

Evangelical Lutheran Church in America  
Southeastern Synod Council  
Agenda  
January 18-19, 2019

**SESSION I: FRIDAY 1:00 – 6:00 PM**

**1 PM**

**I. CALL TO ORDER & INTRODUCTIONS**

**II. ORDER FOR OPENING: BISHOP JULIAN GORDY** (*Exhibit J.1*)

**III. ADOPTION OF THE AGENDA**

(*Agenda*)

- Proposed Action:  
Approve the agenda as presented.

**IV. APPROVAL OF MINUTES** (*Exhibit C.1*)

- Proposed Action:  
Approve the minutes of the Southeastern Synod Council meeting of September 21-22, 2018 as presented.

**V. REPORT OF THE BISHOP** (*Exhibit A.1*)

**VI. REPORT OF THE VICE PRESIDENT**

- A. Report of Vice President's Activities** (*Exhibit A.2*)
- B. Report of the Executive Committee** (*Exhibits B.1 and B.2*)

**VII. REPORT OF THE SECRETARY** (*Exhibit A.3*)

**VIII. REPORT OF THE TREASURER**

- A. December 2018 Financial Statements** (*Exhibit D.1a*)
- B. Report of Task Force to Recommend Nominees for Synod Treasurer**  
(*Exhibit D.2*)

- **Proposed Action: Nominate the following for a 4-year term as Synod Treasurer, beginning September 1, 2019, with the election to take place at the 2019 Synod Assembly:**

**Mr. Stephen Gehret, Reformation, Greeneville TN  
Mr. Max Yost, Trinity, Lilburn GA**

BACKGROUND INFORMATION & RATIONALE: Constitutionally, the Synod Council is required to nominate one or more candidates for the position of Synod Treasurer. At its September 2018 meeting, the Synod Council appointed a task force to identify potential nominees for Synod Council consideration. Task Force members included current Synod Treasurer Lee Smith (chairperson) and two former treasurers (Dennis Wieckert and Sandra Gustavson). The team met via email and prepared an announcement that was mailed to all congregations. Announcements were also regularly included in the synod E-News. An online biographical form was posted throughout the Fall, with a December 7<sup>th</sup> response deadline.

As of the announced deadline, several potential nominees had been identified, but none of them were willing to accept the nomination. Two of the potentials indicated that although they were interested, they could not commit the time necessary for the position, given the many ongoing tasks included in the position description. Following consultation with the Personnel Committee, in early December the Synod Council Executive Committee revised the position description for Synod Treasurer, removing several ongoing responsibilities and replacing them with the following statement of expectations for the new treasurer:

*Consults with synod staff and outside vendors to assure that normal accounting and treasury functions are conducted in an accurate, timely manner with appropriate attention given to internal control considerations*

Upon notification of this change, two persons (Stephen Gehret and Max Yost) submitted online biographical forms indicating their interest and availability for the position. The Task Force determined that both were qualified to be Synod Treasurer and recommended that both be officially nominated by the Synod Council. When the nominations are announced at the 2019 Synod Assembly, there will be an opportunity for additional nominations from the floor. For reference by the Council, the biographical information submitted by each candidate is included as part of Exhibit D.2.

### **C. Managing 2018-19 Year-End Deficit / Surplus (Exhibit D.6)**

- **Proposed Action: Approve the following resolution recommended by the Budget and Finance Committee:**

**Resolved, that any 2018-19 deficit (the amount by which approved expenses exceed approved funding sources) existing at year-end in the Operating Fund be absorbed into that fund's net asset balance.**

**Resolved that any 2018-19 surplus (the amount by which approved funding sources exceed approved expenses, including churchwide mission support and transfers to the Planting Fund and to Region 9) existing at year-end in the Operating Fund be managed in the following manner:**

- i. Distributions shall be limited to the total that will allow the Operating Fund's year-end net asset balance to equal at least \$165,000.**
- ii. If there is at least \$8,000 of remaining surplus after meeting the requirement specified in (1) above, then that remaining amount of the surplus shall be distributed in the following manner:**
  - a. 10 percent to Lutheran Theological Southern Seminary, up to a maximum dollar amount equal to its Level 2 budget (\$120,000);**
  - b. 10 percent to Lutheran Theological Center in Atlanta, up to a maximum dollar amount equal to its Level 2 budget (\$1,500);**
  - c. 10 percent to NovusWay, designated for the support of Lutheranch, with the total allocation limited to the NovusWay Level 2 budget (\$10,000);**
  - d. 20 percent to the six campus ministry programs receiving monthly synodical support during 2018-19, with this additional amount to be allocated proportionately based on the ministries' Level 1 budgeted amounts, with the total allocation limited to the Campus Ministry Level 2 budget (\$58,000);**
  - e. 20 percent to the synod's temporarily restricted net asset account entitled "Synod Staff Development," for use as determined by the Synod Council, with the total allocation limited to the Salaries, Housing, & Benefits Level 2 budgets (\$48,835); and**
  - f. 30 percent, plus any remaining amounts not previously allocated due to the category limitations noted in the preceding paragraphs, to a new temporarily restricted net asset account to be entitled "Living**

