

Central States Synod 2024 Synod Assembly

June 6-8, 2024

CONSTITUTION, BYLAWS and CONTINUING RESOLUTIONS

Central States Synod

Evangelical Lutheran Church in America

Amended at Synod Assembly on June 3, 2023

With the required & recommended changes from the August 2022 Churchwide Assembly

Chapter 1

NAME AND INCORPORATION

- †S1.01. The name of this synod, as determined by the Churchwide Assembly, shall be the Central States Synod of the Evangelical Lutheran Church in America.
- †S1.02. For the purposes of this constitution and the accompanying by-laws, the Central States Synod of the Evangelical Lutheran Church in America is hereafter designated as “this synod” or “the synod.”
- †S1.11. This synod shall be incorporated. Amendments to the articles of incorporation of this synod shall be submitted to the Church Council for ratification before filing.
- †S1.21. The seal of this synod is a cross with three united flames emanating from the base of the cross and three entwined circles beside the cross. The name of this synod and the year of its constituting convention form the circular outer edge of the seal.

Chapter 2

STATUS

- †S2.01. This synod possesses the powers conferred upon it, and accepts the duties and responsibilities assigned to it, in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, which are recognized as having governing force in the life of this synod.
- †S2.02. The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.
- †S2.03. No provision of this constitution shall be inconsistent with the constitution and bylaws of this church.

Chapter 3

TERRITORY

- †S3.01. The territory of this synod, as determined by the Churchwide Assembly, shall be the States of Missouri and Kansas.
- S3.01.01. The exceptions shall be those congregations which are assigned to an adjacent synod and including those congregations from an adjacent state which are assigned to this synod, all in

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accordance with the constitution and bylaws and continuing resolutions of the Evangelical Lutheran Church in America.

- †3.02. “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

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.
- 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.
 - 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.
 - 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.

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- †S5.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.
- †S5.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.
- †S5.04. This church, inspired and led by the Holy Spirit, participates in the Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.

Chapter 6

STATEMENT OF PURPOSE

- †S6.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- †S6.02. To participate in God's mission, this synod as a part of the Church shall:
- a. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - b. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
 - c. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, 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;

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- 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;

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- 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
- l. cooperating with other synods and the churchwide organization in creating, using, and supporting regions to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.

†S6.03.04. In interpreting the work of this church on the territory of the synod, the responsibilities of the synod include the following:

- a. encouraging financial support for the work of this church by individuals and congregations;
- b. participating in churchwide programs;
- c. interpreting social statements in a manner consistent with the interpretation given by the churchwide unit or office which assisted in the development of the statement, and suggestion of social study issues;
- d. providing ecumenical guidance and encouragement.

†S6.04. Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be 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 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 the constitution, bylaws, and continuing resolutions of this synod, the term "youth" means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term "young adult" means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.

†S6.05. Each assembly, council, committee, board, commission, task force, or other body of this synod or any 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

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taken or authorized by any such assembly, council, committee, board, commission, task force, or other body.

- †S6.06. References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 7

SYNOD ASSEMBLY

- †S7.01. This synod shall have a Synod Assembly, which shall be its highest legislative authority. The powers of the Synod Assembly are limited only by the provisions in the Articles of Incorporation, this constitution and bylaws, the assembly's own resolutions, and the constitutions and bylaws of the Evangelical Lutheran Church in America.

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

- S7.11.01. A regular meeting of the Synod Assembly shall be held annually. The time, place, and format of the Synod Assembly shall be determined by the Synod Council.

S7.11.B.18 TRAVEL EQUALIZATION

That the Central States Synod at its 1991 Synod Assembly approves the following plan for travel equalization among Congregations who send official voting members to Synod Assemblies beginning in 1992.

- a. All congregations shall be treated the same; any congregation further than 100 miles (one way) from the Assembly site is eligible to submit a voucher for travel equalization.
- b. An Equalization Fund be established for each Assembly by adding a specified amount to each congregational voting member's registration fee. This fee will vary, depending upon Assembly site.
- c. Reimbursement will be at the Synod Rate or (if the Fund does not permit) at a rate calculated by the total Fund divided by the total miles submitted.
- d. Reimbursement will be for travel by one car per congregation or by other public conveyance at the same rate as a car.
- e. The Travel Equalization sheet must be signed at the end of the Assembly's closing worship, and checks made out to congregations which qualified and signed for the equalization reimbursement will then be processed following the Assembly.

S7.11.H.18 RESOLUTIONS COMMITTEE

That the Synod Council shall appoint a Resolutions Committee.

- a. The Committee shall consist of 6 persons.
 - 1) Members of the Committee need not be voting members of the corresponding Synod Assembly.

