

Women of the Evangelical Lutheran Church in America

Eleventh Triennial Convention
Program and Reports



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Eleventh Triennial Convention Proposed Agenda

AGENDA

All times noted are Central Daylight Time

To be announced
Orientation for business committee members

TUESDAY, AUGUST 3

1:00 p.m.

Opening worship

1:15 p.m.

Voting member orientation

Plenary Meeting #1

1:30 – 5:00 p.m.

2:30 p.m.

Deadline for requesting the removal of proposed constitutional changes and memorials from en bloc

Recitation of the Statements of Mission and Purpose of Women of the ELCA

Official Opening of the Eleventh Triennial Convention

Report of the Credentials Committee

Call to Order

Appointment of Parliamentarian

Appointment of Convention Business Committees

Adoption of Rules of Procedure

Adoption of the Agenda

Introductions:

Churchwide Officers and Executive Board

Advisors to the Churchwide Executive Board

Executive Director and Staff

Chaplain

Explanation of Motions Procedure

Procedure for Removing Proposed Constitutional Amendments and Memorials from En Bloc

Procedure for Floor Nominations

Report of the Conduct of Elections Committee prior to the First Ballot for President

Call for the First Ballot for President

Prayer

First Ballot for President

Introduction of Past Presidents and Former Executive Board Members

Report of the President

Report of the Treasurer

Proposed 2022 Budget, First Reading and Announcement of Budget Hearing

Report of the Executive Board

Recommendations from the Executive Board

- Constitutional Changes
- Report on Constitutional Changes Removed from en bloc
- Vote on Proposed Constitutional Changes remaining in en bloc
- Vote on Proposed Constitutional Changes removed from en bloc

Report of the Conduct of Elections Committee: First Ballot for President

Call for the Second Ballot for President

Prayer

Second Ballot for President

Report of the Conduct of Elections Committee: Second Ballot for President

Report of the Executive Director
 Call for New Business (first of two opportunities)
 Report of the Memorials Committee

- Report on Memorials removed from en bloc
- Adoption of Committee Recommendations for those remaining in en bloc
- Adoption of Committee Recommendations for those removed from en bloc

Call for nominations for secretary and treasurer closes at 5:30 p.m. CDT

Announcements
 Prayer
 Recess

7:00 – 8:30 p.m.
 Budget hearing

WEDNESDAY, AUGUST 4

Plenary Meeting #2
1:00 – 5:00 p.m.

Call to Order
 Opening prayer
 Report of the Credentials Committee
 Address by the top five candidates (plus ties) for president
 Call for the Third Ballot for President
 Prayer
 Third Ballot for President
 Report of the Conduct of Elections Committee: Third Ballot for President
 Greetings from the newly elected President or
 Call for Fourth Ballot for President (if necessary)
 Prayer
 Fourth Ballot for President
 Report of the Conduct of Elections Committee: Fourth Ballot for President

Greetings from the newly elected President
 Report of the Conduct of Elections Committee prior to the First Ballot for Vice President
 Call for the first Ballot for Vice President
 Prayer
 First Ballot for Vice President
 Call for New Business (second and final call)
 Report of the Memorials Committee
 Greetings from the Rev. Elizabeth Eaton, presiding bishop of the Evangelical Lutheran Church in America
 Report of the Reference and Counsel Committee
 Greetings from Equal Exchange and AMMPARO
 Call for the Second Ballot for Vice President
 Prayer
 Second Ballot for Vice President
 Report of the Conduct of Elections Committee: Second Ballot for Vice President
 Call for the Third Ballot for Vice President
 Prayer
 Third Ballot for Vice President
 Report of the Elections Committee: Third Ballot for Vice President
 Greetings from the newly elected vice president
 Call for Fourth Ballot for Vice President (if necessary)
 Prayer
 Fourth Ballot for Vice President
 Report of the Elections Committee: Fourth ballot for Vice President
 Greetings from the newly elected Vice President
 Report of the Nominating Committee prior to the First Ballot for Secretary
 Call for the First Ballot for Secretary
 Prayer
 First Ballot for Secretary
 Report of the Election Committee: First Ballot for Secretary

Call for the Second Ballot for Secretary
Prayer
Second Ballot for Secretary
Report of the Elections Committee: Second Ballot for Secretary
Greetings from the newly elected Secretary
Report of the Nominating Committee prior to the First Ballot for Treasurer
Call for the First Ballot for Treasurer
Prayer
First Ballot for Treasurer
Report of the Elections Committee: First Ballot for Treasurer
Call for Second Ballot for Treasurer
Prayer
Second Ballot for Treasurer
Report of the Elections Committee: Second Ballot for Treasurer
Greetings from newly elected Treasurer
Approval of the Audit
Second Reading and Adoption of the 2022 Budget
Report of the Memorials Committee
Report of the Reference and Counsel Committee

Call for nominations for the executive board closes at 5:30 p.m. CDT

Announcements
Prayer
Recess

THURSDAY, AUGUST 5

**Plenary Meeting #3
1:00 – 5:00 p.m.**

Call to Order
Opening prayer
Report of the Credentials Committee
Report of the Nominating Committee Prior to the First Ballot for Executive Board Members

Call for the First Ballot for Executive Board Members
Prayer
First Ballot for Executive Board Members
Report of the Conduct of Elections Committee: First Ballot for Executive Board Members
Call for the Second Ballot for Executive Board Members
Prayer
Second Ballot for Executive Board Members
Report of the Elections Committee: Second Ballot for Executive Board Members
Call for the Third Ballot for Executive Board Members
Prayer
Third Ballot for Executive Board Members
Report of the Reference and Counsel Committee
Report of the Elections Committee: Third Ballot for Executive Board Members
Call for the Fourth Ballot
Prayer
Fourth Ballot for Executive Board Members
Report of the Reference and Counsel Committee
Report of the Elections Committee: Fourth Ballot for Executive Board Members
Call for the Fifth Ballot for Executive Board Members
Prayer
Fifth Ballot for Executive Board Members
Election Committee Report: Fifth Ballot for Executive Board Members
Introduction of the 2021–2023 Churchwide Executive Board
Report of the Reference and Counsel Committee
Unfinished Business
Announcements
Closing worship, including Installation of the 2020–2023 Churchwide Executive Board
Official Close of the Eleventh Triennial Convention

Glossary of Terms

Many common words have specific meanings within Women of the ELCA. Use this glossary to become familiar with these terms. Words that are italicized in the definitions are among the terms defined in this glossary.

Adopt

To choose or accept, and put into effect (by vote or consensus).

Approve

To confirm or sanction formally; to ratify.

Assembly

Term used by the *Evangelical Lutheran Church in America* for the gathering of *voting members* for decision-making or legislative functions.

Biennial convention

A *convention* held every two years.

Bylaw

A standing rule governing the regulation of the internal affairs of the organization.

Churchwide executive board

The group of 17 board members and 4 officers (all elected by the *triennial convention* for three-year terms) who serve as the board of directors and the interim legislative authority between triennial conventions. The responsibilities of the executive board are spelled out in the Women of the ELCA Constitution and Bylaws, Article XIII, Section 5.

Churchwide women's

Designated term for the whole organization; an

Organization

inclusive, less hierarchical term that replaces "national." Manifested in the *triennial convention* and the *churchwide executive board*, and used to describe the staff and office that support the activities of the whole organization.

Circle

A non-legislative grouping of women within a *unit* that comes together for fellowship, Bible study, program or service activities and personal growth. A circle meets

regularly and supports the mission and purpose of the organization.

Cluster

A non-legislative grouping of *congregational*, *intercongregational* and *special units* within the territory of a *synodical women's organization*. Also known as a *conference* in some synodical women's organizations.

Committee

A group of people, usually appointed by a larger group or legislative body, to define and/or carry out a particular task or respond to an issue.

Conference

A non-legislative grouping of *congregational*, *intercongregational* and *special units* within the territory of a *synodical women's organization*. Also known as a *cluster* in some synodical women's organizations.

Congregational unit

A *member of Women of the ELCA*: a community of women coming together for study, support and action in a local setting of Women of the ELCA (Women of the ELCA Constitution and Bylaws, Article VIII, Section 1); also referred to simply as a *unit*.

Consensus

General agreement or unanimity; group solidarity in sentiment or belief; a non-formal approach to decision-making.

Constitution

A legal document that outlines the name, purpose, authority, relationship and financial structure of an organization (*churchwide organization*, *synodical women's organization*, *congregational or intercongregational unit*, *special unit*).

Glossary of Terms

Convention

A *Women of the ELCA* term for a gathering in which *voting members* make decisions or carry out legislative functions.

ELCA

Evangelical Lutheran Church in America

Executive director

The chief executive officer of the organization; as paid staff, she carries out the policies of the organization and works interdependently with other churchwide units of the *ELCA*; sole employee of the *churchwide executive board*.

Expression

Women of the ELCA has three legislative expressions: *units*, *synodical women's organizations* and the *churchwide women's organization*.

Fiduciary responsibility

The responsibility of a person or organization to handle the finances of and gifts to the organization in a trustworthy manner.

Honorarium

A payment in recognition of acts or professional services.

Intercongregational unit

A *member of Women of the ELCA*; a community of women from two or more congregations coming together for study, support and action locally; also referred to simply as a *unit*.

Job description

An outline that includes title or role, function, term (length) of service, specific responsibilities, budget and resources available (including training, printed or audiovisual materials and mentoring relationships) and guides and directs the ministry or work of an individual or group.

Member

A *congregational*, *intercongregational* or *special unit* of *Women of the ELCA*; units are members, individuals are not; compare with *participant*.

Memorial

A statement of facts presented to a legislative body that is the basis for a petition or request for action; the way in which one organization formally makes a request of another. Brought to a *synodical women's organization convention* by a *unit* or to a *triennial convention* by a *synodical women's organization*.

Network

An interconnected or interrelated group, often with a common identity, cause or circumstance that offers support and facilitates communication and the work of the group.

Parliamentary procedure

The manner in which churchwide and synodical legislative business is conducted; some *units* also use this method.

Participant

A woman who takes part in carrying out the mission of *Women of the ELCA* and supports its ministries. Not all women in an ELCA congregation are automatically participants in *Women of the ELCA*; only those who take part in carrying out the mission of the organization and support the ministries of *Women of the ELCA* are participants.

Policy

A statement of principles for action; a position that guides the decision-making and activities of an organization.

Procedure

A particular way or series of ways in which to accomplish something (procedures are both flexible within and limited by the policies of an organization).

Glossary of Terms

Quorum

The number, usually a majority of officers or members of a body, that when duly assembled is legally competent to transact business.

Region

One of nine geographic territories of the *ELCA* comprising a number of synods in the United States and the Caribbean.

Resolution

The formal vehicle by which a *voting member* (or voting members) brings a matter to a *convention* for action, consistent with the rules of procedure established by that convention.

Robert's Rules of Order

The standard form of *parliamentary procedure*; a book by this same name that includes the form of parliamentary procedure.

Special committee

A *committee* appointed by the president or board to bring recommendations on a particular issue, concern, or subject to the board or to carry out a particular project or task.

Special unit

A *member of Women of the ELCA*; a community of women who want to come together in special settings as authorized by the *executive board* for study, support and action in local settings where congregational affiliation is not readily available or possible; also referred to simply as a *unit*. An example of this kind of unit would be one organized on a college campus or within a retirement community.

Standing committee

A *committee* appointed by the president or board to carry on a continuing function.

Synodical women's organization

A legislative and programmatic expression that assists *congregational*, *intercongregational* and *special units* within its territory to fulfill the purpose of *Women of the ELCA*; sometimes referred to as an SWO.

Synodical convention

The *convention* of a *synodical women's organization*.

Synod

One of the 64 regional and the one non-geographic grouping of congregations of the *ELCA*.

Taskforce

A temporary grouping of individuals or of representatives of groups, established to accomplish a definite objective usually with a specific deadline, and that reports its findings to a larger group or legislative body.

Triennial convention

The *convention* of *Women of the ELCA*; the highest legislative authority of the organization; meets every three years.

Unit

See *congregational unit*, *intercongregational unit* or *special unit*.

Voting members

Those people who may vote on legislative matters at an *assembly* or *convention*.

Women of the ELCA

The shortened form for "Women of the Evangelical Lutheran Church in America," the legal name for the women's organization of the Evangelical Lutheran Church in America; a separately incorporated unit of the *ELCA*.

Proposed Rules Of Procedure

(As initially adopted by the churchwide executive board at its April 2019 meeting and subsequently modified for this digital convention)

DELEGATE BODY

The voting members of the Eleventh Triennial Convention (2021) shall be the officers of the churchwide women's organization, the members of the churchwide executive board, the presidents of the synodical women's organizations, those women elected as voting members by the conventions of the synodical women's organizations, and those voting members appointed to fulfill the inclusiveness guidelines of Women of the ELCA (Article XI, Section 5, Items 1 and 2).

SEATING OF VOTING MEMBERS

Voting members will be deemed credentialed when they log into the convention using their unique login codes. The roll of voting members may not be changed after August 3, 2021 (Plenary meeting #1) without specific approval of the convention.

QUORUM

A majority of the registered voting members shall constitute a quorum.

PRIVILEGE OF THE FLOOR

According to the Constitution of Women of the ELCA, seat and voice shall be granted to the bishop of the Evangelical Lutheran Church in America, or the bishop's representative and to advisors to the Women of the ELCA Executive Board (Article XI, Section 6, Item 1).

Voice shall be given to the executive director.

Voice shall be given to staff and guests when granted by the presiding officer.

Upon request by a voting member, and with the approval of a two-thirds majority of the voting members, a resource person may speak on a pending

question for a period of time not to exceed two minutes. Such speakers shall identify themselves by name and office.

APPOINTMENT OF COMMITTEES

At the opening business meeting, the churchwide president shall announce the membership of the following committees:

- Conduct of Elections Committee
- Credentials Committee
- Memorials Committee
- Minutes Approval Committee
- Nominating Committee
- Reference and Counsel Committee

CONVENTION BUSINESS AGENDA

The churchwide organization president shall be granted the privilege of adjusting the agenda and calling up any item of business she deems necessary in light of schedule and time constraints.

CONVENTION MINUTES

The minutes approval committee is authorized to approve the minutes.

VOTING PROCEDURES

To be eligible to vote, a voting member must use the unique login provided to her. No proxy or absentee voting is permitted.

All voting shall be electronic.

NOMINATIONS FROM THE FLOOR

Nominations from the floor for secretary, treasurer and executive board members may be made by completing a nomination form and submitting it online. A link for the nomination form will be provided during the convention.

Proposed Rules of Procedure

All nominations for secretary and treasurer must be completed and submitted before 5:30 p.m. on Tuesday, August 3.

All nominations for executive board member must be completed and submitted before 5:30 p.m. on Wednesday, August 4.

See “Procedure for Nominations from the Floor,” page 80. Floor nominations must include the consent of five voting members. The person being nominated shall have given her consent and indicated her willingness to serve if elected. Nominations will be considered made in the order in which they are received and will be reported in alphabetical order by last name.

ELECTIONS

Refer to Women of the ELCA Constitution and Bylaws, Article XIV, Sections 3, 5 and 6.

The third ballot for president shall be limited to the five persons (plus ties) who received the greatest number of votes on the second ballot. The top five nominees, plus ties, will address the convention for no more than three minutes each. The fourth ballot shall be limited to the two persons (plus ties) who received the highest number of votes on the third ballot.

The third ballot for vice president shall be limited to the five persons (plus ties) who received the highest number of votes on the second ballot. The fourth ballot shall be limited to the two persons (plus ties) who received the highest number of votes on the third ballot.

The second ballots for secretary and for treasurer shall be limited to the two persons (plus ties) who received the greatest number of votes on the first ballots.

After the third ballot for executive board members, subsequent ballots shall be limited to twice the number of board members yet to be elected to fulfill the constitutional criteria.

MEMORIALS AND REFERENCE AND COUNSEL COMMITTEES

According to the Constitution and Bylaws of Women of the ELCA, the memorials committee and reference and counsel committee shall be appointed by the president of the churchwide women's organization with the approval of the executive board. The memorials committee shall review memorials from the conventions of the synodical women's organizations and make appropriate recommendations for the Eleventh Triennial Convention (2021) action (Article XI, Section 7, Item 2). The reference and counsel committee shall review all items submitted at the convention which are not germane to items contained in the stated agenda of the triennial convention and make appropriate recommendations for triennial convention action (Article XI, Section 7, Item 1).

STATUS OF RECOMMENDATIONS FROM THE MEMORIALS COMMITTEE AND THE REFERENCE AND COUNSEL COMMITTEE

A recommendation from the memorials committee or the reference and counsel committee shall be the main motion before the convention. A committee recommendation will be one of the following:

1. adopt the memorial or resolution as originally submitted,
2. adopt the memorial or resolution as amended by the committee,
3. adopt a substitute memorial or resolution,
4. reject the memorial or resolution, or
5. refer the memorial or resolution to the Executive Board for further study and/or action. (Note: This is required if the expenditure of funds is involved.)

If the committee recommends 2, 3, 4 or 5 and the body rejects the recommendation, the original memorial or resolution becomes the main motion on the floor.

Proposed Rules of Procedure

MOTIONS AND RESOLUTIONS

Any voting member may make a motion or present a resolution from the floor if the motion or resolution is germane to the question under consideration.

Motions and resolutions of a general character and not germane to a pending question must reflect the consent of five (5) voting members and introduced no later than Plenary Meeting #2, at the time the chair calls for the second and final opportunity to present new business.

All motions shall be submitted online in the manner provided.

Any motion necessitating the allocation of funds shall be referred to the executive board. The executive board shall make a report at a subsequent meeting of the convention.

All proposed amendments to the churchwide constitution shall be made in accordance with Article XVIII of the Constitution and Bylaws of Women of the ELCA. All proposed amendments to the Approved Constitution and Bylaws for Synodical Women's Organizations and the Approved Model Constitution and Bylaws for the Congregational/Intercongregational and Special Units must reflect the consent of five (5) voting members representing no fewer than three (3) synodical women's organizations and referred to the executive board. The executive board shall report on proposed amendments at a subsequent meeting of the convention but shall not be required to do so until 24 hours have elapsed following the presentation.

EN BLOC ACTIONS

Constitutions and bylaws may be amended and memorials may be adopted by en bloc votes, unless a voting member objects to the inclusion of any constitutional amendment or memorial in the block. *En bloc* means "as a group." In en bloc voting, all of the actions proposed in a given category will be voted on at the same time without discussion. The specific recommendations that will be included in en bloc voting are these:

- Recommendations from the executive board for proposed amendments to the Constitution and Bylaws of Women of the ELCA.
- Recommendations from the executive board for proposed amendments to the Approved Constitution and Bylaws for Synodical Women's Organizations.
- Recommendations from the executive board for proposed amendments to the Approved Constitution and Bylaws for Congregational/ Intercongregational and Special Units.
- Recommendations from the memorials committee on memorials from synodical conventions.

Any voting member who objects to the inclusion of any item in any of the proposed blocks shall notify the secretary of the convention via online form by 2:30 p.m. on Tuesday, August 3, by completing and submitting the appropriate form. Particular provisions so identified will be presented to the convention separately from the rest of the proposals in that block. Any recommendations not objected to will be considered as part of the en bloc resolutions.

An online form for requesting removal from en bloc will be made available to voting members. All forms should be submitted by 2:30 p.m. Tuesday, August 3.

SPEECHES

- All speeches in general discussion, unless otherwise determined by a two-thirds vote of the convention, shall be limited to two minutes. Total debate on any motion will be limited to 10 minutes.
- No person shall speak more than twice on the same issue without the consent of the convention and only after all others who wish to speak have spoken.
- Voting members must indicate in the chat function of the meeting that they desire to speak, identify themselves by name and synodical women's organization or name and executive

Proposed Rules of Procedure

board member, indicate whether they wish to speak for or against a motion (or whether they rise for a point of order) and must wait to be recognized before proceeding to speak.

- The chair will ask for debate on an alternating pro and con basis.
- A motion shall be put to vote immediately when no one wishes to speak in opposition to a pending question.
- A speaker who has spoken on the pending question(s) may not move the previous question(s) at the conclusion of her speech.

ATTENDANCE

All voting members shall attend all business meetings of the Eleventh Triennial Convention (2021), including specially called meetings.

DISTRIBUTION OF MATERIALS

After the convention is in session, permission to distribute materials other than official convention materials within the convention and not issued by the secretary must be secured from the reference and counsel committee.

POLICY ON ELECTIONEERING

The Policy on Electioneering as adopted by the executive board of Women of the ELCA shall apply throughout the nomination and election process for the convention. This policy is printed below.

There are a variety of gifts, but the same Spirit
AND

There are a variety of services, but the same Lord
AND

There are a variety of activities, but the same God
who activates them in everyone.

Women of the ELCA affirms and believes all women should have equal opportunity for involvement and leadership in the organization.

Women of the ELCA further believes that the Spirit that binds us all through baptism is the guiding factor for each voting member prayerfully to review and consider each nominee's biographical information prior to the synodical women's conventions or churchwide triennial convention.

Each participant further understands that promoting one candidate over another through campaigning is in fact interfering with God's plan and actions for participants of Women of the Evangelical Lutheran Church in America.

GOVERNING PARLIAMENTARY LAW

Robert's Rules of Order, Newly Revised, latest edition, shall be the governing parliamentary procedure of this convention, except as otherwise provided in the Constitution and Bylaws of Women of the ELCA.

Tips on Parliamentary Procedure

Parliamentary procedure provides for good structure and efficiency in conducting business. Its purpose is to:

1. expedite business in an orderly manner;
2. put democracy into action, giving the majority the right to decide and the minority the right to express dissenting views; and
3. show courtesy, fairness and impartiality.

Familiarity with parliamentary procedure helps voting members participate in convention business meetings with confidence. These pages focus on the procedures most commonly needed by voting members at the triennial convention. An additional information source is *Robert's Rules of Order, Newly Revised*, latest edition, which in accordance with the bylaws, will govern procedures used at the convention.

During a meeting, a voting member may ask the presiding officer for parliamentary help. One of the presiding officer's responsibilities is to facilitate consideration of business.

A hearing on the proposed 2022 Women of the ELCA budget is planned. Those interested will have an opportunity to discuss the recommendations before the budget comes to the floor of the convention.

INTRODUCING BUSINESS

Four main channels are available for introducing business to the convention.

1. Reports of the president, treasurer, executive board and executive director

These reports, found here in the *Convention Program and Reports*, will be introduced by an officer at the appropriate time in the agenda. These reports are received by virtue of their presentation and are not acted upon. Recommendations attached to these reports will be presented for action to the convention.

2. Reports of convention business committees

These reports are presented by the committee chairpersons at the appropriate times in the agenda. The role of the committees is to review the reports, memorials or resolutions referred to them and formulate recommendations to the convention.

3. Main motions

A main motion is the basic form of motion. It is the only way new business may be introduced to the convention.

