

# Women of the Evangelical Lutheran Church in America

Twelfth Triennial Convention  
Program and Reports





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## Proposed Agenda

*Please note: All voting members of this convention must be in their seats at the beginning of each business plenary session and at all calls for votes and balloting.*

### Monday, September 18

- 7:00 – 9:00 p.m.      Credentialing  
8:00 – 8:30 p.m.      Orientation for business committee members

### Tuesday, September 19

- 6:30 – 8:00 a.m.      Breakfast  
7:00 – 10:00 a.m.     Voting member credentialing continues  
9:00 – 10:00 a.m.     Service of Holy Communion  
10:00 – 10:30 a.m.    Voting member orientation

### Plenary Meeting #1

**10:30 a.m. – 12:00 p.m.**

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

Official Opening of the Twelfth 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

Greetings (video): Presiding Bishop, ELCA, The Rev. Elizabeth Eaton

Greetings: Grand Canyon Synod Bishop, The Rev. Deborah K. Hutterer

Greetings: Grand Canyon Synodical Women's Organization President, Susan Drane Holverson

Explanation of Motions Procedure

Procedure for Removing Proposed Bylaws Changes 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

Announcements

Prayer

Recess

12:00 – 2:00            Lunch

**12:30 p.m.            Deadline for Requesting the Removal of Proposed  
Bylaws Changes and Memorials from En Bloc**

**Plenary Meeting #2  
2:00 p.m. to 6:00 p.m.**

Call to order

Report of the Credentials Committee

Introduction of Past Presidents and Former Executive Board Members

Report of the President

Report of the Treasurer

Proposed 2024 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 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

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 Offerings Committee

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

Announcements

Prayer

Recess

**Call for nominations for secretary and treasurer closes at 9:30 p.m.**

6:00 – 8:00	Dinner
7:00 – 9:00 p.m.	Budget hearing
<b>9:30 p.m.</b>	<b>Call for nominations for secretary and treasurer closes at 9:30 p.m.</b>

### **Wednesday, September 20**

6:30 – 8:00	Breakfast
<b>8:30 a.m.</b>	<b>Call for nominations for executive board closes</b>

### **Plenary Meeting #3**

**8:30 a.m. – 12:00 p.m.**

**Call for nominations for executive board closes at 8:30 a.m.**

Call to Order

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)

Bible study, the Rev. Rebecca Boardman, Lutheran Campus Ministry, University of Arizona,  
[lcmuofa.org](http://lcmuofa.org)

Report of the Memorials Committee

Report of the Elections Committee: First Ballot for Vice President

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 Memorials Committee

Announcements

Prayer

Recess

12:00 – 2:00                  Lunch

**Plenary Session #4**

**2:00 p.m. – 6:00 p.m.**

Call to Order

Report of the Credentials Committee

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

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

State of the ELCA – Ms. Jodi Slattery, Executive, Governance, Office of the Secretary, ELCA

Report of the Memorials Committee

Report of the Reference and Counsel Committee

Report of the Conduct of Elections Committee: First Ballot for Executive Board Member

Call for the Second Ballot for Executive Board Member

Prayer

Second Ballot for Executive Board Member

Approval of the Audit

Second Reading and Adoption of the 2024 Budget

Report of the Elections Committee: Second Ballot for Executive Board Member

Call for the Third Ballot for Executive Board Member

Prayer

Third Ballot for Executive Board Member

Report of the Reference and Counsel Committee

Report of the Elections Committee

Third Ballot for Executive Board

Call for the Fourth Ballot

Prayer

Fourth Ballot for Executive Board Member

Report of the Reference and Counsel Committee

Report of the Elections Committee: Fourth Ballot for Executive Board Member

Call for the Fifth Ballot for Executive Board Member

Prayer

Fifth Ballot for Executive Board Member

Election Committee Report: Fifth Ballot for Executive Board Member

Introduction of the 2023-2026 Churchwide Executive Board

Announcements

Prayer

Recess

6:00 – 8:00

Dinner

**Thursday, September 21**

6:30 – 8:00

Breakfast

**Plenary Meeting #5**

**8:30 a.m. to 10:30 a.m.**

Call to Order

Report of the Credentials Committee

Report of the Reference and Counsel Committee

Greetings from Ms. Mira Washington, president, Church Women United

Report on **2122: Growing Katie's Fund for the next 100 years**

Unfinished Business

Announcements

Worship, including Installation of the 2023-2026 Churchwide Executive Board

Official Close of the Twelfth 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 11 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 organization:** Designated term for the whole organization; an 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*).

**Convention:** A *Women of the ELCA* term for an event 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).

**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 65 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

### Voting member body

The voting members of the Twelfth Triennial Convention (2023) 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 must register at the credentialing desk before being seated in the sections reserved for them. The roll of voting members may not be changed after September 19, 2023 (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
- Offerings 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 be seated in the designated section. No proxy or absentee voting is permitted.

Elections shall be by ballot or electronically; all other voting will be by ballot, show of voting cards or electronically. Voting cards will be used as follows:

Affirmative vote – green card

Negative vote – red card

**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.

All nominations for secretary and treasurer must be completed and submitted before 9:30 p.m. on Tuesday, September 19, 2023.

All nominations for executive board members must be completed and submitted before 8:30 a.m. on Wednesday, September 20, 2023.

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 filed with the nominations desk 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 Twelfth Triennial Convention (2023) 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.

### **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 be introduced no later than Plenary Meeting #3 on Wednesday, September 20, 2023 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 be signed by 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 no later than 12:30 p.m. on Tuesday, September 19, 2023. 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.

### **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 use the microphone and identify themselves by name and synodical women's organization or name and executive board member and wait to be recognized before proceeding to speak.
- Speakers will proceed to the microphones with green cards if speaking in favor of the motion on the floor or to the microphones with red cards if speaking against the motion on the floor. To raise a question of order voting members will proceed to either microphone carrying the white card given them at the time of credentialing.
- 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 Twelfth Triennial Convention (2023), 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 center 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. This section focuses 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 2024 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 each committee is to review the reports, memorials or resolutions referred to it 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 written on the form provided for this purpose. A form is provided in this *Convention Program and Reports* (see page 35) and additional forms can be obtained from a page during a business meeting. Three additional copies of the motion are needed. The page will make those copies and bring them to the platform

immediately following the making of the motion. 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 signed by at least five voting members.

Resolutions must be written on the form provided for this purpose. A form is provided in this *Convention Program and Reports* (see page 35) and additional forms can be obtained from a page during a business meeting. Three additional copies of the motion are needed. The page will make those copies and bring them to the platform immediately following the making of the motion. 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, 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 a 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 goes to a microphone and addresses the presiding officer: *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?”

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. Even 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.

### *Privileged motions*

Privileged motions have to do with the rights or needs of the convention. 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 adjourn* (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]).”  
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.
2. *To make a parliamentary inquiry*  
“I rise to make 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 11 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 an 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 11 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 at the nominations desk, 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

Shalom. This triennium was the first triennium that was not three years. In addition, we were the first board to have 15 board members instead of 21. The staff was also reduced. With all of that came challenges and opportunities to do things differently.

At our last triennial convention in 2021, a meeting was held for anyone that wanted to come regarding the financial situation of the Women of the ELCA. I was one of the attendees. Treasurer Anna Sarver and Executive Director Linda Post Bushkofsky shared that the financial situation was dire. One woman said, "I don't care what you have to do to keep this organization and *Gather* magazine going, just do it."