**Lutheran Legacy: Reserve for Rent Reduction.” It is anticipated that monies in this account will be paid to St. John’s Lutheran Church, Atlanta, at an appropriate time in the future, when it is determined by the synod officers that such payment will result in lower rent payable to the congregation for the new synod office facilities.**

#### BACKGROUND INFORMATION & RATIONALE

It is likely that the current fiscal year will result in a sizable surplus for the Operating Fund, primarily because for most of the year the synod office will have occupied temporary space at St. John’s Lutheran Church, Atlanta, on a rent-free basis. The year-to-date surplus in this fund, as of October 31, 2018, was \$62,325. If the situation deteriorates during the remaining months such that the year ends in a deficit position, the first paragraph of the recommended action indicates that the deficit is simply to be absorbed into the Operating Fund’s net asset balance. An alternative to this action would be to recommend transfers from specified restricted accounts to make up some or all of the deficit. That alternative was not included in the recommended action because of the unlikelihood that there will be a deficit this year.

If the 2018-19 fiscal year does end in a surplus position for the Operating Fund, the first priority for managing the surplus is recommended to be rebuilding the fund’s net asset position to approximately the level it was prior to the significant losses of the past 10 years. Prior to 2011, the Operating Fund’s net asset balance (sometimes casually referred to as the synod’s “reserves”) was allowed to fluctuate mildly from year to year, usually within the range of \$155,000 to \$165,000. When operating deficits threatened to reduce net assets below this level, subsidies were approved and applied, usually from the Southeastern Lutheran Holding Corporation. The table below shows the subsidies provided and the exact net asset balances at the end of fiscal years 2008-09 onward. After the 2010-11 fiscal year, additional subsidies from the Holding Corporation were no longer possible.

<b>Fiscal Year</b>	<b>Subsidy from SE Lutheran Holding Corporation</b>	<b>Operating Fund’s Net Asset Balance at Year-End</b>
2008-09	\$13,854	\$158,727
2009-10	\$125,138	\$158,727
2010-11	\$89,000	\$165,756
2011-12	--	\$165,756
2012-13	--	\$165,756

2013-14	--	\$141,222
2014-15	--	\$165,405
2015-16	--	\$120,360
2016-17	--	\$120,482
2017-18	--	\$127,189
As of 10/31/18	--	\$195,799

Example. If the current fiscal year were to end with the same \$62,325 surplus that existed on October 31 of this year and if all of that surplus was distributed at year-end to other entities, the Operating Fund's net asset balance would decrease by \$62,325 and would then equal \$133,474 for the start of the new fiscal year. The recommendation in item (1) of the second Resolve is provided because a level in the range of \$133,000 does not leave a lot of cushion for managing uneven cash flows and absorbing potential future losses. Over the past 25 years, a level closer to \$165,000 has usually been sufficient to absorb losses when they occur, without causing major disruptions for synod operations. For this example, the impact of approving item (1) of the second Resolve would be to reduce the potential \$62,325 distribution by \$31,526 and then distribute only the balance of \$30,799. After such distributions, the net asset balance at the start of 2019-20 would once again equal \$165,000 (which is the current \$195,799 balance minus the \$30,799 hypothetical distribution).

Item (2) in the proposal provides for some possible distributions, generally consistent with Level 2 in the approved 2018-19 ministry funding plan. A minimum threshold (\$8,000) is recommended to avoid extremely small distributions to some of the recipients. If total monies to be distributed exceed \$8,000, the six subparagraphs in the resolution specify how the funds would be allocated. The first five of the subparagraphs are consistent with priorities of recent years; they call for distributions to the entities for which the 2017 Synod Assembly approved Level 2 budgets; those Level 2 budgets are provided below for reference.

**Approved Level 2 Budgets within the 2018-19 Ministry Funding Plan\*\***

Ministry Expense	Level 2 Budget
Lutheran Theological Southern Seminary	\$120,000
Lutheran Theological Center in Atlanta	\$1,500

NovusWay (Lutheridge, Lutherock, Lutheridge)	\$10,000
6 Campus Ministry Programs	\$58,000
Salaries & Housing	\$45,365
Staff Benefits (FICA)	\$3,470
<b>Total:</b>	\$238,335

*\*\* This table excludes those Level 2 items that are paid as an automatic percentage of mission support contributions. Items excluded in this way are ELCA mission support (50%), transfers to the synod's Planting New Congregations Fund (3%), and Region 9 support (0.5%).*

The rationale for the recommendation in subparagraph (f) of the second Resolve is tied to the fact that much of this year's expected surplus is due to not having paid rent to St. John's during most of this fiscal year. Future rent will be \$3,800 per month, beginning when the synod moves into its new office space. Much of that amount will be used by St. John's to make mortgage payments associated with construction of the synod space that was not funded by Living Lutheran Legacy Building Fund contributions.