- a. Voting members may introduce main motions when the motions are germane (closely related) to the subject before the convention.

These main motions must be submitted on the online form provided for this purpose. A sample form is provided in this *Convention Program and Reports* (see page 83). A link to the online form will be provided. One copy is given to the president, one to the secretary and one to the parliamentarian.

- b. Resolutions are main motions used by voting members to introduce new business.

Resolutions may be introduced by voting members at specified times in the convention agenda. The proposed Rules of Procedure state that such resolutions must be consented to by at least five voting members.

Resolutions must be submitted on the online form provided for this purpose. A form is provided in this *Convention Program and Reports* (see page 83). A link to the online form will be provided. One copy is given to the president, one to the secretary and one to the parliamentarian.

When these resolutions are introduced, the presenter states the topic of the resolution but does not read the resolution. The resolutions are not discussed, debated

Tips on Parliamentary Procedure

or acted on at this time. Instead they are transmitted to the reference and counsel committee, which will report on them to the convention with its recommendations for action.

If the reference and counsel committee wishes to hear discussion on a specific resolution, the committee may schedule a hearing. The committee chairperson conducts the hearing. Hearings have no legislative authority. Views and opinions expressed in the hearing are considered by the reference and counsel committee in preparing its recommendations for convention action.

4. Amendments to Women of the ELCA Constitution and Bylaws

The executive board is proposing several amendments to the constitution and bylaws. Voting members may also propose amendments according to the procedures outlined in Article XVIII of the Women of the ELCA Constitution.

INTRODUCING MAIN MOTIONS

The usual way to begin consideration on a matter is to make a main motion. Only one motion should be placed before the convention at one time. A main motion can be debated, amended, referred, postponed or tabled. It ranks below all other subsidiary motions.

1. Obtain the floor.

A voting member addresses the presiding officer in the chat feature: *Madam President* or *Madam Chairperson*. Then the voting member gives her name and her synodical women's organization (for example: *Susan Anderson, Central/Southern Illinois*). The presiding officer then recognizes the voting member.

2. Introduce the business.

The voting member then states the motion: *I move that ...*

Another voting member seconds the motion. She does not give her name or SWO. When the presiding officer has the written motion, she states it again. This opens the matter for debate.

ACTING ON BUSINESS

A motion will usually be adopted or rejected in its original form or in an amended form after using appropriate procedure. (See "Amending a Main Motion.")

Business before the convention will generally be disposed of in one of three ways:

1. By adoption.
2. By rejection.
3. By applying an appropriate subsidiary motion. (See listing of these motions.)

AMENDING A MAIN MOTION

A main motion before the convention can be changed or amended at the will of the convention. A motion to amend is made after a main motion is made and seconded. It must be germane (closely related) to the subject of the main motion. Amendments may be made by (1) adding to, (2) inserting, (3) striking out, (4) striking out and inserting, or (5) substituting.

Example of amending by "adding to":

Mary: "I move that the churchwide organization plan a series of environmental conferences during the next triennium."

Voting member: "I second it."

Presiding Officer: "It is moved and seconded that the churchwide organization plan a series of environmental conferences during the next triennium. Is there any discussion?"

Tips on Parliamentary Procedure

Martha: “I move to amend the motion to add the words, ‘in various locations throughout the organization.’”

Voting member: “I second it.”

Presiding Officer: “It has been moved and seconded that the motion be amended to add the words, ‘in various locations throughout the organization.’ Is there any discussion?”

At this point, discussion concerns the amendment, not the main motion. The amendment to the main motion can be amended.

The first amendment is called a primary amendment; the second, a secondary amendment. The secondary amendment must always apply directly to the primary amendment and not revert to the main motion. Only two amendments can be applied to a motion at one time. Using the above example, then, amending the amendment would be as follows:

Sarah: “I move to amend the amendment by striking out the word ‘various’ and inserting ‘at least two.’”

Voting member: “I second it.”

Presiding Officer: “It has been moved and seconded to amend the amendment by striking out the word ‘various’ and inserting ‘at least two.’ The amendment therefore would say, ‘in at least two locations throughout the organization.’ Is there any discussion?”

Discussion at this point is on the secondary amendment and not on the primary amendment or the main motion.

VOTING ON AMENDMENTS

In using the above example, three votes are needed to act on the main motion and two amendments.

1. *First vote:* the secondary amendment, changing the words of the primary amendment by striking out the word “various” and inserting “at least two.” A majority vote needed. If carried, then a second vote is held.

2. *Second vote:* on adopting the primary amendment as changed, “in at least two locations throughout the organization.” A majority vote is needed. If carried, then a third vote is held.
3. *Third vote:* on adopting the main motion as changed: “That the churchwide organization plan a series of environmental conferences during the next triennium in at least two locations throughout the organization.” A majority vote is needed.

In each instance, the presiding officer states what is being voted on before the actual voting so that each voting member will know what she is voting on.

In case of an amendment by substitution, after the proposed substitute is “stated,” the presiding officer asks for further discussion on the original motion, then on the substitute motion. Either may be altered by secondary amendment. After discussion has ended, a vote is taken on the motion to substitute. A majority vote is required. If the vote is “yes,” then the substitute motion with any amendments that have been made becomes the pending question. The original motion has been replaced and is no longer pending. A final vote is taken on the adoption of the motion as amended by substitution. No further amendments are in order except by adding, as long as the added amendments do not alter the content of the substituted amendment. If the vote to substitute is “no,” then discussion and amendment may resume on the original motion before the final vote is taken.

TYPES OF MOTIONS

During a triennial convention, a variety of motions may be used to transact the business. Listed below are a number of motions which might be used, along with a few brief notes about their use, whether they can be amended and debated, and the vote required.

Tips on Parliamentary Procedure

Privileged motions

Privileged motions have to do with the rights or needs of the assembly. They outrank (that is, take precedence over) all other motions and have rank among themselves. They are as follows:

1. **Fix the time at which to adjourn**
 - “I move that when we adjourn, we adjourn to meet at [time and place].”
 - Use to set a time and place for an adjourned meeting.
 - Not debatable. Amendable. Majority vote.
2. **To urn** (to bring convention to a close)
 - “I move we adjourn.”
 - Not debatable. Not amendable. Majority vote.
3. **To recess** (to call an intermission)
 - “I move we recess for... [state time: for example, 30 minutes, until 2 p.m.].”
 - Not debatable. Amendable. Majority vote.
4. **To raise a question of privilege** (to request rights and privileges of the convention or an individual; for example, to point out that one cannot hear the proceedings)
 - “I rise to a question of privilege.”
 - Use to request rights or privileges.
 - Not debatable. Not amendable. Chair decides.
5. **To call for the orders of the day** (to return to the established agenda)
 - “I call for the orders of the day.”
 - Not debatable. Not amendable. Chair decides.

Subsidiary motions

Subsidiary motions assist the convention in treating or disposing of main motions. They rank below privileged and above main motions.

1. **To lay on the table**
 - “I move to lay the question on the table.”
 - Use to lay one matter aside temporarily so that a more urgent matter can be considered.
 - Not debatable. Not amendable. Majority vote.
2. **To end debate and vote immediately**
 - “I move the previous question.”
 - Use to stop debate and vote immediately on the question (pending motion) before the convention. This motion to end debate requires that an immediate vote be taken on the question, which limits the rights of those who wish to continue to debate.
 - Not debatable. Not amendable. Two-thirds vote.
3. **To limit or extend limits of debate**
 - “I move that debate be limited to (or end at, etc.).”
 - Use to define length of time of speeches or numbers of speakers, or to close debate at a specified time.
 - Not debatable. Amendable. Two-thirds vote.
4. **To postpone to a definite time**
 - “I move that we postpone consideration of this question to ... (state time: for example, next business meeting of this convention).”
 - Use (1) to set a time when a question can be considered more fully at a more convenient time, or (2) because arguments advanced during debate have indicated the need to make a decision at a later time.
 - Debatable. Amendable. Majority vote.
5. **To refer**
 - “I move that the question of ____ be referred to (state group: for example, executive board, reference and counsel committee, a committee to be [elected or appointed] for [further study, study and report back]).”

Tips on Parliamentary Procedure

- Use to have a question considered more intensively by a small group.
- Debatable. Amendable. Majority vote.

6. To amend main motion

- “I move to amend this motion by ...”
- Use to change or modify a motion. Change must be related to the subject of the motion. Amendments can be made by adding to, striking out, inserting, striking out and inserting, and substituting.
- Debatable. Amendable. Majority vote.

7. To postpone indefinitely

- “I move to postpone consideration of the question indefinitely.”
- Use to reject a motion or to test the strength of those supporting and those opposing the question.
- Debatable. Not amendable. Majority vote.

Motions to bring a question again before an assembly

1. To reconsider

- “I move to reconsider the vote on the question of _____. I voted with the prevailing side.”
- Use to suspend action that a motion already carried requires. A motion to reconsider may be offered only by one who voted on the prevailing side of the question and may be made only on the day the previous vote on the question was taken or on the next succeeding day of convention business. If the motion to reconsider is adopted, the question before the convention is exactly the same question and in the same form as at the time the original vote was taken.
Not debatable. Not amendable. Majority vote.

2. To take from table

- “I move to take from the table the motion that ____, which was laid on the table (state time: for example, at the meeting on Tuesday morning, at the last meeting).”
- Use to take a matter previously set aside by being laid on the table. To bring back this motion, the business that was interrupted at the earlier time should be complete.
- Not debatable. Not amendable. Majority vote.

3. To rescind

- “I move we rescind the action ____, which was adopted ____.”
- Use to annul something previously adopted. If notice of interest to rescind is given at a previous meeting, a simple majority vote is needed. If the motion to rescind is made at the current meeting and the intention is to call for a vote at this meeting, then a two-thirds vote is necessary for immediate passage.
- Debatable. Amendable.

Incidental motions

Incidental motions are incidental to the pending question. They must be disposed of before action is taken on questions from which they arise. They have no rank in this class.

1. To call for a point of order

- “I rise to a point of order.”
- Use to call attention to a mistake in parliamentary procedure or the order of business or the relevancy of a voting member’s remarks. The voting member rises and addresses the presiding officer. She need not be recognized before speaking and she may interrupt a speaker who has the floor. Not debatable. Not amendable. Chair decides.

Tips on Parliamentary Procedure

2. **To make a parliamentary inquiry**
 - “I rise to a parliamentary inquiry.”
 - Use to ask for information on parliamentary procedure.
 - Not debatable. Not amendable. Chair responds.
3. **To request additional information**
 - “I rise for information.”
 - Use to request additional information about the question before the convention.
 - Not debatable. Not amendable. Chair responds.
4. **To request a division of the convention (to *verify the accuracy of a vote*)**
 - “Division” or “I ask for a division.”
 - Use to request a vote again on the same question when the results of the first vote (voice or show of hands) seem to be in doubt.
 - Not debatable. Not amendable. No vote.
5. **To withdraw a motion before it is stated by the chair.**
 - “I move that I be allowed to withdraw my motion.”
 - Use to withdraw a motion after it is seconded.
 - Not debatable. Not amendable. No vote.
6. **To withdraw a second**
 - “I wish to withdraw my second to the motion.”
 - Use to indicate disagreement with changes made in a motion by the maker. The second may be withdrawn only if the question has not yet been stated by the chair.
 - Not debatable. Not amendable. No vote.
7. **To object to consideration of a question**
 - “I object to consideration of the question.”
 - Use to test the convention’s desire even to consider a main motion.
 - An objection must be made before any debate on the main motion begins.
 - Not debatable. Not amendable. Two-thirds vote.
8. **To appeal from the decision of the chair**
 - “I appeal from the decision of the chair.”
 - Use to challenge the ruling of the presiding officer.
 - Debatable only when applied to a debatable motion. Not amendable. Majority vote.
9. **To close nominations**
 - “I move that nominations for (treasurer, secretary, etc.) be closed.”
 - Use to closed nominations.
 - Not debatable. Amendable only as to time. Two-thirds vote.
 - The presiding officer also may declare that nominations are closed.
10. **To divide a question**
 - “I move that the motion be divided into ___ and ____.”
 - Use to divide a motion that consists of several parts, each of which can stand as a distinct proposal even if separated from the other parts.
 - Not debatable. Amendable. Majority vote.

NOMINATIONS AND ELECTION PROCEDURES

Three major procedures are used in choosing nominees for the four officers of the churchwide organization and the 17 members of the executive board.

1. By nominating ballot

This kind of ballot is used in the nomination of candidates for the offices of president and vice president. The first ballot taken in the election process for these officers is referred to as the nominating ballot. The use of the nominating ballot provides all voting members with opportunity to nominate persons for these two offices.

2. By the nominating committee

A slate of nominees for the offices of secretary and treasurer and the seventeen executive board members is presented by the nominating committee. All voting members of the convention, as well as congregational units, have had the opportunity and responsibility to suggest candidates to the committee.

3. From the floor

Nominations from the floor can be made according to the Rules of Procedure. The complete text of procedures governing nominations and elections of the churchwide officers and board members is located in Article XIV in the Women of the ELCA Constitution and Bylaws and in the Rules of Procedure.

Report of the President

Greetings to all!

I'd like to take this opportunity to say "Thank You" for all you have done and continue to do through this unprecedented time with Women of the ELCA. So many changes are happening within our organization, and at times my head spins!

When I reflect back on the last four years, I can't help but think of our 2017 triennial theme: All Anew. Who knew that when these two words were chosen that so many new things would be happening? When COVID-19 came into our lives early on in 2020, many of us probably didn't imagine that we would have to switch up the way we conducted business within our units, synodical organizations, and the churchwide organization.

I distinctly remember talking with Linda Post Bushkofsky right after the 2020 Conference of Presidents had concluded. Our conversation was all about the coronavirus and how to handle our in-person board meeting that was to happen in April of that year. We decided right then that a virtual meeting would be in order, and then Linda mentioned the triennial convention and gathering. "Oh, I'm quite sure this pandemic will be over by then" was my response. Little did I know that our churchwide board would be taking on another year of duties, and willingly so.

There have been very few bumps in the road thanks to technology, and even though meeting in person is always preferred, mainly for the human connection, we quickly came to realize that Zoom meetings would be a part of our future for quite a while. Over this time, I've chosen to look for the silver lining in this interrupted world we've been thrown in to. Meeting virtually has not only been effective, but it has also saved a large amount of money for the churchwide organization. I honestly believe that Zoom will be here to stay.

When we look back at the changes, one remarkably successful event took place in February 2021. Our on-line leadership event Pivot, Don't Panic! (formerly known as Conference of Presidents) was a huge hit. The reviews were overwhelming positive from those who completed the survey. It was great to be able to offer this leadership training to not only synod presidents, but also up to 5 board members from each SWO. It's highly likely that this type of get together will mirror how the 2020 event was held.

Our churchwide board was unable to travel to synodical conventions this past year, but that didn't mean we couldn't be present in some manner. Again, thanks to technology, greetings, workshops, churchwide reports, and even Thankoffering services were held. It was a pleasure for me to be a part of your gatherings, even from a dog park or my back yard!

It's been an honor to be your president through these last four years. You all have gone above and beyond to keep this organization afloat, and I'm excited to see what the future holds.

Blessings and much love to all of you!

Respectfully submitted,
Lisa Plorin
President
2017-2020+ Triennium

Report of the Treasurer

Greetings to all in the name of Jesus Christ! This report for the Eleventh Triennium (July 2017–July 2020), plus the unprecedented pandemic year, provides an overview of your offerings at work, an explanation of the various types of offerings, a summary of the organization’s finances, some trends and plans for the future and your role as Women of the Evangelical Lutheran Church in America.

YOUR OFFERINGS AT WORK

Together, as Women of the ELCA, we continue to use our God-given gifts to provide for the mission and ministries that have been entrusted to our care. We organize the churchwide work around programs, communication, operations, and governance. All the churchwide work is done in support of the organization’s participants (that’s me and you!) as they live out the organization’s mission of mobilizing women to act boldly on their faith in Jesus Christ.

Under the programs area, we include advocacy, racial justice initiatives, global education, stewardship education, intergenerational programs, discipleship work and our extensive collection of program resources available at no cost to individuals, congregations, and women’s groups throughout the church. We also include scholarships here and any special initiatives such as the Dear Friend in Christ letter writing project that was created during shelter-in-place orders during the pandemic.

The communication area includes the award-winning *Gather* magazine; Bold Connections, our monthly e-newsletter; Daily Grace, our smart phone app delivering daily devotions; and *Café*, our e-zine for young adults. Of course, the costs of editing, designing, printing and distributing these publications are also included. Communications also includes outreach through the organization’s website, womenoftheelca.org, and social media outreach to thousands daily through Facebook, Twitter, Instagram, and Pinterest.

Within operations we account for organizational development, financial management (including the annual audit), and equipment. Also included here is the service level agreement the organization has with the ELCA that includes rent and the purchase of various services (information technology, human resources, accounting).

The cost of salaries and benefits for churchwide staff, who make all these things possible, is included in our budget. None of this work would be accomplished without staff.

Governance includes the meetings, travel, and convention outreach of the executive board which is made up of volunteers. It also includes training for synodical treasurers and the annual conference of synodical presidents.

Of course, beginning in March 2020 with the onset of the coronavirus pandemic, we had to shift and adapt quickly so that the women of our organization and their ministries would continue to be supported. That often meant creating digital events and live events through social media.

HOW THE CHURCHWIDE WOMEN’S ORGANIZATION RECEIVES SUPPORT

The following is a quick summary of how the women in this organization provide the funding for all these many ministries and the support of women throughout the church. There are two primary sources of revenue for the churchwide organization: the regular offerings and Thankofferings of women like you and me.

Regular offerings are collected at meetings of the congregational unit, whether in circles, smaller groups, or meetings of the whole unit. The congregational units send a portion of the regular offerings to the synodical women’s organization and retains the other portion of the regular offering for their local ministry. In turn, the synodical women’s organization sends a portion of what it receives in regular offerings to the churchwide organization.

The churchwide organization expects synodical organizations to forward at least fifty percent (50%) of the regular offerings received. Many synodical organizations forward higher percentages.

Thankofferings, the gifts of grateful hearts, are the other primary source of revenue. Thankofferings are pure expressions of joy and generosity, gifts of gratitude for the many blessings given by God. When congregational units collect Thankofferings, 100% of those Thankofferings are sent to the churchwide organization by congregational units to assist with the ministry of the organization. This has been true since the creation of Women of the ELCA in 1987.

While many units hold an annual Thankoffering service in the fall—a nod to a piece of history when Thankofferings were collected at harvest time—today we encourage units to hold two or three Thankoffering services at different times of the year. We aren't thankful just once a year, but throughout the entire year! Last summer we published a new resource, *Giving Thanks to God—All Day, Every Day*. This resource encourages all of us to practice the daily discipline of Thankoffering and offers prayers to be used in daily situations that call for a Thankoffering such as at sunrise, over morning coffee, on getting dressed, and when gardening, to name a few.

Other offerings that are received come from synodical conventions, conference and cluster events, and special offerings.

The remainder of the income and revenue comes from the faithful gifts of women who make individual gifts or who have provided for the organization through estate planning and from earnings received on investments held by the organization, some of which originated with predecessor organizations.

THE FINANCIAL PICTURE FOR THE 2017-2020 TRIENNIUM

The churchwide expression of Women of the ELCA faced continued financial challenges in the 2017-2020+ triennium. Prudent and thoughtful actions of both the churchwide executive board and the churchwide staff have helped the organization manage those challenges.

Fiscal year 2017

Expenses for the Tenth Triennial Convention (2017) came in under budget; revenue from the 2017 Triennial Gathering fell short of expectations by approximately \$122,000; and annual operating expenses exceeded income in fiscal 2017. To make up for the shortfalls, the board authorized the use of two funds (one an estate gift and the other the New Ministries Fund). The budget for 2017 was approximately \$3,000,000.

In 2017, \$153,796 was sent by women through our organization to ELCA ministries, with ELCA World Hunger, Project Comfort (freight for LWR quilts), and Lutheran Disaster Response receiving the largest portions of those gifts.

Fiscal year 2018

Continuing the unfortunate trend, revenue from regular offerings and Thankofferings was down. While expenses came in under budget, expenses still exceeded revenue. The board authorized the use of the New Ministries Fund to cover the shortfall. The budget for 2018 was just over \$3,000,000.

In 2018, \$169,340 was sent by women through this organization to ELCA ministries, with ELCA World Hunger, Project Comfort (freight for LWR quilts), and Lutheran Disaster Response again receiving the largest portions of those gifts.

In April 2018, at the behest of its budget and finance committee, the executive board authorized the creation of an exploratory committee to investigate the organization's current business model and to make recommendations on how to best fulfill the organization's mission and purpose in a changing world.

Fiscal year 2019

The decline trend continued in 2019, with revenue underperforming the budget by over \$800,000; said another way, revenue came in at about 71% of the \$2.8 million budget. The gulf between projected revenue and actual revenue grew between 2018 and 2019. On the expense side, expenses came in at 79% of budget. The board had to again look outside the annual budget/operating fund to cover the shortfall for the year.

In 2019, \$98,093 was sent by women through our organization to ELCA ministries, with ELCA World Hunger, Project Comfort (freight for LWR quilts), and Lutheran Disaster Response again receiving the largest portions of those gifts.

The Exploratory Committee worked diligently over the period of a year and presented recommendations to the board at its October 2019 meeting. A large portion of the recommendations focused on constitutional changes, many of which will be before the Eleventh Triennial Convention (2021).

Fiscal year 2020

Recognizing the continuing trend of reduced revenue, the board adopted a budget for 2020 that reduced revenue by roughly \$500,000, making the projected figures better align with the historical trends. The budget was \$2.366 million.

On the revenue side, however, the budget underperformed by \$436,687, with revenue coming in at approximately 82% of budget. Expenses

came in at approximately 89% of budget. Because revenue was down, expenses still exceeded revenue by approximately \$175,189. The board will need to determine how to cover that shortfall.

During 2020, when most women could not gather in person, we encouraged women to become Faithful Friends to continue regular support of the churchwide organization. Faithful Friends is a monthly giving program that can be set up with a regular withdrawal upon a bank account or through a credit card. You can learn more about Faithful Friends at welca.org/faithfulfriends.

In 2020, \$60,137 was sent by women through our organization to ELCA ministries, with ELCA World Hunger, Project Comfort (freight for LWR quilts), and missionaries Stephen and Jodi Swanson receiving the largest portions of those gifts.

As the board planned for 2021, the budget and finance committee took a serious look at the decline in revenue over the past several years (a trend that is approximately 20 years in the making) and recommended a 2021 budget that better matched actual giving. The board, in a special meeting Dec. 5, 2020, approved a 2021 budget of \$1,636,250. That budget is \$729,750 (31 percent) less than the 2020 budget of \$2,366,000. That budget reduction necessitated a staffing change, with only two staff remaining at full time (the executive director and magazine editor) and eight staff moving to part-time status (20 hours per week).