So, what did we as a board do? We did what women of faith do – we took it to Jesus. The One who turned a kid's lunch into lunch that fed over 5,000 people with leftovers to spare. The One who told us to bring our troubles to Him. We asked for guidance and wisdom.

With a pandemic still underway, we met online. This allowed committees to meet before the board meetings. It made for more concise meetings of the executive board. This also allowed us to meet more often - not just the executive committee, but also the executive board. Ad hoc committees also met virtually. The first in person meeting will be right before the triennial convention.

With fewer staff, the board assumed some additional responsibilities. As an example, our racial justice committee led a bible study with the board instead of having staff lead racial justice training. The Bible study used free ELCA Resources. This racial justice training also led the board to move Bold Women's Sunday into March (Women's History Month) and out of February (Black History Month). Vice President Freddie Jordan and I met with executive director, Linda Post Bushkofsky, for weekly check-ins.

Having online opportunities also let us expand programs to anyone who wanted to come. A leadership event was held online in 2022 and 2023 for anyone that wanted to come. The planning committees for those events - apart from the co-chairs - were comprised of women who were not on the board.

As the pandemic eased and finances came better under control, we started going to conventions again in person as churchwide representatives. With a smaller board, we also voted to allow board members to attend their own conventions as the churchwide representative.

Women of the ELCA is a mission organization. We are the hands and feet of Christ. To this end, the \$1 million dollar Katie's Fund Capital Campaign **2122: Growing Katie's Fund for the next 100 years** was launched to ensure that our mission continues to thrive for generations to come. This effort has been led by our executive director, with Rebecca Sundquist as a consultant and a team of women throughout the organization.

In sum, Jesus has led the Women of the ELCA from financial challenges to a \$1 million dollar capital campaign to expand the Women of the ELCA ministry. To God be the Glory! Thank you for the opportunity to serve you. I am humbled and eternally grateful.

Blessings,  
Joy Michalicek  
President, 2020-2023 Triennium

## Report of the Treasurer

After years of difficult financial status, the bold action of the previous board and confirmation by the Eleventh Triennial Convention (2021) with the passing of the conservative 2022 budget brought our expenses more in line with our income. Our 2021 income came in at 129% of budget and our expenses were 87% of budget allowing for excess revenue over expenses to be set aside to fulfill our constitutional mandate to pay for the expenses of the triennial convention, including the expenses of all voting members. Our 2022 income exceeded our budget by 17% while our expenses were only 77% of budget for 2022. Income for the beginning of 2023 has been down somewhat, but that might reflect a timing issue. The budget was a major cause of reduction in staff. Staff have been amazing in keeping up, but we must understand that it is not possible to continue with the same expectation of service with less than half of the previous staff.

In seeking revenue sources to continue the work of our organization, a private consultant determined that our organization has the ability to raise one million dollars. Wow! Our faithful women understand the impact of our organization. Our campaign, **2122: Growing Katie's Fund for the next 100 years**, was launched in June 2022. Katie's Fund is used to reach and impact women's ministry in the church and support creative ministry events. Updates on the campaign are available on our website and in this publication.

WELCA is the custodian for endowments and restricted funds that were left to us by our predecessor bodies. Many of these funds were donated with a very specific purpose stated and others were more vague. This triennium our executive director did a deep dive into archives to create a consolidated list and clarify these accounts that are invested with the ELCA Foundation.

The financial status of Women of the ELCA (WELCA) is a part of the workings of the executive board, its budget and finance committee, the treasurer, staff, and you. You are the vital part that allows us all to continue the work of th WELCA. Have you considered what this organization means to you? What would it mean to you if this organization no longer existed, if you no longer had access to the Bible studies and articles provided by the award-winning publications and the resources that are provided, if the work we do together on so many issues including human trafficking, racial justice, advocacy and raising healthy women and girls was not accomplished? How has WELCA worked in your life? How do you see WELCA continuing to support women in their faith in Jesus Christ?

Respectfully submitted,  
Raeann Purcell  
Treasurer, 2021-2023 Triennium

# Proposed budget for FY2024

<b>Women of the ELCA</b>	<b>FY2023 approved</b>	<b>DRAFT FY2024</b>
<b>Expenses</b>		
<b>Programs</b>		
Programs Admin	6,000.00	6,000.00
Program Resource Dev	4,000.00	4,000.00
Evangelism	4,000.00	4,000.00
Global Education	4,000.00	4,000.00
Stewardship	4,000.00	4,000.00
Anti-Racism/Justice	4,000.00	4,000.00
Intergenerational Programming	4,000.00	4,000.00
	<u>30,000.00</u>	Total 30,000.00
<b>Communication</b>		
Communication Admin	8,000.00	8,000.00
Web-based Comm	4,000.00	4,000.00
Resource Services	1,500.00	1,500.00
Marketing and Promo	10,000.00	10,000.00
Café	6,500.00	6,500.00
	<u>30,000.00</u>	Total 30,000.00
<b>Gather</b>	<b>673,300.00</b>	<b>673,300.00</b>
	Total 673,300.00	Total 673,000.00
<b>Administration</b>		
Office of the Exec Dir	25,000.00	25,000.00
Membership	10,000.00	10,000.00
Operations and Services	10,000.00	10,000.00
Planned Giving	75,000.00	75,000.00
Staff Development	5,000.00	5,000.00
Unit Administration	50,000.00	50,000.00
SLA	100,000.00	154,184.00
Salaries and Benefits		
-Salaries	455,930.00	621,775.00
-Benefits	171,683.00	239,383.00
	<u>902,613.00</u>	Total 1,190,342.00
<b>Governance</b>		
Executive Board	35,000.00	27,500.00
Conference of Presidents	2,500.00	2,500.00
Treasurer's Training	500.00	500.00
SWO Conventions	1,000.00	33,000.00
	<u>39,000.00</u>	Total 65,000.00
<b>FY2022 Total Expenses</b>	<b>Total 1,674,913.00</b>	<b>Total 1,928,342.00</b>
<b>Revenue</b>		
Regular Offerings	200,000.00	240,000.00
Thankofferings	400,000.00	470,000.00
Special offerings/gifts	5,000.00	5,000.00
SWO convention offerings	25,000.00	40,000.00
Other offerings	189,913.00	479,342.00
Total contributed support	819,913.00	1,234,342.00
Gather	850,000.00	650,000.00
Other income	5,000.00	44,000.00
Total contributed support and revenue	<u>1,674,913.00</u>	1,928,342.00

## Report of the Churchwide Executive Board

The churchwide executive board for the 2020-2023 triennium has been like no other, in at least four distinct ways. They were elected in the first online triennial convention, in August 2021, and so they have served for just over two years. (That convention—the Eleventh Triennial Convention—was postponed in 2020 due to the COVID-19 pandemic and was held online in August 2021.) This churchwide executive board consists of four officers and 11 board members, a result of a constitutional change that was adopted at the August 2021 convention reducing the size of the board. This churchwide executive board did not meet in person during the triennium; all meetings were conducted online via Zoom. Because Zoom meetings can be scheduled and held with ease, this churchwide executive board has met more often than any previous 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.

Three committees augment the work of the board that takes place in its meetings. Those committees are budget and finance, constitutional review, and programs and communication. Their work is complemented by the work of the executive committee that plans the board meeting agendas and carries out board responsibilities between board meetings. An occasional ad hoc committee or task force was called into action to address a particular matter. In addition, a board stewardship development committee exists, on which three board members serve with two non-board members. Every committee is supported by at least one staff member.

The board reviewed and modified, as necessary, several of its existing policies. The board committed to and regularly engaged in both racial justice and stewardship education.