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- 2) One person will be appointed from each Conference, in consultation with that Conference's leadership.
 - 3) One person, to serve as Committee Chair, shall be an at-large appointment
 - 4) Appointments shall be by the synod council for a term of three years, Members shall be limited to no more than two consecutive terms on the Committee.
 - 5) Members of the Committee who are not voting members of the Assembly shall have voice, but not vote.
- b. The functions of the Resolutions Committee are to:
- 1) Ensure that resolutions submitted for consideration to the Synod Assembly are in the proper form;
 - 2) Eliminate duplication when similar resolutions are offered;
 - 3) Present resolutions in a logical sequence to allow adequate consideration of each; and
- c. Resolutions for consideration by the Synod Assembly will be regarded as properly received when:
- 1) The resolution is submitted by a synod committee, team, or conference of the Central States Synod; by an individual who is a voting member of a congregation of this Synod; or by an agency or institution recognized by the Synod.
 - 2) The resolution is received in the Synod office:
 - a) No less than 45 days prior to the opening of the Assembly; or
 - b) No less than seven days prior to the opening of the Assembly if it directly relates to an item of business on the published proposed Assembly agenda; or
 - c) No less than seven days prior to the opening of the Assembly if it is of such an urgent nature that it clearly cannot be postponed until the next Assembly.
- d. Properly received resolutions will be considered by the Committee.
- 1) The Resolutions Committee will convene after the 45 day deadline to consider all properly received resolutions. The meeting will be scheduled to ensure that the resolutions will be available to Assembly voting members as part of the pre-Assembly material.
 - 2) The Resolutions Committee may meet prior to the beginning of the Assembly to consider resolutions that were properly received according to c.2).b). and c.2).c).
 - 3) The Resolutions Committee may meet during the Assembly to serve the Assembly as directed by the Assembly or the officers of the Synod.
 - 4) All those submitting resolutions will be contacted by a member of the resolutions committee to address any concerns or questions regarding the resolution.
- e. The Resolutions Committee will take action on every properly received resolution. The Committee may take the following actions:
- 1) The Committee may report the resolution to the Assembly as submitted.
 - 2) By a three-quarters majority vote of the Committee, the Committee may act to not report the resolution (withholding it from consideration by the Assembly). The properly received resolution will be made available to the Assembly members, and the Committee chair will announce that the resolution is not reported. The Assembly may direct the Committee to report the resolution according to the provisions of *Robert's Rules of Order*.

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- 3) Where more than one properly received resolution deals with the same concern, the Committee may consolidate the substance of the resolutions in one resolution. In doing so, the original resolutions will be included as background. By a majority vote, the Assembly may direct the Committee to present the originally submitted resolutions rather than considering the consolidated resolution.
- 4) The Committee may submit an alternative resolution or may choose to make substantive changes to the submitted resolution. In doing so, the original resolution(s) will be included as background. By a majority vote, the Assembly may direct the Committee to present the originally submitted resolution(s) rather than considering the alternative resolution.
- 5) The Committee Chair may present the resolution to the Assembly and move that the matter be referred by the Bishop to an appropriate synod committee, team, or task force, or that it be referred to legal counsel.
- 6) In fulfilling its role, the Committee may deem it necessary to present a resolution drafted by the Committee. The Assembly, Committees of the Assembly, or the Presiding Officer of the Assembly may direct the Committee to present a resolution drafted by the Committee.
- 7) Together with one of the other allowed actions, by a three-quarters majority vote of the Committee, the Committee chair may move to limit debate on a specific resolution.

S7.11.1.21 On those years when the assembly is held in person, planning for Synod Assemblies will provide opportunities for the youth voting members to get together for fellowship, be oriented to the purpose and procedures of the assembly, and be fully engaged in 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. Notice of the time and place of all meetings of the Synod Assembly shall be given by the secretary of this synod.

S7.14. One-third of the voting members of the Synod Assembly, as defined by †S7.21., S7.24., S7.27., 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. A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to this synod, typically one of whom shall

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be a man and one of whom shall be a woman, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of the 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, at least 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 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.

S7.21.03. The formula established by the Synod Council to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation shall be as follows:

- a. A minimum of two lay members elected by each congregation related to this synod, shall be voting members. Additional lay representation from congregations shall be on the basis of the number of baptized members as reported in the most recently published parochial reports. Congregations having 500-1500 baptized members shall have 4 voting members; 1501-2500 baptized members shall have 6 voting members; and over 2500 baptized members shall have 8 voting members. No more than 50 percent of the voting members from a congregation shall be of the same gender.
- b. In the event that a congregation is unable to adhere to S.7.21.03a at their annual meeting, the congregation may request a waiver to be filed with the Synod Office by March 1. Such a request for waiver must state in detail the process followed to elect the voting members and the reasons for requesting a waiver. The Synod Council shall rule upon the request at their spring meeting. The Synod Council in acting on these waiver requests shall seek to ensure that no more than 50 percent of the lay members of the assembly shall be of the same gender. The Synod Council will report their decision back to the congregation in a timely manner.
- c. Any congregation may elect an additional lay voting member from its membership to the Synod Assembly provided that the person is a person of color or whose primary language is other than English.
- d. Any congregation may elect a youth from its voting membership as an additional lay voting member to the Synod Assembly provided that the person has not yet reached their 18th birthday at the time of election and otherwise meets the requirements to be a voting member.