Earlier this year the churchwide executive board approved a feasibility study that will examine the capacity of our organization for a major financial campaign. Primary financial support for the churchwide organization has historically come from group giving. Since group support has been declining over the past two decades, the board recognized the need to consider additional means of support. The four-month feasibility study will determine the organization's capacity for individual giving, both in current giving and in estate gifts.

YOUR HELP IS NEEDED

Your help is needed, as is the help of every churchwide, synodical and congregational leader. There are two things you can do now and over the next triennium.

First, the organization needs your commitment to serve as an offering interpreter, helping others understand how the churchwide mission and ministries are funded through the faithful gifts of women in our church. Use the material in this report to help women in our church understand the mission and ministry of Women of the ELCA. Use the stewardship resources produced by our churchwide organization to support your interpretation work. Go to welca.org/stewardship for more information.

Subscribe to [Bold Connections](#) (it's free!) where every month you will see how your offerings are at work. Promise to tell two new women about our shared ministry every month. Visit welca.org for stewardship [devotions](#) that are regularly posted there.

Secondly, the organization needs your strong and faithful financial support, so that you may lead by example. Increase your gift to regular offerings in your unit. Might your gift be \$10 or \$25 every month? Instead of writing out a Thankoffering check once a year, stop and consider the many blessings you receive each and every day and offer up Thankofferings on a regular basis. Become a Faithful Friend (welca.org/faithfulfriends). Consider a special gift to one of the organization's targeted efforts, like [Katie's Fund](#) or the [scholarship program](#). Commit to giving through estate planning.

As you read through this report, I'm sure you realized how important your support is to our organization. We desperately need you to help carry out the mission and ministry of Women of the ELCA. Won't you please respond to this urgent call? In God's love, blessings to every one of you.

Respectfully submitted,
Anna Sarver
Treasurer, 2017–2020+ Triennium

Report of the Churchwide Executive Board

Following the constitutional requirements, the churchwide executive board has taken an active role in this triennium as the vision-setters and policymakers of this organization while supporting the executive director and her staff as they carry out the day-to-day running of Women of the ELCA. The 2017–2020 triennium became like no other triennium when the global coronavirus pandemic came about in early 2020. The board had to quickly respond to the impact of the pandemic, ensuring the safety of Women of the ELCA participants and the continued mission and ministry of the churchwide organization.

The board in action

Three committees augment the work of the board that takes place in its twice-yearly meetings. Those committees are budget and finance, constitutional review and programs and communication. The work of those committees is complemented by the work of the executive committee that plans the board meeting agendas and carries out board responsibilities between board meetings. In addition, a board stewardship development committee exists, on which three board members serve with three non-board members. Every committee is supported by at least one staff member.

The board committed to and engaged in both racial justice and stewardship education at all board meetings. The board carried out its constitutional responsibility to conduct an annual review of the executive director, in consultation with the ELCA presiding bishop.

The board has diligently executed its financial responsibilities, overseeing the stewardship of offerings made and gifts given to the churchwide women's organization. Board members faithfully interpret both revenue and expense sides of the annual budget as they meet with women at synodical conventions and elsewhere. Working with the

executive director and other staff, the board took several cost-saving measures over this triennium and closely monitored the organization's finances. The board, through the treasurer and budget and finance committee, oversaw annual audits.

The president provided a representative to attend every synodical convention held throughout the triennium. The board's synodical convention coordinator regularly reported out to the board regarding synodical conventions while also coordinating the assignment of board members to those conventions.

Together with synodical presidents, the president worked to plan and carry out the annual conference of presidents, supported by staff. Some board members attended each conference.

The board has been active in the scholarship programs of the churchwide organization. A board member serves on the scholarship committee, participating fully in the review and selection process. Further information on scholarships awarded in this triennium can be found in the Appendix to this report.

Governing through the global pandemic could overshadow the work of the board in the rest of the triennium, so here is a list of highlights of the board's work prior to March 2020.

Highlights from the 2017-2020 triennium:

- Extended a "time of grace" to the Caribbean Synodical Women's Organization following the devastating hurricanes of 2017, issued a call for prayer, and recommended giving through Lutheran Disaster Response.
- Created and filled, through the president, an exploratory committee to look at the organization's current business model along with how to best fulfill the mission and purpose into the future.

Report of the Churchwide Executive Board

- Through the presence of the president and select staff, Women of the ELCA participated in the 2018 ELCA Youth Gathering in Houston, focusing efforts on human trafficking awareness, and the 2019 Churchwide Assembly in Milwaukee, focusing efforts on promoting *Gather* and *Café* while building awareness of the organization and its mission.
- The board approved the request to form a special unit at Muhlenberg College (Allentown, Pennsylvania) and the Latinx Conference of the Northern Texas-Northern Louisiana Synod (a non-geographic special unit).
- The board updated the travel policy for the organization.
- Board members took several actions relating to the triennial convention, including the adoption of the proposed agenda and proposed rules of procedure, set the budget, established policies regarding electioneering and appointment of at-large voting members and designated offering recipients. The board also designated the offerings for the triennial gathering and oversaw the agenda for the gathering.
- The board implemented a plan whereby each executive board member established and strengthened a personal relationship with three synodical presidents, as assigned.
- The board developed a plan for designating and disbursing Women of the ELCA-held global purpose endowments funds.
- The board updated the organization's investment policy.
- The board created two task forces, one to address the possibility of a major campaign and one to address strategic planning, with the task forces filled by the president. From the work of the task forces, the board approved a feasibility study to examine a major campaign that began July 1, 2021 and the board adopted three anti-racism foci for the next two years.

The board has three advisory slots. The first advisor represents the Office of the Presiding Bishop of the ELCA. The Rev. Dr. Wyvetta Bullock filled that position for many years prior to her retirement in this triennium. Upon Bullock's retirement, Ms. Jodi Slattery was appointed by the presiding bishop to fill that slot. Ms. Slattery is the executive for governance in the Office of the Secretary, ELCA. The Rev. Wilma Kucharek, bishop of the ELCA Slovak Zion Synod, represents the ELCA Conference of Bishops. Until stepping down from his work with Lutheran Men in Mission in late 2020, Mr. Bernie Bresson represented LMM as an advisor to the board. A new LMM advisor is to be appointed by LMM's executive director. Thanks are extended to the advisors who contribute greatly to the deliberations of the board.

Governing during the global pandemic

As was true for so many individuals and organizations, in March 2020, the churchwide executive board had to quickly switch gears and adapt to new realities wrought by the pandemic. The board determined that no in-person events would be held in 2020 and made the decisions to postpone the triennial convention and gathering that had been scheduled for July 2020. Because elections would have happened at the 2020 convention, the board members agreed to continue in their service, making them the first board to serve a four-year term.

The board encouraged all synodical organizations to postpone in-person events for the remainder of the year and extended that encouragement to all congregational units and conference/cluster events.

Beginning in April 2020, all meetings of the board and its committees have been held digitally using either Zoom or Microsoft Teams.

As 2020 progressed and the pandemic continued, the board was faced with more decisions. The board determined that no in-person events would occur in 2021, deciding to hold the triennial convention

Report of the Churchwide Executive Board

digitally and postpone the gathering until 2023 (retaining its commitment to hold the event in Phoenix, Arizona). Because the existing constitutions did not provide for digital conventions, the board proposed constitutional changes to allow for digital conventions which were sent to the voting members of the Tenth Triennial Convention (2017) for consideration.

With annual giving to the churchwide organization impacted significantly as a result of the pandemic, the board had to make difficult decisions when adopting a budget for 2021. Additional information about the 2021 budget can be found in the Report of the Treasurer. Due to the budget reductions and in order to protect the health of board members, churchwide executive board members will participate in 2021 synodical conventions either digitally or by pre-recorded message.

Because of the pandemic, the decision was made to turn what would have been the 2021 conference of presidents into a digital leadership event that could be attended by more synodical leaders and all board members. The event, under the name Pivot, Don't Panic!, was held via Zoom in February 2021.

A complete roster of the executive board for the 2017–2020 triennium can be found on page 89.

Respectfully submitted,
The Churchwide Executive Board for the 2017–2020
Triennium

Appendix: Women of the ELCA Scholarships

Women of the ELCA offers scholarships in two categories: for Lutheran laywomen and those in ordained ministry.

Scholarships for Lutheran laywomen provide assistance to Lutheran women studying for a career other than ordained ministry. General funds for this scholarship come from the Cronk, First Triennium Board, General, Mehring, Paepke, Piero/Wade/Wade, Edwin/Edna Robeck Opportunity Scholarship for Lutheran Laywomen along with funds for specific opportunities from Arne Administrative Scholarship, Schmieder Leadership Scholarship, Amelia Kemp Scholarship, Belmer, Kahler, Vickers/Raup Funds and Irene Drinkall Franke, Mary Seeley Knudstrup Funds. Along with the general category the Lutheran laywomen scholarship offers categories for: administrative leadership, ELCA college and seminary leadership, women of color leaders, ELCA service abroad and Christian service.

The scholarship for ordained ministry, The Herbert W. and Corinne Chilstrom Scholarship, provides assistance to Lutheran women during their final year at an ELCA seminary. Candidates must be preparing for ordained ministry in the ELCA and must have been endorsed by their synodical candidacy committee.

2017–18 ACADEMIC YEAR

Teri Watkins, 1A

Scholarships for Lutheran Laywomen
Charter College
Business Administration

Cindy Arnett, 2A

Scholarships for Lutheran Laywomen
Loyola University Chicago School of Education
International Higher Education

Yvonne Offill, 2C

Scholarships for Lutheran Laywomen
Azusa Pacific University
Psychiatric Mental Health

Sarah Desjarlais, 3B

Scholarships for Lutheran Laywomen
University of Bridgeport
Connecticut, Fones School of Dental Hygiene
Dental Hygiene

Jennifer Cartensen, 5D

Scholarships for Lutheran Laywomen
Drake University
Education Leadership

Rudy Kelly, 6B

Scholarships for Lutheran Laywomen
Hope College
Psychology

Mackenzie Alexander, 7A

Scholarships for Lutheran Laywomen
United Lutheran Seminary
Public Leadership

Mallory Matthews, 9C

Scholarships for Lutheran Laywomen
Piedmont Technical School
Business

Appendix: Women of the ELCA Scholarships

2018–19 ACADEMIC YEAR

Cara Kiggins, 1B

Scholarships for Lutheran Laywomen
Seattle University
Public Administration

Cindy Arnett, 2A

Scholarships for Lutheran Laywomen
Loyola University Chicago School of Education
International Higher Education

Allison Johnson Heist, 3G

Scholarships for Lutheran Laywomen
United Theological Seminary of the Twin Cities
Leadership for Social Transformation

Yongor Seyenkulo, 4A

Scholarships for Lutheran Laywomen
Northeast Community College
Business Administration

Leslie Roberts, 4E

Scholarships for Lutheran Laywomen
Regent College
Theological Studies

Jessica Clark, 5A

Scholarships for Lutheran Laywomen
The University of Wisconsin-Madison
Chinese Professional Communication & Textile and Fashion Design

Katherine Ehlert, 5A

Scholarships for Lutheran Laywomen
Lutheran School of Theology-Chicago
Theological Studies

Lora Salley, 5A

Scholarships for Lutheran Laywomen
Lutheran School of Theology-Chicago
Theological Studies

Charlene Guiliani, 5J

Scholarship for Ordained Ministry
Wartburg Theological Seminary
Ordination

Sarah Martin, 6E

Scholarships for Lutheran Laywomen
Concordia University
Educational Leadership

Dawn Talley, 7E

Scholarships for Lutheran Laywomen
United Lutheran Theological Seminary
Ministerial Leadership

Sheena Foster, 8A

Scholarships for Lutheran Laywomen
University of the District of Columbia
Urban Sustainability

Harriet Bryant, 9B

Scholarships for Lutheran Laywomen
Lenoir-Rhyne University
Human Resources

Mary Helen Dickman Parris, 9B

Scholarship for Ordained Ministry
Lutheran Theological Southern Seminary
Ordination

Appendix: Women of the ELCA Scholarships

2019–20 ACADEMIC YEAR

Haley Jo Woldseth, 2C

Scholarships for Lutheran Laywomen
Bastyr University, California Campus
Nutrition for Wellness

Anna Ames Phillips, 3H

Scholarships for Lutheran Laywomen
St Thomas University
Social Work

Yongor Seyenkulo, 4A

Scholarships for Lutheran Laywomen
Northeast Community College
Business Entrepreneurship

Madeline R. Stiers, 4E

Scholarships for Lutheran Laywomen
Baylor University
Social Work

Erika A. Rist, 5A

Scholarships for Lutheran Laywomen
The University of Chicago
Humanities

Elyssa Salinas- Lazarski, 5A

Scholarships for Lutheran Laywomen
Garrett-Evangelical Theological Seminary
Theology Doctor of Philosophy

Charlotte Chuck Eversoll, 5K

Scholarship for Ordained Ministry
Wartburg Theological Seminary
Ordination

Jennifer C. Anglin, 6C

Scholarships for Lutheran Laywomen
Indiana State University
Health Science, Public Health

Stephanie Rhodes, 6C

Scholarships for Lutheran Laywomen
Select Learning
Deacon program

Carrie Solova, 6C

Scholarships for Lutheran Laywomen
LDA-Lutheran Diaconal Association
Diaconal ministry Education and Formation

Almuth Koby, 6E

Scholarships for Lutheran Laywomen
LDA-Lutheran Diaconal Association
Diaconal ministry Education and Faith Formation

Jennifer A. Moore, 8G

Scholarship for Ordained Ministry
United Lutheran Seminary
Philadelphia Campus
Ordination

Appendix: Women of the ELCA Scholarships

2020–21 ACADEMIC YEAR

Haley Jo Woldseth, 2C

Scholarships for Lutheran
Laywomen
Bastyr University, California
Campus
Nutrition for Wellness

Diana Miranda, 2D

Scholarships for Lutheran
Laywomen
Pima Community College
Nursing

Yongor Seyenkulo, 4A

Scholarships for Lutheran
Laywomen
Northeast Community College
Business Entrepreneurship

Kirsten LaBlanc, 5D

Scholarships for Lutheran
Laywomen
University of Northern Iowa
Elementary Education

Kari Jo Fore, 5H

Scholarships for Lutheran
Laywomen
Concordia University - Wisconsin
Family Life

Jennifer C. Anglin, 6C

Scholarships for Lutheran
Laywomen
Indiana State University
Health Science, Public Health

Almuth Koby, 6E

Scholarships for Lutheran
Laywomen
LDA-Lutheran Diaconal
Association
Diaconal ministry Education and
Faith Formation

Laurie Feingold, 7A

Scholarships for Lutheran
Laywomen
Rutgers University
Social Work

Report of the Executive Director

“It’s been said that amazing things do not happen in our comfort zones, that we need to get comfortable being uncomfortable. I would say, too, that change rarely happens in our comfort zones. Change forces us into unfamiliar and unpredictable territory.”

I shared those words with our churchwide executive board nearly two years ago as it received the report and recommendations of an exploratory committee who was asked to examine how best to fulfill Women of the ELCA’s mission and purpose in a changing world. That was October 2019, when we knew nothing of the impending coronavirus pandemic and the huge changes that were looming ahead.

We didn’t seek the changes that this global pandemic brought upon us, but we’ve had to deal with the changes, both small and significant. We all were forced into unfamiliar and unpredictable territory. We had to figure out creative ways to accomplish what needed to be done, whether we wanted to or not. In fits and starts we managed the uninvited change wrought by the global pandemic. There have been days when we’ve risen to the challenges and responded well. We fell flat on just as many occasions.

We’ve responded to the change forced upon us with creativity and flexibility and in doing so, shown that we are resilient and adaptive. We’ve come to realize what we can control and what we cannot control. We’ve had to adapt quickly, making on-the-spot decisions at times. We came to expect the unexpected and have learned how to manage so many unknowns.

The pandemic has shown us that we can change our ways, that we can adapt to change in society. As I shared in my report to the churchwide executive board at its April 2021 meeting, during the pandemic all expressions of our organization moved forward, secure in the love of God and equipped with our knowledge and skills, committed to mobilizing women to act boldly on their faith in Jesus Christ. This is something to celebrate!

The churchwide staff has been working remotely since March 16, 2020. The staff has done an incredible job of supporting the churchwide organization which, in turn, supports the women of our organization as they live out the mission and purpose of Women of the ELCA in their daily lives. Here is an overview of what the churchwide organization has accomplished so far during the pandemic. Remember, too, that since February 1, 2021, due to budgetary constraints, only two staff members are full-time and the remaining eight positions are part-time (20 hours per week).

Staff have:

- Supported six digital meetings of the executive board
- Planned and carried out a wide array of programmatic offerings, including
 - Tuesday Prayers at Noon (launched March 2020)
 - Dear Friend in Christ letter writing project (launched April 2020)
 - Videos offered through *Gather* from Bible study authors (launched Summer 2020)
 - Webinar “Racial solidarity in times of a pandemic” (June 2020)
 - New resource *Giving Thanks to God—All Day, Every Day* produced and published (August 2020)
 - “Just Love: A virtual preview” webinar planned and produced, attended by over 600 women (September 2020)
 - Facebook Live conversations on race and relationships (September 2020)
 - B.Y.O.D. events sponsored by *Café* (launched October 2020)

Report of the Executive Director

- *Called to be political* resource updated and revised, published (October 2020)
- Webinar co-sponsored with ELCA Votes on voting rights (October 2020)
- Hispanic Heritage Month video produced and aired (September-October 2020)
- Zoom meetings with synodical presidents by regions (Fall 2020)
- Facebook Live conversations during Native American Heritage Month (November 2020)
- Blue Christmas worship service, with over 200 attendees (December 2020)
- Pivot, Don't Panic! leadership event, with over 200 attendees (February 2021)
- Facebook Live conversations during Black History Month (February 2021)
- Learned a new accounting software
- Switched to and supported a digital convention, postponed a gathering and twice renegotiated contracts with various service providers and venues

In the midst of all these new things in this unfamiliar and unpredictable territory, we also sustained work in these areas:

- Communication vehicles (magazines, websites, blogs, social media)
- Stewardship
- Membership
- Discipleship
- Support of synodical leaders
- Participation in and leadership of synodical events
- Day-to-day management of the organization

I'm so very proud of our dedicated staff who did all this and more. Like you, we were living with fears, doubts, and worries borne of the pandemic. We cared for ailing parents. We tried to protect our families and communities. We helped our children with

e-learning or figured out how to juggle childcare with work. We ached, as you have, when our worshipping communities could not gather and when some form of digital worship became the norm.

I offer these recollections and recitations for the sake of history, for those who will some day in the future look back at the materials from this Eleventh Triennial Convention and wonder what it was like to live through this pandemic. I also offer them, in part, to explain the extraordinary leadership the staff has exhibited during this most unprecedented time.

What does the future hold for Women of the ELCA? Some things are becoming clearer, but the truth is, we simply do not know. Many unknowns remain. We don't know what it will be like to function personally, professionally, or organizationally in a world where COVID-19 remains, many are vaccinated against it, and new variants develop with some regularity. We don't know how long vaccines will protect us or when/if boosters will be needed. We don't know if or how women will meet in congregational units and synodical organizations. We don't know how or if the changes brought about by the pandemic will remain into the future.

Even without answers to these and many more questions, the board is making decisions to move the organization into this uncertain future. The churchwide executive board has invited the entire organization, in all its expressions, to focus on three areas of anti-racism work in the next two years. Those foci are awareness and education, accompaniment, and advocacy. You'll be learning more about these foci in the coming months, and you and the women in your congregational unit will be equipped to focus on racial justice work in your community, in ways that make sense for your community.

The challenge before all of us now is how to sustain and grow financial support for the churchwide women's ministry, the very ministry that creates resources to support each of us on our faith

Report of the Executive Director

journey. The board is looking towards a major campaign to augment the traditional source of revenue for the organization (i.e., Regular Offerings and Thankofferings), and to that end launched a feasibility study on July 1, 2021.

What has not changed because of the global pandemic? The transforming and redeeming love of God in Jesus Christ. While everything about us is changing, how good it is to rest in the sure knowledge that “Jesus Christ is the same yesterday and today and forever,” as the writer of Hebrews reminds us. (Hebrews 13:8) We are grounded in that and Jesus’ command that we are to love our neighbors as ourselves. Whatever change comes our way, we are equipped to meet the challenge. The hallmarks of flexibility and adaptability, as called for in our churchwide constitution, will see us into the future, with the Holy Spirit walking with us and guiding us into that “all anew” we can’t even envision at this moment. Thanks be to God!

Respectfully submitted,
Linda Post Bushkofsky
Executive Director

Proposed budget for FY 2022

Women of the Evangelical Lutheran Church in America

REVENUE AND SUPPORT

Regular offerings	\$ 200,000
Thankofferings	\$ 400,000
Special offerings/gifts	\$ 5,000
SWO convention offerings	\$ 25,000
Other offerings	\$ 151,250
<hr/>	
Total	\$ 781,250

Other income

<i>Gather</i>	\$ 850,000
Misc. (consignment)	\$ 5,000
<hr/>	
Total Revenue & Support	\$ 1,636,250

EXPENSES

Programs	\$ 30,000
Communication	\$ 703,300
Administration	\$ 275,000
Salaries and benefits	\$ 622,950
Governance	\$ 5,000
<hr/>	
Total Program & Services	\$ 1,636,250

Proposed Changes to Constitution

Eleventh Triennial Convention, Women of the ELCA

The Churchwide Executive Board of Women of the ELCA (2017–2020 triennium) has taken action to propose the following constitutional changes. Because the proposed changes have been provided at least six months prior to the convention, they require only one reading. That reading will occur at the Eleventh Triennial Convention. Any provisions approved by the convention will become effective immediately.

The existing language is in regular typeface, the proposed changes are in **bold** typeface, and deletions are noted as ~~strikethroughs~~.

SECTION 1

CHURCHWIDE CONSTITUTION AND BYLAWS

ARTICLE II

Section 2

Item 7 Provide opportunities for the financial support of Women of the ELCA and ~~develop a system management of the assets and processes for planning and evaluation in order to ensure fulfillment of the mission of Women of the ELCA.~~

SECTION 3. Mission Statement

Mobilizing women to act boldly on their faith in Jesus Christ.

ARTICLE III

Section 11

Each unit and synodical women's organization in its governing documents shall include the statement of purpose (see Article II, Section 1) and such structural components as are required in this constitution. Whenever a synodical women's organization proposes to amend its constitution or bylaws, the synodical board shall submit the proposed amendments to the churchwide Executive Board for review and action. Proposed amendments must be submitted by ~~February~~ **March 15** for consideration at the ~~March~~ **April** Executive Board

meeting and by September 15 for consideration at the October Executive Board meeting.

[The Churchwide Executive Board approved the above amendments at its October 2019 meeting.](#)

ARTICLE VII

Section 1

Item 3 Each synodical women's organization shall **strive to** provide for groupings of units into clusters or conferences whose boundaries shall normally coincide with the boundaries of clusters or conferences established by the synods of the ELCA.