The board has 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, including a reduction in staff positions, 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 synodical conventions throughout the triennium. Due to the pandemic, some of these conventions were held online. 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.

The annual conference of presidents was last held in person in 2020, just before the pandemic threw everyone into a lockdown. The 2021 event was held online, and, because of that, some synodical board members were invited to join in, with the event morphing into a leadership event. In 2022, all synodical board members were invited to attend the online event, and this year the online leadership event was open to all participants who wished to attend.

The board has been active in the scholarship program of the churchwide organization. A board member serves on the committee, participating fully in the review and selection process.

**Highlights from the 2020-2023 triennium:**

- The board launched **2122: Growing Katie's Fund for the next 100 years** in June 2022. This is a campaign to raise \$1 million for the organization's Katharina von Bora Luther Endowment Fund which is also known as Katie's Fund. At the request of the executive director, the board authorized the creation of an application process and developed criteria for grants from Katie's Fund that will be implemented in 2024.
- Acting upon recommendations from a site selection committee consisting of the president, treasurer, executive director and director for meeting planning following site visits, the board selected Des Moines, Iowa as the site for the 2026 triennial convention and gathering.
- Board members took several actions relating to the Twelfth Triennial Convention, including the adoption of the proposed agenda and proposed rules of procedure, and designated offering recipients. The board also designated the offerings for the triennial gathering and oversaw the agenda for the gathering.
- The board moved Bold Women's Day from the fourth Sunday in February to the first Sunday in March in order to not overlap with Black History month and to better connect with Women's History Month. Bold Women's Day was originally established by the board in the early 2000s.

The board thanks its three advisors for their continued support of the organization: Ms. Jodi Slattery, representing the Office of the Presiding Bishop; the Rev. Wilma Kucharek, representing the ELCA Conference of Bishops; and Mr. Jim Scheible, representing Lutheran Men in Mission.

A complete roster of the executive board for the 2020-2023 triennium can be found on page **XX**.

Respectfully submitted,

The Churchwide Executive Board for the 2020-2023 triennium



## Report of the Executive Director

In the name of the Creator, Redeemer, and Sustainer, I bring you greetings.

The unprecedented global pandemic that arose in early 2020 has taken its toll in so many ways. In our personal lives. In our corporate lives, both locally and globally. In the life of this organization. Throughout it all, Lutheran women have continued their faith journeys, seeking community within Women of the ELCA. The churchwide organization rose to the many challenges, continuing to support women in new and different ways. As we've learned what works to keep people safe in the pandemic (vaccinations, better air flow, masks, physical distancing, etc.), women have been safely gathering again. We've found the unique benefits of virtual gatherings, even as online gatherings bring their own set of challenges. In some places, the pandemic hastened the end of congregational units. In other places, the pandemic fostered imaginative new ways of living out the mission and purpose of Women of the ELCA.

You've likely heard many say, "the perfect is the enemy of the good." Has Women of the ELCA, in all its expressions, operated perfectly over the past two years (or ever)? No, of course not. We are, after all, only human. We all have sinned and fallen short of the glory of God, to quote Paul (Romans 3:23). But has the organization operated well? Yes. Did it operate well during the global pandemic? Yes.

In the pandemic, we had change thrust upon us. And while the pandemic continues to force us into changes, Women of the ELCA has intentionally made some changes to assist the organization as it seeks to achieve its mission and purpose in the 21<sup>st</sup> century. Those changes include the three anti-racism foci established by the churchwide executive board in 2021, the reduction and reorganization of staff, and constitutional changes voted into effect at the Eleventh Triennial Convention (2021). **2122: Growing Katie's Fund for the next 100 years**, a \$1 million campaign launched in June 2022, is an addition to the way the organization is funding its ministries, even as the organization continues its traditions of Regular Offerings and Thankofferings.

Effecting change always brings with it challenges. Some will want to ignore the change, preferring to stay in the past. For those women, what is familiar can be comforting. Some will rebuke change; they are lethargic, realizing it takes effort to react to and embrace what is new, and they want no part of that. For some, fear reigns. They ask, "What if I don't like the change? What if I can't manage in the new situation? What if I'm no longer valued because what I do is no longer needed?" Still others embrace change and are excited to see what the future holds. All these realities exist within our participants and our leadership. Promoting and managing change is not easy!

You may be aware of the wide variety of creative materials prepared by staff to support women throughout the organization on their faith journeys. Staff pivoted immediately upon the lockdown in March 2020 and began delivering resources online in new and different ways. For the sake of organizational history and for those who aren't aware of these resources, here is a list of programmatic offerings created and produced by the churchwide staff, beginning with the lockdown in 2020 and continuing to the present.

- 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)
- Online B.Y.O.D. events sponsored by *Café* (launched October 2020)
- *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
- Facebook Live conversations during Native American Heritage Month (November 2020)
- Online Blue Christmas worship service (launched December 2020)
- Three annual online leadership events (beginning in 2021)
- Facebook Live conversations during Black History Month (February 2021)
- *The Living History of Faith-filled Women*, an online Women’s History Month series (March 2022)
- Online training sessions for synodical leaders (Spring 2022)
- **2122: Growing Katie’s Fund for the next 100 years** launched (June 2022)
- Digital VBS for adults (Summer 2022)
- Back-to-School program packet published online (Fall 2022)
- Online Thankoffering service (November 2022)
- Just Lunch weekly gatherings on Facebook Live (summer 2023)
- Native American book discussions (August 2023)
- Just Love Gathering (September 2023)

And there’s more to come! Later this year we will have a Thankoffering service, an Advent devotional, and another Blue Christmas service online along with “God’s Gift of Money: Stewarding Money Wisely,” a five-part series beginning October 7 online.

In the midst of all these new things in an unfamiliar and unpredictable pandemic-driven world, we also sustained work in these core 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
- Support of the Eleventh and Twelfth Triennial Conventions (2021, 2023 respectively)

And, I must add, we did all this with fewer staff. Just seven staff members are making all this possible.

God is calling us into a future, and we do not know exactly what that future will look like. Thanks be to God that we do not go there alone. We are equipped with marching orders from Jesus. The Holy Spirit accompanies us into the future. There's no need to fear or worry about the next stages of our organization. We all need to do our part, and because of that, I am hopeful for the future of Women of the ELCA.

If I had to offer one Bible verse to impress upon our hearts at this time, it would be Philippians 4:6-7. "Don't fret or worry. Instead of worrying, pray. Let petitions and praises shape your worries into prayers, letting God know your concerns. Before you know it, a sense of God's wholeness, everything coming together for good, will come and settle you down. It's wonderful what happens when Christ displaces worry at the center of your life." (The Message)

Respectfully submitted,  
Linda Post Bushkofsky  
Executive director

## Executive Board Recommendations

The churchwide executive board, through the work of its constitutional review committee, has proposed the following changes to organizational bylaws. Consistent with Article XVIII – AMENDMENTS AND BYLAWS, Section 2 of the churchwide constitution, “bylaws not in conflict with this constitution may be adopted or amended at any regular meeting of the Triennial Convention when presented in writing by the executive board ....”

The existing language is in regular typeface, the proposed changes are in **bold** typeface, and deletions are noted as ~~strikethroughs~~. An explanation is offered below each proposal indicating the rationale of the constitutional review committee and the date when the executive board approved the proposal.