As future, unanticipated Building Fund contributions are received from donors, they will periodically be used to make additional principal payments on the mortgage, with the loan re-amortized to require a lower monthly payment. Principles negotiated with St. John's indicate that savings from additional principal payments will be shared equally by the synod and St. John's, unless a donor specifically designates that the savings should benefit only one of those parties. The intent of subparagraph (f) is to retain monies in the specified net asset account until they can be used to fund an additional principal payment and thereby decrease future rent. However, there is no intent to specify that the synod should be the only beneficiary of the additional payment of principal.

#### **D. Proposed 2020-21 Ministry Funding Plan (Exhibit D.7)**

- **Proposed Action: Recommend that the 2019 Synod Assembly approve a ministry funding plan for fiscal year 2020-21 containing the following elements, with additional details set forth in Exhibit D.7:**

<b>MAJOR FUNDING SOURCES:</b>	<b>Level 1</b>	<b>Level 2</b>
Mission Support Contributions	\$2,185,000	\$526,539
Assembly Registration Fees	75,000	---
Other Funding	17,300	
<b>TOTAL FUNDING</b>	<b>\$2,277,300</b>	<b>\$526,539</b>
<b>PROPOSED USES OF FUNDS:</b>	<b>Level 1</b>	<b>Level 2</b>
ELCA Mission Support (50%)	\$1,092,500	\$263,270
Planting New Congregations (3%)	65,550	15,796
Region 9 (0.5%)	10,925	2,633
Grants to Institutions & Agencies	82,100	194,500
Committees & Ecumenical Groups	21,495	---
Synod Office	88,900	---
Staff Travel & Expenses	90,000	---
Accounting & Audit	22,650	---
Salaries & Housing	472,260	46,760
Staff Benefits	183,720	3,580
Staff Adjustments / New Initiatives	30,000	---
Synod Council	12,000	---
Synod Assembly	75,000	---
Other Expenses	30,200	---
<b>TOTAL USES OF FUNDS</b>	<b>\$2,277,300</b>	<b>\$526,539</b>

#### **E. Option Regarding Property in Doraville, GA** *(Exhibit D.8)*

- **Proposed Action:** Authorize Bishop Julian Gordy to sign the two documents set forth in Exhibit D.8 on behalf of The Evangelical Lutheran Church of the Advent, Inc., granting the Interfaith Outreach Home an option to buy the entire property located at 5200 Buford Highway, in Doraville, Georgia, at a purchase price of \$1.6 million, with such option to go into effect immediately and remain in effect through September 30, 2019.

BACKGROUND INFORMATION & RATIONALE: In September 1989, Lutheran Church of the Advent in Doraville, Georgia entered into a 20-year agreement to lease approximately 1 acre of its land to a not-for-profit corporation now known as the Interfaith Outreach Home (IOH). A consortium of about 30 churches and synagogues in North Atlanta cooperated in establishing and building an apartment building on this property to provide transitional housing for families with children who would otherwise be homeless. There are 10 small

apartments in the IOH building, with each apartment being about 440 square feet in size.

Although Advent owned the land on which the IOH building was constructed, IOH constructed and owns the building. Advent ceased functioning as a congregation in January 2000, though it has been continued as a legal entity. As one of its final actions, Advent's Congregation Council approved the transfer of ownership of all of its property to the Southeastern Synod. The Council also made it clear that they wished for the IOH ministry to continue in its current location. The Latino mission congregation known as Iglesia Luterana Sagrada Familia began sharing Advent's worship space while Advent was still there. Sagrada Familia continues to use the worship space today, as does an additional worshipping community known as Hope International.

In 2011, the ground lease to IOH was renewed by the Southeastern Synod for a second period of approximately 20 years and is now set to expire on August 31, 2030. Early termination by either the synod or IOH is possible beginning in 2023, with 3 years of advance notice required. Rent paid by IOH to the Synod is currently \$2,207 per month and increases each year by 2 percent. Rental payments are being accumulated in the synod's Doraville Property Administration restricted account and are used primarily to fund maintenance, repair, and contingency expenses on the Doraville property.

Approximately three years ago, the Board of Directors for IOH began making inquiries about the possibility of IOH purchasing the land on which its building is located, so that IOH would not have to continue making ground lease payments, while also eliminating the possibility that a future Synod Council might decide not to renew the ground lease. Following those initial inquiries by IOH, Bishop Gordy asked DEM Wayne Fell to represent the synod in any further discussions requested by IOH. In 2017 Wayne arranged for a commercial appraisal of the entire property at 5200 Buford Highway; the appraisal price obtained as of July 25, 2017 was \$1.9 million. This price assumed that all existing buildings, including that owned by IOH, would be razed, so that the land would be fully available for commercial redevelopment.

The proposed action is being made at the request of the IOH Board of Directors, who are now interested in acquiring all of the property at 5200 Buford Highway, to facilitate expansion of its transitional housing ministry. If the property is sold to IOH, it is anticipated that the existing church building currently used by Sagrada Familia and Hope International would be demolished and replaced by one or more newly constructed residential buildings. The terms of the proposed option would allow Sagrada Familia and Hope International to remain on the property for up to 90 days following completion of the sale; it is anticipated that some of the proceeds from the sale would be available to help these two worshipping communities make alternative arrangements.