[The Churchwide Executive Board approved the above amendment at its December 2019 meeting.](#)

ARTICLE IX

Section 2

Item 2 Each synodical women's organization shall **strive to** establish clusters or conferences of units within its territory.

[The Churchwide Executive Board approved the above amendment at its October 2019 meeting, and amended it further at its December 2019 meeting.](#)

Section 4

Item 1 The officers **or leaders** of each synodical women's organization shall ~~may~~ be a president, a vice president, a secretary, and a treasurer (**or convener(s), coordinator(s),**

Proposed Changes to Constitutions and Bylaws

or co-chair(s), a treasurer, and a secretary/communicator), henceforth referred to as SWO leaders.

The Churchwide Executive Board approved the above amendment at its October 2019 meeting.

Item 2 These officers or **SWO leaders** shall be elected by the convention of the synodical women's organization. Each officer or **SWO leader** shall be a participant in a unit and a voting member of an ELCA congregation and **shall strive to be a participant in a unit.**

The Churchwide Executive Board approved the above amendment at its October 2019 meeting, and amended it further at its December 2019 meeting.

Section 5

Item 1 Voting membership of the convention shall be the ~~four officers or SWO leaders of the synodical women's organization,~~ the board members of the synodical women's organization, and one voting member from each unit.

Section 6

Item 2 The board of the synodical women's organization shall consist of the ~~four officers~~ **SWO leaders** and ~~five to nine~~ **three or more** board members.

The Churchwide Executive Board approved the above amendments at its October 2019 meeting.

Section 7

Item 1 Each synodical women's organization shall **strive to** provide for groupings of units into clusters or conferences. Within each cluster or conference the synodical women's organization shall work cooperatively with the units to fulfill the purpose of Women of the ELCA through activities that

The Churchwide Executive Board approved the above amendment at its October 2019 meeting, and amended it further at its December 2019 meeting.

d. provide opportunities for **monetary offerings**, stewardship education and offerings financial support of the total program of Women of the ELCA; and

The Churchwide Executive Board approved the above amendment at its October 2019 meeting.

ARTICLE X

Section 1

Item 10 Engage in research in cooperation with the **ELCA's Planning, Research and Evaluation** unit;

The Churchwide Executive Board approved the above amendment at its October 2019 meeting.

Section 4

Item 3

d. The executive board shall approve the **churchwide organization's** budget, prepared by the executive director and staff, which includes support for the churchwide women's organization and an annual Gift to the Church, and recommend it to the Triennial Convention for adoption. The executive board shall approve and adopt the budget in the years in which a convention is not scheduled.

The Churchwide Executive Board approved the above amendment at its October 2019 meeting.

ARTICLE XI

Section 3

Item 1 The time and place of the Triennial Convention shall be determined by the executive board. **The Triennial Convention may be held solely by one or more means of remote or virtual communications, provided that the number of participants is sufficient to constitute a quorum.**

Proposed Changes to Constitutions and Bylaws

[The Tenth Triennial Convention approved the above amendment in July 2021.](#)

Section 5

Item 1 The voting members of the Triennial Convention shall be the officers of the churchwide women's organization; the members of the churchwide executive board; **the president, or SWO leader or one convener, coordinator, or co-chair of each synodical women's organization;** those women elected as voting members by the conventions of the synodical women's organizations; and those appointed as "at large" voting members by the churchwide organization.

Section 5

Item 2 ~~Each synodical women's organization shall elect one voting member for every 25 congregational, intercongregational, or special units (or a fraction thereof) within the synodical women's organization, and~~ **Each synodical women's organization shall have at least two elected voting members in addition to the president of the synodical women's organization. three voting members: the president or one convener, coordinator, or co-chair; a woman of color or whose primary language is other than English, and a first-time voting member or a woman under the age of 45.** At least 10 percent of the voting member body shall be persons of color and/or persons whose primary language is other than English. As defined in ELCA continuing resolution 5.01.C00, "persons of color and/or persons whose primary language is other than English" shall be understood to mean African American, Black, Arab and Middle Eastern, Asian and Pacific Islander, Latino, American Indian, and Alaska Native

people. This definition, however, shall not be understood as limiting Women of the ELCA's commitment to inclusive participation in its life and work.

Item 3 ~~The secretary of the~~ **president or SWO leader of the** synodical women's organization shall submit to the ~~secretary of the~~ churchwide women's organization at least six months before the Triennial Convention a certified list of the regular and alternate voting members elected by the convention of the synodical women's organization.

[The Churchwide Executive Board approved the above amendments at its October 2019 meeting.](#)

Item 5. Each voting member of the Triennial Convention shall be ~~a participant in a unit and~~ a voting member of an ELCA congregation **and shall strive to be a participant in a unit.**

[The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting.](#)

ARTICLE XII

Section 1

This organization shall have a president elected by the Triennial Convention **for one threeyear term, with the office held until the next convention.** The president shall be ineligible for election as an officer or executive board member in the succeeding triennium. The president shall be ~~a participant in a unit and~~ a voting member of an ELCA congregation **and shall strive to be a participant in a unit.** The president shall

[The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting. The Tenth Triennial Convention amended it further in July 2021.](#)

Proposed Changes to Constitutions and Bylaws

Section 2

This organization shall have a vice president elected by the Triennial Convention **for one threeyear term, with the office held until the next convention** with no reelection to this office. The vice president shall be a ~~participant in a unit and~~ a voting member of an ELCA congregation **and shall strive to be a participant in a unit.** The vice president shall

[The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting. The Tenth Triennial Convention amended it further in July 2021.](#)

Section 3

This organization shall have a secretary elected by the Triennial Convention **for one threeyear term, with the office held until the next convention** with no reelection to this office. The secretary shall be a ~~participant in a unit and~~ a voting member of an ELCA congregation **and shall strive to be a participant in a unit.** The secretary shall

[The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting. The Tenth Triennial Convention amended it further in July 2021.](#)

Section 4

This organization shall have a treasurer elected by the Triennial Convention **for one threeyear term, with the office held until the next convention** with no reelection to this office. The treasurer shall be a ~~participant in a unit and~~ a voting member of an ELCA congregation **and shall strive to be a participant in a unit.** The treasurer shall

[The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting. The Tenth Triennial Convention amended it further in July 2021.](#)

Item 4. Perform other duties as requested by the president or the executive board.

[The Churchwide Executive Board approved the above amendment at its October 2019 meeting.](#)

ARTICLE XIII

Section 1

The executive board shall be composed of the four officers and ~~17 board members~~ **one representative from the territory of each of the nine ELCA regions, plus two at-large members, to make a total of 15. Of the 15, at least 20 percent of whom shall be persons of color and/or persons whose primary language is other than English, and at least 20 percent shall be under the age of 45 and/or persons of the LGBTQIA+ community.**

[The Churchwide Executive Board approved the above amendment at its December 2019 meeting.](#)

Section 2

Item 1 The **15** board members shall be elected by the Triennial Convention for ~~a three-year term~~ **one term, with the position held until the next convention.** Each elected member shall be a ~~participant in a unit and~~ a voting member of an ELCA congregation **and shall strive to be a participant in a unit.**

[The Churchwide Executive Board approved the above amendment at its December 2019 meeting. The Tenth Triennial Convention amended it further in July 2021.](#)

Section 3

Item 2 The executive board shall meet at least two times each year, **in person or electronically.** Additional meetings may be called by the president or by a two-thirds vote of the executive board. **Meetings may be held solely by one or more means of remote or virtual communications, provided that**

Proposed Changes to Constitutions and Bylaws

the number of participants is sufficient to constitute a quorum.

The Churchwide Executive Board approved the above amendment at its October 2019 meeting. The Tenth Triennial Convention amended it further in July 2021.

Section 4

Item 1 In an emergency, as determined by the president and the executive director, a vote by mail, by ~~telephone~~ **digital technology**, conference call, or e-mail may be taken.

Item 3 In a ~~telephone~~ **digital technology** or conference call vote, if all board members participate, the vote necessary for adoption shall be a majority vote; if fewer than 100 percent of the board members participate, the vote necessary for adoption shall be a two-thirds vote in the affirmative of the total board.

Item 5 The results of the action taken by mail, ~~telephone~~ **digital technology**, conference call or e-mail shall be emailed immediately to all board members and shall be **reviewed and adopted** at the next meeting of the board.

The Churchwide Executive Board approved the above amendments at its October 2019 meeting.

ARTICLE XIV

Section 2

Item 1 At least ~~10~~ **20** percent of the nominees shall be persons of color and/or persons whose primary language is other than English, **and at least 20 percent shall be persons under the age of 45 and/or persons of the LGBTQIA+ community.**

Section 3

Item 1 It shall be the responsibility of the executive board to assure that this organization

maintains its commitment to inclusive representation. At least ~~10~~ **20** percent of the members of the executive board shall be persons of color and/or persons whose primary language is other than English, **and at least 20 percent shall be persons under the age of 45 and/or persons of the LGBTQIA+ community.**

The Churchwide Executive Board approved the above amendments at its December 2019 meeting.

Item 2 Each nominee for an elected or appointed position in this organization shall be a ~~participant in a unit~~ and a voting member of an ELCA congregation **and shall strive to be a participant in a unit.**

The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting.

Item 6 Board members shall be elected in such a manner that at least one person is **and no more than two persons are** elected from the territory of each of the nine ELCA regions. ~~No more than one-half of the synodical women's organizations in a region shall have members on the executive board at the same time.~~ **Further**, no more than one shall be elected from any one synodical women's organization.

The Churchwide Executive Board approved the above amendment at its December 2019 meeting.

Section 6

The election of the ~~17~~ board members of the churchwide women's organization shall be by the Triennial Convention according to procedures set forth in this constitution and these bylaws.

The Churchwide Executive Board approved the above amendment at its December 2019 meeting.

Proposed Changes to Constitutions and Bylaws

ARTICLE XV

Section 1

The Conference of Synodical Presidents shall consist of ~~the presidents~~ **one president or SWO leader of each** the presidents of the synodical women's organization and shall meet at least annually. **The conference may be held solely by one or more means of remote or virtual communications, provided that the number of participants is sufficient to constitute a quorum.**

The Churchwide Executive Board approved the above amendment at its October 2019 meeting and the Tenth Triennial Convention amended it further in July 2021.

Amendments proposed by Churchwide Executive Board and Tenth Triennial Convention October 2019–July 2021.

SECTION 2

APPROVED CONSTITUTION: SYNODICAL WOMEN'S ORGANIZATION

ARTICLE IV

Section 1

Item 2 This synodical women's organization **shall strive to** provide for grouping units into clusters or conferences whose boundaries normally shall coincide with the boundaries established by the [name of synod] Synod.

The Churchwide Executive Board approved the above amendment at its December 2019 meeting.

Item 3 A cluster or conference planning committee of at least three members, including a coordinator, shall be elected at the cluster or conference meeting. Each member of a cluster or conference planning committee,

including the coordinator, shall be a ~~participant in a unit~~ and a voting member of an ELCA congregation **and shall strive to be** a participant in a unit.

The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting.

ARTICLE V

Section 1

Item 9 Foster the grouping of units in clusters ~~or conferences~~ and Assist in building supportive and interdependent relationships among individuals and units, **and, shall strive to foster the grouping of units in clusters or conferences;**

The Churchwide Executive Board approved the above amendment at its December 2019 meeting.

ARTICLE V

Section 1

Item 2 Special conventions may be called by the president, **convener(s), coordinator(s) or co-chair(s)** with the consent of the board of the synodical women's organization and shall be called at the request of two-thirds of the units within the synodical women's organization.

Section 2

Item 1 Voting members of a convention shall be the elected officers **or SWO leaders** and board members of the synodical women's organization and one voting member from each unit on the roll of this synodical women's organization.

Item 3 The voting members at a special convention shall be those seated in the preceding regular convention, provided they have

Proposed Changes to Constitutions and Bylaws

not ~~ceased to participate in the units they represented or are not~~ **been** superseded by election of new voting members.

Section 3

Item 1 The secretary or **secretary/communicator** shall give the units notification of the regular convention at least three months in advance.

Item 2 The secretary or **secretary/communicator** shall give the units notification of a special convention at least one month in advance.

Section 4

Item 2 The Nominating Committee shall

- a. nominate two persons for each vacancy (except when the nominating ballot is used for the offices of president and vice president, or **convener[s], coordinator[s], or co-chairs**); and

Item 5 The Nominating Committee in selecting nominees for the ~~officers~~ **SWO leaders** and board members of the synodical women's organization shall follow these guidelines:

- b. no more than ~~one person~~ **two persons** from a unit shall be nominated (whether by the Nominating Committee or from the floor); and

Item 7 In all elections, a majority of votes cast shall elect, except in the election of voting members of the Triennial Convention (and in the election of president; or president and vice president; **or co-convener[s], co-coordinator[s], or co-chairs** by the nominating ballot).

Item 8 (Optional) The president (or president and vice president, **or co-convener[s], co-coordinator[s], or co-chairs**) shall be elected by a nominating ballot. Three-fourths of the votes cast shall be required for election on the first ballot. Thereafter, only such votes

as are cast for persons who have received votes on the first or nominating ballot shall be valid. On the second ballot, two-thirds of the vote cast shall be required for election. On the third ballot, the voting shall be limited to the two persons (plus ties) receiving the highest number of votes on the second ballot and a majority of votes shall elect.

Item 4 The board shall make provision for convention committees such as

- a. Committee on the Report of the President, **Convener(s), Coordinator(s), or Co-Chairs**;

Item 5 Names and addresses of voting members and alternates shall be sent by the units to the president, **convener(s), coordinator(s), or co-chairs**, or her designee at least 30 days prior to the convention.

[The Churchwide Executive Board approved the above amendments at its October 2019 meeting.](#)

SECTION 5.

Item 1 The time and place for each convention of the synodical women's organization shall be determined by the board of the synodical women's organization. **Conventions may be held solely by one or more means of remote or virtual communications, provided that the number of participants is sufficient to constitute a quorum.**

[The Tenth Triennial Convention approved the above amendment in July 2021.](#)

SECTION 6.

Item 1 Nominations for voting members of the Triennial Convention shall be made by the units. Each unit shall submit the name of only one of its participants **person**, who shall be a voting member of an ELCA congregation **and shall strive to be a**

Proposed Changes to Constitutions and Bylaws

participant in the unit.

The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting.

- Item 2** A unit may submit the name of a nominee even though the synodical president (**or convener, coordinator, or co-chair**), or a churchwide officer, or a churchwide board member (voting member by virtue of her office) is a participant in the unit.
- Item 9** The president (**or one convener, coordinator, or co-chair**) of the synodical women's organization shall be a voting member of the convention by virtue of office.

The Churchwide Executive Board approved the above amendments at its October 2019 meeting.

ARTICLE VII

Section 1

- Item 1** There shall be a board of this synodical women's organization consisting of the elected officers **SWO leaders**, together with ^{*}_____ **three or more** elected **board** members. As nearly as possible, at least 10 percent of the board members shall be persons of color and/or persons whose primary language is other than English, and no more than one officer **SWO leader** **and one** board member shall come from the same unit.

*5, 6, 7, 8, or 9

The Churchwide Executive Board approved the above amendment at its October 2019 meeting, and amended it further at its December 2019 meeting.

- Item 2** Officers **SWO leaders** and members of the board shall be elected by the convention for a term of two years. Terms of one-half of those elected shall expire each year, except in the case of biennial conventions.

The Churchwide Executive Board approved the above amendment at its October 2019 meeting.

Section 2.

The board shall meet at least two times each year, **in person or electronically**. Special meetings may be called by the president, **convener(s), coordinator(s), or co-chair(s)**, or, in the event of her death, resignation, or incapacity, by the vice president, co-convener, co-coordinator, joint co-chair, or other member of the executive committee. A majority of the members of the board shall constitute a quorum. **Meetings may be held solely by one or more means of remote or virtual communications, provided that the number of participants is sufficient to constitute a quorum.**

The Churchwide Executive Board approved the above amendment at its October 2019 meeting. The Tenth Triennial Convention amended it further in July 2021.

Section 3.

- Item 1.** In an emergency, as determined by the president, **convener(s), coordinator(s), or co-chair(s)**, a vote by mail, by **digital technology**, telephone conference call, or e-mail may be taken.
- Item 3.** In a **digital technology** or telephone conference call vote, if all board members participate, the vote necessary for adoption shall be a majority vote; if fewer than 100 percent of the board members participate, the vote necessary for adoption shall be a two-thirds vote in the affirmative of the total board.
- Item 5.** The results of action taken by mail, **digital technology**, telephone conference call, or email shall be **emailed** immediately to all board members and shall be **reviewed and adopted at the next meeting of the board.**

The Churchwide Executive Board approved the above amendments at its October 2019 meeting.

Proposed Changes to Constitutions and Bylaws

Section 4.

Item 1. The officers **or leaders** of each synodical women's organization ~~shall~~ **may** be a president, a vice president, a secretary, and a treasurer (**or convener(s), coordinator(s), or co-chair(s), a treasurer, and a secretary/communicator**), herein referred to as **SWO leaders**. Each shall be a ~~participant in a unit and~~ a voting member of an ELCA congregation **and shall strive to be a participant in a unit.**

[The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting.](#)

Item 2 These ~~officers~~**SWO leaders** shall be elected by the convention to a term of two years. All officers shall be eligible for one reelection to the same ~~office~~**position**.

Item 3 Upon completion of her term(s) as president, **convener, coordinator, or co-chair**, the president, **convener, coordinator or co-chair** shall be ineligible for election as an ~~officer~~ **a SWO leader, member of the governing council**, or board member for two years.

Item 4 No elected person shall serve as an ~~officer, a~~ **SWO leader** or board member for more than seven consecutive years.

Item 5 Should a vacancy occur in ~~any of the four~~ **offices among the SWO leaders**, the board of the synodical women's organization shall fill the same until the next regular convention. The election by the convention shall be for the remainder of the unexpired term.

Item 6 The terms of the ~~officers~~ **SWO leaders** shall begin immediately following installation, except that of the treasurer, which shall begin February 1 following election.

Item 7 There shall be an executive committee consisting of the ~~four officers~~ **SWO leaders**,

which shall act between meetings of the board of the synodical women's organization.

[The Churchwide Executive Board approved the above amendments at its October 2019 meeting.](#)

Section 5

Item 1 The president, **convener, coordinator, or co-chair** shall

Item 2 The vice president, **co-convener, co-coordinator, or co-chair** shall

- a. act in the absence, disability, or resignation of the president, **a convener, coordinator, or joint co-chair**. She shall assume the duties of **that position** the ~~president~~ until the vacancy is filled by the board of the synodical women's organization at its next regularly scheduled meeting; and
- b. perform such other duties as requested by the president, or a **convener, coordinator, or joint co-chair** or the board.

Item 3 The secretary or **secretary/communicator** shall

- d. keep a correct register of the roll of units, along with the names of the officers **or leaders** of these units;

[The Churchwide Executive Board approved the above amendments at its October 2019 meeting.](#)

Section 6

Item 1 There shall be **three or more** ^{*}_____ members of the board elected by the convention of the synodical women's organization for a term of two years. Each board member shall be a ~~participant in a unit and~~ a voting member of an ELCA congregation **and shall strive to be a participant in a unit.**

Proposed Changes to Constitutions and Bylaws

~~*5, 6, 7, 8, or 9~~

The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting.

Item 3. No elected board member shall serve on the board in the capacity of officer, **SWO leader**, and/or board member for more than seven consecutive years.

The Churchwide Executive Board approved the above amendment at its October 2019 meeting.

Section 7

Item 5 Determine the time and place of each convention. **Conventions may be held solely by one or more means of remote or virtual communications, provided that the number of participants is sufficient to constitute a quorum.**

The Tenth Triennial Convention approved the above amendment in July 2021.

Item 9 Fill vacancies among the officers **SWO leaders** until the next convention.

Item 10 Determine the fact of the incapacity of an officer a **SWO leader** or board member to perform her duties and determine if she shall be removed from her office in accordance with the policies and procedures of the churchwide Executive Board. For removal of an officer a **SWO leader** or board member, a two-thirds vote of the total board shall be required. A mail vote shall not be used to effect the removal of an officer a **SWO leader** or board member.

Item 11 Act as Constitution and Bylaws Committee. Whenever a synodical women's organization proposes to amend its constitution and bylaws, the board of this organization shall submit prior to September 15 or **February March** 15 the proposed amendments to the churchwide Executive Board for review and action.

The Churchwide Executive Board approved the above amendments at its October 2019 meeting.

ARTICLE X

Section 2

Item 2 Other amendments to this constitution shall be submitted to the churchwide Executive Board prior to **February March** 15 or September 15 for review and action. Upon approval, said amendments may be adopted by the synodical women's organization convention by a two-thirds vote at the regular convention after having been moved and presented in writing at the previous convention. (In case of a biennial convention, "at the previous convention" may be replaced with "to the units six months prior to the convention.")

Item 4 Other amendments to these bylaws shall be submitted to the churchwide Executive Board prior to **February March** 15 or September 15 for review and action. Upon approval, said amendments may be voted on at any duly called regular or special convention by a two-thirds vote of all voting members present, provided that a written notice of the proposed amendment has been given at the previous meeting.

The Churchwide Executive Board approved the above amendment at its October 2019 meeting.

Amendments proposed by Churchwide Executive Board and Tenth Triennial Convention October 2019 – July 2021

SECTION 3

APPROVED CONSTITUTION: CONGREGATIONAL OR INTERCONGREGATIONAL UNIT

ARTICLE III

*Section 3.

Women elected to leadership in this unit and elected as voting members to a convention of the synodical women's organization shall be ~~participants in this unit~~ and voting members of an ELCA congregation **and shall strive to be participants in this unit.**

The Churchwide Executive Board approved the above amendment at its October 2019 meeting and amended it further at its December 2019 meeting.

ARTICLE IV

*Section 2.

This unit shall **strive to** participate in activities within the cluster or conference to which it is assigned.

The Churchwide Executive Board approved the above amendment at its December 2019 meeting.

Report of the Memorials Committee

The Memorials Committee met by conference call with additional review conducted by phone and email thereafter. Seventeen (17) memorials were received and reviewed. The responses of the committee follow each memorial or set of memorials, identified below.

Where the committee has suggested an amended version of one or more of the “resolved” statements, those suggestions appear in **BOLD**.