S7.22. This synod may establish processes that permit retired or those designated as disabled or on leave from call on the roster of the synod to serve as voting members of the Synod Assembly, provided that such processes not result in fewer than 60% 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.

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- S7.22.01.** All retired ministers, those designated as disabled on the rosters of this synod, and all rostered ministers who are on leave from call may serve as voting members of the Synod Assembly, consistent with †S7.21. All registration fees (not including housing and meals) will be waived for all retired ministers on the rosters of this synod. In the event at least 60 percent of the assembly membership is not lay, the retired ministers, those designated as disabled on the rosters of this synod, and the rostered ministers on leave from call will caucus together and elect the appropriate representation.
- †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.
- S7.23.A18** A rostered minister of the Evangelical Lutheran Church who is rostered in a synod other than the Central States Synod who is serving as interim pastor in a congregation of the Central States Synod, shall have the privilege of voice, but not vote, at the Central States Synod Assembly. This pastor shall have the privilege of sitting on the floor with the voting members of the congregation the pastor is serving.
- 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.
- S7.24.A. 21** A Synod Authorized Minister serving under a covenant by authority of the Bishop of the Central States Synod shall have the privilege of voice and vote at assemblies of the Central States Synod.
- †S7.25.** Except as otherwise provided in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.
- †S7.26.** This synod may establish processes through the Synod Council that permit lay representatives of congregations under development and authorized worshipping communities 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.
- S7.26.01.** Synod Authorized Worshipping Communities of the Synod, shall have one lay member as their representative and voting member at the Synod Assembly.
- S7.27.** This synod may establish processes through the Synod Council to grant an ordained minister 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 ordained minister's service in a congregation of this church.

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- S7.27.01.** Consistent with the language of 8.72.14 of the Constitution and Bylaws of the Evangelical Lutheran Church in America, an ordained minister from a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America will be granted the privilege of both voice and vote in the Synod Assembly during the period of that ordained minister's service in a congregation of this synod, in accord with ELCA churchwide by-law 8.72.12.
- 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.

Chapter 8 OFFICERS

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

S8.10. Bishop

- †S8.11.** The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.
- †S8.12.** As this synod's pastor, the bishop shall I:
- a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.
 - b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament and its ministers of Word and Service.
 - c. Exercise solely this church's power to ordain (or provide for the ordination by another synodical bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).
 - d. 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.
 - e. Attest letters of call for persons called to serve congregations in this 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 doing:
 - 1) Interpret and advocate the mission and theology of the whole church;

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- 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 this synod and the churchwide organization are duly observed within the synod, and that the actions of this 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 this synod, except as otherwise provided in the 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:
 - a) additions to and subtractions from the rosters of this synod,

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- b) the issuance of certificate 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.

†S8.13. 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 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 synodical 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.

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- 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 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.

S8.22.01. The vice president shall chair the Executive Committee.

S8.22.02. The vice president is an ex officio member of synod teams, committees, and task forces. “Ex officio” as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

S8.22.A04. The vice president shall be a voting member of the Churchwide Assembly.

S8.30. Secretary

†**S8.31.** The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this synod. The secretary may be either a layperson or a 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 each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly.

S8.32.01. The secretary shall provide information to the Synod Council and the Nominations Committee regarding positions to be elected and goals for ensuring diversity in filling elected positions (cf. S9.03.02. and S10.07.05.).

S8.40. Treasurer

†**S8.41.** The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or a rostered minister.

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- 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 office of the officers of this 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.
- †S8.52.** The terms of the officers shall begin on the first day of the third 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 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, 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

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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.

- †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; for such conduct as would subject the officer to disciplinary action as a rostered minister of 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 synodical bishops; or
 - 4) the presiding bishop of this church.
 - b. Proceedings for the recall or dismissal of an officer of a synod, other than the 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) 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 bylaws 20.22.01 and as defined under the process described

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in the 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 the ELCA constitutional provisions 20.21 and 20.22 as grounds for discipline.

- g. If the officer is a layperson, grounds for recall or dismissal includes those set forth in the ELCA bylaws 20.41.01. as grounds for discipline.
- h. If the case of alleged and 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 the 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.