The proposed \$1.6 million sales price is less than the \$1.9 million appraised value for the property's "highest and best use." This lower amount can be justified partly on the basis of: (1) IOH's status as a not-for-profit entity engaged in a ministry vitally needed in the Doraville area; (2) IOH's history of rental payments for the land, totaling more than \$500,000 since 1989; and (3) the lack

of realtor commissions payable by the synod if IOH exercises the option to buy the property.

The full text of the two documents referenced in the proposed action are attached as pages 3 – 13 of Exhibit D.8.

**3:00 PM IX. GUEST SPEAKER: THE REV. DR. ROBERT ALLEN, LENOIR-RHYNE**

- **Proposed Action: Recommend that the 2019 Synod Assembly approve a major capital funds campaign beginning in the year \_\_\_\_\_ and ending in the year \_\_\_\_\_, to be conducted by Lutheran Theological Southern Seminary (LTSS) for the purpose of reducing the debt burden for LTSS students.**

BACKGROUND INFORMATION & RATIONALE: The following excerpt is from the minutes of the May 31, 2018 meeting of the Synod Council regarding an action approved as part of the *en bloc* motion for that meeting (SC2018.05.06):

Authorize Bishop Gordy to work with appropriate persons with Lutheran Theological Southern Seminary (LTSS) in planning a funding campaign within the Southeastern Synod, subject to the following:

- The purpose of the campaign shall be debt reduction for LTSS students;
- Details, including the timing of all phases of the campaign, shall be presented for approval by the Synod Council no later than its January 2019 meeting;
- Final approval for the campaign shall take place during the 2019 Southeastern Synod Assembly, pending a favorable recommendation from the Synod Council.

*Background:* The request for this campaign is contained in a letter from LTSS's Dr. Robert Allen, provided in its entirety in Exhibit I.1 (May 2018 meeting). Relevant excerpts from that letter are provided below:

“One of the places of the most rapid change occurring within the ELCA is in our seminaries. Therefore, it is imperative that we stay abreast of these changes and respond to them in responsible ways, especially as all of this relates to the Lutheran Theological Southern Seminary. A major concern is the \$40,000 debt with which an average graduate leaves seminary. Add college debt to that, and the total becomes staggering for prospective students who attend LTSS. Because of this prospective indebtedness, some students elect not to attend seminary. For this reason, we must devise a way to reduce and eliminate seminary indebtedness to future students.....I seek approval to work with Bishop Gordy to plan a tailored campaign on behalf of debt reduction for students of LTSS that would best suit the Southeastern Synod.”

Such a campaign is subject to the synod's policy on the Financial Solicitation of Congregations, which was most recently revised in January 2014. The relevant section from this policy is reproduced below:

**MAJOR MULTI-YEAR FUNDING APPEALS.** Institutions, agencies, and other organizations wishing to conduct major multi-year funding appeals within the Southeastern Synod must obtain prior approval from both the Synod Council and the Synod Assembly. The request for approval shall include specific details regarding the timing of all phases of the appeal. In analyzing each request, the Synod Council shall consider the merits of the request within the context of ministry priorities within the Southeastern Synod, the number of years since the requesting organization conducted a prior appeal within the synod, current economic conditions, and other factors the Synod Council deems relevant regarding the request. The Synod Assembly shall normally consider only those appeals that have received a positive recommendation from the Synod Council and that are proposed to begin their public solicitation phase a maximum of two years following Synod Assembly approval. With the exception of major churchwide funding appeals addressed in item 3 of this policy, no more than three major multi-year funding appeals shall be conducted within the Southeastern Synod during any one year and no more than one appeal shall be considered by any one Synod Assembly.

Three years is the maximum length of time that any approved appeal may be in its public solicitation phase within the Southeastern Synod. Approved major multi-year funding appeals may include statements in distributed literature indicating that the appeals are endorsed by the Southeastern Synod of the ELCA. All congregations, who are thus committed to an appeal by action of the Synod Assembly, are expected to engage in prayerful consideration and prioritization in determining the level of their participation and support for each approved appeal, taking into consideration their current level of giving for unrestricted mission support.

## **X. UMOYO PROGRAM** *(Exhibit F.2.b)*

- **Proposed Action: Approve a three-year program titled Umoyo, to begin February 1, 2019, for the purpose of strengthening congregational vitality in predominately African descent congregations within the Southeastern Synod.**

### BACKGROUND INFORMATION & RATIONALE:

Umoyo is a three-year plan for strengthening the congregational vitality of the ELCA Southeastern Synod's predominately African descent congregations. An \$80,000 grant has been approved by the ELCA's Domestic Mission Unit to support the Umoyo program in this synod. Exhibit F.2.b contains the proposal that was submitted in support of this grant, including a budget page illustrating details about specific activities and anticipated costs. Implementation of this program will be the responsibility of the Mission Outreach and Renewal Committee, including the originator of the Umoyo proposal, Pastor Tiffany Chaney.

