

Evangelical Lutheran Church in America
Southeastern Synod Council
Agenda
September 20-21, 2019

SESSION I: FRIDAY 1:00 – 6:00 PM

I. CALL TO ORDER & INTRODUCTIONS

II. ORDER FOR OPENING: BISHOP KEVIN STRICKLAND (*Exhibit J.1*)

III. ELECTION OF NOMINEE FOR THE SYNOD COUNCIL

• **Proposed Action:**

Elect The Rev. Antoinette Robinson, as nominated by Bishop Kevin Strickland, to be the Synod Council representative from Conference 8 until the close of the 2020 Southeastern Synod Assembly.

Additional Information: The position of Synod Council representative from Conference 8 became vacant with The Rev. Monica Weber transferred outside the Southeastern Synod. The Rev. Antoinette Robinson was recommended by persons in Conference 8. She is, however, nominated by Bishop Kevin Strickland in accordance with bylaw S10.03.02, which specifies the following procedure for filling such vacancies:

S10.03.02 - When a position on the Synod Council becomes vacant due to the resignation or death of a member or under circumstances not otherwise addressed within the constitution, bylaws, or continuing resolutions, the synod bishop shall nominate an individual to fill the vacant position until the next regular meeting of the Synod Assembly. Such person shall take office immediately upon election by the Synod Council as provided in S10.03.01.e. Such interim service shall not be considered a term for the purposes of bylaw S10.07.22.

IV. ADOPTION OF THE AGENDA

(*Agenda*)

• **Proposed Action:**

Approve the agenda as presented.

V. APPROVAL OF MINUTES (*Exhibit C.1 and C.1.1*)

- **Proposed Action:**
Approve the minutes of the Southeastern Synod Council meetings of May 30 & June 2, 2019 as presented.

VI. REPORT OF THE BISHOP

A. Synod Council Orientation, Part 1

Purpose and responsibilities of the Synod Council (*Exhibit K.2*); introduction of staff and their responsibilities.

B. Report of Bishop's Activities (*Exhibit A.1*)

VII. REPORT OF THE VICE PRESIDENT

A. Synod Council Orientation, Part 2

Structure of meetings, including: availability of exhibits, structure of the agenda, devotions and prayers, the role of special guests, purpose of the "en bloc" motion, and executive sessions; legal responsibilities of Synod Council members (*Exhibit L.2*); and consensus decision making (*Exhibit L.1*).

B. Report of Vice President's Activities (*Exhibit A.2*)

C. Report of the Executive Committee (*Exhibits B.1, B.2 and B.3*) *These exhibits are minutes of Exec. Committee meetings.*

- Proposed Action by the Executive Committee:

Appoint the following to the Mutual Ministry Committee for the terms specified:

Rev. Dan Pharr, Christ Lutheran, Prattville AL, unexpired term to June 2020

Ms. Jeannie Ingram, Holy Trinity, Nashville TN, unexpired term to June 2020

Ms. Connie Pearson, St. Andrew's, Franklin TN, second two-year term to June 2021

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

A. Synod Council Orientation, Part 3

Purpose and structure of meeting minutes *(Exhibit C.1)*; importance of synod's governing documents *(Exhibit K.1)*; and differences among provisions of the constitution, bylaws, and continuing resolutions

B. Report of Secretary's Activities *(Exhibit A.3)*

IX. REPORT OF THE TREASURER

A. Synod Council Orientation, Part 4

Synod financial policies *(Exhibit D.1)*; annual audit; and financial reporting, focusing on the August 2019 financial statements *(Exhibit D.2 and D.4)*

B. Status of Synod-Owned Real Estate *(Exhibit D.8)*

X. SYNOD COUNCIL ORIENTATION, PART 5: LOGISTICAL MATTERS

Communications; lodging; meals; expense reimbursements *(Exhibit J.3)*

XI. CONVERSATIONS ABOUT THE 2019 AND 2020 SYNOD ASSEMBLIES

A. Evaluations of 2019 Assembly *(Exhibit E 2.0, 2.1 & 2.2)*

- Discussion of Potential Changes for 2020

B. Appointment of Task Force to Review Bishop Election Procedures

- Proposed Actions:

1. Appoint the following persons to serve on a Bishop Election Procedures Task Force, to review existing procedures as specified in the Rules of Organization and Procedure for the 2019 Southeastern Synod Assembly and to make recommendations for possible changes:

Name: _____ Congregation: _____

2. Request that the task force seek input from several sources, such as:

- Voting members of the 2019 Southeastern Synod Assembly
- Bishop nominees during the 2019 election
- Other synods

3. Request that _____ serve as the initial convener of the task force and that he (she) notify the synod staff when a chairperson has been selected by the committee members.