### CONSTITUTION AND BYLAWS FOR THE CHURCHWIDE WOMEN’S ORGANIZATION

#### Proposal 1.

##### ARTICLE XIII – EXECUTIVE BOARD

##### SECTION 5. Responsibilities

- Item 10.** Determine the fact of the incapacity of an officer or board member to perform ~~her~~ **their** duties and determine whether ~~she~~ **they** shall be removed from ~~her~~ **their** office in accordance with the policies and procedures of the executive board (for removal of an officer or board member, a two-thirds vote of the total board shall be required; **neither** a mail vote **nor an email vote** shall ~~not~~ be used to effect the removal of an officer or board member);

The committee feels with the availability of digital meetings and conference calls, an actual conversation among the board should take place. The Churchwide Executive Board approved the above proposal at its October 2022 meeting.

#### Proposal 2.

##### ARTICLE XIV—NOMINATIONS AND ELECTION PROCESS

##### SECTION 5. Election of the Churchwide Women’s Organization Officers

- Item 1.** The president shall be elected by the Triennial Convention by a nominating ballot. Three-fourths of the votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Two-thirds of the votes cast on the second ballot shall be necessary for election. On subsequent ballots a majority of the votes cast shall be necessary for election. The third ballot shall be limited to the five persons (plus ties) who received the greatest number of votes on the second ballot. An information sheet shall show for each of the five nominees ~~her~~ **their** address, synodical organization, and qualifications for

office. The fourth ballot shall be limited to the two persons (plus ties) who receive the highest number of votes on the third ballot.

- Item 2.** The vice president shall be elected by the Triennial Convention by nominating ballot. Two-thirds of the votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. On subsequent ballots a majority of the votes cast shall be necessary for election. On the third ballot, the voting shall be limited to the five persons (plus ties) receiving the highest number of votes on the second ballot. An information sheet shall show for each of the nominees ~~her~~ **their** address, synodical organization, and qualifications for office. The fourth ballot shall be limited to the two persons (plus ties) receiving the highest number of votes on the third ballot.

Updated with inclusive language. The Churchwide Executive Board approved the above proposal at its October 2022 meeting.

### Proposal 3.

#### **ARTICLE XVI—STAFF**

##### **SECTION 1.** Employment of Staff

- Item 2.** The executive director shall be the chief executive officer of the organization. ~~She~~ **They** shall carry out the policies of the organization and work collegially with the staff. ~~She~~ **They** shall work interdependently with other churchwide units. ~~She~~ **They** shall prepare the reports of the executive board to the Triennial Convention of Women of the ELCA and the Churchwide Assembly of the ELCA.

Updated with inclusive language. The Churchwide Executive Board approved the above proposal at its October 2022 meeting.

### Proposal 4.

#### **ARTICLE XI—CONVENTIONS**

##### **SECTION 5.** Voting Members of the Triennial Convention

- 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 most four elected voting members. They shall strive to elect them in the following manner: one president or convener, coordinator, or co-chair; a person of color or whose primary language is other than English; and a first-time voting member or a person 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. **Multiple categories can be met in a single candidate, where-in a voting member who is both a person of color and president would count as meeting both criteria leaving another voting member spot open in terms of eligibility.**

Brought forth by the committee and edited and proposed by the Churchwide Executive Board in October 2022.

### Proposal 5.

#### **ARTICLE XI—CONVENTIONS**

##### **SECTION 5.** Voting Members of the Triennial Convention

**Item 6.** Voting members elected to serve at the Triennial Convention shall continue serving until ~~voting members are elected for~~ the start of the next regular Triennial Convention.

The committee feels the following item should be edited to better reflect what would happen in situations where a special vote is needed in between conventions.

### **MODEL CONSTITUTION AND BYLAWS FOR A SYNODICAL ORGANIZATION**

### Proposal 6.

#### **ARTICLE VII—BOARD OF THE SYNODICAL WOMEN’S ORGANIZATION**

##### **SECTION 7.** Board Duties

**Item 10.** Determine the fact of the incapacity of a SWO leader or board member to perform ~~her~~ **their** duties and determine if ~~she~~ **they** shall be removed from ~~her~~ **their** office in accordance with the policies and procedures of the churchwide Executive Board. For removal of a SWO leader or board member, a two-thirds vote of the total board shall be required. **Neither** a mail **nor an email** vote shall ~~not~~ be used to effect the removal of a SWO leader or board member.

The committee feels with the availability of digital meetings and conference calls, an actual conversation among the board should take place. The Churchwide Executive Board proposed the above amendments at its October 2022 meeting.

## Report of the Memorials Committee

The Memorials Committee met by Zoom with additional review conducted by email thereafter. Eight (8) 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**.

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### Original Memorial 1

#### Title: For Diversity, Equity, and Inclusion

Submitted by: Central States Synodical Women’s Organization

Whereas: human diversity can be defined as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs, with all these vast diversities existing among humans everywhere; and

Whereas: Women of the ELCA has a commitment to a welcoming environment centered in Christ-like love for one another, where all are welcomed and to find hope and joy in every day; and

Whereas: human diversity is not always sufficiently represented in either broad or specific ways among the Women of the ELCA in the resources or products used for creating, teaching, and leading worship; and

Whereas: Women of the ELCA recognize value in the vastness of human diversity within and among our communities and society-at-large as essential and enriching to learning, working, the human experience in general, and living the ideals of a free and democratic society;

Therefore, be it resolved, that: Women of the ELCA is committed to fostering attitudes, behaviors, practices, and knowledge that promote and habituate diversity, inclusion, and equity in our gatherings; and Women of the ELCA’s commitment to diversity, inclusion, and equity will be reflected in the organization at all levels; in the culture, in behavior and actions of individuals; in the actions and perspectives of the board and individual board members.

### Committee Recommendation on MEMORIAL 1

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

**Title: For Diversity, Equity, and Inclusion**

Whereas: human diversity can be defined as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs, with all these vast diversities existing among humans everywhere; and

Whereas: Women of the ELCA has a commitment to a welcoming environment centered in Christ-like love for one another, where all are welcomed to ~~and~~ find hope and joy in every day; and

Whereas: human diversity is not always sufficiently represented in either broad or specific ways among the Women of the ELCA in the resources or products used for creating, teaching, and leading worship; and

Whereas: Women of the ELCA recognize value in the vastness of human diversity within and among our communities and society-at-large as essential and enriching to learning, working, the human experience in general, and living the ideals of a free and democratic society;

Therefore, be it resolved, that: Women of the ELCA is committed to fostering attitudes, behaviors, practices, and knowledge that promote and habituate diversity, inclusion, and equity in our gatherings;

**And therefore, be it further resolved, that: Women of the ELCA's commitment to diversity, inclusion, and equity will be reflected in the organization at all levels: in the culture, in behavior and actions of individuals; in the actions and perspectives of the board and individual board members.**

**Original Memorial 2****Title: Calling for Peace and Unity**

Submitted by: Central States Synodical Organization

Whereas: the purpose of the Women of the ELCA calls us "to promote healing and wholeness in the church, the society, and the world"; and

Whereas: we, the Women of the ELCA are called to "engage in ministry and action"; and

Whereas: we, the Women of the ELCA are bold women empowered by the Holy Spirit; and

Whereas: we, the Women of the ELCA are called through scripture to love our neighbor and show mercy to all;

Therefore, be it resolved, that: we, as Women of the ELCA, commit to strive for peace and unity in all that we do and say,

Be it further resolved that: we, as Women of the ELCA, be a light in the midst of the hatred, dissension, conflict, and violence that engulfs our world; may our light be filled with compassion and kindness for all,



Be it further resolved that: we, through our bond of sisterhood in Christ Jesus, encourage and promote harmony, unity and peace within our homes, churches, workplaces, schools, communities, and the country,

Finally, be it further resolved that: we, as Women of the ELCA, hold our local and national leaders in prayer asking the Holy Spirit to fill their hearts, that they may become more open-minded, reaching across the aisles to work together for the good of the nation and all its citizens.