†S9.02. 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 not less than five or more than fifteen members 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 Nominating Committee shall consist of five members with one member from each conference. One of the members will serve as chair of the Nominating Committee.

S9.03.02. At the time of the appointment and acceptance of the members of the Nominating Committee, the Secretary of this Synod shall cause the following information to be published in the publication(s) of this Synod:

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- a. The names, telephone numbers, e-mail addresses, and conference of each member of the Nominating Committee;
- b. The positions open for nomination/election with the specific characteristics and term of office of each.

S9.03.03. At the first meeting of the Nominating Committee, the Secretary of this Synod shall provide the chairperson of the Nominating Committee with a list of all positions open for nomination/election and the specific category, conference and characteristics for each position.

S9.03.04. Every attempt shall be made by the Nominating Committee to obtain at least one nominee for each open position on the Synod Council and other elective positions. In no case where the plan for inclusive representation lists specific characteristics shall nominees with differing characteristics be placed in nomination for the same position in order to fill this requirement.

S9.03.05. Persons may be nominated from the floor of the Assembly for all positions on the ballot providing:

- a. The person nominated fulfills the specific characteristics for that position;
- b. The nominee has consented to nomination in writing and that written consent is submitted at the time of nomination.

S9.03.06. Should the Nominating Committee be unable to find a candidate for a position that meets all of the requirements for that position, the Nominating Committee shall:

- a. search for a person of the other gender to fill the position,
- b. search for a person of the same gender but with a differing racial characteristic.

S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60 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 (plus ties) who receive the greatest number of legal votes on the previous ballot.

S9.05. The Nominating Committee shall nominate at least one person for vice president; additional nominations may be made from the floor.

S9.06. The 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

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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.
- †S9.12.** 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.
- S9.12.A21.** The Synod Council Executive Committee shall provide for background checks for persons nominated, including nominations for an additional term, for positions as synod-officers and Synod Council members, with the exception of youth members or nominees who are still regarded as minors or juveniles according to prevailing law, prior to the Synod Assembly at which the election will take place or as soon as possible after the Synod Assembly for newly elected synod officers and Synod Councils members nominated from the floor. The process shall be as follows:
- a. Prior to the Synod Assembly appropriate notice of the background check requirement and protocol will be provided to voting members, potential nominees, and others as directed by the Synod Council.
 - b. Nominees and newly elected synod officers and Synod Council members are required to provide written consent to a background check and all information necessary to complete a background check, which should be completed prior to the Synod Assembly with respect to nominees identified before the assembly and prior to installation for newly elected synod officers and Synod Council members and officers nominated from the floor, if possible.
 - c. All records regarding elected officers and Synod Council members shall be maintained for at least five years following the person's leaving office or no longer serving on the Synod Council. Records may be retained longer as determined by the Synod Council Executive Committee on an individual basis. One synod staff person may be designated to assist in obtaining and maintaining records as directed by the designated Synod Council Executive Committee member.
 - d. All background checks for nominees and newly elected synod officer and Synod Council members will entail a criminal background check. A financial background check will be completed for nominees for treasurer and newly elected bishops. The Executive Committee shall decide whether additional types of background checks are appropriate for each synod officer and Synod Council member position.
 - e. The background check results shall be provided to that nominee or elected synod officer or Synod Council member and to the Synod Council's Executive Committee. Further disclosure of the results may be determined by the Executive Committee but should ordinarily be restricted to matters of public record.
 - f. The Synod Council Executive Committee may adopt other procedures or protocols as are necessary to provide for background checks for nominees and newly elected synod officers and newly elected Synod Council members and shall report such actions to the Synod Council.

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Chapter 10 Synod Council

- †S10.01. The Synod Council consisting of the four officers of the synod, 10 to 24 other members, and at least one youth and at least one young adult, shall be elected by the Synod Assembly.
- a. Each person elected to the Synod Council shall be a voting member of a congregation of this synod, with the exception of ministers on a roster of this synod who reside outside the territory of this synod. The process for election and the term of office when not otherwise provided shall be specified in the bylaws. A member of the Church Council of the Evangelical Lutheran Church in America, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.
 - b. The term of office of members of the Synod Council, with the exception of the officers and the youth members, shall be three years.
- S10.01.01. For the purposes of this chapter, “youth” and “young adult” are defined as stated in †S6.04.02. One youth and one young adult shall be elected as members of the Synod Council.
- S10.01.02. The youth member shall be elected for a term of two years.
- †S10.02. The Synod Council shall be the board of directors of the synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions which are not in conflict with actions taken by the Synod Assembly or which are not precluded by provisions of this constitution or the constitution and bylaws of the Evangelical Lutheran Church in America.
- S10.03. The functions of the Synod Council shall be to:
- a. Exercise trusteeship responsibilities on behalf of this synod.
 - b. Recommend program goals and budgets to the regular meetings of the Synod Assembly.
 - c. Carry out the resolutions of the Synod Assembly.
 - d. Provide for an annual review of the roster of ministers, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of ELCA, 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 ELCA.
 - 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 action to the regular meeting of the Synod Assembly.
 - h. Perform such other functions as are set forth in the bylaws of this synod, or as may be delegated to it by the Synod Assembly.
- S10.03.01. The Synod Council shall provide for review of constitutions and bylaws of congregations in accord with †C17.03 and †C17.04 of the *Model Constitution for Congregations* and for review of area ministry constitutions. Similar review of constitutions shall be made available to auxiliary organizations.