ORIGINAL MEMORIAL 1

Title: Time of Prayer to End Human Trafficking

Submitted by: Nebraska Synodical Women’s Organization, 4A

Adopted in Synodical Convention: October 11–13, 2019

WHEREAS, human tracking in all forms continues to be a problem that victimizes thousands of people, especially women and girls, around the world and here in the United States, and

WHEREAS, Women of the ELCA and several agencies equip people with educational information, and

WHEREAS, January 11 is considered National Human Trafficking Awareness Day and Super Bowl weekend traditionally has one of the highest incidences of human trafficking in the United States,

THEREFORE BE IT RESOLVED that January 11 – February 2, 2020 be established as a time of prayer in the congregational units of the Nebraska Synod to end human trafficking, and

THEREFORE BE IT RESOLVED that we encourage congregations to hold adult forums educating their members about human trafficking using resources from Women of the ELCA and other organizations, and

THEREFORE BE IT RESOLVED that we request Bishop Brian Maas encourage member congregations of the Nebraska Synod to join in establishing January 11 – February 2, 2020 as a time of prayer to end human trafficking and observe it in their congregations with prayer during worship , and

BE IT FURTHER RESOLVED that the Nebraska Synodical Women’s Organization memorialize the 2020 Women of the ELCA Triennial Convention to have each Synodical Women Organization establish a time of prayer to end human trafficking each year from January 11 to Super Bowl Sunday and encourage congregations to hold educational adult forms.

ORIGINAL MEMORIAL 2

Title: Continue to fight Human Trafficking

Submitted by: East Central Wisconsin Synodical Women’s Organization, 5I

Adopted in Synodical Convention: November 2, 2019

WHEREAS, Human Trafficking continues in the United States; and

WHEREAS, Women of the ELCA reaffirmed their call to fight Human Trafficking at the 2017 Triennial Convention; and

WHEREAS, on any given day in 2016, an estimated 40.3 million people were victims of modern slavery, 4.8 million of them in “forced sexual exploitation.” Over one million of those in “forced sexual exploitation” are children. (Source: *Global Estimates of Modern Slavery: Forced Labour and Forced Marriage.* International Labor Organization, Walk Free Foundation, International Organization for Migration, 2017 United States)

THEREFORE BE IT RESOLVED, that all Synodical Women’s Organizations continue to educate and/or work to end Human Trafficking and/or assist victims

Report of the Memorials Committee

of Human Trafficking in some manner appropriate for their synod including actions such as learning about which laws their states have in place to help end trafficking; and

BE IT FURTHER RESOLVED that all Synodical Women's Organization Presidents will report back to the 2022 Conference of Presidents (COP) in Chicago on what their Synodical Women's Organization has done in these areas; and

BE IT FURTHER RESOLVED that this resolution be sent to the churchwide Executive Board as a memorial to the 2020 Churchwide Triennial Convention.

ORIGINAL MEMORIAL 3

Title: Continue to fight Human Trafficking

Submitted by: South Central Wisconsin Synodical Women's Organization, 5K
Adopted in Synodical Convention: September 21, 2019

WHEREAS, Human Trafficking continues in the United States; and

WHEREAS, Women of the ELCA reaffirmed their call to fight Human Trafficking at the 2017 Triennial Convention; and

AND WHEREAS, on any given day in 2016, an estimated 40.3 million people were victims of modern slavery, 4.8 million of them in "forced sexual exploitation." Over one million of those in "forced sexual exploitation" are children. (Source: "*Global Estimates of Modern Slavery: Forced Labour and Forced Marriage.*" *International Labor Organization, Walk Free Foundation, International Organization for Migration, 2017 United States*)

BE IT RESOLVED that all Synodical Women's Organizations continue to educate and/or work to end Human Trafficking and/or assist victims of Human

Trafficking in some manner appropriate for their synod; and

BE IT FURTHER RESOLVED that all Synodical Women's Organization Presidents will report back to the 2022 Conference of Presidents (COP) in Chicago on what their Synodical Women's Organization has done in these areas; and

BE IT FURTHER RESOLVED that this resolution be sent to the Executive Board as a memorial.

Committee Recommendation on ORIGINAL MEMORIAL 1, 2 and 3.

The Committee recommends adopting a substitute memorial that combines much of the three memorials and add texts.

Title: Continue to fight Human Trafficking

WHEREAS, in the US, the Victims of Trafficking and Violence Victim Protection Act features the following definition of human trafficking:

Sex trafficking where a commercial sex act is mandated by force, fraud or coercion, or where the person forced to perform the act is not at least 18 years old; or

The harboring, recruitment, transportation, provision or obtaining an individual for labor or services through using fraud, force, or coercion for the purpose to subject the individual to involuntary solitude, debt bondage, slavery or peonage.

WHEREAS, according to the International Labour Office, there are 21 million victims of human trafficking across the globe. In the US, it is estimated that 17,000 people are put into some form of slavery every year, and

WHEREAS, globally, the International Labor Organization estimates there are 4.5 million people trapped in forced sexual exploitation globally, and

WHEREAS, according to NOVA-HTI, human trafficking is the fastest-growing organized crime activity in the United States, making almost \$32 billion a year for traffickers while destroying the lives of tens of thousands of innocent children (novahti.com/trafficking-statistics) March 2, 2018; and

WHEREAS, on any given day in 2016, an estimated 40.3 million people were victims of modern slavery, 4.87 million of them in “forced sexual exploitation.” Over one million of those in “forced sexual exploitation” are children. (Source: “Global Estimates of Modern Slavery: Forced Labour and Forced Marriage.” International Labor Organization, Walk Free Foundation, International Organization for Migration, 2017 United States; and

WHEREAS, the Women of the ELCA reaffirmed their call to fight Human Trafficking at their 2014 Triennial Convention; and

WHEREAS, Women of the ELCA and many agencies equip people with educational information; and

WHEREAS, January 11 is considered National Human Trafficking Awareness Day and Super Bowl week-end traditionally has one of the highest incidences of human trafficking in the United States, therefore,

BE IT RESOLVED that all Synodical Women’s Organizations continue to inform, educate and/or work to end Human Trafficking and/or assist victims of Human Trafficking in some manner appropriate for their synod; including actions such as learning about which laws their states have in place to help end human trafficking, and

BE IT FURTHER RESOLVED that the four weeks prior to the annual Super Bowl be established as a time of prayer to end human trafficking in the congregational units and synods of the ELCA, and

BE IT FURTHER RESOLVED that congregations be encouraged to educate their members about human trafficking, using resources from Women of the ELCA and other organizations.

ORIGINAL MEMORIAL 4

Title: Continue Support for Solar Energy Projects in Liberia

Submitted by: East Central Wisconsin Synodical Women’s Organization, 51

Adopted in Synodical Convention: November 2, 2019

WHEREAS solar power is acknowledged as excellent source of energy; and

WHEREAS the lack of affordable power for hospitals in Liberia poses a threat to the lives of hundreds of thousands of people there; and

WHEREAS the women of the Northeast Minnesota Synod in partnership with organizations such as the Rural Renewable Energy Alliance (RREAL) have successfully and together with local people built a solar grid for Phebe Hospital in Liberia and are continuing this work through Current for Curran; and

WHEREAS women of ECSW Women of the ELCA have generously supported these projects and want to encourage women from all other synods to do so;

THEREFORE BE IT RESOLVED that Women of the ELCA 2020 Triennial Convention be encouraged to continue to support Current for Curran through such things as learning about the program and how they can help support it and by praying for all involved in this work; and

BE IT FURTHER RESOLVED that this resolution be sent to the Executive Board as a memorial to the 2020 Churchwide Triennial Convention.

Committee Recommendation on ORIGINAL MEMORIAL 4

The Committee recommends adopting a substitute memorial that revises original memorial and adds texts.

Title: Continue Support for Solar Energy Projects in Liberia

WHEREAS the lack of affordable power for two private Lutheran hospitals in Liberia (Phebe and Curran) poses a threat to the lives of hundreds of thousands of people there; and

WHEREAS Curran Hospital was built in 1924 and has 125 beds and outpatient services and provides health care for 23 communities in Bong County; and

WHEREAS both Phebe and Curran Hospitals are located in northern Liberia where no current complete electrical grid exists; and

WHEREAS both hospitals used diesel generators installed in the late 1960s to supply electricity, supported with financial aid of companion churches, with cost to maintain and repair old generators utilizing as much as two-thirds of the hospitals' operating costs; and

WHEREAS because of cost, the current practice in Curran is to shut off the generators during the day to save what electricity they can; and

WHEREAS the women of the Northeast Minnesota Synod in partnership with organizations such as the Rural Renewable Energy Alliance (RREAL) have successfully and together with local people built a solar grid for Phebe Hospital in Liberia and are continuing this work through Current for Curran; and

WHEREAS support for Phebe project can be found in the 2017 Convention bulletin of reports and the 2018 Spring Interchange; and

WHEREAS each of the RREAL solar projects are given a memorable name to support the fundraising effort thus "Current for Curran"; and

WHEREAS women of East Central Synod Wisconsin have generously supported these projects and want to encourage women from all other synods to do so;

THEREFORE, BE IT RESOLVED that Women of the ELCA's 2020 Triennial Convention be encouraged to continue to support Current for Curran through education about the project and how they can help support it financially, including prayers for all involved in this work.

BE IT FURTHER RESOLVED that this resolution be sent to the Executive Board as a memorial to the 2020 Churchwide Triennial Convention.

ORIGINAL MEMORIAL 5

Title: Thursdays in Black

Submitted by: Nebraska Synodical Women's Organization, 4A

Adopted in Synodical Convention: October 11-13, 2019

WHEREAS, Women of the ELCA states its mission is to mobilize women to act boldly on their faith and *Thursdays in Black* is a bold reflection of faith in action

WHEREAS, the ELCA has formally endorsed the World Council of Churches *Thursdays in Black* campaign to be part of the global movement resisting attitudes and practices that permit rape and violence,

WHEREAS, we are called as Women of the ELCA to promote healing and wholeness in the church, the society, and the world,

WHEREAS, gender violence and human trafficking have been ministry areas for many years for Women of the ELCA and the Nebraska Synodical Women's Organization

Report of the Memorials Committee

WHEREAS, the Nebraska Synodical Women's Organization has a Human Trafficking Task Force and recognizes the gravity and pervasiveness of gender violence and rape

THEREFORE BE IT RESOLVED that the Nebraska Synodical Women's Organization will encourage and provide education regarding *Thursdays in Black* campaign "towards a world without rape and violence" by participating as individuals and by encouraging others in our congregations and synods to show support and commitment to advocating for change and to recommit to education about and action to end gender based violence

THEREFORE BE IT ALSO RESOLVED that the Nebraska Synodical Women's Organization memorialize the 2020 Women of the ELCA Triennial Convention to support and participate in the *Thursdays in Black* campaign through actions, awareness, and sharing of information from the World Council of Churches on the Women of the ELCA website

THEREFORE BE IT ALSO RESOLVED that the Nebraska Synodical Women's Organization ask the Nebraska Synod to affirm the *Thursdays in Black* campaign by way of resolution at the 2020 Synod Assembly and promote it on the website with a link to the World Council of Churches website.

Committee Recommendation on MEMORIAL 5.

The Committee recommends adopting this memorial.

ORIGINAL MEMORIAL 6

Title: Commemorating the 50th Anniversary of the Ordination of Women

Submitted by: Nebraska Synodical Women's Organization, 4A

Adopted in Synodical Convention: ??

WHEREAS, in 1970 both the Lutheran Church in America (LCA) and the American Lutheran Church

(ALC) in their national conventions voted to ordain women and the ELCA rejoices in these action of its predecessor church bodies

WHEREAS, the ELCA will recognize the 50th anniversary in 2020 of the ordination of women

WHEREAS, we express our profound gratitude for the many and varied ways the gifts of ordained women have advanced God's mission through this church

WHEREAS, the Churchwide Assembly of the ELCA adopted a memorial encouraging all synods and congregations to commemorate the 50th anniversary of the ELCA's ordination of women in 2020, the 40th anniversary of the ordination of women of color in the Lutheran tradition, and the 10th anniversary of the ELCA's decision to remove barriers to ordination for people in same gender relationships

WHEREAS, we recognize the dedication of many within the women's organizations of the LCA and ALC in working towards the ordination of women and give thanks for their determination and effort

WHEREAS, we recognize and celebrate the ministry of all women in the church, lay, rostered clergy, and rostered deacons, for their contributions and gifts in sharing the mission and message of the church

THEREFORE BE IT RESOLVED that we should individually and as units and congregations give thanks for the ministry of women and recognize those in our midst who are ordained.

THEREFORE BE IT RESOLVED that the women of the Nebraska Synod encourage the observance of this anniversary through use of resources for Bible study, adult forums, and worship *We Are Church, We Are Called: 50•40•10* in our units and congregations

THEREFORE BE IT ALSO RESOLVED that the Nebraska Synodical Women's Organization ask the Nebraska Synod to affirm the commemoration and promote the use of *We Are Church, We are Called: 50•40•10* across the synod.

Report of the Memorials Committee

THEREFORE BE IT ALSO RESOLVED that Nebraska Synodical Women's Organization memorialize the 2020 Women of the ELCA Triennial Convention commemorate this anniversary and lift up the gifts and contributions of ordained women in the ELCA through prayer, promotion of *We Are Church, We are Called: 50•40•10*, and by sharing the history and contribution of the predecessor women's organizations in the effort to achieve the ordination of women.

Committee Recommendation on MEMORIAL 6.

The Committee recommends adopting this memorial.

ORIGINAL MEMORIAL 7

Title: Reusable Bags

Submitted by: Nebraska Synodical Women's Organization, 4A

Adopted in Synodical Convention: October 11-13, 2019

WHEREAS, Women of the ELCA have been and continue to be called to care for God's creation

WHEREAS, single use plastic bags clog sewers and storm drains, contribute to pollution of water and land, are harmful to wildlife and marine life, and are not easily broken down in recycling

WHEREAS, single use plastic bags are one of the top five items found in river and beach clean-up

WHEREAS, states and cities across our country have or are working towards a ban joining the many countries beyond the United States that have already banned single use plastic bags

WHEREAS, Women of the ELCA has a vast network available to encourage the use of reusable bags and to share awareness and education

THEREFORE BE IT RESOLVED that the Nebraska Synodical Women's Organization encourage the

use of reusable bags as individuals, within our congregations, and across the synod.

THEREFORE BE IT ALSO RESOLVED that the Nebraska Synodical Women's Organization memorialize the 2020 Women of the ELCA Triennial Convention to also adopt and encourage the practice of using reusable bags.

Committee Recommendation on MEMORIAL 7.

The Committee recommends adopting this memorial.

ORIGINAL MEMORIAL 8

Title: Assistance with Diapers and Female Hygiene Products

Submitted by: Grand Canyon synodical Women's Organization, 2D

Adopted in Synodical Convention: November 9, 2018

WHEREAS, one child in every 7 will be born into poverty in the United States, and there are more than 11 million infants and toddlers under age 3 years in the United States and of them 45 percent (5.2 million) live in low-income families and 23 percent (2.6 million) live in poor families: and

WHEREAS, one in three families struggle with diaper need, and the poorest 20 percent of families spend 14 percent of their income on diapers; and

WHEREAS, childcare providers require parents to have a supply of disposable diapers; in most cases, day care centers will not accept children without diapers; without child care parents cannot remain employed.

WHEREAS, some who wish to use cloth diapers do not have laundry facilities that allow for the proper washing and sanitizing of diapers; and

Report of the Memorials Committee

WHEREAS, 32% of low-income families report re-using diapers in order to pay critical household expenses such as rent, utilities and food, leading to severe diaper rash and staph infections; and

WHEREAS, federal programs like Food Stamps and WIC do not cover paper products, such as disposable diapers and female hygiene products and often describe these items as luxury items; and

NOW THEREFORE, BE IT RESOLVED that synodical organizations strongly encourage congregational units and conferences/clusters provide educational materials on the needs of women and children living in poverty; and

BE IT FURTHER RESOLVED that participants and congregational units are encouraged to reach out to local, state and federal governments officials and legislators to create and support legislation that will allow the inclusion of diapers and feminine hygiene products in low-income programs such as Food Stamps (SNAP) and WIC.

Be it further resolved that participants and congregational units are encouraged to assist women and children in poverty by arranging opportunities to donate diapers and female hygiene products to local food banks and women's shelters.

Finally, be it further resolved that, Grand Canyon Women of the ELCA memorialize this resolution to the Women of the ELCA Triennial Convention in 2020.

Committee Recommendation on MEMORIAL 8.

The Committee recommends adopting this memorial.

ORIGINAL MEMORIAL 9

Title: Immigration Reform

Submitted by: North Carolina Synodical Women's Organization, 9B

Adopted in Synodical Convention: June 2019

WHEREAS, one of the most highly discussed topics in the news media today is immigration laws and issues regarding separating families when they attempt to enter our country; and

WHEREAS, children and young people are coming to this country to escape bodily harm and sometimes even death in their countries of origin; and

WHEREAS, families are being torn apart by policies enacted by our government; and

WHEREAS, we follow a Lord who instructed, "Let the little children come to me, and do not stop them; for it is to such as these that the kingdom of heaven belongs" (Matthew 19:14), and

WHEREAS, Jesus taught that we should love our neighbors, even the Samaritans; and

WHEREAS, we should welcome those who are seeking refuge, safety, and a better way of life for themselves and their family;

NOW THEREFORE, BE IT RESOLVED that the Women of the ELCA be encouraged to contact their legislators, and others in authority, to voice their concerns and positions regarding immigration laws and allowing minors to enter this country without the fear of being separated from their parents; and

BE IT FURTHER RESOLVED that the Women of the ELCA advocate for changes to such immigration laws in order to ensure the safety of minors who are being held in facilities; and

BE IT FURTHER RESOLVED that as we continue to serve and love our neighbor, we pray for the well-being of children and families in detention, and

BE IT FURTHER RESOLVED that the Women of the ELCA, contact their legislators, and the presidential administration to advocate for reunification of children who have been separated from their families and to seek alternatives to the detention of children.

Report of the Memorials Committee

Committee Recommendation on MEMORIAL 9.

The Committee recommends adopting this memorial with changes noted in **bold**.

Title: Immigration Reform

WHEREAS, one of the most highly discussed topics in the news media today is immigration laws and issues regarding separating families when they attempt to enter our country; and

WHEREAS, children and young people are coming to this country to escape bodily harm and sometimes even death in their countries of origin; and

WHEREAS, families are being torn apart by policies enacted by our government; and

WHEREAS, we follow a Lord who instructed, “Let the little children come to me, and do not stop them; for it is to such as these that the kingdom of heaven belongs” (Matthew 19:14), and

WHEREAS, Jesus taught that we should love our neighbors, even the Samaritans; and

WHEREAS, we should welcome those who are seeking refuge, safety, and a better way of life for themselves and their family;

NOW THEREFORE, BE IT RESOLVED that the Women of the ELCA **be encouraged to** contact their legislators, and others in authority, to voice their concerns and positions regarding immigration laws and allowing minors to enter this country without the fear of being separated from their parents; and

BE IT FURTHER RESOLVED that the Women of the ELCA be encouraged to advocate for changes to such immigration laws in order to ensure the safety of minors who are being held in facilities; and

BE IT FURTHER RESOLVED that, as we continue to serve and love our neighbor, we pray for the well-being of children and families in detention, and

BE IT FURTHER RESOLVED that the Women of the ELCA, **be encouraged to** contact their legislators, and the presidential administration to advocate for reunification of children who have been separated from their families and to seek alternatives to the detention of children.

ORIGINAL MEMORIAL 10

Title: School Violence and Mass Shootings

Submitted by: North Carolina Synodical Women’s Organization, 9B

Adopted in Synodical Convention: June 2018

WHEREAS, we send our children and grandchildren to schools, colleges, and universities, in order to receive a quality education; and

WHEREAS, they should feel safe and secure, without fear of bodily harm or death, throughout their school day; and

WHEREAS, mass shootings at schools, such as Columbine, Sandy Hook, Virginia Tech, and Parkland, occur all too frequently today in this country; and

WHEREAS, our elected officials, and others, are quick to offer their “thoughts and prayers” when such a tragedy happens; and

WHEREAS, these thoughts and prayers are wholly inadequate as a response to the mass shootings; and

WHEREAS, there is much debate regarding causes of these mass shootings, including the proliferation of firearms, especially automatic weapons, as well as mental health issues; and

WHEREAS, gun control is a highly debated issue in this country with many differing and divisive opinions; and

WHEREAS, the Second Amendment to the United States Constitution guarantees the “right to bear arms” to the citizens of this country;

Report of the Memorials Committee

NOW THEREFORE, BE IT RESOLVED that the Women of the ELCA be encouraged to contact their legislators to voice their concerns and positions regarding school and workplace safety, gun control and mental health in light of the mass shootings in this country; and

BE IT FURTHER RESOLVED that the Women of the ELCA, through all its expressions, engage in education, conversation, and discernment regarding school and workplace safety, gun control and mental health issues.

Committee Recommendation on MEMORIAL 10.

The Committee recommends adopting this memorial with changes noted in **bold** or deleted language marked out.

Title: School Violence and Mass Shootings

WHEREAS, we send our children and grandchildren to schools, colleges, and universities, in order to receive a quality education; and

WHEREAS, they should feel safe and secure, without fear of bodily harm or death, throughout their school day; and

WHEREAS, mass shootings at schools, such as Columbine, Sandy Hook, Virginia Tech, and Parkland, occur all too frequently today in this country; and

~~WHEREAS, our elected officials, and others, are quick to offer their “thoughts and prayers” when such a tragedy happens; and~~

~~WHEREAS, These thoughts and prayers are wholly inadequate as a response to the mass shootings; and~~

WHEREAS, there is much debate regarding causes of these mass shootings, including the proliferation of firearms, especially automatic weapons, as well as mental health issues; and

WHEREAS, gun control is a highly debated issue in this country with many differing and divisive opinions; and

WHEREAS, the Second Amendment to the United States Constitution guarantees the “right to bear arms” to the citizens of this country;

NOW THEREFORE, BE IT RESOLVED that the Women of the ELCA be encouraged to contact their legislators to voice their concerns and positions regarding school and workplace safety, gun control and mental health in light of the mass shootings in this country; and

BE IT FURTHER RESOLVED that the Women of the ELCA, through all its expressions, engage in education using the following resources ELCA 1994 social message on community violence, the ELCA 60 Day Journey Toward Justice in a culture of gun violence & WELCA’s Rachel Day

BE it further resolved that the women of the ELCA through all its expressions engage in conversation, and discernment regarding school and workplace safety, gun control and mental health issues.

ORIGINAL MEMORIAL 11

Title: #METOO

Submitted by: North Carolina Synodical Women’s Organization, 9B

Adopted in Synodical Convention: June 2018

WHEREAS, women and girls in this country and around the world have been exploited and mistreated for many years and for many generations in a number of different ways; and

WHEREAS, the Evangelical Lutheran Church in America has taken steps to address injustices perpetrated against women and girls by engaging in conversation and discernment in the form of a social justice statement; and

Report of the Memorials Committee

WHEREAS, some changes have been made but many more changes are necessary to guarantee a safe environment for women and girls in this country and around the world; and

WHEREAS, women and girls in this country and around the world have been given a voice and encouraged to admit injustices perpetrated against them, such as sexual misconduct, with the #METOO movement; and

WHEREAS, there are many more women and girls who refuse to, or are afraid to, acknowledge publicly that they have been exploited in the workplace and other social settings by those with power over them; and

WHEREAS, every woman and girl in this country, and around the world, should feel safe and be treated with respect;

NOW THEREFORE BE IT RESOLVED that the Women of the ELCA, through all its expressions, be encouraged to support a safe environment for all women and girls; and

BE IT FURTHER RESOLVED that the Women of the ELCA use all resources available to counteract such unjust treatment of women and girls, to provide education and prayers for those who have been victimized, and to give voice and support to those who willingly acknowledge such treatment by saying #METOO.