## **XI. 2019 SYNOD ASSEMBLY**

### **A. Proposed 2019 Rules of Organization and Procedure (*Exhibit E.1*)**

- **Proposed Action: Approve the proposed 2019 Rules of Organization and Procedure for the 2019 Synod Assembly, as set forth in Exhibit E.1.**

BACKGROUND INFORMATION & RATIONALE: The document in Exhibit E.1 is unchanged from the rules that were in effect for the 2018 Synod Assembly. Both staff and the Synod Assembly Committee have reviewed this document and have no recommended changes for the 2019 assembly.

### **B. Designation of Assembly Offerings (*Exhibit E.2*)**

- **Proposed Action: Designate that offerings at the 2019 Synod Assembly be given to the Campaign for the ELCA.**

BACKGROUND INFORMATION & RATIONALE: This recommendation is from the synod staff. If approved, the 2019 Synod Assembly would be the first time this synod has emphasized the importance of contributions to the Campaign for the ELCA. As additional background information, Exhibit E.2 lists the priorities of this churchwide emphasis.

### **C. Update regarding Election & Transition to a New Synod Bishop**

1. Pre-Assembly Discernment Meetings
2. Review of Election Process (*Exhibit E.3*)
3. 2007 Assembly Exhibit re Question & Answer Process (*Exhibit E.4*)
4. Status of Bishop Transition Funding (*Exhibit D.1, page 7*)
5. Southeastern Synod's Staff Severance Policy (*Exhibit E.5*)
6. Other

### **D. Other Elections (*Exhibit E.6*)**

In addition to the election of a Synod Bishop, the following positions will be elected at the 2019 Synod Assembly:

Synod Treasurer

Synod Council:

Youth Member  
Clergy At-Large  
Lay Person At-Large  
Representatives from Conferences 1 – 5 (lay/clergy  
designations “flip” in 2019)

Consultation Committee: 3 Clergy and 1 Lay Female

Discipline Committee: 1 Clergy, 1 Lay Male, and 2 Lay Females

Details for each position, including demographic requirements, length of term, nominating group, and eligible incumbents are provided within Exhibit E.6.

**6-7 PM DINNER BREAK (PRAYER BEFORE DINNER: DR. SANTHA JETTY)**

**7 PM DEADLINE FOR REMOVAL OF ITEMS FROM EN BLOC RESOLUTION**

## **SESSION II: FRIDAY 7:00 – 9:00 PM**

### ***ANNOUNCEMENT OF ITEMS REMOVED FROM THE EN BLOC RESOLUTION***

**7:05 PM XII. CONVERSATION: STAFFING ISSUES** (*Bishop Julian Gordy, facilitator*)  
(*Guest: Mr. Mike Franklin, chairperson, Personnel Committee*)(*Exhibit F.8*)

**8:15 PM XIII. EXECUTIVE SESSION** (*Exhibit ES.1, to be distributed during the executive session*)

The Synod Council may move into executive session solely for the purposes of discussing personnel matters and/or pending litigation. All actions taken during an executive session are reported during a subsequent open session and are included in the minutes of that open session. Only elected Synod Council members and others specifically invited to attend are to be present during an executive session. Discussions during an executive session are confidential and should not be disclosed. The Executive session scheduled for 8:15 p.m. on Friday, January 18, 2019, is for the purpose of considering recommendations for staff compensation.

**PRAYER BEFORE EVENING RECESS: MS. MELISSA FULLER SIMS**

**SESSION III: SATURDAY 9:00 AM – NOON**

**MORNING PRAYER: THE REV. CUTTINO ALEXANDER**

**9:05 AM XIV. GUEST SPEAKER: THE REV. DR. DAVID RATKE, LENOIR-RHYNE**

**XV. CONSIDERATION OF ITEMS REMOVED FROM *EN BLOC* RESOLUTION**

**XVI. *EN BLOC* RESOLUTION**

- Proposed Action:  
Approve the following actions, as specified below:

**A. Approval of 2019-20 Morton Fund Grants (*Exhibit D.3*)**

- Proposed Action:

Approve the following grants from the Morton Fund for the 2019-20 fiscal year, computed according to the synod's endowment fund spending guidelines:

St. James Lutheran Church, Greeneville, TN	\$1,500
Reformation Lutheran Church, Greeneville, TN	\$1,000
Tyson House Lutheran and Episcopal Campus Ministry	100% of remaining funds

BACKGROUND INFORMATION & RATIONALE: The Morton Fund is maintained as an endowment fund, from which spending each year is limited to 6 percent of the prior 4-year average of its invested assets. The donor-restricted use of the Morton Fund is for "mission work in Tennessee, from Chattanooga eastward." It is anticipated that the total funding available for the recommended grants for 2019 will be approximately \$8,500. The recommended proposal is from the advisory group from Conference 6, chaired by the conference chairperson, Pastor Ed Myers. Copies of proposals received are included with Exhibit D.3.