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- S10.04.** Any proposal to appropriate 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.
- S10.05.** No elected member of the Synod Council shall receive compensation for such service.
- S10.06.** If a member of the Synod Council ceases to meet the requirements of the position to which she or he was elected, the office filled by such member shall at once become vacant.
- S10.06.01.** When a Synod Council member has been absent without valid reason from two consecutive meetings of the Synod Council, a member of the Executive Committee shall contact that member. If it is determined that the Synod Council member is unable to carry out the term of office, a letter of resignation shall be requested. If a resignation is not submitted, the Executive Committee can, through vote, take action to dismiss the member. The Executive Committee shall, in writing, inform the individual of the formal action.
- S10.07.** The composition of the Synod Council, the number of its members, and the manner of their selection, as well as the organization of the Synod Council, its additional duties and responsibilities, and the number of meetings to be held each year shall be set forth in the bylaws.
- S10.07.01.** To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.
- S10.07.02.** Members of the Synod Council (other than the officers) shall begin their terms at the close of the Synod Assembly at which they are elected. Members of the Synod Council (other than the officers and youth) shall serve for three years or until their successors are elected, and may be re-elected for one consecutive term.
- S10.07.03.** Terms of two years or more shall be considered as a full term.
- S10.07.04.** One of the 10-24 members shall be a minister of word and service.
- S10.07.05.** The 10 to 24 members of the Synod Council who are not elected officers of the Synod and who are not elected to youth positions as provided in S10.01.02. shall be:
- a. One rostered minister or one layperson from each conference
 - b. An additional 5 to 7 members elected at large by the Synod Assembly will include one youth, one young adult, one minister of word and service, and two persons of color or primary language other than English.
 - c. At any given time, at least 60 percent of the members (other than officers) so elected shall be laity, at least 45 percent of the lay members shall be women and at least 45 percent shall be men.
- S10.07.06.** The Secretary of this Synod, in consultation with the Synod Council, shall maintain a chart of the individual characteristics of each position on the Synod Council and shall instruct the Nominating Committee of the characteristics of each position open for nomination and election.
- S10.07.07.** The Synod Council shall meet at least twice a year.

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- S10.07.08.** In the situation of a vacancy on the Synod Council, the Executive Committee is empowered to appoint a person to fill that vacancy using the guidelines set forth in †S6.04 and S11.11. At the Synod Council meeting following such an appointment, the Council shall vote to ratify the appointee to fill the unexpired term.
- S10.07.09.** The following procedures shall apply to appointment to vacated positions on the Synod Council:
- a. Where the person elected fits all of the characteristics of that position as detailed by the plan for inclusive representation:
 - 1) the person(s) on the original ballot shall be approached first;
 - 2) should a. 1) be ineffective, the appointed personnel shall have the same characteristics as the person vacating the position;
 - 3) should a. 1) and 2) prove impossible, any person may be appointed within the restrictions of rostered minister of word and sacrament or layperson as they apply to the position.
 - b. Where the person occupying the position does not fit the characteristics for that position as detailed by the plan for inclusive representation;
 - 1) the original characteristics for that position shall be in force;
 - 2) should b. 1) be ineffective, the procedure outlined in a. shall apply.
 - c. Following appointment and completion of a single term, a position shall revert to the original characteristics for that position in the nomination/election process.

Chapter 11 COMMITTEES

- †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.
- S.11.01.01.** The Executive Committee shall be composed of the four elected officers plus three others ratified by the Synod Council from its body.
- a. The Executive Committee shall serve as the interim authority for the Synod Council between meetings of the Synod Council. It may make decisions which are not in conflict with the actions taken by the Synod Council or 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.
 - b. The Executive Committee may act on other specific issues when given authority to do so by the Synod Council.
 - c. The Executive Committee shall execute its responsibilities as found elsewhere in this constitution, which are required by the ELCA Model Constitution. These are specified in the following paragraphs; †S6.03.e (8), S.8.22.02., S8.55, †S8.56, S10.06.01, S10.07.04, †S11.01, †S11.04, †S17.01, †S17.02, †S17.03, and †S17.04.
- S11.01.A18** The Synod Council shall establish and appoint such teams and committees as deemed necessary to carry out the mission and ministry of this synod.