### **Committee Recommendation on MEMORIAL 2**

The Committee recommends adopting this memorial.

### **Original Memorial 3**

#### **Title: Calling for the Safety and Protection of Our Children**

Submitted by: Central States Synodical Women's Organization

Whereas: the purpose statement of the Women of the ELCA calls us to "promote healing and wholeness in the church, society, and the world"; and

Whereas: we, the Women of the ELCA are called to "engage in ministry and action"; and

Whereas: we, the Women of the ELCA are bold women empowered by the Holy Spirit; and

Whereas: as Jesus called the little children to "come unto me" so we, too, are called by scripture to care and protect God's gift of children;

Therefore, be it resolved, that: we, as Women of the ELCA, work to protect our children from abuse, exploitation and discrimination, and

Be it further resolved that: we, as Women of the ELCA, work to bring attention to our children's safety, and well-being, in order that they may grow and develop in a safe, nurturing, and non-threatening environment and

Be it further resolved that: we, as Women of the ELCA, recognize signs of abuse and neglect and respond appropriately to bring such awareness to those in authority, and

Finally, be it further resolved that: we, as Women of the ELCA, partner with agencies to assist in the prevention of all aspects of child abuse and, even further, to help families heal, and to restore childhood hope.

**Committee Recommendation on MEMORIAL 3**

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

**Title: Calling for the Safety and Protection of Our Children**

Whereas: the purpose statement of the Women of the ELCA calls us to “promote healing and wholeness in the church, society, and the world”; and

Whereas: we, the Women of the ELCA are called to “engage in ministry and action”; and

Whereas: we, the Women of the ELCA are bold women empowered by the Holy Spirit; and

Whereas: as Jesus called the little children to “come unto me” so we, too, are called by scripture to care and protect ~~God’s gift of~~ all children;

Therefore, be it resolved, that: we, as Women of the ELCA, work to protect our children from abuse, exploitation and discrimination, and

Be it further resolved that: we, as Women of the ELCA, work to bring attention to our children’s ~~safety,~~ and well-being, in order that they may grow and develop in a safe, nurturing, and non-threatening environment and

Be it further resolved that: we, as Women of the ELCA, **be educated to** recognize signs of abuse and neglect and **how to** respond appropriately to bring such awareness to those in authority, and

**Be it further resolved that: we as Women of the ELCA, will work with community partners to provide resources for positive parenting to parents, caregivers, clergy, and lay leaders.**

Finally, be it further resolved that: we, as Women of the ELCA, partner with agencies to assist in the prevention of all aspects of child abuse and, even further, to help families heal, and to restore childhood hope.

**Original Memorial 4****Title: Cost Reduction of the Triennial Convention**

Submitted by: South Central Wisconsin Synodical Women’s Organization

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 from each synodical women's organization be reduced to three voting members; and

Be it further resolved that: one of these voting members be the SWO president (convener, coordinator, or co-chair); and

Be it further resolved that: these three voting members should strive to include a woman of color, a woman whose primary language is other than English, a first-time voting member, or a woman under the age of 45; and

Finally, be it further resolved that: the resolution be sent to the Executive Board as a memorial.

#### **Committee Recommendation on MEMORIAL 4**

The Committee recommends adopting this memorial with deleted language marked out.

#### **Title: Cost Reduction of the Triennial Convention**

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 from each synodical women's organization be reduced to three voting members; and

Be it further resolved that: one of these voting members be the SWO president (convener, coordinator, or co-chair); and

Be it further resolved that: these three voting members should ~~strive to~~ include a woman of color, a woman whose primary language is other than English, a first-time voting member, or a woman under the age of 45; and

Finally, be it further resolved that: the resolution be sent to the Executive Board as a memorial.

### **Original Memorial 5**

#### **Title: Request for Change to Model SWO Constitution**

Submitted by: South Central Wisconsin Synodical Women's Organization

Whereas: the Women of the ELCA executive board already approved a request for SWO Constitution Review from the South-Central Wisconsin SWO in the fall of 2020 for the SWO to vote on an addition to its South-Central Wisconsin SWO Constitution and Bylaws; specifically to Article X, Section 2, Item 4; and

Whereas: the wording, (In case of a biennial convention, "at the previous convention" may be replaced with "to the units six months prior to the convention.") is already used in Article X, Section 2, Item 2, when referring to amending the constitution; and

Whereas: the same rule should apply in Article X, Section 2, Item 4, when referring to amending the bylaws;

Therefore, be it resolved, that: the Model SWO Constitution add the words, (In case of a biennial convention, "at the previous convention" may be replaced with "to the units six months prior to the convention.") at the end of Article X, Section 2, Item 4; and

Be it further resolved that: this resolution be sent to the Executive Board as a memorial.

### **Committee Recommendation on MEMORIAL 5**

The Committee recommends adopting this memorial.

### **Original Memorial 6**

#### **Title: Resolution for Dollars for Daughters**

Submitted by: Northern Illinois Synodical Women's Organization

Whereas: the purpose statement of Women of the ELCA begins "As a community of women" and that community includes young women of many congregations,

Whereas: I Corinthians 12:27 states, "All of you together are the one body of Christ and each one of you is a separate and necessary part of it,"

Whereas: young women are part of the body of Christ and a necessary part of our women's organization,

Whereas: the future of Women of the ELCA depends upon the involvement and participation of young women who can become leaders in future years in Women of the ELCA,

Whereas: the Northern Illinois Synodical Women's Organization is committed to supporting and encouraging the involvement and participation of young women and providing financial support for programs directed toward the encouragement of young women,

Therefore, be it resolved, that: the Northern Illinois Synod create a program called Designate a Dollar-Do It For Our Daughters, or Dollars for Daughters,

Be it further resolved that: congregational units and individuals be encouraged to submit funds to this program aimed toward younger women, (40 years and under)

Be it further resolved that: these funds be split between the Northern Illinois Synod and the Churchwide Women of the ELCA, and that the Churchwide Women of the ELCA be encouraged to use their portion to support national programs directed toward younger women, (40 years and younger)

Finally, be it further resolved that: the portion of funds from Dollars for Daughters for the Northern Illinois Synod be directed toward, but not limited to, programs such as scholarships, start up business awards, educational materials, or a young women's achievement award, determined by a committee from the NISWO board.

### **Committee Recommendation on MEMORIAL 6**

The Committee recommends rejecting this memorial. Although a worthy effort, the memorial's resolves seem to be directed toward the Northern Illinois Synodical Women's Organization, rather than the Triennial Convention.