Committee Recommendation on MEMORIAL 11.

The Committee recommends adopting this memorial with changes noted in **bold** or deleted language ~~marked out~~.

WHEREAS, women and girls in this country and around the world have been exploited and mistreated for many years and for many generations in a number of different ways; and

WHEREAS, the Evangelical Lutheran Church in America has taken steps to address injustices perpetrated against women and girls by engaging in conversation and discernment in the form of a social justice statement; and

WHEREAS, some changes have been made but many more changes are necessary to guarantee a safe environment for women and girls in this country and around the world; and

WHEREAS, women and girls in this country and around the world have been given a voice and encouraged to admit injustices perpetrated against them, such as sexual misconduct, with the #METOO movement; and

WHEREAS, there are many more women and girls who refuse to, or are afraid to, acknowledge publicly that they have been exploited in the workplace and other social settings by those with power over them; and

WHEREAS, every woman and girl in this country, and around the world, should feel safe and be treated with respect;

NOW THEREFORE BE IT RESOLVED that the Women of the ELCA, through all its expressions, be encouraged to support a safe environment for all women and girls **by reviewing the ELCA Social Statement: Faith, Sexism, and Justice: A Lutheran Call to Action and other resources focused on this issue in order to conduct discussions with the women, and especially the youth, of their congregations and/or communities regarding situations that may be encountered and providing voice and support to women before they are victimized;** and

BE IT FURTHER RESOLVED that the Women of the ELCA use all resources available **provided by the ELCA and CWO as well as other organizations focused on this issue** to counteract such unjust

Report of the Memorials Committee

treatment of women and girls, to provide education and prayers for those who have been victimized, and to give voice and support to those who willingly acknowledge such treatment by saying #METOO.

ORIGINAL MEMORIAL 12

Title: Resolution on Thankofferings

Submitted by: Montana Synodical Women's Organization, 1F

Adopted in Synodical Convention: November 9, 2018

The following resolution is related to encouraging units to have Thankofferings.

WHEREAS, Thankofferings are a significant portion of the revenue that churchwide Women of the ELCA receives and they help support the ongoing ministries of the churchwide women's organization, including triennial conventions, the work of the elected churchwide board, the annual conference of synodical presidents, the communications ministries, justice and advocacy work, and so much more; and

WHEREAS, the executive board of Women of the ELCA strongly encourage all units within the synodical women's organization to make at least one Thankoffering per calendar year; and

WHEREAS, there is a longstanding tradition that dates back to the beginning in the late 19th century of Lutheran women having small boxes in their homes for them to put their offerings in; and

WHEREAS, churchwide Women of the ELCA used to produce Thankoffering boxes and made them available as a resource to encourage collection of offerings; and

WHEREAS, many women used these Thankoffering boxes and would have them in a special location in their homes as a visible reminder of blessings received and a convenient receptacle for their offering; therefore be it

RESOLVED, that at least once a year, the Montana Synodical Women's Organization board in newsletters, at meetings, gatherings, and other events, emphasize the importance of each unit having a Thankoffering; and be it further

RESOLVED, that a memorial be submitted to the Eleventh Triennial Convention for the churchwide organization to produce once again Thankoffering boxes and make them available as a useful resource to units and individual participants of Women of the ELCA.

Committee Recommendation on MEMORIAL 12.

The Committee recommends rejecting this memorial.

ORIGINAL MEMORIAL 13

Title: Encourage Churchwide Cost Saving by Holding Triennial Conventions and Gatherings on College Campuses

Submitted by: East Central Wisconsin Synodical Women's Organization, 5I

Adopted in Synodical Convention: November 2, 2019

WHEREAS churchwide WELCA is looking for ways to reduce costs; and

WHEREAS one of the biggest costs of Triennial Conventions and Gatherings is the meeting spaces and hotel rooms for voting members;

THEREFORE BE IT RESOLVED that churchwide WELCA be encouraged to investigate less expensive venues such as college campuses for Triennial Conventions and Gatherings; and

BE IT FURTHER RESOLVED that this resolution be sent to the Executive Board as a

Committee Recommendation on MEMORIAL 13.

The Committee recommends rejecting this memorial.

Report of the Memorials Committee

ORIGINAL MEMORIAL 14

Title: Equity for Synodical Sponsorship of Triennial Voting Members to Churchwide Women of the ELCA Conventions

Submitted by: Arkansas Oklahoma Synodical Women's Organization, 4C
Adopted in Synodical Convention: September 28, 2019

WHEREAS, all synods and the Churchwide Organization are suffering from declining financial support;

WHEREAS, all synods are not apportioned the same number of voting members;

WHEREAS, all of us must be in ministry together as the Body of Christ;

WHEREAS, the WELCA Organization at all levels works for equity; therefore be it

RESOLVED, that all financial requests from the Churchwide Organization be per capita, based off the number of appropriated voting members.

Committee Recommendation on MEMORIAL 14.
The Committee recommends rejecting this memorial.

ORIGINAL MEMORIAL 15

Title: Allowing Nominations For Triennial Voting Members To Be Made From The Floor

Submitted by: Arkansas Oklahoma Synodical Women's Organization, 4C
Adopted in Synodical Convention: September 28, 2019

WHEREAS, Women of the ELCA is dedicated to hearing diverse perspectives from women across the country;

WHEREAS, the Triennial Convention is where important decisions about the future of the Women of the ELCA are made and the place where each synod has the chance to make their voices heard;

WHEREAS, Women of the ELCA encourages all synods to send voting members to the Triennial Convention;

WHEREAS, the Women of the ELCA acknowledges the limitations some of its smaller synods face in recruiting nominees;

WHEREAS, the current practice of not allowing nominations for Triennial Voting Members from the floor places smaller synods at risk of not being able to provide a full roster of elected voting members and alternates;

WHEREAS, the constitution allows for nominations from the floor for every other position; therefore be it

RESOLVED, that the Women of the ELCA allow each synod to accept nominations from the floor when voting on their Triennial Voting Members.

Committee Recommendation on MEMORIAL 15.
The Committee recommends rejecting this memorial.

ORIGINAL MEMORIAL 16

Title: Reduction in the Number of Voting Members to the Triennial Convention

Submitted by: East Central Wisconsin Synodical Women's Organization, 5I
Adopted in Synodical Convention: November 2, 2019

WHEREAS the Churchwide Women of the ELCA needs to be financially self-supporting and manage their own assets; and

WHEREAS income of the Women of the ELCA has been on a decline requiring the use of endowment funds; and

Report of the Memorials Committee

WHEREAS the entire cost of the Triennial Convention is borne by the churchwide Women of the ELCA organization; and

WHEREAS the cost is about \$2400 per voting member; and

WHEREAS there are over 300 voting members at the Triennial Convention;

THEREFORE BE IT RESOLVED that the number of Voting Members to the Triennial Convention be reduced to the Synodical President plus 1 to 3 additional voting members based on the number of active units per synod; and

BE IT FURTHER RESOLVED that the Churchwide WELCA Constitution and Bylaws (in particular ARTICLE XI, Section 5, Item 2) be changed to allow a reduction in the number of voting members,

BE IT FURTHER RESOLVED that the number of required active units per additional voting members will be determined by the Churchwide Women of the ELCA Executive Board; and

BE IT FURTHER RESOLVED that this resolution be sent to the Executive Board as a memorial to the 2020 Churchwide Triennial Convention.

Committee Recommendation on MEMORIAL 16.

The Committee recommends rejecting this memorial.

ORIGINAL MEMORIAL 17

Title: Cost Reduction of the Triennial Convention

Submitted by: South Central Wisconsin Synodical Women's Organization, 5K

Adopted in Synodical Convention: September 21, 2019

WHEREAS, the Women of the ELCA needs to be financially self-supporting and manage their own assets; and

WHEREAS, income of the Women of the ELCA has been on a decline requiring the use of endowment funds; and

WHEREAS, the entire cost of the Triennial Convention is borne by the churchwide Women of the ELCA organization; and

WHEREAS, the cost is about \$2400 per voting member; and

WHEREAS, there are over 300 voting members at the Triennial Convention; therefore

BE IT RESOLVED that the number of Voting Members to the Triennial Convention be reduced to the Synodical President and 1-3 additional voting members based on the number of active units per synod; and

BE IT FURTHER RESOLVED that the number of required active units per additional voting members will be determined by the Churchwide Women of the ELCA Executive Board; and

BE IT FURTHER RESOLVED that this resolution be sent to the Executive Board as a memorial.

Committee Recommendation on MEMORIAL 17.

The Committee recommends rejecting this memorial.

Report of the Nominating Committee

The nominating committee for the Eleventh Triennial Convention of Women of the Evangelical Lutheran Church in America met at the churchwide office in Chicago, February 7-8, 2020. The committee of nine women represented geographic, regional, age, and ethnic diversity. The committee worked within the constitutional mandates of Women of the ELCA, which provide the following guidelines for nominations:

- At least 10% of nominees shall be persons of color and/or persons whose primary language is other than English.
- Consideration shall be given to geographic location, variety of ages, and diversity of experience.

Additional nominations may come from the floor at the convention.

Key to experiences listed

Each candidate's experience is listed following the key below:

1. Nominee's Qualifications
2. Women of the ELCA experience
3. ELCA experience
4. Community/Ecumenical participation
5. Age category and ethnic/racial heritage

Nominations for Secretary, 2021–2023



Sue Ellwanger
Eagle Bend, MN
Region 3, Northwestern
Minnesota SWO

1. Employed as a church secretary for both Esther Lutheran in Parkers Prairie and Faith Lutheran in Miltna. Eastern Township clerk where she maintains records and minutes.
2. Conference Coordinator (4 Years); SWO board 2 years; SWO president 5 years; secretary for local unit. Served on the planning committee for the Conference of Presidents.
3. Churchwide Assembly voting member 2019; Synod Council advisory member 5 years; Synod Assembly voting member. Served as a voting member to the Ninth Triennial Convention(2014); Led SWO delegation at the Tenth Triennial Convention (2017). Active in local unit, church and community. Traveled to India to attend women's convention for the Andre Pradesh ELCA companion synod, served as keynote speaker. Traveled to Liberia for ribbon-cutting ceremony for the new solar panels at Phebe Hospital.
4. Very active in local unit, volunteering for community events, vacation Bible school, Sunday school and was involved with the youth for their Christmas Concert that traveled to various nursing homes and churches.
5. 50-60; Caucasian



Angela Bell
Palos Heights, IL
Region 5, Metropolitan Chicago
SWO

1. Extensive knowledge of website management and computers, volunteers with church, helps run Bible studies and lessons. Good communicator.
2. Executive Board Member 2017-2020, synodical secretary for 2 SWOs, board member for 2 SWOs, congregational president, cluster board member, Triennial Convention voting member 2017.
3. Churchwide Assembly voting member 2016 – 2019.
4. Formerly active volunteer with St John Lutheran, Bellville, Texas both in the church, community and surrounding area; volunteer with hurricane relief after Harvey.
5. 35-49; Caucasian

Nominations for Treasurer 2021–2023



Barbara Thistle
Stamford, CT
Region 7, Metropolitan New York SWO

1. Dartmouth College A.B. Amos Tuck School of Business, MBA. Serving first term as churchwide board member. Metropolitan New York Synod Diakonia graduate.
2. Serving first term as churchwide board member. Acting president and treasurer of St. Paul's Women of the ELCA. Former Metro-NY SWO president and two years as SWO treasurer. Active member of Region 7 retreat planning committee.
3. Current treasurer for St. Paul's, 5 years. Acting Tappan Zee conference secretary. Served on church council two consecutive terms. Altar Guild president and treasurer. Former Sunday school teacher. Organized community service projects for God's Work our Hands Sunday.
4. Chairs service committee for Women of Dartmouth in Fairfield County. Active in Food to Grow On, a program in Port Chester NY helping to feed public school children in need. Served on the board of trustees at School of the Holy Child. PTA president a Glenville Elementary School and Western Middle School (public schools in Greenwich, CT).
5. 50-65; Caucasian



Raeann Purcell
Deland, FL
Region 9, Florida-Bahamas SWO

1. Served as treasurer for the Florida/Bahamas SWO. Created an accounting system for SWO. Presented budget at annual convention and taught workshops for congregational unit treasurers. In professional life, she did all purchasing for the service center (3 sites), coding purchases per state regulations, sought bids, and followed up with vendors; oversaw budgets; reviewed overtime hours, expenses and approval for capital purchases.
2. Served on the Exploratory Committee appointed by the executive board to look into the future of WELCA. Appointed to fill the term of an executive board member in March 2019. Attended SWO conventions in SWPA and NW Ohio; previously served as the president and treasurer of the Florida Bahamas SWO. Facebook page admin for the Florida Bahamas SWO and contact for humanTrafficking education. Served as a voting member at three triennial conventions. Circle leader and CU board member.
3. Member of the congregation council and call committee. Served as council vice president and Florida Bahamas Synod Elections/Nominating Committee. Former advisory member for the Florida Bahamas Synod Council and voting member at the churchwide assembly in Pittsburgh in 2009. Process builder for the social statement on Women and Justice and held listening sessions. Raeann was a mission interpreter for the Florida Bahamas Synod.
4. Active volunteer for the Halifax Humane Society; assist with yearly events and welcoming guest. Previously attended Church Women United events.
5. 5. 50-65; White

Nominations for Women of the ELCA Executive Board 2021–2023



Carol Bras
Anchorage, AK
Region 1A, Alaska SWO

1. Served as Council Treasurer and Member at Large for Lord of Life Lutheran Church in North Pole, AK and Christ Our Savior Lutheran Church in Anchorage, AK. Served on Worship and Music teams as choir director, accompanist and song leader. Composed Service of Life liturgy currently used in two AK Synod congregations.
2. Served on Alaska SWO Board for 4 years (Treasurer and Member at Large); delegate to the Salt Lake City convention. Active at Lord of Life unit and organized a Women's unit at Christ Our Savior. Active in the LOL Women's unit for many years and organized a unit at COSLC after moving to Anchorage in 2013.
3. Served as Council Treasurer and Member at Large for two Alaskan ELCA congregations: Lord of Life (LOL) in North Pole and Christ Our Savior (COSLC) in Anchorage. Served as Worship and Music Team leader.
4. Served on boards for Fairbanks, AK Sons of Norway and North Pole Area Housing Association. Organized several teams for United Way and March of Dimes fundraisers while employed.
5. Over 65; Caucasian



Jean Pishaw
Forest Grove, OR
Region 1E, Oregon SWO

1. Loves to organize and plan events. Loves to teach about faith and Spiritual Gifts. Life-long Lutheran and member of Women of the ELCA. Taught Spiritual Gifts, with her husband at Arkansas-Oklahoma SWO and an Oregon SWO convention. Taught a workshop at Oregon SWO Convention.
2. Secretary of Arkansas -Oklahoma and Oregon SWO. Currently Member-at-Large of Oregon SWO. Helped plan Region 1 Gathering, June 2019 and three Oregon SWO conventions. Unit president of WELCA, Emanuel Lutheran. Attended two Triennial gatherings and attending triennial convention as First Time Voting Member in Phoenix. Attending Triennial Gathering.
3. Attended several synod conventions as delegate. Pastor's wife for 35 years and served in MN, AK, and OR. Grew up in WI and was at the constituting convention of the Women of the ELCA in Milwaukee with mother and grandmother.
4. Active in local schools planning committee fundraiser and Parent Teachers Association. Participated in county sponsored homemakers' groups where I was taught information or a skill at a county wide class; taught skill to small group. In Petersburg, Alaska, part of the planning committee for the community-wide Norwegian festival; community choral group. Participated in a community garden project.
5. 50-65; Caucasian

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Gloria Lannen
Choteau, MT
Region 1F, Montana SWO

1. Montana Synodical Women's Organization Board member, Mission Community 1991-1997; President 2 terms 2003-2006; ELCA Lay Pastoral Associate Degree 2010 – now; Active in church; president of Church Council, WELCA Cluster president, Unit President, member of the TDTR team, and member of the Process Builders for Women & Justice: One in Christ.
2. Montana SWO President 2 terms, 2003-2006; Montana SWO Board Member 2 terms, 1991-1995; Served as WELCA Cluster President, Treasurer, and Unit President. Attended several Regional events. Voting member at several WELCA Conventions.
3. Lay Pastoral Associate in the Montana Synod since 2010; led many worship services and workshops throughout the North Central region of Montana. Member of the Process Builders team for the Women & Justice Task Force; led workshops throughout Montana and N. Wyoming.
4. Volunteer at the City of Choteau Visitors Center; Reading Buddy with the Choteau Elementary School; Election Judge for Teton County; Guardian Ad Litem with the CASA Program: representing displaced foster children in the court system.
5. Over 65; White



Tracy Williams
Long Beach, CA
Region 2B, Southwest
California SWO

1. Degree in organization leadership, planning women groups and hosting conferences. Passion for women and mental health and working on organizing a center on campus for classes.
2. Synodical board member working on workshop for women, led worship and preached. Invited speakers to speak on cutting age issues regarding young women and women at large.
3. ELCA pastor; Member of Cooperative Candidacy Committee; Re-elected for a second term for the disciplinary committee. Preaches every Sunday.
4. Worked with African Descent Los Angeles Chapter team in collecting and distributing kits to the homeless as well as speaking on mental health issues. Planning team for putting together the Martin Luther King worship service annually. Involved with New City Parish working with racial tension in the community.
5. 50-65; African American



Karen Ronchetti
Huntington Beach, CA
Region 2C, Pacifica SWO

1. Girl Scouts of Orange County Council, 27 years; Troop Leader; Event Coordinator; Product Sales Coordinator/distribution and Treasurer. Catering for local synod 40 years; Funeral Coordinator 29 years.

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)

2. Served as congregational WELCA President, Vice-President, Treasurer, Secretary, Bible Study Leader, Cluster Coordinator, Volunteer at Family Promise Homeless Shelter, SWO Vice President, Board Member, Convention Planning Team, Pacifica Partners Newsletter Editor and WELCA Churchwide Triennial Promoter 2014, 2017.
3. Pacifica Synod Assembly Representative; Registration Volunteer; Assembly WELCA Vendor and Vendor Coordinator.
4. Girl Scouts; Orange County Council; Volunteer for Girl Scouts Camp 14 years; Happy Hands Quilting Ministry; LWR backpack kits, sewing kits, and quilts.
5. 50-65; White



Laura Krueger
Avondale, AZ
Region 2D, Grand Canyon SWO

1. Churchwide board member; serving on the budget and finance committee and as Parliamentarian. Served on the Transition Team and in leadership roles in every expression of WELCA. Served on two synodical boards, as board member and vice-president in Upstate NY and board member, vice-president and president in Grand Canyon synod. Served on the Exploratory Committee for WELCA. Served on the churchwide nominating committee and planning committees for Conference of Presidents. Assists struggling units to find their strengths.

2. Current board member; Served as President of Grand Canyon WELCA for two terms; vice-president and board member in two synods (Upstate NY and Grand Canyon); Served as Conference Coordinator in two synods; various positions in Congregational Unit; Served as parliamentarian for synodical conventions and chaired several convention/gathering planning committees.
3. Served as SWO President; ex-officio member of the Synod Council; serves as the Arizona Ingathering Coordinator for Lutheran World Relief; and serves on congregation's church council. Taught Sunday School, 20 plus years; serving part-time in Christian Education. Director for 5 years; serving as chair of congregation's Mission Team, coordinating a diaper ministry and other mission projects. Lead team member for congregation's children's sermon team; member of congregational choir and cantor team. Past elected member of Conference Council
4. Served on local committees to plan ecumenical worship experiences. Former board member and regional chair for the New York State PTA and local PTA President. Member of NAFSA, an organization for international educators. Director of congregation's Diaper Closet Ministry. Served as a Girl Scout Leader, Cub Scout Den Leader and youth ministry volunteer.
5. 50-65; White

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Lila Moore
Sterling, CO
Region 2E, Rocky Mountain
SWO

1. Attended numerous gatherings and conventions, served in the past and serving on the Rocky Mountain Synod board. Attended Cluster meetings at various Colorado Clusters.
2. Former delegate from our church for the Synod Conventions for the past five years and a delegate this year. Attended the Triennial Convention held in St. Louis, Missouri.
3. Served as a Peace Lutheran Church delegate to ELCA Synod conventions. Served on the church council; and synod women's board.
4. Attended Church Women United meetings, served and provided food at the Umbrella Project (serving suppers to the homeless and needy of Sterling). Delivered weekend food totes to five Sterling (This project is through our church) Sew quilt tops for sewing group at church; Quilts delivered to Denver Rescue Mission in Denver, CO., local Sheriff & Police, Fire Station and Highway Patrol, S.A.R.A. House, Share House and a homeless shelter in Ft. Morgan, CO.
5. Over 65; Caucasian



Connie Radcliffe
Lisbon, ND
Region 3B, Eastern North
Dakota SWO

1. Associate Degree in Accounting; emphasis in banking; Employed at Bremer Bank; Outstanding Customer Service; Person of the Year and Best of Bremer 2018 Fargo Award.
2. Eastern North Dakota Synod Treasurer 2017-2020; Trinity Lutheran president; served on Church Council; former vice president; council member. Former Treasurer for WELCA Lisbon; Auditor; Trinity Lutheran event coordinator.
3. Church Council president, former vice president; council member at Trinity Lutheran; Former treasurer for WELCA; Auditor; Trinity Lutheran event coordinator for weddings and sweetheart supports for 15 years; Stretch and Support Your Soul Christian Exercise Leader at Trinity Lutheran.
4. President of Sheyenne Fine Arts Association 2010 -2020; Past GFWC ND State President 2010-2014; Past GFWC National Leadership Director 2014-2016; Past GFWC Lisbon Mothers Club Treasurer, Secretary, Vice President and President; Lisbon Opera House and No Name Player Group Director.
5. Over 50-65; Caucasian

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Joy Michalicek
Duluth, Minn.
Region 3E, Northeastern
Minnesota SWO

1. Serving on Churchwide Executive Board, Executive Committee, and Programs and Communications Committee, 2017-2020. Developed churchwide report as an interactive program of how to promote and invite women to WELCA. B.A. in communication with a minor in journalism. Taken graduate classes in technology and ethics.
2. Former SWO President for NE MN and 2-term SWO Board Member. As SWO President, submitted memorial to 9th Triennial Convention to promote PV for Phebe Project, raising interest and appreciation of WELCA throughout the synod. Currently, promoting Current for Curran. Previously served as chair for the NE MN SWO Gathering.
3. Served as Congregation President until January 2020. Served as president for 3 years, and Vice President. Serving on the Fellowship Committee and Church Council. Teaches Sunday School, ring handbells and sing with the church Praise Teams. Served as a Process Builder and Convener for the ELCA Social Statement on Gender Justice. Chaired Christmas Bazaar Committee. Congregational delegate to synod assembly. Served on the UMD Campus Ministry Board. Currently, serving as congregational delegate to Gustavus Adolphus College.
4. Worked with the Commission for Women at the University of MN, Duluth Campus, succeeding in opening a child-care center on campus. Past music booster for high school music program;

secretary for youth hockey association, and persuading location association not to schedule games on Sunday mornings. Has written grants for hockey equipment. Currently serving as an LSS Ambassador.