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- a. As much as possible, the composition of all teams or committees shall conform to †S6.04 of this constitution.
- b. The terms of office, normally 2 to 5 years, shall be determined by the Synod Council. Members of teams and committees may be re-appointed unless otherwise directed by this constitution.
- c. The Bishop shall assign staff responsibility for each team or committee to provide advice, support and counsel.
- d. Meetings of the teams and committees shall be public and ordinarily notice of each meeting shall be published in advance of the meeting date.
- e. Each team and committee shall report annually to the Synod Council.

†S11.02. The Consultation Committee of this synod shall consist of at least 6 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 consist of six persons.

†S11.03. The Committee on Discipline of this synod shall consist of 12 persons of whom 6 shall be rostered ministers and 6 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 terms of committee members shall be staggered so that the terms of four committee members (2 clergy and 2 lay) expire every two years.
- c. The Synod Council shall fill vacancies on the Committee on Discipline for any unexpired term.

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

S11.04.01 The Executive Committee may act as the Mutual Ministry Committee.

†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 members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be eligible for re-election to a second consecutive three-year term. The terms of the Audit Committee members shall be staggered. The Audit Committee shall be responsible for assisting the Synod Council in fulfilling its general oversight of the synod's accounting, financial reporting, internal control systems, and external audit processes as provided in †S15.31.

†S11.11. 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

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requirements of †S6.04. With the exception of ordained ministers on the roster 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 of this synod.

Chapter 12

CONFERENCES, CLUSTERS, COALITIONS, OR OTHER AREA SUBDIVISIONS

†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.A.18 Beginning July 1, 2018 the synod shall be divided into five Conferences

a. The purposes of the Conference are to:

- 1) Strengthen each congregation's mission in its setting.
- 2) Encourage cooperation among congregations within each conference.
- 3) Strengthen the care and nurture of rostered persons and their families.
- 4) Connect congregations, synod ministries, and churchwide resources to one another in order to equip laity and rostered ministers for ministry.

b. All congregations, synod agencies and institutional ministries are encouraged to relate to any or all Conferences as best serves this church's mission. Rostered ministers serving a specialized ministry will associate with the Conference of the congregation where they hold membership.

The names of and congregations in the Conferences are:

1) Western Kansas

Albert, KS (Peace); Bird City, KS (St. John); Brewster, KS (Our Savior); Dodge City, KS (Parroquia El Divino Nino); Dorrance, KS (First); Ellis, KS (St. John); Galatia, KS (St. Paul); Garden City, KS (Iglesia Luterana Sagrado Corazon de Jesus); Garden City, KS (St. James); Garfield, KS (Garfield); Great Bend, KS (St. Mark); Hays, KS (Trinity); Hoisington, KS (Emmanuel); Kensington, KS (St. John); Lincoln, KS (Denmark); Lucas, KS (Gloria Dei); Ness City, KS (Our Redeemer); Oberlin, KS (Faith); Otis, KS (Trinity); Phillipsburg, KS (Zion); Rush Center, KS (Hope); Russell, KS (St. John); Saint Francis, KS (Salem); Sharon Springs, KS (Sharon); Smith Center, KS (American); Stuttgart, KS (Emmanuel); WaKeeney, KS (Bethlehem); WaKeeney, KS (Emanuel); WaKeeney, KS (Zion); Wilson, KS, (Excelsior); Wilson, KS (Immanuel); Winona, KS (Bethesda)

2) Central Kansas

Assaria, Ks (Assaria); Belleville, KS (American); Beloit, KS (Zion); Burdick, KS (Hebron); Concordia, KS, (Concordia); Courtland, KS (Ada); Derby, KS (Cross of Glory); Eureka, KS (Christ); Falun, KS (Falun); Glasco, KS (St. Paul), Greenleaf (Trinity); Hanover, KS (St. John); Hanover, KS (Zion); Haysville, KS (Resurrection); Herington, KS (St. Paul); Hutchinson, KS (Emanuel); Junction City, KS (Faith); Leonardville, KS (Walsburg); Lindsborg, KS (Bethany); Lindsborg, KS (Messiah); Manhattan, KS (First); Manhattan, KS (KSU Campus Ministry); Manhattan, KS (Peace); Marquette, KS (Elim); McPherson, KS (Trinity), McPherson, KS (New Gottland); New Cambria, KS (Peace); Olsburg, KS (Olsburg); Onaga, KS (New Hope); Peabody, KS (St. Paul); Salina, KS (Immanuel); Salina, KS (Redeemer);