### **Original Memorial 7**

#### **Title: A Resolution on Suicide and Mental Health Issues in Youth and Young Adults**

Submitted by: South Carolina Synodical Women's Organization

Whereas: social message was adopted by the Church Council of the ELCA in 1999 and updated in 2021, and

Whereas: the suicide rates for the population as a whole increased approximately 36% between 2000-2021, according to the CDC, and

Whereas: suicide is the second-leading cause of death for ages 10-14 and the third leading cause of death for ages 15-24, according to the CDC, and

Whereas: there is a strong connection between suicide and mental health, and

Whereas: there are resources available to aid in suicide prevention and support mental health,

Therefore, be it resolved, that: the Women of the ELCA lift up an awareness of this national crisis by publicizing various resources that are already available from the following organizations (This list is not all-inclusive, but is given as a starting point.):

State departments of Mental Health and/or Offices of Suicide Prevention  
American Foundation for Suicide Prevention (AFSP)  
Substance Abuse and Mental Health Services Administration (SAMHSA)  
Centers for Disease Control and Prevention (CDC)  
National Institute of Mental Health (NIMH)  
National Alliance on Mental Illness (NAMI)

and

Be it further resolved that: Women of the ELCA further engage in advocating the passage of pending legislation that has been filed with the 118th Congress such as:

a. H.R. 3548/ S.1700- To address mental health issues for youth, particularly youth of color, and for other purposes

b. H.R. 3498/ S.1729- To facilitate nationwide accessibility and coordination of 211 services and 988 services in order to provide information and referral to all residents and visitors in the United States for mental health emergencies, homelessness needs, other social and human services needs, and for other purposes.

c. H.R. 3451/S.1665- To authorize the Secretary of Education to establish an Advisory commission on Serving and Supporting Students with Mental Health Disabilities in Institutions of Higher Education, and for other purposes.

Finally, be it further resolved that: all expressions of Women of the ELCA work to educate the public about currently available resources to aid in suicide prevention, to advocate for the passage of pending legislation with their state legislatures to improve the care of the mentally ill, and to advocate for better mental health resources for our children to aid in suicide prevention at not only the national level, but also at the state and local levels.

### **Committee Recommendation on MEMORIAL 7**

The Committee recommends adopting this memorial.

**Original Memorial 8****Title: Dignity and Accessibility for All**

Submitted by: Southwestern Texas Synodical Women's Organization

Whereas: we are called to welcome all people, and yet, we have fallen short of offering inclusive gatherings and events that enable all people of varied abilities to attend; and

Whereas: our Women of the ELCA purpose statement affirms our commitment to supporting one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world; and

Whereas: in our Southwestern Texas purpose statement, we strive to mobilize women to act boldly on their faith in Jesus Christ by working to develop and nurture relationships with women that together we create a safe and inclusive community; and

Whereas: in our ELCA values we state we want to acknowledge each individual's dignity and rights;

Therefore, be it resolved, that: we commit to supporting all participants regardless of differing abilities of speech, language, hearing, physical difference, gender identity, or sexual orientation;

Be it further resolved that: the planning committee of any Women of the ELCA event at all expression levels would consult with diverse individuals to ensure that content is welcoming and inclusive to all;

Be it further resolved that: the planning committee of any Women of the ELCA event at all expression levels would exercise all due diligence to seek out facilities and accommodations, such as translation and ADA accessibility, that honor the personal dignity of all participants;

Finally, be it further resolved that: all communication for Women of the ELCA events and activities include the full list of accessibility accommodations that are available.

**Committee Recommendation on MEMORIAL 8**

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

**Title: Dignity and Accessibility for All**

Whereas: we are called to welcome all people, and yet, we have fallen short of offering inclusive gatherings and events that enable all people of varied abilities to attend; and

Whereas: our Women of the ELCA purpose statement affirms our commitment to supporting one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world; and

Whereas: in our Southwestern Texas purpose statement, we strive to mobilize women to act boldly on their faith in Jesus Christ by working to develop and nurture relationships with women that together we create a safe and inclusive community; and

Whereas: in our ELCA values we state we want to acknowledge each individual's dignity and rights;

Therefore, be it resolved, that: we commit to supporting all participants regardless of differing abilities of speech, language, hearing, physical difference, gender identity, or sexual orientation;

Be it further resolved that: the planning committee of any Women of the ELCA event at all expression levels would consult with diverse individuals to ensure that content is welcoming and inclusive to all;

Be it further resolved that: the planning committee of any Women of the ELCA event at all expression levels would exercise all due diligence to seek out facilities and accommodations, such as translation and ADA accessibility, that honor the personal dignity of all participants;

Finally, be it further resolved that: all communication for Women of the ELCA events and activities include the full list of **available** accessibility accommodations ~~that are available~~.



## **Report of the Nomination Committee**

[The Report of the Nomination Committee will be supplied following the completion of the work of the Nomination Committee.]

## Procedure for 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.

All nominations for secretary and treasurer must be completed and submitted before 9:30 p.m. on Tuesday, September 19, 2023.

All nominations for executive board member must be completed and submitted before 8:30 a.m. on Wednesday, September 20, 2023.

The online nomination form will ask for the information shown on <https://www.womenoftheelca.org/nominations-form>.

A floor nomination form must be signed by five (5) voting members; it is sufficient to get the consent of five voting members and list them on the form. Actual signatures are not required.

Before submitting a floor nomination, you must ensure that the nominee shall have given her consent and indicated her willingness to serve if elected.

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](mailto: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 9:30 p.m. on Tuesday, September 19, 2023.

Photos for those being nominated for the positions of executive board member must be submitted to Eva James Yeo no later than 8:30 a.m. on September 20, 2023.

Nominations from the floor will be reported in alphabetical order by last name.

## Form for motions and resolutions

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.
- 2.
- 3.
- 4.
- 5.

Date and time received:

Referred to:

Recommendation:

Action taken:

## Roll of voting members

Updated 17 September 2023. ~~Cross-outs~~ reflect voting members not able to attend. Where a name was omitted or where a voting member was placed with an incorrect synodical organization, corrections have been made.

### CHURCHWIDE OFFICERS

Joy K. Michalicek, president  
Dr. Freddie L. Jordan, vice president  
Raeann H. Purcell, treasurer  
Angela L. Bell, secretary

1D - Northwest  
Intermountain SWO  
Carole Anne Dinning  
Rosanna Lantz  
Leslie Mason

2E - Rocky Mountain SWO  
Lila Johanna Moore  
Anna Thompson  
Sharon Hamilton  
Ruth Von Mosch

### CHURCHWIDE BOARD

#### MEMBERS

~~Jean M. Pishaw~~  
The Rev. Tracy M. Williams  
Laura L. Krueger  
~~Diane J. Henning~~  
Miranda G. Searcy  
Lorie Garcia  
Dawn Marie Wicklund  
Elizabeth B. Burgess  
Jennifer Lyn Armstrong  
Schaefer  
Lynette Todd  
Yma Mulero Miranda

1E-Oregon SWO  
Stephanie Marie Kistler

3A - Western North Dakota SWO  
Martha Fix  
Joel'I Jane Neumiller  
~~Loanne Fay Olson~~  
Marilyn Gayle Saueressig  
Lois Schmalz  
Kathern Schon  
Alvina Skogen

1F-Montana SWO  
~~Gloria Lannen~~  
Sandra Byxbe Pipal  
The Rev. Julia Beth Seymour  
Ella Hulett Tweten

3B - Eastern North Dakota SWO  
Sharon Syrdal  
Joan Huso  
Renaee Olson  
Mary Jo Kinzler  
Marilee Ann Eikom  
Pamela K. Neumiller  
Jennifer Hayes  
Karen E. Retzlaff  
Corrina Marie Olson

2A- Sierra Pacific SWO  
Pamela Joyce Dannenberg  
Pennie Lynne Sheaffer

### FROM SYNODICAL ORGANIZATIONS

1A - Alaska SWO  
~~Bonnie Lou Kragt~~  
Kate Veh  
Karen Voris

2B - Southwest California SWO  
Dixie A. Hanson  
Allison Johnson  
Kristal Shipp