4. Request that a progress report on task force activities be provided to the Synod Council for its January 2020 meeting, and that a final report with recommendations be provided for the May 2020 Synod Council meeting.

5. Specify that \$100 of the Synod Council budget for 2019-20 and \$100 of the Synod Council budget for 2020-21 may be used to facilitate activities by this task force.

C. Positions to be Elected in 2020 (*Exhibit E.1*)

D. Proposed Guidance for Nominating Committee (*Exhibit E.3*)

PROPOSAL: Approve and provide the following guidelines to the Nominating Committee for its use in planning for the elections to take place at the 2020 Synod Assembly:

1. The Nominating Committee is requested to recruit potential lay female and lay male nominees for two at-large positions on the Synod Council. Because the Synod Council is the nominating body for these positions, all biographical forms received for these positions should be forwarded to the Synod Council, without additional action by the Nominating Committee.

2. The Nominating Committee should nominate at least two but no more than four persons for each of the following positions to be elected at the 2020 Synod Assembly:

1 lay, young adult (male or female) member of the Synod Council (2-year term to 2022). Nominees must not have had their 31st birthday prior to June 5, 2020.

1 female clergy member of the Consultation Committee (1-year unexpired term to 2021)

1 clergy (male or female) member of the Discipline Committee (3-year unexpired term to 2023)

1 clergy (male or female) of the Discipline Committee (5-year unexpired term to 2025).

3. As part of its written report to the 2020 Synod Assembly, the Nominating Committee should specify the demographic requirements associated with each position to be elected.

4. At the beginning of the nominations process, the Nominating Committee should publish its criteria for narrowing the field of candidates to from two to four people for each position.

5. Recruiting of candidates is an important role of the Nominating Committee. The Committee is urged to recruit more than the minimum number of candidates necessary to meet each of the inclusivity requirements.

6. Biographical forms for nominees should include the following open-ended question: “Why are you interested in being elected to this position?”

7. Include good quality photographs of each nominee as part of the biographical information provided to assembly voting members.

8. The nominations process should be conducted with the goal of issuing a final, complete list of nominees no later than May 1, 2020.

9. At the conclusion of its deliberations, the Nominating Committee should notify those who are and are not nominated.

10. The following elections process values should be emphasized in materials provided to Synod Assembly voting members and in the verbal report of the Nominating Committee to the Assembly:

- Transparency in the application of Synod Assembly rules and constitutional mandates throughout the election process**
- Assurance that all inclusivity goals (as stated in the constitution, bylaws, continuing resolutions, and Rules of Organization and Procedure) will be fully achieved**

BACKGROUND INFORMATION & RATIONALE:

At its June 2011 meeting, the Synod Council approved (with some modifications) the recommendations of the Nominations/Elections Task Force that had been appointed to review these processes. The approvals included a specification that the Synod Council annually provide guidance to the Nominating Committee regarding the next elections cycle. This process is similar to the one used for the Budget and Finance Committee;

providing such guidance helps assure that major policy decisions are made by the Synod Council, rather than by a committee or task force.

Items 1 and 2 of the recommended action specify which of the 2020 elections are of concern for the Nominating Committee during the coming months. In addition to the positions listed, elections for synod council conference representatives from Conferences 6 – 9 will take place at the 2020 assembly. Because the conferences nominate their own representatives, the Nominating Committee has no role for these nominations.

Items 3-6 and 8-10 in the recommended action are consistent with guidance issued by the Synod Council each year since 2011.