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Salina, KS (St. John); Scandia, KS (Amana); Smolan, KS (Salemsborg); Tescott, KS (St. Paul); Washington, KS (Good Shepherd); Waterville, KS (St. Mark); Wellington, KS, (St. John) White City, KS (Marion Hill); Wichita, KS (Christ); Wichita, KS (Gloria Dei); Wichita, KS (Partners); Wichita, KS (Reformation); Wichita, KS (St. Paul); Windom, KS (Andover);

3) **Border**

Atchison, KS (St. Mark); Belton, MO (Lord of Love); Bendena, KS (St. John); Blue Springs, MO (All Saints); Emporia, KS (St. Mark); Kansas City, KS (St. Martin); Kansas City, MO (The Gathering Table); Kansas City, MO (Gloria Dei); Kansas City, MO (Immanuel); Kansas City, MO (St. James); Kansas City, MO (St. Mark Hope and Peace); Lancaster, KS (St. John); Lawrence, KS (KU Campus Ministry); Lawrence, KS (Good Shepherd); Lawrence, KS (Trinity); Lee's Summit, MO (Martin Luther); Lenexa, KS (Kaw Prairie); Lenexa, KS (Salem); Liberty, MO (Hosanna!); Mission Hills, KS (First); Olathe, KS (Advent); Olathe, KS, (St. Mark); Osage City, KS (Grace); Overland Park, KS (Atonement); Overland Park, KS (Holy Cross); Overland Park, KS (Overland Park); Prairie Village, KS (Lutheran Church of Resurrection); Robinson, KS. (Upper Wolf); Saint Joseph, MO (First); Saint Joseph, MO (South Sudanese); Topeka, KS (First); Topeka, KS (Our Savior); Topeka, KS (Trinity); Valley Falls, (St. Paul).

4) **Osage**

Butler, MO (St. Matthew American); Camdenton, MO, (Our Savior); Cole Camp, MO (Immanuel Brauerville); Cole Camp, MO (St. Paul); Cole Camp, MO (United); Columbia, MO (St. Andrew); Eagle Rock, MO (Community); Hollister, MO (Peace); Jefferson City, MO (Our Savior); Joplin, MO (Peace); Lohman, MO (St. Paul); Nevada, MO (St. Paul); Pittsburg, KS (St. John); Rolla, MO (Hope); Russellville, MO (Trinity); Salem, MO (Our Savior); Salisbury, MO (Peace); Savonburg, KS (Friends Home); Sedalia, MO (Christ & Trinity); Springfield, MO (Messiah); Springfield, MO (Prince of Peace); Stover, MO (Pymont Trinity); Sunrise Beach, MO (Kent Memorial); West Plains, MO (St. Paul)

5) **Eastern Missouri**

Bel-Nor, MO (Unity); Cape Girardeau, MO (St. Mark); Chesterfield, MO (Trinity); Clayton, MO (St. Mark); Creve Coeur, MO (Holy Cross); Desoto, MO (Redeemer); Ferguson, MO (Zion); Florissant, MO (Lutheran Church of the Atonement); Florissant, MO (Lutheran Church of the Living Christ); Hazelwood, MO (Lutheran Church of the Good Shepherd); Imperial, MO (Family of Christ); Kirkwood, MO (Trinity); Lake St. Louis, MO (Living Lord); Manchester, MO (Good Shepherd); Poplar Bluff, MO (St. Andrew); Saint Ann, MO (Shepherd of the Hills); St. Charles, MO (Hope); Saint Louis, MO (Bethel); Saint Louis, MO (Gethsemane); Saint Louis, MO (Holy Trinity); Saint Louis, MO (St. Louis Campus Ministry); Saint Louis, MO (St. Thomas-Holy Spirit); St. Louis, MO (St. Phillip) Sedgewickville, MO (Sargent's Chapel); Sedgewickville, MO (Sedgewickville); Sullivan, MO (Peace); Washington, MO (Peace); Webster Groves, MO (Christ)

c. Each Conference shall organize itself to plan and implement its mission purposes, and in consultation with the Bishop's office to develop a plan to strengthen pastoral care for rostered ministers and their families.

1) The Conference Deans shall be ministers of Word and Sacrament appointed by the Bishop.

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The Conference Deans shall:

- a) Communicate with the Bishop and/or synod staff regarding pastoral care needs and emergencies among rostered persons and their families.
 - b) Meet with the Bishop and other Deans at least once per year.
 - c) Communicate with Conference congregations, agency and institutional ministries and rostered ministers regarding synod and-Conference events and programs.
- 2) Conference Synod Council Member shall be a lay or a rostered Minister elected by the Synod Assembly and serve terms as specified in the Synod Constitution. The Conference Synod Council Member shall:
- a) Fulfill the responsibilities of a Synod Council member.
 - b) Communicate between the Synod Council and the Conference their respective mission needs and challenges.