3C - South Dakota SWO  
Sherry Lynn Archer  
Darla Toben  
Lois Elaine Storm  
Kathrine Heffernan

1B - Northwest Washington SWO  
Mildred A. Fosberg  
Twyla Lucas  
~~Gaye Rodriguez~~

2C - Pacifica SWO  
Stephanie Gasca  
The Rev. Julie Patten  
Karen Ronchetti

3D - Northwestern Minnesota SWO  
Terry Lynn Piphoo  
Marilyn Faye Grandstrand  
Julie Jones  
Susan Ellwanger  
Lois Kristen Balko

1C - SW Washington SWO  
Virginia J. Garrison  
Vivian C. Ifft  
~~Elaine Twogood~~

2D - Grand Canyon SWO  
Susan Holverson  
Michelle Cegon  
Julie Townsend

Arlene Ruth Teigen  
Ardys Ann Horner  
Nola Lorene Smith

3E - Northeastern Minnesota  
SWO

Clarice Renschler  
Fay Klande  
Jeannine Bruesewitz  
Rebecca Clare Gaede  
Renee Anderson  
Sherry Johnson

3F - Southwestern Minnesota  
SWO

Betty Pedersen Brandt  
Jane M. Tongen  
Maria Lokensgard  
Ilene Penk  
Dawn Marie Planting  
Karen Hazel Skarphol  
Nancy Roessler

3G- Minneapolis SWO

Janet Beto  
Karen Weiberg  
Hazel Marie Barmore  
Wiegert

3H-Saint Paul Area SWO

Naomi Lilian Dorau  
Ann Tanko  
Rebecca Maier

3I Southeastern Minnesota  
SWO

Sylvia Jane Solberg Rinehart  
Tracy Ann Harth  
Judith Mickelson  
Sharon Northouse  
Diane Linbo

4A - Nebraska SWO

Susing K. Lauman  
Teresa R. Christensen  
Carol L. Stark  
Carol Bosshardt  
Tammie J. Sanford

Gwendolynn F. Edwards  
Janice Schmeeckle  
Elysia McGill  
Winnie Tang Voss

4B - Central States SWO

Gloria Jean Sharp  
Jill Duis  
The Rev. Dr. Dinah E. Dutta  
Louise M. Ahrens  
Rhonda Jean Schlesselman

4C - Arkansas-Oklahoma  
SWO

Jackie Wilson  
Michelle Staedeli  
Susan Humphrey

4D - Northern Texas-

Northern Louisiana  
Susan Tjosvold  
Pamela J Nye

4E - Southwestern Texas  
SWO

Carol R. Semper  
Michelle Schlinke  
Lisa Gran Lopez  
Oneida Sandoval Cantu  
Dinah L Halopka  
Elizabeth Sarah Ashley  
Johnson

4F-Texas-Louisiana Gulf Coast  
SWO

Jane Holle Mehrens  
Melissa Holland

5A - Metro Chicago SWO

Carol President-McElrath  
Jenny Araujo  
Joanne Fitzgerald

5B - Northern Illinois SWO

Jeana I. Fors  
Sheila Keene  
Debra June Quinn

5C - Central/Southern Illinois  
SWO

Mary Jo Erickson  
The Rev. Janet Louise Lepp  
Roberta Ann Thomas

5D - Southeastern Iowa SWO

Dianne Scott Strickler  
Carol Gruhn  
Susan Mangels  
Roberta Jane Jurgersen

5E- Western Iowa SWO

Linda Clarke  
Linda Marie Nase  
Kimberly Kay Rikansrud  
Campbell Kacmarynski  
Susan Darlene Boblit

5F - Northeastern Iowa SWO

Nancy Kay Poppe  
Sondra Louise Nelson  
Diane Susan Wills  
Andrea Wrage  
Alice Louise Greimann  
Anna Marie Jetson  
Beverly Ann Sheridan

5G - Northern Great Lakes  
SWO

Mary Ellen Perkins  
Connie Marie Schmidt  
Diane Lynn Gendron

5H - Northwest Synod of  
Wisconsin SWO

Diane Marie Campbell  
Katherine D. Jones  
Phyllis J. Beastrom  
Joan B. Moe  
Suzanne Kathleen Grill  
Barbara N. Garling  
Susan Kay Olson  
Connie Marie Anderson

5I - East Central Synod

Wisconsin SWO  
Deborah A. Martin

Shirley M. Paulson

5J - Greater Milwaukee SWO  
Donna Yourell

5K - South-Central Synod of  
Wisconsin SWO  
Lynn Mehringer  
Donna L. Peterson  
Kimberly Joan King  
Sandy Seffrood

5L - La Crosse Area Synod  
Mona Van Riper  
Anita M. Jensen

6A - Southeast Michigan  
SWO  
Molly Eklund-Easley

6B - Northwest Lower  
Michigan SWO  
Peggy Ann Ruitter  
Phyllis Lindsey  
Roxanne E. Montague  
Clare Kersting

6C - Indiana-Kentucky SWO  
Tina L. Smith  
Astrid Ann Richwine  
Laura Elizabeth Applegate

6D - Northwestern Ohio SWO  
Mary Beth Roe  
Elaine Marie Conley  
Carol Williams  
Dana Sue Hahn

6E - Northeastern Ohio SWO  
Jennifer Ackerman  
Mollie Broadnax  
Ruth E. Reinoehl

6F - Southern Ohio SWO  
Kathryn Ann DeLong  
Cynthia Douglas  
Cynthia S. Weikart  
Patricia Ellen Eaton

Su Bowling  
Robin Kaelin

7A - New Jersey SWO  
Glynis Reid-Megargel  
Amy Palazzolo  
Julia Sabella

7B - New England SWO  
Doris Norman  
Lynn Zeltman  
Donna Hudson  
Marilyn D. Pearson  
Jeanne P. Minasian

7C - Metro New York SWO  
Evelyn Buhner

7D - Upstate New York SWO  
Susan Nalle  
Cynthia Louise Rivera  
Karen Douglass

7E - Northeastern  
Pennsylvania SWO  
Kathleen Ann Mathews  
Brenda Benner  
Kathy Marie Walter

7F - Southeastern  
Pennsylvania SWO  
~~Linda S. Garcia~~  
Joan Elizabeth Seader  
Joy R. Grace  
The Rev. Gwendolyn S. King  
Susan L. Swope

8B - Southwestern  
Pennsylvania  
Barbara Guenther  
DaMisha McFarland-Pollock  
Elvira Louise Harencame  
Helen E. Williams  
Patricia Newton

8C - Allegheny SWO  
Jeanne Fleegle  
MaryAnn R. Wolfhope

8D - Lower Susquehanna  
SWO

Margaret S. Norman  
Christine Louise Todd  
Donna L. Greifzu

8E - Upper Susquehanna  
SWO

Kathy L. Whitesel  
Carol Ann Winter  
Robin L. Latscha

8F - Delaware/Maryland  
SWO

Heather A. Frederick  
Holly L. Frederick  
Andrea Fuller

8G - Metro Washington DC  
SWO

Frances H. Eck  
Marcia Cornwell Ihnen  
Sheena Foster

8H - West Virginia/Western  
Maryland SWO

Beverly A. McDonald  
Priscilla Horner  
Helen Denise Porter

9A - Virginia SWO

Patricia M. Seelenbinder  
Lavelva Stevens  
Sylvia Alecia Eley  
Elizabeth Baxley Smiley