The request to include pictures on the biographical forms (item 7) was first made for the 2019 elections. That was done in response to numerous requests from assembly voting members each year for pictures of the nominees. During its deliberations, the 2011 Nominations/Elections Task Force debated at length the potential dissemination of nominees' pictures. The Task Force's decision was to recommend *against* the inclusion of pictures at that time, due to the poor reproductive quality of many photos and the resultant negative ramifications for nominees. Improvements in technology since 2011 and the 2019 decision to provide *only* electronic biographical information for the Assembly were factors that made it possible to include pictures for the 2019 elections cycle. That decision was well-received and the guidance to include pictures is once again included in the proposed action.

XII. Greetings from the Church Council Representatives

XIII. Synod Vision Strategy – Part 1

Bishop Strickland will share his plan for developing a Vision for the Southeastern ELCA Synod.

- A. Bishop Strickland will share the current state of the Synod.

XIV. . REGION 9 BISHOPS' RELATIONAL AGREEMENT for boundaries, candidacy and call process. (Exhibit L.4)

- This agreement is being shared as information only. It is an agreement among the Offices of the Bishop in each synod in Region 9 and will be reviewed and reaffirmed annually. No decision is required.

XV. EXECUTIVE SESSION (5:30 - 6 PM)

(Explanatory Notes: 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 Friday afternoon, September 20, 2019, is for the purpose of determining compensation and relocation reimbursements for new synod staff.

Proposed invitees (if any): _____

Proposed Action: *Exhibits ES.1 and ES.2 will be distributed during the executive session.*

6-7 PM **DINNER BREAK (PRAYER BEFORE DINNER: REV. TERRI LANDERS)**

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

XVI. Synod Vision Strategy – Part 2

- The Synod Council will divide into groups to participate in a Visioning Session.

XVII. Status of Property Owned in Doraville, GA (*Exhibit D.6*)

- **Proposal from the Budget & Finance Committee:**

With thanksgiving to God for the ministry and generosity of the former Lutheran Church of the Advent in Doraville, Georgia, the subsequent ministry of Iglesia Luterana Sagrada Familia in that location, and now the new ministry that will occur as Sagrada Familia joins with Amazing Grace Lutheran Church in Lawrenceville, Georgia,

The proceeds from the sale of the synod's property in Doraville, Georgia shall be used as follows:

- **Disburse 10 percent of the sales proceeds, net of any closing costs payable by the Synod, as a tithe to the wider church, with the recipients of this tithe to be approved by the Synod Council Executive Committee;**
- **Set aside the remainder of the proceeds (corpus) to be used as designated in the future by the Synod Council for the purposes of mission, planning, outreach, and strategic visioning;**
- **Acknowledge that future disbursements may include but are not limited to the following possibilities:**
 - **Additions to the Synod's New & Renewing Congregations Fund (Planting Fund)**
 - **Additions to the Gordy Scholarship Fund with the ELCA's Fund for Leaders**
 - **Additions to the principal of the synod's Candidacy Fund**
 - **Additions to the synod's Ministry Enhancement account**
 - **Additions to the synod's Staff Development account**
 - **Additions to the synod's Youth, Young Adult, and Campus Ministry accounts**
 - **Support of efforts to increase multicultural ministries within the synod**
 - **Support of racial justice training and cultural awareness**
 - **Teaching evangelism, communication, formation, and technology tools to all synod congregations**
 - **Long-term planning of future ministries**
 - **Legacy gift planning**
 - **Support when needed for annual ministry funding plans**
 - **Mortgage reduction payments associated with synod office space**
- **Specify that expenditures from the new fund may include disbursements of both principal and accumulated investment income, without limitation, with the approval of the Synod Council;**
- **Specify that the sales proceeds added to the new fund are to be invested similarly to current synod funds that are treated as endowment funds, including the**

commingling of monies invested in individual investment products, provided that accounting for investment returns is allocated proportionately to each synod fund and until such time as the Synod Council may specify otherwise;

- **Request that the Budget and Finance Committee annually review the new fund and make any recommendations to the Synod Council that the Committee deems appropriate.**

BACKGROUND INFORMATION & RATIONALE:

In September 1989, The 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 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 eventually became the sole occupant of the building formerly occupied by Advent and for a couple of years recently shared that space with another mission group (Hope International); the \$2,000/month rent paid by IOH under its ground lease has been used primarily to pay expenses on the building and maintain the property as needed.