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, which is not in contradiction to the constitution and bylaws of the ELCA.
- 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 the constitutions, bylaws, and continuing resolutions of this church. Bylaws, 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 Chapter 16 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 into this church of transferring or independent congregations by the Evangelical Lutheran Church in America is based on

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the judgment of the synod and action by the synod through the Synod Council and Synod Assembly. The synod bishop shall provide for prompt reporting of such additions to the secretary of this church for addition to the roster of congregations.

- †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, or coalition 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.
- †S13.20A** 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 the synod, subject to restrictions accepted by the congregation, including provision that if the Synod Council, in its sole and exclusive discretion, determines (1) that the property is not being used to serve the missions 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 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:
- The congregation has disbanded, ceased to worship, or otherwise ceased to exist as a congregation.
 - The congregation has abandoned its property.
 - 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.

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- 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.

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 Worshiping Communities

S13.41. Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

Chapter 14

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;
- 5) provide pastoral care;
- 6) seek out and encourage qualified persons to prepare for the ministry of the Gospel
- 7) Impart knowledge of this church and its wider ministry through available channels of effective communication;
- 8) Witness to the Kingdom of God in the community, in the nation, and abroad, and
- 9) speak publicly to the world in solidarity with the poor and oppressed, 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 within the congregation;

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- 3) install regularly elected members of the Congregation Council; and
- 4) with the council, administer discipline
- 5) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and of this synod and
- 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

- S14.12.A23** This synod, in addition to the requirements of rostered ministers listed above, expects that each rostered minister will proclaim God's love for the world.
- S14.13.** The pastor shall keep accurate records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, and shall submit a summary of such statistics annually to this synod. The pastor shall be a member of the congregation that has extended the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- S14.14.** Whenever members of a congregation move to such a distance that regular attendance at its services becomes impractical, it shall be the duty of the pastor to commend them, upon their consent, to the pastoral care of a Lutheran congregation nearer to their place of residence.
- S14.15.** Each minister of Word and Sacrament on the roster of this synod shall submit a report of 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 pastoral 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 the synod for this bishop's signature.
- S14.17.** No minister of word and sacrament shall accept a call without first conferring with the bishop of this synod. A minister of Word and Sacrament shall respond with an answer to acceptance or declination to a letter of call within thirty days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the chair of the Congregation Council of the congregation issuing the call, an additional fifteen days may be granted to respond to a letter of call.

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- †S14.18. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregarin 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:
 - b. mutual agreement to terminate the call or the completion of a call for a specific term;
 - c. resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - d. inability to conduct the pastoral office effectively in that congregation in view of local conditions;
 - e. inability to conduct the pastoral office effectively in view of disability or incapacity of the pastor;
 - 1) suspension of the pastor through discipline for more than three months;
 - 2) resignation or removal of the pastor from the roster of ministers of Word and sacrament of this church;
 - 3) termination of the relationship between this church and the congregation;
 - 4) dissolution of the congregation or the termination of a parish arrangement; or
 - 5) 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. 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

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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 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 of years. 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, or coalition, to which the congregation belongs.

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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 Ministers 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, 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 the church; and
- i. Identify and encourage qualified persons to prepare for ministry of the gospel.

S14.32.A23 This synod, in addition to the requirements of rostered ministers listed above, expects that each rostered minister will proclaim God's love for the world.

†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.

†S14.43. 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;

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- 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 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 minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant and the minister of Word and Service shall be listed on the roster of ministers of Word and Service 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 must 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.

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- 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.

Chapter 15

FINANCIAL MATTERS

†S15.01. The fiscal year of this synod shall be February 1 to January 31.

†S15.11. Since the congregations, synods, and churchwide organizations 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 ELCA 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.

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- 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.
- †S15.31.** 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 churchwide organization shall be deemed to fulfill this obligation.

Chapter 16

INDEMNIFICATION

- †S16.01.** Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Synod Council member, officer, employee, or committee member of this synod shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification of any person by reason of that person's capacity as a director, officer, employee, or committee member 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 †16.04., 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

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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

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 of this church, congregations, and organizations within this synod; provide a forum in which the parties concerned can seek to work out matters causing distress or conflict; and make appropriate recommendations for their resolution. When a concern relates directly to the synod bishop, the vice-president will lead the Executive Committee's efforts at resolving the matter. When the matter at issue cannot be resolved in this manner, the applicable procedures for investigation, decision, appeal, and adjudication shall be followed. Allegations or charges that could lead to the discipline of an ordained minister or a person on the official roster of this church shall not be addressed by the Executive Committee but shall be resolved through the disciplinary process set forth in the *Constitution and Bylaws 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

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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 RESOLUTION

- †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 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 15 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 adopted 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.
 - c. 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.