5. 50-65; Caucasian



Diane J Henning
Saint Paul, Minn.
Region 3H, Saint Paul Area
SWO

1. Served as St Paul Area Synodical President, and Secretary. In her role as Property Manager she took detailed meeting minutes as well as managed projects with budgetary requirements.
2. Past President of Saint Paul Area SWO, Past Secretary, Past Convention Chair, Program chair, Triennial volunteer, and Presidents Conference Planning Committee.
3. Church council member, Synod council member, Women's Ministry committee member, Bible study leader.
4. Lutheran Social Service, Women's Advocacy, Tanzania Support and MS Society fundraising.
5. Over 65; Caucasian

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Kandy Pflaster
Cozad, NE
Region 4A, Nebraska SWO

1. Kandy is very organized and talented at multi-tasking; served on multiple community volunteer positions; filled officer related positions on different boards; Bachelors of Science Degree in Nursing and currently serving as Manager of a Surgery Department at Kearney Regional Medical Center in Kearney, Nebraska.
2. Serving as Churchwide Executive Board Member 2017-2020; President Nebraska Synodical Women's Organization 2010-2015; NSWO High Plains Board Representative 2 terms; and President of Congregational Unit at American Lutheran Church in Cozad, Nebraska.
3. Currently serving as Congregational Council President at American Lutheran Church in Cozad, Nebraska; Women's representative to Nebraska Synod Council while serving as the NSWO President; Churchwide Voting Member from Nebraska at Assembly in Orlando, Florida; Rostered Disciplinary Committee for Nebraska Synod and served last six yrs as the Nebraska Assembly Nurse.
4. Elected Cozad Community Hospital Board Member for eight years; Cozad Community Hospital Foundation member; History of being a Volunteer of the Local Red Cross; Nebraska Nurses Association PAC treasurer in the past and current member of the AORN (Association Operating Room Nurses).
5. 50-65; White



Miranda Searcy
Lawton, OK
Region 4, Arkansas-Oklahoma SWO

1. Bachelor's degree in University studies from Oklahoma State University. Active at Emmanuel Lutheran as a lay minister; started her seminary in the fall of 2020. She is active in her church and recently started a unit. Good communication skills.
2. Immediate past vice president of the Central/Southern Illinois synodical WELCA. New cluster 1 representative to the Oklahoma/Arkansas synodical WELCA.
3. Formerly active in her church's unit at Epiphany Lutheran Church in Carbondale, Illinois. She served a 2 year term as vice president for the Central/Southern Illinois Synodical WELCA. Recently moved to Oklahoma. Serving as the cluster 1 representative for the Arklahoma WELCA.
4. While in Illinois, Miranda organized fundraisers for local community groups such as The Women's Shelter. Participated in various ecumenical study groups. Volunteered with Church Women United. Currently in Oklahoma, Miranda volunteers with her church for a monthly feeding at a local missionary Baptist church.
5. 35-49; Native American

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Lorie Garcia
Corpus Christi, TX
Region 4E, Southwestern Texas
SWO

1. Experience in event planning, organizational systems, non-profit fiscal oversight, facilitation, adult training, public speaking, curriculum development, marketing, multiple social media platform utilization, and current business and communications technology. Effectively “voluntolding” those who have a passion for our work and haven’t yet recognized their unique gifts. Leadership development.
2. TDTR/Racial Justice Advocacy: Trainer, churchwide task force. Southwestern Texas SWO; President, Conference Rep on Board, Triennial voting member. Gulf Coast Conference; member at large, convention planning committee. Galilean WELCA unit; President, Women of the World circle coordinator.
3. American Advertising Federation, Corpus Christ Metro Ministries Sustainable Funding Team, Loaves & Fishes food server, Corpus Christi Black Chamber of Commerce, Corpus Christi United Chamber of Commerce Ambassador, Girl Scout leader/ trainer/camp counselor, Army Family Team Building Master Trainer.
4. Current position is in broadcast and digital sales management. Involved in developing comprehensive marketing campaigns, commercial production, digital sales, team member training, community-wide event planning and execution. Previous occupation was as Executive Director of Campfire Council.
5. 35-49; White



Angela Bell
Palos Heights, IL
Region 5A, Metropolitan
Chicago SWO

1. Knowledgeable with website management and computers, volunteers with her church often and helps run bible studies or lessons. Good communicator. Bachelor’s Degree in Exercise Science (pre-physical therapy.)
2. Executive Board Member 2017-2020, Synodical Secretary for 2 SWO’s, Board Member for 2 SWO’s, congregational president, Cluster board member, Triennial Convention voting member 2017.
3. Churchwide Assembly voting member 2016 – 2019.
4. Active volunteer with St John Lutheran, Bellville, Texas both in the church, community and surrounding area; volunteer with hurricane relief after Harvey.
5. 35-39; Caucasian

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Carol Sauter
South Beloit, IL.
Region 5B, Northern Illinois
SWO

1. Bachelor of Science in Education, Master of Arts in Administration and Supervision, Certified in Youth and Family Ministry, Graduated in NIS Diakonia Program in 2020. Taught school for 33 years.
2. Attended Circle meetings, helped with gatherings, coffee hour, Altar Guild, service projects. Attended conference retreats and conventions. Secretary position of the NISWO. Term ends September of 2021.
3. Employed by Salem Lutheran Church, Sycamore, IL as Coordinator of Family Life Ministry, Chair of Milestones Ministry, served on various church committees and church council. Delegate to the Northern Illinois Synod Convention. Active in synod-wide meetings. Certification in Youth and Family Ministry. Attended the NIS Congregational Resourcing Events. Chaperoned youth to ELCA youth conventions in Atlanta and New Orleans.
4. Supervisor for the American Heart Association Jump Rope for Heart program for 21 years and raised over \$350,000.00. Coached a Jump Rope for Heart team in area schools, an area hospital, and at the state convention for physical education. Supervised after school walking club for children. President of Lutheran Brotherhood Local 8077 for two terms.
5. Over 65; Caucasian



Ann Joyce
Brimfield, IL
Region 5C, Central/Southern
SWO

1. Two Associate degrees from Illinois Central College; Retired paraprofessional (teaching assistant) for special needs classroom.
2. President of Women of Grace & Peace Lutheran; Past president of Northern Conference Women of Central/Southern Illinois; Served on the Synod board during terms of president of Northern Conference; Served as parliamentarian for Synod fall event 2019; voting member 2017 and 2020 triennial conventions.
3. Past and present voting delegate to Central/Southern Illinois Synod conference
4. President of board of trustees for Dunlap Fire Protection District; Director on Illinois Association Fire Protection Districts (state board)
5. Over 65; Caucasian

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Linda Clarke
Sioux City, IA
Region 5E, Western Iowa SWO

1. Served for nine years on the St. Mark Church Council, two as President and three as Secretary. Sang in choir for over 20 years. Currently serve on the Staff Support Committee.
2. Coordinate communications between Circles and Unit Treasurer. Served as Cluster Coordinator, Secretary and Treasurer. Organized the annual loading and delivery of quilts and kits going to Lutheran World Relief. Current Treasurer of Western Iowa Synod Synodical Women's Organization.
3. Served on the Western Iowa Synod ABC Committee. Attended the Western Iowa Synod Assembly as a delegate. Completed Western Iowa Synod's Lay School of Ministry program.
4. Served on committees for American Heart Association and Sioux City Art Center. Organized Treasurer for Food 4 Kids, an interdenominational effort to provide food for at-risk families at Morningside Elementary School.
5. Over 65; Caucasian



Dawn Wicklund
Superior, WI
Region 5H, Northwest SWO of Wisconsin

1. BS degree in Biology and Medical Technology. Training in quality systems and process improvement, supervisor of Transfusion Service responsible for maintaining regulatory requirements and team building. Works with other department leaders to improve processes related to transfusion medicine.
2. Conference Representative for Lake Superior Conference in the Northwest Synod of WI from 2013- 2016 and Secretary in 2017-2018 (terms run May - April). Worked with Synod on educating women on Sex Trafficking and part of a Trafficking Task Force. Appointed member of the churchwide board.
3. Congregation president in 2018; Vice President in 2017. Attended the Synod ELCA Board meeting as the SWO representative.
4. Northwest Synod Trafficking Taskforce. Set up educational sessions throughout the Synod, including letter writing campaigns to support safe harbor legislation.
5. 50-65; Caucasian

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Barbara Penington
Whitewater, WI
Region 5K, South-Central SWO
of Wisconsin

1. Strong communicator; organized. Served my church as a Parish Education Director, Assisting Minister, Bible Study Leader, Circle member and participant, Lenten Drama presenter, Chair of our Church Personnel Committee, Council Vice President and this year, Council President.
2. Member of Joy Circle for 30 years; Bible Study leader; participated in packing layettes and school kits, active with Harvest Family Fair sponsored by the women's groups and attended Synod WELCA gatherings. Attended WELCA Triennial Gathering in Minneapolis.
3. Representative to the ELCA Synod Assembly; former Parish Education Director; participated in synod youth gatherings and leadership training. Traveled with senior high youth to ELCA Youth Gatherings.
4. Serve on the Board of Directors of Bethel House; member of Delta Kappa Gamma. Served as chair of the Lutheran-Episcopal Campus Ministry steering committee. Served dinners hosted by the Campus Ministry group for college students in Whitewater. Served on the Board of the Communication Alumni of UW-Whitewater; Communication Ambassadors Scholarship Program. Served as secretary of the International Listening Association and former member of the World Communication Association.
5. Over 65; Caucasian



Joyce Brooks
Detroit, MI
Region 6A, Southeast Michigan
SWO

1. Licensed Lay Minister of Southeast Michigan Synod. Degree in Ministerial Studies, and Liberal Arts. Board member of Gracious Savior Church Council.
2. President of Southeast Michigan WELCA; attended 2 previous Triennial Conventions and Gatherings. Past Board member of Southeast Michigan Synod Council. Help organize our SEMI Convention, Fall Retreat, and Honoring Women's Luncheon. Help coordinate Food Pantry at Gracious Savior; Cooking Matters Classes, and Lunch and Learn Sessions.
3. President of Southeast Michigan WELCA; former Board Member of Southeast Michigan Synod Council.
4. Community Association President, work with District 2; 12th Precinct Community Relations, Detroit, MI. Work with State and Local Representatives. Board member of the Southfield Lathrup-Village Optimist International Organization.
5. Over 65; African American

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Charolette Hawkins
Gary, IN
Region 6C, Indiana-Kentucky
SWO

1. Willing to help others; Organized; Good Communication skills; faithful and active member of the congregation and loyal.
2. Active member of congregational WELCA unit; Former member of the WELCA Indiana-Kentucky synod.
3. Participated in a program called “Connect” sponsored by the I-K Synod as a representative for Bethel Lutheran Church. Previously, served on the Outreach committee.
4. Serve as auxiliary volunteer for St. Mary Medical Center; Organizer and coordinator for Christian youth basketball camp for 4 years. Serve as the co-chair for a social justice committee named “Interfaith Action Network”. Interfaith Action Network is a group of 7 congregations in Northwest Indiana. Organized a community worship service; Back to School Back pack give-away and Picnic (3 years). Current Office Manager for Bethel Lutheran Church.
5. Over 65; African American



Michelle Schaffer
Norwalk, OH
Region 6D, Northwestern Ohio
SWO

1. Bachelor Degree in Science
2. Active member of St. Peter’s Lutheran Church 40+years, served on church council, Sunday School Teacher, Music and worship committee, Assisting Minister, choir and bell choir, Active with conference women 15+ years, and active on Northwestern Ohio WELCA Synod Board, current President and served as NW Ohio Synod Board member.
3. Works on LWR Quilts, Prayer Shawl Ministry, Conference Planning committee, and current President of Region 6D.
4. Member of Huron County Chapter of Ohio Genealogy, Daughters of the Revolution, Ohio Association of Education of your children, and Delta Kappa Gamma of Ohio (women educator organization)
5. 50- 65; Caucasian

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Jennifer Ackerman
Norwalk, OH
Region 6E, Northeastern Ohio
SWO

1. Excellent customer service skills, able to multi-talk, works well in a fast paced environment, cooperates and empathizes with others, patience with myself and others, creative and able to publish newsletters and flyers, very fast learner, knowledge of various computer software.
2. Cleveland West representative for the Northeast Ohio Synodical Women's Organization, 2 years. Vice President. Organized 2 Biennial Conventions.
3. Previous voting member at local Synod Convention
4. Volunteered choir member at various services, and statewide ordination. Active in community through church. Assist visitors at church. Every year my employer collects clothing and toys for 2 needy families; volunteers to head up gift wrapping.
5. 35-49; Caucasian



Freddie Jordan
Columbus, OH
Region 6F, Southern Ohio SWO

1. Postdoctoral Fellowship; Ph.D. in Biochemistry; multilevel certification for Pre-K thru 12, Department of Education, AFA Cyber Security

training, MOSI (Mobile Summer Institute); Assessment Institutes and HLC Accreditation Experience, and Quality Matters Reviewer Certification for Distance Education.

2. Active in congregational unit; Central Ohio Conference; and Synodical Women's Organization in the Southern Ohio Synod; Served as SWO Vice President (two terms); Serving as churchwide secretary 2017 – current.
3. Vice President of WELCA Board, Southern Ohio Synod, 6F; Churchwide Representative to several WELCA Synodical Women Organizations; Representative on Global Missions Team to Moshi, Tanzania, 2018.
4. Worship Assistant in local congregation; Thankoffering Speaker for synodical region, 6F; Volunteer for Twin River Valley Mental Health State Hospital and local congregation Food Scarcity Program (sponsored by local congregation, over 900 families served). June 2019 Grant writer and submission to the Robert Wood Johnson Foundation (\$150,000.00) for program on behalf of State Convention of Baptist in Ohio/United Faith International: Forward Promise, an initiative of the Robert Wood Johnson Foundation, seeks to strengthen partnerships between community-based organizations that ground their programs for boys and young men of color (BYMOC). February 2017, Affiliate Societies Council (ASC) for support of TechFest 2016, Sinclair Community College, Dayton OH: <http://www.ascd Dayton.org/TechFest/>
5. 50-65; Multiethnic

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Elizabeth B. Burgess
Augusta, Maine
Region 7B, New England SWO

1. BS in Physical Therapy. Computer skills. Planned, organized, raised funds and executed yearly hospice educational retreat, 15 years. Organized annual fundraising dinner/auction for the congregation's Heating Fund. Leadership and board training through Churchwide Women's Organization, New England Synod Council, and Capital Area New Mainers Board of Directors.
2. Member of Executive Board, WELCA, 2016, 2017-2020 Triennium; member of the Executive Committee, 2017-2020 and Chair of the Constitutional Review Committee. Served as New England SWO treasurer, board member, vice president, and president. Co-chair Convention Comm x2. Served as conference convener, financial secretary and host/organizer event. Served in congregational unit as leader in various positions. Member of women's small group ministry and Knotty Knotters (LWR) quilters.
3. June-July 2019 New England Synodical Bishop Hazelwood's nominee; attended Lutheran World Federation 3rd Lay Leaders Seminar in Geneva and Wittenberg. Voting member from New England to 2019 Churchwide Assembly; promoter for Women and Justice ELCA Social Statement 2013-18; Planned three hearings for the social statement at New England Synod Assembly, Churchwide Women's Organization board and Region 7 Retreat. Formerly served as New England Synod Council member (4-year term); presenter at New England Synod Assembly on topics of justice, new ministries and the ELCA women and justice: One In Christ social

Episcopal Diocese of Maine 200th Convention; and member of Jewish-Lutheran-Episcopal scripture study with Temple Beth El, Augusta. Co-sponsor (through NE WELCA) Words Matter program 2013 at Episcopal Divinity School, Cambridge, MA. Former board and team member of Tres Dias of Maine.

4. Secretary of the board of Capital Area New Mainers organization; present leader in congregation's outreach ministry, Bridging the Gap. Testified at Augusta City Council to encourage City government to allow the church's ministry to expand and move to a new location within the city. We won! Trained hospice volunteer, bereavement volunteer for adults and children; small group training/leader; co-founder of local children's grief program, and former president of Hospice Volunteers of Kennebec Valley.
5. Over 65; Caucasian



Susan Fox
Oswego, NY
Region 7D, Upstate New York SWO

1. Retired elementary school teacher, over 30 years. BS in Elementary Education with a minor in Science. Volunteer in local food kitchen at the Salvation Army; Coordinating volunteers. Volunteered with local Blessings in Backpack program; provides food for school children on weekends. Various positions in church including Council President, Council Secretary, Sunday School coordinator over 20 years.
2. Coordinator of Women of the ELCA unit, served as Treasurer and program planner. At Conference level: served as coordinator and secretary. At

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)

Synod level: served as Synod Board member, Vice President and Past President; 2019. Planning committee for Region 7 retreat, 2018.

3. Assisted in organizing the fellowship events for WELCA at the last four Synod Assemblies, Upstate New York.
4. Volunteer for Blessings in a Backpack and Salvation Army.
5. Over 65; Caucasian



Dawn Tally
Lake Ariel, PA
Region 7E, Northeastern
Pennsylvania SWO

1. M.A., Ministerial Leadership, United Lutheran Theological Seminary (May 2020) B.A., Religious Studies, Marywood University (Cum Laude) A.A.S, Travel-Tourism Management, Johnson and Wales College. Certificate in Congregational Faith Formation, United Lutheran Theological Seminary. Clinical Pastoral Education, The Johns Hopkins University Hospital. Leadership Lackawanna, Core Program. 20+ Years Supporting Non-profit Organizations, representing Disadvantaged Populations, and Advocating for Persons with Special Needs. Event planning and project management. Detail oriented with excellent written and verbal communication skills.
2. Unit Member, Pocono Cluster Coordinator, Northeastern Pennsylvania Synod WELCA President
3. Pocono Mission District Assembly Delegate, Northeastern Pennsylvania Synod Assembly Delegate, Graduate, United Lutheran Seminary (approved for ordination the candidacy process),

Assisting Minister, Lector, Sunday School Teacher, and Supply Deacon.

4. Learning Disabilities Association of America; Pennsylvania State Affiliate; National Advocacy Committee Member; Secretary, Pennsylvania State Chapter Board of Directors. Active member of Junior League of Scranton, Pennsylvania. Active member of Head Start, Scranton Lackawanna Human Development Agency. Bear Creek Camp, Ambassador, Women in Philanthropy, Member; Dress for Success Lackawanna, Board Member
5. 50-65; White



Joyce Frentz
Franklin, PA
Region 8A, Northwestern
Pennsylvania SWO

1. For 20 years managed Group homes for individuals with mental and physical disabilities. Supervised up to 32 clients and 39 staff. Various training in Leadership Development. Assisted in writing waivers for additional monies as needed to support the clients. Serving as Director of Community Ministry, Mission and Outreach at Good Hope Lutheran church. Responsible for meals and well being for the marginalized in our community.
2. Synod authorized to serve as a Lay Worship Leader in churches without a Pastor. Served as Authorized Lay Assistant, Communion assistant and various offices in the church. Attended several Synod conventions and WELCA voting member at triennial.
3. Worked with local WELCA in promoting both the Lily project; support 3 hospitals through project.

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)

Support youth through SOAP program.

4. Board member for Suicide Prevention through our local Human Services; board member for Board for the Pointe, a local 'warming centers; member of the Grace/Franklin Chapter of The Daughters of the King, an ecumenical Order for women who focus on Prayer, Service and Evangelism. In 2016, traveled to Honduras to assist local Honduran women with 'maternity packets', 'Quiet Day'. Synod authorized as Lay Worship Leader for worship in congregations.
5. 50-65; Caucasian



Jennifer Armstrong-Schaefer
Latrobe, PA
Region 8B, Southwestern
Pennsylvania SWO

1. BA in Social Science from Carthage College, 1999; Clinical Pastoral Educational at Geisinger Hospital in Danville, PA Summer 2000; Pastor's wife.
2. Cluster Planner 2009-2011; Congregational Unit Bible Study Leader 2011-current; SWO Board Member 2011-2013; SWO Vice President 2013-2015; SWO President 2015-2017, 2019-current; SWO Newsletter Editor 2016-current; SWO Retreat Planning Committee 2015, 2016, 2019; SWO Triennial Promoter 2014; Triennial Voting Member 2011, 2017; Triennial Nominating Committee 2017; President's Conference Planning Committee 2017.
3. Sunday School Teacher 2010-current; Bible Bowl Coach 2005-2010; CWA Voting Member 2013
4. Girl Scout Leader and Cookie Mom 2012-current; Boy Scout Troop Treasurer 2017-current;

Marching Band Chaperone and In charge of water 2017-current.