When the original 20-year land lease expired, the Synod Council approved its renewal; the current term will expire in 2030, though early termination by either the Synod or IOH may occur as early as August 31, 2020 with a three-year advance notice. About three years ago, IOH notified Bishop Gordy that it would like to buy the land upon which its building is located, as well as some or all of the other property owned by the synod at that location. Director of Evangelical Mission Wayne Fell began meeting with the IOH Board on this topic, culminating in Synod Council approval in January 2019 of an option for IOH to buy the entire property at a sales price of \$1.6 million, with any sale to be completed by September 30, 2019. IOH has notified the synod of its intent to exercise its option to buy the property, and the sale is expected to close by the end of September.

The potential possible uses for the sales proceeds were provided to the Budget and Finance Committee by Bishop Strickland. The Committee added some additional operating language to the proposed actions under consideration. The intent of both the bishop and the Budget and Finance Committee is to assure that the proceeds are not squandered, but rather are used in a thoughtful manner consistent with the vision and priorities for mission that will be developed over the next several months.

PRAYER BEFORE EVENING RECESS: MS. ROXANN THOMPSON

SESSION III: SATURDAY 9:00 AM – 1 PM

MORNING PRAYER: MR. DAVID HAIGLER

XVII. OTHER FINANCIAL MATTERS

A. Proposed Budget Amendments for 2019-20 and 2020-21 (Exhibit D.5)

Proposed Action:

1. Approve the following budget amendments for the 2019-20 fiscal year:

- Decrease the Salaries & Housing budget by \$8,733**
- Decrease the Staff Benefits budget by \$18,000**
- Decrease the Staff/Deans/Officers Travel & Expense budget by \$20,000**
- Increase the Accounting Fees budget by \$5,733**
- Increase the Overtime Salaries & FICA budget by \$2,000**
- Increase the Bishop Transition Reserve budget by \$39,000**

2. Approve the following budget amendments for the 2020-21 fiscal year:

Add a new Funding Source entitled, “Transfers from Bishop Transition Fund” and set its budget at \$47,300

- Decrease the New Initiatives budget by \$30,000**
- Increase the Salaries & Housing budget by \$33,450**
- Increase the Accounting Fees budget by \$13,000**
- Increase the Staff Benefits budget by \$30,850**

BACKGROUND INFORMATION & RATIONALE: During its conference call meeting on September 10, 2019, the Budget and Finance Committee reviewed the status of the Operating Fund, including staff salary and benefits projections for the remainder of the current fiscal year, as well as during the next fiscal year. It was noted that while some of the salary and benefits budgets will not be fully utilized in 2019-20, there would be substantial shortfalls in those budgets during 2020-21. Page 2 of Exhibit D.5 presents the summary of projections that the Budget & Finance Committee reviewed in making the recommendations shown above.

In addition to addressing the budgetary issues regarding salaries and benefits, the proposed actions also: (1) Move much of the money used to compensate the synod’s fiscal advisor out of salaries and benefits and into the category of Accounting Fees, in recognition of the advisor’s changed status as of October 1; (2) Recognize the

likelihood that the Staff/Deans/Officers Travel & Expense budget is more than will be required this year; and (3) Increase the Staff Overtime budget for the current year, in recognition of the extra staff time that has been required this Fall during the overall staffing transition.

B. Principles for the 2021-22 Ministry Funding Plan *(Exhibit D.3)*

- **Proposed Action:**

Approve the following guidelines for use by the Budget and Finance Committee in formulating a proposed 2021-22 Ministry Funding Plan:

- a. Assumed mission support from congregations should be estimated using a conservative philosophy.**
- b. Proposed income and expenses should be equal, to yield a balanced budget proposal.**
- c. Designated giving as a planned source of revenue should be used sparingly.**
- d. A transfer from one or more designated accounts as a planned source of revenue is acceptable if consistent with the purpose of the designated accounts.**
- e. Synod assembly registration fees should be set so that they fully fund assembly expenses.**
- f. A 2-level budget is requested, with the two levels functioning as follows: Level 1 should be the primary mission funding plan, based on a conservative increase in mission support contributions. Level 2 should contain expenditures that do not impact synod operations throughout the year; expenditures within Level 2 may be made at year-end only if funding is sufficient.**
- g. ELCA churchwide mission support should be 50 percent of all undesignated mission support from congregations, contributions to the synod's Planting & Renewing Congregations Fund should be 3 percent of undesignated mission support, and support of Region 9 should be 0.5 percent of undesignated mission support.**
- h. Funding for committees and task forces should be stated on a lump-sum basis, with allocation to specific groups to be determined at the January 2021 Synod Council meeting.**
- i. Strong support for staff salaries and benefits should be a priority.**
- j. Funding for institutions and agencies should be at least equal to the amounts approved for 2020-21.**