**B. Approval of 2019-20 Allocations to Committees** (Exhibit D.4)

## • Proposed Action:

Approve the Budget & Finance Committee's recommendation to allocate the following amounts to the following committees for the 2019-20 fiscal year:

<b>Audit Committee</b>	<b>\$50</b>
<b>Budget &amp; Finance Committee</b>	<b>\$100</b>
<b>Candidacy Committee: Expenses</b>	<b>\$6,000</b>
<b>Candidacy Committee: Preparation of Candidates</b>	<b>\$1,500</b>
<b>Global Mission Committee</b>	<b>\$1,000</b>
<b>Mission Outreach &amp; Renewal Committee</b>	<b>\$2,750</b>
<b>Mutual Ministry Committee</b>	<b>\$50</b>
<b>Nominating Committee</b>	<b>\$50</b>
<b>Personnel Committee</b>	<b>\$200</b>
<b>Youth Ministries</b>	<b>\$10,165</b>
<b>TOTAL:</b>	<b>\$21,865</b>

BACKGROUND INFORMATION & RATIONALE: The 2018 Synod Assembly approved a lump sum of \$21,865 for committee and task force funding within the 2019-20 Ministry Funding Plan, with the expectation that the Synod Council would allocate this total among some of the committees and/or task forces at the Council's January 2019 meeting.

During Fall 2018, the Budget & Finance Committee solicited funding requests from all synod committees and task forces. Based on the proposals received, as well as other funding that is available to some groups, the recommended action was approved at Budget & Finance's December meeting. A summary of the analysis considered by Budget & Finance is provided on page 2 of Exhibit D.4.

**C. 2019-20 Allocations for Campus Ministry Programs** *(Exhibit F.5)*• **Proposed Action:**

Approve the Campus Ministry Team's recommendation to allocate \$31,000 for the support of campus ministry during the 2019-20 fiscal year as follows:

<b>Campus Ministry Program</b>	<b>Allocation</b>
Atlanta University	\$6,040
Tyson House (U. of TN, Knoxville)	\$8,600
Georgia Tech	\$11,200
East Tennessee	\$1,000
University of Georgia	\$3,160
Mercer University (Macon, GA)	\$1,000
<b>Total:</b>	<b>\$31,000</b>

BACKGROUND INFORMATION & RATIONALE: The 2018 Synod Assembly approved a total of \$31,000 in the 2019-20 Level 1 Mission Funding Plan for the support of campus ministry programs in the Southeastern Synod, with the expectation that the \$31,000 would be allocated among the various programs during the January 2019 meeting of the Synod Council. The proposed action is the recommendation of the synod's Campus Ministry Team, which provided some additional context for its recommendations, as set forth in Exhibit F.5.

**D. Establishment of Middle Tennessee Seminarian Assistance Fund***(Exhibit D.5)*• **Proposed Action:**

Approve establishment of the Middle Tennessee Seminarian Assistance Fund as a restricted account within the synod's Donor Designated Fund, to be funded entirely by designated contributions, and to be governed according to the policies set forth in Exhibit D.5.

BACKGROUND INFORMATION & RATIONALE: Establishment of the Middle Tennessee Seminarian Assistance Fund (MTSA Fund) is being requested to help seminarians who have been entranced through the Southeastern Synod candidacy process with expenses related to completing the requirements to become a rostered leader in the ELCA.

Priority will be given to expenses not covered by other scholarships and financial aid, such as affiliation fees, tuition for courses for the Lutheran year (for those attending a non-ELCA school), CPE costs, books, travel and housing required for distance learning coursework, etc. Requests for assistance in covering other expenses will be considered for funding if all of the priority need requests have been met. Students may submit funding requests to cover costs from the previous semester or the coming semester. Funds will be awarded on the basis of financial need, as determined by the MTSA Fund Oversight Board. To be eligible, a student must be a member of a congregation in the Middle TN Deanery and officially supported by that congregation in the candidacy process. (A list of eligible congregations is contained in Exhibit D.5.)

The Middle Tennessee Seminarian Assistance Fund Oversight Board will consist of three rostered ministers from the Middle TN deanery. The Oversight Board will oversee disbursement of information to seminarians, review funding requests, grant funds to the seminarians, keep accounting records, and encourage fundraising efforts. None of these members shall serve on the candidacy committee at the same time that they oversee the MTSA Fund. Only these three individuals will be able to request funds from the MTSA Fund account through the treasurer of the Southeastern Synod. The MTSA Fund Oversight Board will maintain a relationship with the Southeastern Synod Candidacy Committee. The Oversight Board will notify the Chair of the Candidacy Committee when awards are made; the Candidacy Committee may inform candidates from Middle TN about how to apply for financial support from the MTSA Fund.

## **E. Roster Status Changes**

- **Proposed Action:**

**Approve the following roster status changes:**

### **1. Ministers of Word and Sacrament On-Leave-From-Call:**

**Resolved, that the ELCA-Southeastern Synod Ministers of Word and Sacrament listed be granted On-Leave-From-Call status in accordance with the terms stated:**

- **The Rev. Steven B. Counts – first year beginning 3/1/18 (retroactive)**
- **The Rev. Julie A. Crosby San Miguel - second year, beginning 2/5/19**
- **The Rev. Richard A. Hogg, Jr. - first year, beginning 1/28/19**
- **The Rev. Sandra S. Niiler - second year, beginning 5/7/19**
- **The Rev. Laura J. Shally - third year beginning 4/1/19 (changed to on family leave, may be renewed yearly until 4/1/22)**