9B - North Carolina SWO

Susan P. Harris  
Maxine L. Amos  
Debra Grasty Weinell  
LisaDale Withers Philbeck  
Terri Brown  
~~Sheldon Lutz~~  
Jane Cadwallader  
Tamarah Hefner

9C - South Carolina SWO

Sarah D. Cheesman  
Christie Gardner  
Cindy Jo McManus  
LaTynia Taylor  
Patricia George

9D - Southeastern SWO

Bernice Bland

Janice Hawkins  
Shirley L. Connelly  
The Rev. Nyahaley Labor  
Louise G. Iconis

9E - Florida/Bahamas SWO

Ann Elizabeth English  
Diane Spicer  
Debra Lantz

Laurie J. Nelson

Denise Beumer  
Anne Storan

9F- Caribbean Synod

The Rev. Graciela Rivera Diaz

## Business Committees

### Conduct of Elections

Laura Appelgate (6C), chair  
Kate Veh (1A)  
Tracy Williams (2B)  
Karen Retzlaff (3B)  
Pam Nye (4D)  
Shirley Paulson (5I)  
Brenda Benner (7E)  
Kathy Whitesel (8D)  
Diane Spicer (9E)

### Credentials

Andrea Fuller (8F), chair  
Twyla Lucas (1B)  
Karen Ronchetti (2C)  
Darla Toben (3C)  
Jackie Wilson (4C)  
Donna Yourell (5J)  
Molly Eklund-Easley (6A)  
Gwen King (7F)  
Yma Mulero (9F)

### Memorials

DaMisha McFarland-Pollock (8B), chair  
Carole Dinning (1D)  
Dixie Hanson (2B)  
Sherry Johnson (3E)  
Lorie Garcia (4D)  
Debra Quinn (5B)  
Mary Beth Roe (6D)  
Cynthia Rivera (7D)  
Bernice Bland (9D)

### Minutes Approval

Angela Bell (5A), chair  
Leslie mason (1D)  
Michelle Cegon (2D)  
Jennifer Hayes (3B)

Oneida Cantu (4E)  
Mollie Broadnax (6E)  
Amy Palazzolo (7A)  
Peggi Norman (8D)  
Nyahaley Labor (9D)

### Nominations

Lynette Todd (8F), chair  
Karen Voris (1A)  
Anna Thompson (2E)  
Sue Ellwanger (3D)  
Susan Humphrey (4C)  
Anna Jetson (5F)  
Robin Kaelin (6F)  
Elizabeth Burgess (7B)  
Louise Iconis (9D)

### Offerings

Raeann Purcell (9E), chair  
Kathy Ifft (1C)  
Pennie Sheaffer (2A)  
Maria Lokensgard (3F)  
Gwendolyn Edwards (4A)  
Dianne Strickler (5D)  
Donna Hudson (7B)  
Jennifer Armstrong-Schaefer (8B)

### Reference and Counsel

Dawn Wicklund (5H), chair  
Julia Seymour (1F)  
Laura Krueger (2D)  
Kathrine Heffernan (3C)  
Melissa Holland (4F)  
Roxy Montague (6B)  
Kathy Walter (7E)  
Barb Guenther (8B)  
Jody Smiley (9A)



## 2020-2023 Churchwide Executive Board<sup>1</sup>

*\*Those names with an asterisk attached are neither eligible for re-election to the executive board nor election as an officer*

### Officers

Joy Michalicek, president\*  
Duluth, Minnesota  
Northeastern Minnesota SWO (3E)

Dr. Freddie Jordan, vice president\*  
Columbus, Ohio  
Southern Ohio SWO (6F)

Angela Bell, secretary\*  
Palos Heights, Illinois  
Metro Chicago SWO (5A)

Raeann Purcell, treasurer\*  
Deland, Florida  
Florida-Bahamas SWO (9E)

### Board Members

Jennifer Armstrong-Schaefer  
Latrobe, Pennsylvania  
Southwestern Pennsylvania SWO (8B)

Elizabeth Burgess\*  
Augusta, Maine  
New England SWO (7B)

Lorie Garcia  
Corpus Christi, Texas  
Southwestern Texas SWO (4E)

Diane Henning  
Saint Paul, Minnesota  
Saint Paul Area SWO (3H)

Laura Krueger\*  
Avondale, Arizona  
Grand Canyon SWO (2D)

Yma Mulero  
Carolina, Puerto Rico  
Caribbean SWO (9F)

Miranda Searcy  
Lawton, Oklahoma  
Arkansas-Oklahoma SWO (4C)

Lynette Todd\*  
Baltimore, Maryland  
Delaware/Maryland SWO (8F)

Dawn Wicklund\*  
Superior, Wisconsin  
Northwest Synod of Wisconsin SWO (5H)

The Rev. Tracy Williams  
Long Beach, California  
Southwest California SWO (2B)

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<sup>1</sup> The current officers and board members have served from their election in August 2021 to the present. When the convention for 2020 was postponed due to the COVID-19 pandemic, the officers and board from the 2017-2020 triennium continued to serve until the Eleventh Triennial Convention was held in August 2021.

## Women of the ELCA Presidents

1987-1990	W. Jeanne Rapp
1990-1993	Gwendolyn Carr
1993-1996	Janet Peterson
1996-1999	Sharroll Bernahl
1999-2002	Linda Chinnia
2002-2005	Mary Ellen Kiesner <sup>2</sup>
2005-2008	Carmen Richards
2008-2011	Beth Wrenn <sup>3</sup>
2011-2014	Jennifer Michael
2014-2017	Patti Austin
2017-2021	Lisa Plorin <sup>4</sup>
2020-2023	Joy Michalicek <sup>5</sup>

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<sup>2</sup> Born in 1946, Mary Ellen died on April 7, 2021.

<sup>3</sup> Born in 1951, Beth died on July 3, 2022.

<sup>4</sup> Due to the COVID-19 pandemic, the end of the triennium was extended from 2020 to 2021.

<sup>5</sup> Due to the COVID-19 pandemic, the convention was postponed in 2020 and, instead, it was held online in August 2021 when the current officers and board were elected.

## **Women of the ELCA Churchwide Staff**

Linda Post Bushkofsky, executive director

Gabriela Contreras, director for meeting planning

Elizabeth Hunter, editor, *Gather*

Elizabeth McBride, editor of *Café* and director for digital engagement

Cindy Novak, managing editor, *Gather*

Valora K Starr, director for discipleship

Eva James Yeo, director for membership

## Calendar – 2023-20266

### **2023**

February 17-18, 2023	2023 Leadership Event
April 22, 2023	Executive Board Meeting
September 18, 2023	(pre-convention) Executive Board Meeting
September 19-21, 2023	Triennial Convention
September 21-24, 2023	Triennial Gathering
October 17, 2023	Executive Board Orientation
October 21, 2023	Executive Board Meeting

### **2024**

February 16-17, 2024	2024 Leadership Event
April 20, 2024	Executive Board Meeting
October 19, 2024	Executive Board Meeting

### **2025**

February 14-15, 2025	2025 Leadership Event
April 12, 2025	Executive Board Meeting
October 18, 2025	Executive Board Meeting

### **2026**

February 20-21, 2026	2026 Leadership Event
April 18, 2026	Executive Board Meeting
July 13, 2026	(pre-convention) Executive Board Meeting
July 14-16, 2026	Triennial Convention
July 16-19, 2026	Gathering
October 3, 2026	Executive Board Orientation
October 17, 2026	Executive Board Meeting

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<sup>6</sup> Synodical organizations are asked not to schedule synodical conventions at the same time as churchwide executive board meetings.



**Women of the ELCA**

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