- k. **Allocations for operating expenses should be at levels that will maintain essential operations.**

Additional Information: Continuing Resolution S10.03.B94 directs the Synod Council at each fall meeting to offer guidance to the Budget and Finance Committee in formulating the next budget proposal. All of the specific lettered proposals except item (i) are the same or similar to guidance offered for the 2020-21 funding plan. Proposal (i) specifically indicates that strong support of staff salaries and benefits is a Synod Council priority.

C. Status of Synod Lease with St. John's (Exhibits L.5 and L.6)

D. Mental Health Task Force

- **Proposed Action:**

Establish a Mental Health Taskforce. Adam Renner is willing to serve as the chairperson

Background:

2019-2 A Resolution Regarding Mental Health Awareness within the Southeastern Synod of the ELCA
This resolution was submitted by SESLYO.

S2015.05.04 – Resolved that we ask the Southeastern Synod Council to establish a Mental Health taskforce to gather resources in each of the four states of our synod to assist pastors and lay members in referring those in need of mental health treatment.

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

XIX. *EN BLOC* RESOLUTION

- **Proposed Action:**

Approve the following actions, as specified below:

A. Amendments to Congregational Governing Documents

• **Proposed Action:**

Approve, upon the recommendation of the Rev. Delmer Chilton, synod constitution reviewer, the changes to governing documents of the following:

B. 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. Pauline Farrington – first year, beginning 9/1/19

2. **Ministers of Word and Service On-Leave-From-Call:**

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

Deacon Ellen K. Koester – third year, beginning 10/10/19

3. **Ministers of Word and Sacrament, Expiration of On-Leave-From-Call:**

Resolved, that the ELCA-Southeastern Synod Ministers of Word and Sacrament listed be removed from the ELCA roster as of the date stated, due to expiration of On-Leave-From-Call status:

The Rev. Jennifer P. Weetman – start 10/21/19

4. **Ministers of Word and Service Expiration of On-Leave-From-Call**

5. **Ministers of Word and Sacrament Resignation from Roster:**

6. **Ministers of Word and Service Resignation from Roster:**

7. **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 Tiffany C. Chaney**, Mission Developer, Gathered by Grace, Montgomery, AL (Note: Original 1/5/16, SCA – 5/26/16; Extension 1/5/17, SCA – 9/16/16; Extension 1/5/19-1/5/20, SCA – 5/30/19): Action: Retroactive Extension of One-year Term Call; Start – 1/5/18
- **The Rev. Karen M. Boda**, Assistant to the Bishop for Congregational Life,

- Southeastern Synod, Atlanta, GA: Start 9/1/19
- **The Rev. Michael L. Jannett**, Assistant to the Bishop for Formation and Communication, Southeastern Synod, Atlanta, GA: Start - 9/1/19
- **The Rev. Jill J. Henning**, Assistant to the Bishop for Leadership and Administration, Southeastern Synod, Atlanta, GA: Start - 9/1/19
- **The Rev. Esther Ngomuo**, Mission Developer, Christ Kiswahili Lutheran Mission, Nashville, TN: Start – Contingent upon her assignment to the Southeastern Synod and beginning on the date of reception onto the Word and Sacrament roster of the ELCA

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

9. **Letter(s) of Call – Interim Pr 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. Erik W. Feig – October 1, 2019 through September 30, 2020

10. **Letter(s) of Call - Term Calls (Ministers of Word and Service):**

11. **Non-Stipendiary Calls:**

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

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

The Rev. H. Julian Gordy – September 1, 2019

12. **Ministers of Word and Service Retirements:**

13. **Disability Status:**

15. **Synod Authorized Ministers:**

Resolved, that the following Synod Authorized Minister appointment by the Bishop of the Southeastern Synod be affirmed:

Ms. Claïressa Dais – Martin Luther, Mobile, AL as of September 1, 2019

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

The Rev. Donald E. Vollenweider, Valdosta, GA - July 22, 2019

C. Appointments to Committees, Task Forces, and Boards

• **Proposed Action**

Appoint the following persons as specified:

Personnel Committee

Rev. Matt Steinhauer, Faith, Lebanon TN, unexpired term to June 2021

Candidacy Committee

Dr. Winton King, St. Paul, Decatur GA, six-year term to June 2025

Disaster Ministry Committee

Rev. Katherine Pasch, Retired, three-year term to June 2022

Advocacy Policy Council

**Ms. Dawn Bennett, Christ, Nashville TN, second two-year term to June 2021
Deacon Melanie Johnson, Rock of Ages, Stone Mountain GA, second two-year term to June 2021**

D.1 Bishop Emeritus Status

PROPOSED: With thanksgiving for his 12 years of faithful service as Bishop of the ELCA-Southeastern Synod, the Synod Council grants the title of Bishop Emeritus to the Rev. H. Julian Gordy, effective September 1, 2019.

The Synod Council further requests Vice President Imran Siddiqui and Secretary Randy Jones to take appropriate actions to publicize this action; such actions may include a letter to Bishop Emeritus Gordy, an article in the Synod's E-News, and recommendation of a proclamation regarding this status during the 2020 Southeastern Synod Assembly.

BACKGROUND INFORMATION – The title of Bishop Emeritus is an honorary title that bestows no authority, responsibilities, or official privileges beyond what former Bishop Gordy has as a retired pastor in the ELCA. Granting this title is simply a courtesy. The title was previously approved by the Southeastern Synod Council for both Harold C. Skillrud and Ronald B. Warren. The second paragraph of the recommended action requests that follow-up to publicize the action be done by the two current synod officers who served on the Synod Council with Bishop Gordy.

D.2 Gordy Scholarship Fund

PROPOSED: Approve the establishment of the “H. Julian Gordy Scholarship Fund for Advocacy and Social Justice in the Southeastern Synod” within the ELCA Fund for Leaders and specify that priority for scholarship awards from this fund be given to candidates in the

Southeastern Synod who have an interest in advocacy work and social justice issues.

BACKGROUND INFORMATION – The ELCA Fund for Leaders requires a minimum of \$25,000 to endow a separate named fund. Several congregations have already indicated their interest in contributing to a seminary scholarship fund named for former synod bishop Julian Gordy. It is not anticipated that it will be a problem meeting the \$25,000 minimum entirely through donor designated gifts.

E. Update of Signatory Policy for Financial Assets (*Exhibit D.7*)

PROPOSALS:

(1) Approve the following restatement of the Southeastern Synod's Signature Authorization Policy:

- **The term “Authorized Individuals” is defined to be those persons who are authorized to sign checks or otherwise approve purchases or payment of expenses. Authorized Individuals shall be the synod bishop, synod treasurer, and two additional persons nominated by the bishop and approved by the Synod Council or Synod Council Executive Committee.**
- **Purchases and payment of expenses exceeding \$10,000 shall require approval by two of the Authorized Individuals.**
- **Fund transfers among the synod's bank and investment accounts are authorized as deemed appropriate by one or more of the Authorized Individuals, without a specific dollar limitation.**
- **The synod office manager (or the person functioning in that capacity) may authorize and electronically execute transfers between the synod's checking and money market accounts within BB&T Bank and its successors, subject to review by at least one of the Authorized Individuals.**

(2) Approve the following persons as authorized individuals as specified in the Signature Authorization Policy:

Kevin L. Strickland, Bishop

Stephen J. Gehret, Treasurer

Jill J. Henning, nominee by Bishop

Sandra G. Gustavson, nominee by Bishop

BACKGROUND INFORMATION & RATIONALE – The proposed restatement of the synod’s Signature Authorization Policy differs from the current policy in two ways. First, it removes individual names from the policy itself, so that a complete re-approval of the policy is not required every time there is turnover among the persons involved. The second difference is the existing policy specifies that the following positions may authorize expenditures: bishop, treasurer, fiscal advisor, and two assistants to the bishop. The proposed restatement includes only the bishop and treasurer as specifically authorized positions, with two additional persons to be included as nominated by the bishop and approved by the Synod Council or Executive Committee. As personnel changes occur, the names shown in the second proposal may be changed more readily than is possible under the current policy.

