – Creating a subcommittee**

Council Action

Approval of Subcommittee Creation

The Council voted to approve the creation of a subcommittee, based on the existing ad hoc Synod Assembly planning committee, to address the issues raised by 2014 Synod Assembly Resolution 2.

Membership of the committee will be finalized with future Council action.

- iii. **Resolution 3 – Resolution Encouraging Intentional, Called Interim Ministry in Our Synod** – Rev. McDivitt will chair a team, which will be assembled in consultation with Bishop Barrow, to explore this issue.
- iv. **Resolution 4 – Resolution Opposing Discriminatory Legislation** – No synod action required or anticipated beyond dissemination of information.

Closing Prayer – Members joined in prayer led by Rev. Steve Blyth before departing.

Next Meeting

Thursday, November 20, 2014 – 5:30 pm Dinner; 6:15 pm Synod Council Meeting

Cross of Life Lutheran Church, 20700 West North Avenue, Brookfield

Future Meetings

- Thursday, January 22, 2015 – Christ the Servant Lutheran Church, Wauwatosa
- Thursday, March 19, 2015 – Lord of Life Lutheran Church, Kenosha
- Thursday, May 7, 2015 – St. Matthew Lutheran Church, Palmyra
- Thursday, July 16, 2015 – Bishop Jeff Barrow's Home
- Thursday, September 24, 2015 – The Lutheran Center, Chicago

Unless otherwise noted, all meetings are preceded by a dinner at 5:30 pm, with the meeting beginning at 6:15 pm.

Signed,

Mr. Matthew Brockmeier
Synod Secretary