### **2. Letter(s) of Call (Ministers of Word and Sacrament):**

**Resolved**, that the ELCA-Southeastern Synod Ministers of Word and Sacrament listed be granted calls in accordance with the terms stated:

- **The Rev. Robert M. Blanton, Pastor, Episcopal Church of the Creator, Clinton, MS: Extension of One-year Term Call, 5/26/19 through 5/25/20**
- **George E. Doebler, Special Adviser to Pastoral Care, University of Tennessee Medical Center, Knoxville, TN: Extension of One-year Term Call, 5/26/19 through 5/25/20**
- **Evon O. Flesberg, Pastor Counseling Ministry, The Turning Leaf, Brentwood, TN: Extension of One-year Term Call, 5/26/19 through 5/25/20**
- **Linda J. Hilliard, Pastor, Antioch United Methodist Church, Huntingdon, TN (in Memphis conference of United Methodist Church, call to special service, serving at invitation of an ecumenical partner): Extension of One-year Term Call, 5/26/19 through 5/25/20**
- **Brian W. Hooper, Clinical Pastoral Therapist, Integrative pastoral Counseling, Nashville, TN: Extension of One-year Term Call, 5/26/19 through 5/25/20**
- **Nedra P. Merriman, Clinical Hospice Chaplain, Baptist Health Medical Center, Montgomery, AL: Extension of One-year Term Call, 5/26/19 through 5/25/20**
- **Gretchen E. Person, Assistant Director of Religious Life, Vanderbilt University, Nashville, TN: Extension of One-year Term Call, 5/26/19 through 5/25/20**
- **Bridget L. Piggue, Director of Pastoral Education, Wesley Woods (Emory), Atlanta, GA: Extension of One-year Term Call, 5/26/19 through 5/25/20**
- **John-David Simpson, Chaplain, Trinity Hospice, Poplarville, MS: Extension of One-year Term Call, 5/26/19 through 5/25/20**

**3. Letter(s) of Call (Ministers of Word and Service):**

**Resolved**, that the ELCA-Southeastern Synod Minister of Word and Service listed be granted a call in accordance with the term stated:

- **Deacon Michelle B. Angalet, Regional Director for Metro Atlanta Programs, Inspiritus (formerly Lutheran Services of Georgia), start 1/1/19**

**4. Letter(s) of Call - Term Calls (Ministers of Word and Sacrament):**

**Resolved**, that the ELCA-Southeastern Synod Ministers of Word and Sacrament listed be granted calls to serve as Synod Interim pastors in accordance with the terms stated and with all income and benefits to be paid by the congregations served:

- The Rev. Mary Armstrong-Reiner: Extension of One-year Term Call, 3/3/19 through 3/2/20
- The Rev. G. Steven Plonk: Extension of One-year Term Call, 5/1/19 through 4/30/20
- The Rev. Susan L. Springer: Extension of One-year Term Call, 3/4/19 through 3/3/20

**5. Non-Stipendiary Calls:**

**Resolved**, that the ELCA-Southeastern Synod Minister of Word and Sacrament listed be granted a continuation of a non-stipendiary call in accordance with the term stated:

- The Rev. Julie A. Ehlers-King, Christ the Lord. Lawrenceville, GA: Extension of One-year Term Call, 5/31/19 through 5/30/20

**6. Ministers of Word and Sacrament Retirements:**

**Resolved**, that the ELCA-Southeastern Synod Minister of Word and Sacrament listed be granted retirement status as of the date stated:

- The Rev. Keith R. Cook – January 1, 2019

**7. Deaths:** (no need for action; FYI only)

- The Rev. Phillip A. Gaines – September 26, 2018
- The Rev. Mercedes W. Browne – December 10, 2018

**F. Appointments to Committees, Task Forces, and Boards (Exhibit F.1)**

• **Proposed Action:**

Appoint the following persons as specified:

**Budget & Finance Committee**

**Mr. Andrew Gipner, Messiah, Madison AL, 2<sup>nd</sup> 2-year term to June 2021**

**Mr. Max Yost, Trinity, Lilburn GA, 1<sup>st</sup> full 2-year term to June 2021**

**Personnel Committee**

**Ms. Sheryl Dollarhide, Christ the King, Peachtree Corners GA, unexpired term to June 2020**

**Mission Outreach & Renewal Committee**

**Rev. Patti Axel, Nativity, Bethlehem GA, unexpired term to June 2020**

**Advocacy Policy Council**

**Ms. Madeline Burkhardt, Messiah, Montgomery AL, 1<sup>st</sup> 2-yr term to June 2020**

**Mr. Bob Fuller, Beth Eden, Louisville MS, 1<sup>st</sup> 2-yr term to June 2020**

**Rev. Cuttino Alexander, Christus Victor, Ocean Springs MS, 1<sup>st</sup> 2-yr term to June 2020**

**Rev. Carolyn Hayford, Shepherd of the Hills, Birmingham AL, 1<sup>st</sup> 2-yr term to June 2020**

**Inspiritus Board of Directors**

**Mr. Marc Bussone, St. Andrew, Franklin TN, 1<sup>st</sup> term, Jan. 2019 - May 2021**

**Disaster Ministry Committee**

**Rev. Laurie Bentley, retired, 1<sup>st</sup> term, Jan. 2019 to June 2022**

**G. Building Use Policies for the Former St. Paul's, Nashville** *(Exhibit L.2)*

• **Proposed Actions:**

**Express profound thanks to the ad hoc St. Paul's Site, Nashville, Task Force consisting of the Rev. Lewis Groce, the Rev. David Hood, and Ms. Rundi Ream for their work in connection with the synod-owned property formerly operating as St. Paul's Lutheran Church, Nashville.**