5. 35-49; Caucasian



Lynette Todd
Baltimore, MD
Region 8F, Delaware-Maryland
SWO

1. Member of CWO Executive Board; Member of Budget and Finance Committee; Board Representative to Lutheran Men in Mission; IRS Retired Executive.
2. Formerly served as President of Congregational Unit at St. Philip's Lutheran Church, Baltimore. Active with Zipporah Circle. Voting member at 2014 triennial convention. Participant in the 2008 and 2011 triennial gatherings. Formerly served as the President, Treasurer, Board Member of the Delaware-Maryland SWO.
3. Served on the congregational council as the chair of stewardship and finance, fellowship, and worship and music ministries. Served on the Delaware-Maryland Synod's Budget Committee and Volunteers at the Annual Delaware-Maryland Synod Assembly. Former Directing Committee member and treasurer of the Baltimore Lutheran Campus Ministry.
4. Volunteer experiences includes: Meals on Wheels, VITA/TCE (preparing tax returns for low income and elderly people), active with the New Northwood Association, and the Maryland Food Bank.
5. Over 65; African American

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)



Susan Harris
Lincolnton, NC
Region 9B, North Carolina SWO

1. Worked 35 years in the state court system; proficient writer of articles, stories and poems for pleasure and publication; hobbyist potter; Bible study leader in the congregation and conference; wrote and delivered sermons/messages for Bold Women's Sunday/Women of the ELCA Sunday at numerous congregations; participating in lay preacher training cohort (NC Synod).
2. Congregational unit treasurer, past Synodical Women's Organization President, past Synodical Women's Organization Vice President and Board member, voting member to Triennial Conventions (four) attended Triennial Gatherings (four), prior service as Conference Presider, member of Patterson Memorial Scholarship Committee/former treasurer.
3. Congregation Council President; Member of Property committee, Social Ministry committee, Worship and Music committee on the congregational level; Served as Director of Vacation Bible School; Directed congregation Christmas program; Voting member to Synod Assembly; Current member of the NC Synod Council; Voting member to Churchwide Assembly (2019)
4. Former member of local Arts Council Board, Volunteer with local 4-H Clubs/judge for dress revue, Former member of American Legion Auxiliary, Current member of Blue Ridge Artist Guild, Current member of the World Day of Prayer-USA Board, Planned community World Day of Prayer service (2019), Volunteer at Christian Ministry (local food pantry)
5. Over 65; Caucasian



Risse Snelgrove
Six Mile, SC
Region 9C, South Carolina SWO

1. Served in every expression of our organization, from her congregational unit to Churchwide WELCA. AS degree in Medical Administration and Finance; worked in the Medical Administration and Reimbursement field for 40 years; managed large multi-specialty physician groups; medical auditor for compliance and reimbursement for a 250+ physician group; owned and operated her own Medical Billing Service, 40 years; excellent public speaker.
2. Served as Triennial Gathering Promoter for 2017; Nomination Committee for CWO and voting member four times at Triennial Conventions. Active on the South Carolina SWO Board; served seven years on the Virginia SWO, President for four years. Served seven years on the TX-LA Gulf Coast SWO as Board Member, Treasurer and Vice President. Served various position in congregational units in South Carolina, Texas and Virginia.
3. Served on the Virginia Synod Council. Served on the No Child Hungry Task Force for Virginia Synod. Voting Member to the Virginia Synod Assembly. Voting Member to the TX-LA Gulf Coast Synod Assembly. Sunday School Teacher, Youth Advisor, Confirmation Instructor, and Chair of Hands of Faith Fair Trade Store in The Woodlands, TS. Chair of Stewardship committee.
4. Volunteers with Ripple of One Non-Profit as a mentor to women on government assistance; Project Manager of the Ripple of One Thrift Store Committee; Chair of the Hands of Faith Fair Trade Store; served on the Board of Directors for

Nominations for Women of the ELCA Executive Board 2021–2023

(continued)

the American Academy of Professional Coders (AAPC) for three years; served on the Board of Directors for the Houston Community College Education and Curriculum for the Medical Management Department; served as President and Treasurer of the Leesburg, VA Local Chapter of the American Academy of Professional Coders for 4 years. Volunteers in thrift stores and with the Clemson University Tiger Band.

5. 50-65; Caucasian



Nyahaley Labor
Lithonia, GA
Region 9D, Southeastern SWO

1. Masters in Library and Information Systems; Bachelor of Science Degree in Business Administration; and Certificate of Theological Education for Emerging Ministries (TEEM).
2. Recorder to Cluster 3, helped plan and organize cluster meetings. Member of congregational unit. Completed seminary and waiting for a call as an Ordained Minister in Word and Sacrament.
3. Served as recorder for Southeastern Synod Women of the ELCA Cluster 3; Attended several of the Southeastern Synod Women of the ELCA conferences. Served as Church Council Secretary and Worship Ministry Leader. Organized and engaged in several projects such as blanket drives and feeding project.
4. Experience in a multi-cultural ministry at St. Stephen's, Decatur. Outreach ministry to different cultures at St. Stephen and my internship at Epiphany Lutheran Church, Conyers. Volunteered at synod conferences with hospitality; volunteered on voting committee;

participated regularly in adult, youth and children education; Women's Bible Studies; Sunday School; Children's sermons; Confirmation and Vacation Bible School.

5. 50-65; African National



Yma Mulero
Carolina, PR
Region 9F, Caribbean SWO

1. Associate Degree in Computer Information Systems; concentration on Accounting. Loves to help people through orientation or actions to obtain resources. Various lay and work experience with Law Enforcement and Housing both at State and Federal (HUD) Level and Section 8.
2. Former President of the Caribbean Synod, assisted with planning two Biennial Assemblies. Serving as secretary to local unit and treasurer of the Caribbean Synod.
3. Delegate to the Puerto Rico District Assembly and Caribbean Synod Assembly.
4. Volunteered with Winchendon Community Action Center in Mass. Served on parents board in Head Start. Volunteered in the preparation and distribution of Bundles of Love; prepared and distributed food to people in need Thanksgiving day. President of the Metro Area churches; distributed clothes, food and toiletries to homeless community, Puerto Rico. Served as Liturgical Help and on Unit Council.
5. 50-65; Hispanic

Procedure for Nominations from the Floor

1. Nominations from the floor for secretary, treasurer, and executive board members may be made by completing a nomination form and submitting it online. A link for the nomination form will be provided during the convention.
2. All nominations for secretary and treasurer must be completed and submitted before 5:30 p.m. on Tuesday, August 3.
All nominations for executive board member must be completed and submitted before 5:30 p.m. on Wednesday, August 4.
The online nomination form will ask for the information requested in the sample form on the next page.
3. A floor nomination form must be signed by five (5) voting members; for purposes of this digital convention, it is sufficient to get the consent of five voting members and list them on the form. Actual signatures are not required.
4. Before submitting a floor nomination, you must ensure that the nominee shall have given her consent and indicated her willingness to serve if elected.
5. A photo of the nominee will accompany the biographical information that will be distributed to all voting members. Nominees must provide a suitable 3 x 5 photo (head and shoulders preferred). The photo should be emailed to Eva James Yeo, staff support for the Nominating Committee, at eva.yeo@elca.org.
Photos for those being nominated for the positions of secretary and treasurer must be submitted to Eva James Yeo no later than 5:30 p.m. on Tuesday, August 3.
Photos for those being nominated for the positions of executive board member must be submitted to Eva James Yeo no later than 5:30 p.m. on Wednesday, August 4.
6. Nominations from the floor will be reported in alphabetical order by last name.

Sample Nomination Form

Women of the ELCA • Eleventh Triennial Convention (digital) • August 3–5, 2021

I request that the following person be considered for (check all that apply):

Secretary Treasurer Churchwide board member

LAST NAME _____

FIRST NAME _____ MIDDLE INITIAL _____

ADDRESS _____

DAYTIME PHONE _____ EVENING PHONE _____

CELL PHONE _____ E-MAIL ADDRESS _____

CONGREGATION NAME AND ADDRESS _____

SYNOD _____ REGION _____

NAME OF CONGREGATIONAL, INTERCONGREGATIONAL OR SPECIAL UNIT _____

ADDRESS OF CONGREGATION _____

NOMINEE'S AGE CATEGORY 20–34 35–49 50–64 over 65

NOMINEE'S ETHNIC/RACIAL HERITAGE

Asian African American Black Hispanic Arab/Middle Eastern
 American Indian/Native Alaskan Caucasian

Please list this **nominee's qualifications** that would help her perform the duties of a churchwide women's organization officer or executive board member (e.g., formal training, degrees obtained, acquired abilities).

Please list **Women of the ELCA experience:** congregational/intercongregational unit, special unit, cluster/conference, synodical women's organization, regional, and churchwide experiences.

Sample Nomination Form (continued)

Please list **ELCA experience:** congregation, synod, regional, and churchwide ELCA experiences.

Please list **ecumenical experience:** local, state, national or international.

Please list examples of this woman's **community participation:** volunteer services and other responsibilities for local, state and national or international organizations.

Please describe this woman's full time or part time **professional, vocational and occupational experience:**

Voting member names in support of nomination (5 signatures required)

- 1. _____ REGION/SYNOD: _____
- 2. _____ REGION/SYNOD: _____
- 3. _____ REGION/SYNOD: _____
- 4. _____ REGION/SYNOD: _____
- 5. _____ REGION/SYNOD: _____

Nominee has agreed to have her name placed in nomination: Yes

Consent obtained by: _____

Form for Motions and Resolutions

WOMEN OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

VOTING MEMBER'S NAME _____ REGION _____ SYNOD _____

Requests the privilege of the floor for the purpose of making the following:

Names of voting members supporting this motion or resolution

1. _____ DATE AND TIME RECEIVED: _____
2. _____ REFERRED TO: _____
3. _____ RECOMMENDATION: _____
4. _____ ACTION TAKEN: _____
5. _____

Roll of Voting Members

CHURCHWIDE OFFICERS

Lisa Plorin, president
Becky Shurson, vice president
Anna Sarver, treasurer
Freddie Jordan, secretary

CHURCHWIDE BOARD MEMBERS

Karen Voris
Laura Krueger
Lois Bylund
Joy Michalicek
Sara Larson
Kandy Pflaster
Dinah Dutta
Angela Bell
Dawn Wicklund
Viviane Thomas-Breitfeld
Barbara Thistle
Elizabeth Burgess
Sandra Grier
Lynette Todd
Raeann Purcell
Lydia Davila

1A- Alaska

Anna Bryant, president
Shannon Klescewski
Stephanie Kramer

1B- Northwest Washington

Kay Maureen Mitchell, president
Maria Wraspir
Millie Fosberg

1C- Southwestern Washington

Janice Sayler, president
Virginia Garrison
Kathy Ifft

1D- Eastern Washington-Idaho

Leslie Mason, president
Carole Dinning
Jone Stout

1E- Oregon

Stephanie Kistler, president
Jean Pishaw
Jasmine Anderson

1F- Montana

Connie Hausauer, president
Myrna Musse
Sandy Murphy
Ella Tweten
Rebekah French

2A- Sierra Pacific

Nancy Marvits, president
Linda Boston
Leela Kennedy

2B- Southwest California

Dixie Hanson, president
Dianne Tillman
Tracy Williams

2C- Pacifica

Eunice Hanson, president
Laura Ortiz
Rosemarie Peterson

2D- Grand Canyon

Myrna Wells-Ulland, president
Wanda Frenchman
Heidi Urbina
Maria Valenzuela
Debra Romboletti

2E- Rocky Mountain

Julie Elmquist, president
Sharon Hamilton
Lila Moore
Cathie White

3A- Western North Dakota

Lois Schmalz, president
Taryce Olson
Gail Slinde
Barbara Cooper
Loanne Olson
Kortni Plorin
Alvina Skogin

3B- Eastern North Dakota

Julie Hudson, president
Marilee Kom
Connie Radcliffe
Pam NeuMiller
Karen Retzlaff
Marla Larson
Laura Hammond
Mary Jo Kirzler

3C- South Dakota

Margene Thompson, president
Lori Tandler
Darla Toben
Kathy Heffernan

3D- Northwestern Minnesota

Marilyn Grandstrand, president
Terry Lynn
Lois Balko
RoxAnne Goulet
Merrily Burmeister
Roxanne Swisher
Julie Jones
Susan Smith
Susan Ellwanger

Roll of Voting Members

3E- Northeastern Minnesota

Clarice Renschler
Gale Pearson
Lisa Haglin
Sherry Johnson
Peg Christensen
Doris Mezzenga

3F- Southwestern Minnesota

Joan Iverson, president
Jane Tongen
Carla Johnson
Louise Ferry
Maria Lokensgard
Algene Larson
Kristy Henriksen
Linda Magnuson
Karen Skarphol

3G- Minneapolis Area

Marie Wiegert, president
Florence Kpakelipayne
Nancy Springer

3H- St. Paul Area

Tricia Niesche, president
Robin Kieffer
Mary Bexell

3I- Southeastern Minnesota

Judith Mickelson, president
Meryl Calcott
Kay Hodge
Rose Kormann
Kelley Mittelsteadt
Nadine Omans

4A- Nebraska

Sandra Terry, president
Debra Parks
Mary Peters
Julie Reiser
Teresa Christensen
Nancy Johnson
Beth Meyer
Sandra Olson
Carol Stark

4B- Central States

Alice Burnett, president
Phyllis Glasker
Kara Jecha
Chris Wiens
Carol Bunge
Sharon Hoffman
Beth Melgren
Jill Duis

4C- Arkansas-Oklahoma

LaTesa Williams, president
Lois Webb
Nia Indelicato

4D- Northern Texas-Northern Louisiana

Pam Nye, president
Helen Beaujour
Linda Heyde

4E- Southwestern Texas

Lorie Garcia, president
Dinah Halopka
Chloe Gallegos
Rebecca Vela Bishop
Cindy Hilliard
Leslie Ahrens

4F- Texas/Louisiana Gulf Coast

Jane Mehrens, president
Melissa Holland
Colette Wunderlich

5A- Metro Chicago

Linda Miranda, president
Gloria Green
Joanne Fitzgerald

5B- Northern Illinois

Connie Seavey, president
Pennie Miller
Carol Sauter
Sharon Moy
Sandy Swanson
Joan Soltwisch

5C- Central/Southern Illinois

Jean Scherer, president
Margaret DeBonis
Jackie Parker
Clare Smith

5D- Southeastern Iowa

Ardy Proehl, president
Carol Gruhn
Claudia GenKinger-Worley
Ardy Hinds

5E- Western Iowa

Sue Boblit, president
Carolyn Biere
Linda Clarke
Nancy Peters
Kim Campbell
Chris VanDeventer

Roll of Voting Members

5F- Northeastern Iowa

Anna Jetson, president
Christine Schmitt
Nancy Poppe
Diane Wills
Beverly Sheridan
Sydney Brinkman
Cindy Pogge

5G- Northern Great Lakes

Melzee Jacobson, president
Elaine Kuhlmann
Pamela Chouinard

5H- Northwest Synod of Wisconsin

Lori Wells, president
Phyllis Grohn
Jean Larson
Susan Saarem
Nancy Priebe
Phyllis Beaström
Gloria Rolstad
Katie Jones

5I- East Central Wisconsin

Deb Martin, president
Pamela Schuelke
Phyllis Christie
Suzanne Schatt

5J- Greater Milwaukee

Suzanne Seidemann, president
Lona Eubanks
Borgne McClelland

5K- South Central Synod of Wisconsin

Janna Smith, president
Paula Carter
Barbara Penington
Lawanna Schieldt
Donna Peterson

5L- LaCrosse Area

Jo Ann Salava, president
Peggy Lauseng
Sue Staples
Anita Jensen

6A- Southeast Michigan

Joyce Brooks, president
Barbara Jetmore
Loretta Hogan

6B- North/West Lower Michigan

Laura Halbakken, president
Peggy Ruiter
Phyllis Lindsey
Sheilah Monroe

6C- Indiana-Kentucky

Tina Smith, president
Charolette Hawkins
Astrid Richwine

6D- Northwestern Ohio

Michelle Schaffer, president
Deborah Schiets
Deb Noll
Maggie Everett
Sharon Moentor

6E- Northeastern Ohio

Erin Burns, president
Phyllis Harding
Jennifer Ackerman
Catherine Byers
Ruth Reinoehl

6F- Southern Ohio

Susan Wyckoff, president
Dolorise Bray
Kathy DeLong
Cheri Comstock
Su Bowling
Koben Hinman

7A- New Jersey

Julia Sabella
Wannetta Phillips
Linda Benitz

7B- New England

Alice Carlson, president
Ade Monareh
Pam Little
Lynn Zeltman

7C- Metro New York

Evelyn Buhner, president
Marie Plaisir
Susan Tedesco
Debra Lyon

7D- Upstate New York

Karen Douglass, president
Susan Nalle
Cindy Rivera

Roll of Voting Members

7E- Northeastern Pennsylvania

Lenna Harris, president
Jean Miltenberger
Joyce Wallace

7F- Southeastern Pennsylvania

Phyllis Boyer, president
Rev. Gwendolyn King
Patricia Leberman
Joy Grace
Helen Dungan

8A- Northwestern Pennsylvania

Patricia Bellingham, president
Joyce Frenz
Marni Brown

8B- Southwestern Pennsylvania

Jennifer Armstrong-Schaefer,
president
DaMisha McFarland-Pollock
Patricia Pluck
Barbara Martz
Barbara Guenther

8C- Allegheny

Carol McClure, president
Carol Sauter
MaryAnn Wolfhope

8D- Lower Susquehanna

Lois Ann Griffiths, president
Miriam Burke
Peggi Norman

8E- Upper Susquehanna

Jean Crumb, president
Carol Winter
Wendy Zajac

8F- Delaware-Maryland

Kristen McMasters, president
Jeanne House
Louise Houck

8G- Metro Washington DC

Laura Stall, president
Laura Hamke
Cheryl Dwyer

8H- West Virginia-Western Maryland

Priscilla Horner
Denise Porter
Beverly McDonald

9A- Virginia

Jody Smiley, president
Sylvia Eley
JoAnn Fawley
Lisa Somerville

9B- North Carolina

Jane Cadwallader, president
Maxine Amos
Nena Babb
Karen Overcash
Susan Harris
Anita Miller
Tamarah Hefner
Alecia Harrison

9C- South Carolina

Rebecca Koch, president
Gwen Furcron
Sarah Cheesman
Patricia George
Elsa Hope

9D- Southeastern

Patti Austin, president
Nyahaley Label
Beth Drane
Kathy Hill
Janice Hawkins

9E- Florida-Bahamas

Phyllis Wade, president
Denise Beumer
Gayle Backiel
Debra Lantz
Diane Spicer
Lisa Klima

9F- Caribbean

Delrise Varlack, president
Yma Mulero
Graciela Rivera

Eleventh Triennial Convention Business Committees

MEMORIALS COMMITTEE

Connie Hausauer, 1F
Myrna Wells-Ulland, 2D
Hannah Fleming, 3C
Dinah Dutta, 4B
Jean Sherer, 5C
Tina Smith, Chair, 6C
Stephanie Sherry, 7B
Kris McMasters, 8F
Silvia Eley, 9E

NOMINATIONS COMMITTEE

Karen Voris, Chair, 1A
Laura Ortiz, 2C
Kristy Hendrickson, 3F
LaTesa Williams, 4C
Jackie Parker, 5C
Susan Wyckoff, 6F
Cindy Rivera, 7D
DeMisha McFarland Pollock, 8B
Tamarah Hefner, 9B

REFERENCE AND COUNSEL COMMITTEE

Jone Stout, 1D
Linda Boston, 2A
Merrily Burmeister, 3D
Dinah Halopka, Chair, 4E
Gloria Green, 5A
Joyce Brooks, 6A
Wannetta Phillips, 7A
Jennifer Armstrong-Schaefer, 8B
Kathy Hill, 9D

CREDENTIALS COMMITTEE

Ella Tweeten, 1F
Leela Kennedy, Chair, 2A
Marla Larson, 3B
Linda Heyde, 4D
Lona Eubanks, 5J
Lorretta Hogan, 6A
Linda Benitz, 7A
Barbara Martz, 8B
Gwen Furcron, 9C

MINUTES APPROVAL COMMITTEE

Sharon Klescewski, 1A
Rosemary Peterson, 2C
Galina Weber, 3E
Debra Parks, Chair, 4A
Katie Jones, 5H
Phyllis Harding, 6E
Debra Lyon, 7C
Wendy Zajac, 8E
Denise Breumer, 9E

CONDUCT OF ELECTION COMMITTEE

Leslie Mason, Chair, 1D
Heidi Urbina, 2D
Florence Kpakelipayne, 3G
Lois Webb, 4C
Sharon Moy, 5B
Charlotte Hawkins, 6C
Joyce Wallace, 7E
Cheryl Dwyer, 8G
Yma Mulero, 9F

2017–2020+ Churchwide Executive Board

OFFICERS

Lisa Plorin

President

Upham, North Dakota

Western North Dakota (3A)

Becky Shurson

Vice President

Eugene, Oregon

Oregon (1E)

Anna Sarver

Treasurer

Greensburg, Pennsylvania

Southwestern Pennsylvania (8B)

Freddie Jordan

Secretary

Columbus, Ohio

Southern Ohio (6F)

BOARD MEMBERS

Karen Voris

Eagle River, Alaska

Alaska (1A)

Tina Bigelow¹

Poulsbo, Washington

Southwestern Washington (1C)

Keala J.K.P. Simoes²

Honolulu, Hawaii

Pacifica (2C)

Laura Krueger

Avondale, Arizona

Grand Canyon (2D)

Lois Bylund

Moorhead, Minnesota

Northwestern Minnesota (3D)

Joy Michalick

Duluth, Minnesota

Northeastern Minnesota (3E)

Sara Larson

Balaton, Minnesota

Southwestern Minnesota (3F)

Kandy Pflaster

Cozad, Nebraska

Nebraska (4A)

Dinah Dutta

Lawrence, Kansas

Central States (4B)

Angela Bell

Palos Heights, Illinois

Metropolitan Chicago (5A)

Dawn Wicklund

Superior, Wisconsin

Northwest Synod of Wisconsin

(5H)

Anissa Canova³

Gouldsboro, Pennsylvania

Northeastern Pennsylvania (7E)

Viviane Thomas-Breitfeld

Brookfield, Wisconsin

Southeastern Pennsylvania (7F)

Barbara Thistle

Stamford, Connecticut

Metropolitan New York (7C)

Elizabeth Burgess

Augusta, Maine

New England (7B)

Sandra Grier

Williamsport, Pennsylvania

Upper Susquehanna (8E)

Lynette Todd

Baltimore, Maryland

Delaware-Maryland (8F)

Raeann Purcell

Deland, Florida

Florida-Bahamas (9E)

Lydia Davila

Bayamon, Puerto Rico

Caribbean (9F)

¹ Ms. Bigelow served through January 2021. Because this resignation came near the end of term of the current board, the president chose not to appoint someone to fill that vacancy.

² Ms. Simoes served through May 2019; Dawn Wicklund was appointed to fill the open slot created by Ms. Simoes's resignation.

³ Ms. Canova served through March 2019; Raeann Purcell was appointed to fill the open slot created by Ms. Canova's resignation.

Women of the ELCA Past Presidents

1987–1990	W Jeanne Rapp
1990–1993	Gwendolyn Carr
1993–1996	Janet Peterson
1996–1999	Sheryl Bernahl
1999–2002	Linda Chinnia
2002–2005	Mary Ellen Kiesner
2005–2008	Carmen Richards
2008–2011	Beth Wrenn
2011–2014	Jennifer Michael
2014–2017	Patti Austin
2017-2021 ¹	Lisa Plorin

¹ *Due to the global pandemic, the convention originally scheduled for July 2020 was postponed until August 2021 and the officers and board members who were elected to the 2017–2020 triennium continued to serve until August 2021.*

Women of The ELCA Churchwide Staff

Linda Post Bushkofsky, executive director

Sarah Carson, associate editor, *Gather*

Currently open, director for justice

Elizabeth Hunter, editor, *Gather*

Terri Lackey, director for communication

Elizabeth McBride, director for intergenerational programs and editor, *Café*

Audrey Novak Riley, director for stewardship and development

Valora K Staff, director for discipleship

Deana Velandra, administrative assistant

Eva James Yeo, director for membership

Women of the ELCA

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