F. Affirmation of Gold+ Health Benefits

PROPOSED: (a) Affirm that the Southeastern Synod will continue to provide health care benefits to its eligible staff at the Gold+ level through Portico Benefit Services for 2020 and subsequent years until otherwise modified by the Synod Council and (b) Specify that the decision to provide Gold+ benefits is to be reviewed by the Personnel Committee and Budget & Finance Committee at least every three years, with committee recommendations provided to the Synod Council at least every three years at its September meeting.

BACKGROUND INFORMATION – The Southeastern Synod has provided ELCA-Primary health care benefits at the Gold+ level ever since the various Gold, Silver, Bronze, and Platinum options became available in 2014.

Each Fall, the synod must specify to Portico which of the various options will be provided during the following calendar year. When these options were introduced, the Gold+ option was the one recommended by the churchwide office and was the one implemented for Southeastern Synod staff. It is the option most similar in cost structure to what was in effect prior to the introduction of the four options. The Synod Council has not been asked to reaffirm this decision annually, but with the staff and officer transitions taking place, now is perhaps an appropriate time to review the original decision.

In general, Bronze+ plans have the lowest premiums for employers and the highest cost sharing provisions for employees. The Platinum+ plan has the highest premiums and the lowest cost sharing for employees. As an example, 2019 health premiums for a 50-year-old single employee in the Southeastern Synod would be:

Portico Plan	Health Premium %	Minimum Monthly Premium	Maximum Monthly Premium	2019 In-Network Deductible
Platinum+	19.2%	\$785	\$1,064	\$550

Gold+	17.0%	\$698	\$946	\$1,300
Silver+	15.3%	\$628	\$851	\$2,500
Bronze+	13.6%	\$559	\$757	\$5,000

G. Youth Ministry Financial Assistance Fund

PROPOSED: Approve the establishment of a donor designated account entitled “Southeastern Synod Youth Ministry Financial Assistance Fund,” with the following characteristics:

- a. The purpose of the account shall be to help youth attend synod and churchwide events that they would not otherwise be able to afford.
- b. Disbursements from the account shall be approved by the Assistant to the Bishop for Formation and Communication, in coordination with the Synod Bishop.
- c. It is desirable that a minimum account balance of \$250 be maintained at all times.
- d. The account shall be set up within the synod’s Donor Designated Fund, which is invested entirely in high quality, highly liquid fixed income products, according to the synod’s investment policy guidelines for this type of account.
- e. Although the account is not to be endowed, the estimated interest earnings associated with it shall be allocated to the account near the end of each fiscal year.
- f. Additional guidelines for this account may be developed by the synod’s Youth Ministry Team and should then be reported to the Synod Council as information.

BACKGROUND INFORMATION – If approved, this new account will be operated and managed in the same way as the synod’s AFFIRM Founders Scholarship Fund, which has been in effect for many years but can only be used to help defray the cost of attending AFFIRM. The Youth Ministry Financial Assistance Fund will be broader in scope and able to be used for any synod or churchwide event.

H. Offering at the Installation Service for Bishop Strickland

PROPOSED: The offering at the October 5, 2019 installation service for Bishop Kevin L. Strickland shall be allocated as follows:

- One-half shall be donated to the H. Julian Gordy Scholarship Fund for Advocacy and Social Justice in the Southeastern Synod.
- One-half shall be donated to the Southeastern Synod Youth Ministry Financial Assistance Fund.

BACKGROUND INFORMATION – The funds specified in the proposed action have been suggested by Bishop Strickland. If approved, the allocation will apply not only to offerings received at the installation service itself, but also to gifts received at other times if designated for “installation offering” or something similar.

END OF LIST OF ACTIONS PROPOSED FOR EN-BLOC CONSIDERATION

FUTURE MEETINGS (EXHIBIT L.3)

- Proposed Action:
Determine dates for meetings in 2020

CLOSING PRAYER: REV. MICA KOLI

ADJOURNMENT