**Approve the task force's recommended facility use agreements and the facility use rules and regulations document, as set forth in Exhibit L.2.**

**Authorize the task force, in consultation with DEM Wayne Fell, to take additional actions to increase security and better regulate usage of the property. The Synod Council understands that such actions may include rekeying the buildings and other steps to assure that no-one lives in the buildings or on the grounds.**

**Authorize the task force, in consultation with DEM Wayne Fell, to approve or deny future requests for facility usage as they deem appropriate, according to use agreements, rules, and regulations approved by the Synod Council.**

**Specify that all monies received in connection with facility usage are to be deposited in accounts maintained by the Southeastern Synod,**

**using procedures established in consultation with the synod treasurer and appropriate synod staff.**

**Request that the task force annually report to the Synod Council regarding facility usage, fees received, expenses incurred in maintaining the property, and recommendations (if any) involving the property.**

**Request that the Synod Assembly Committee include recognition of the ministry that took place through St. Paul's Lutheran Church, Nashville, during one of the plenary sessions of the 2019 Synod Assembly.**

BACKGROUND INFORMATION & RATIONALE: Although St. Paul's, Nashville, ceased functioning as a congregation some time ago, its buildings continue to be used by a variety of groups, including the Second Harvest Food Bank of Middle Tennessee. The St. Paul's property was officially transferred to the Southeastern Synod in December 2017. At that time, it became clear that the synod must establish more structure regarding building use. At its meeting in September 2018, the Synod Council requested that Bishop Gordy appoint a three-person task force to draft some policies for that purpose. The documents included in Exhibit L.2 are the product of that task force. The proposed actions were drafted by synod staff to more formally present the recommendations shown on page 2 of Exhibit L.2.

## **H. 2020 Compensation Guidelines** (*Exhibits F.3 a, b, and c*)

- **Proposed Action: Recommend that the 2019 Synod Assembly approve the proposed 2020 Compensation Guidelines set forth in Exhibit F.3.b.**

BACKGROUND INFORMATION & RATIONALE: The complete set of 2020 guidelines proposed by the synod's Compensation Guidelines Committee for consideration by the 2019 Synod Assembly is set for in Exhibit F.3.b, with a redline version that shows the exact changes provided in Exhibit F.3.c. In general terms, the proposed changes as shown in Exhibit F.3.a are:

- Added a guideline for Relocation expense reimbursement
- Added additional salary notes for Ministers of Word and Sacrament to support equal pay
- Added additional salary notes for Ministers of Word and Service. Also added guidelines for Deacons who may be on Synod staff.

- Clarified Housing allowance. Added an FAQ with regards to Housing allowances
- Updated compensation minimums for 3% cost of living increases

## **I. New Messiah Lutheran Missions, Decatur GA**

- **Proposed Action:**

**Authorize New Messiah Lutheran Mission, Decatur GA as a new start, effective February 1, 2019**

BACKGROUND INFORMATION & RATIONALE: DEM Wayne Fell provides the following explanation: “Decatur, GA. is a model area for where the ELCA should be successful. It is very diverse from all categories and very liberal. There is a congregation there called The Lutheran Church of the Messiah. When the last full time pastor left in October 2017, the congregation was talking about closing as an option.

In early 2018, the congregation entered into a Synod program called UNITED TM 2.0. This showed them a much different path of transformation and renewal. The council and the congregation have embraced that program to the extent that they feel their future calls them to be something bold and brand new. This initiative has been approved by the DEM, the Bishop, and the congregation. There will be further meetings of the congregation to determine a new name but for now we are using “New” Messiah Lutheran Mission. This will be a short term investment of no more than three years. The congregation is moving immediately to call a developer type pastor. Even with this support, they will need to raise additional funds through a special appeal. The City of Decatur needs and deserves a Lutheran presence. This is our best chance of accomplishing that goal.”

## **END OF LIST OF ACTIONS PROPOSED FOR EN-BLOC CONSIDERATION**

**10 AM**

**CONVERSATION: INCREASING THE DIVERSITY OF ROSTERED PERSONS** *(Exhibit L.1) (Imran Siddiqui, facilitator)*

## **FUTURE MEETINGS**

**May 30 & June 2, 2019 at Chattanooga Marriott Hotel**

**September 20-21, 2019 at St. John’s Lutheran Church, Atlanta**

**11:55  
AM**

**CLOSING PRAYER: Ms. EMILY JACKSON**

**ADJOURNMENT**

**Noon  
- 2 PM**

**RIBBON CUTTING FOR TROUTMAN-GORDY PAVILION & STAFF OFFICES**