

PROPOSED ROCKY MOUNTAIN SYNOD CONSTITUTION REVISIONS

Nov. 30, 2009

NOTES:

1. Additions are underlined.
2. Numbering has been changed.
3. “†” before a number indicates a paragraph required by ELCA. No amendments or additions are allowed to these paragraphs.
4. Two numbers indicate a constitution paragraph with the chapter and number of paragraph: †S11.01 is the first paragraph of chapter 11. Three numbers indicate a bylaw: chapter, number of the paragraph, and number of the bylaw: S11.01.01 is the first bylaw in the first paragraph of chapter 11. Three numbers with an alphabet letter preceding the last number indicates a continuing resolution: S11.20.A10. is in chapter 11, the 20th paragraph, and was the first paragraph adopted under S11.20 in the year 2010.

Chapter 9

NOMINATIONS AND ELECTIONS

~~S9.03.c. A member of the Multicultural Commission shall serve on the committee.~~

~~S9.03.d. c.~~

S9.03.01. The Nominating Committee shall normally nominate at least two persons for vice-president, at least two persons for each vacancy to be filled on Synod Council, the Committee on Consultation, members of Synodical Boards Ministry Teams, with the exception of the Candidacy Board, ~~Outdoor Ministry Committee~~ ... (the remainder of the paragraph unchanged.)

Chapter 10

Synod Council

†S10.01. The Synod Council, consisting of the four officers of the synod, 10-24 other members, and at least one youth and at least one young adult, shall be elected by the Synod Assembly.

S10.01.01. The Synod Council shall consist of, in addition to the officers, 14 elected members. The elected members shall be one per conference plus 4 at large positions with one each for lay male, lay female, rostered leader, and youth. No elected member of synod council shall be eligible for election to more than two consecutive terms.

CHAPTER 11

Committees, Boards, and Commissions

S11.01.01. Oversight, Catalyst and Self Organizing Ministry Teams

This synod shall have three categories of working Ministry Teams: Oversight, Catalyst, and Self-Organizing.

Oversight Ministry Teams are those that work on behalf of the synod. These are initiated by the ELCA, Synod Council or Synod Assembly.

Catalyst Ministry Teams connect ELCA, synod and congregations. These groups are initiated by the Synod Council or Synod Assembly.

Self Organizing Ministry Teams are people with passion for an issue who connect and collaborate on throughout the synod. A Self Organizing Team is initiated by volunteers and recognized by Synod Council as a synodical ministry team.

S11.10. General Provisions for all ministry teams

S11.11. This synod shall in its bylaws or by continuing resolution establish a process to ensure that the members of its committees and other organizational units will be persons possessing the necessary knowledge and competence to be effective members of such units, and to meet the requirements of †S6.04. With the exception of ordained ministers on the roster of this synod who reside outside the territory of this synod, each member of a committee of this synod, or any other organizational unit created by this synod, shall be a voting member of a congregation of this synod.

S11.11.01. In the event that a vacancy on an Oversight or Catalyst ministry team occurs, that vacancy shall be filled by appointment of the Synod Council to fulfill the unexpired term.

S11.11.02. No person employed by an agency or institution related to that board shall be simultaneously an officer of the synod, a voting member of the Synod Council, a Conference Dean, or a voting member of another board.

S11.11.03. Each ministry team shall meet as often as determined by the Ministry Team, within budget constraints. Video-conferencing, teleconferencing and other electronic means of communication may be used.

S11.11.04. Oversight and Catalyst Ministry Teams shall be responsible to the Synod Assembly and will report to the Synod Council in the interim. The mission, policies and programs of each board shall be reviewed by the Synod Council in order to assure conformity with the governing documents of this synod, and to assure achievement of goals which may be established by the synod in any ministry team's area of ministry. These committees and ministry teams will work collaboratively with the Synod Council.

S11.11.05. One or more members of the Synod Council may be appointed by the Council to serve as liaison to each ministry team. This liaison shall include notice of meetings, agenda items and minutes. The Council liaison ~~shall~~ may have voice and vote.

S11.11.06. A member of the synod staff may be assigned to teams as needed. The staff

person shall have voice but no vote.

- S11.11.07. Each Oversight or Catalyst ministry team shall be responsible for submitting to the Executive Committee a budget for its operation costs. It shall abide by the expenditure authorization guidelines from the Synod Council.
- S11.11.08. No ministry team shall issue any public statement purporting to speak for this synod.
- S11.11.09. Some Oversight Ministry Teams are required by ELCA; they are marked with †. The functions of other ministry teams shall be enumerated in bylaws or continuing resolutions.

S11.21 Oversight Ministry Teams

S11.21.A10. Oversight Ministry Teams include the Synod Council, Executive Committee, Consultation Committee, Discipline Committee, Mutual Ministry Committee, Audit Committee, Nominating Committee, Finance Committee, Candidacy Board, Campus Ministry Committee, Advocacy Ministry Board(s), Event Planning Committee(s), Congregation and Leadership Health Committee, Region 2 Council, Mission Endowment Fund Committee, and other groups which may be constituted by Synod Council for a particular purpose.

- †S11.01. **There shall be an Executive Committee, a Consultation Committee, a Committee on Discipline, a Mutual Ministry Committee, an Audit Committee, and such other committees as this synod may from time to time determine. The duties and functions of such committees, or any other organizational units created by this synod, and the composition and organizational structure of such units, shall be as set forth in the bylaws or continuing resolutions, and shall be subject to any applicable provisions or requirements of the constitution and bylaws of the Evangelical Lutheran Church in America.**
- †S11.02. **The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be ordained ministers and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection. The functions of the Consultation Committee are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and in Chapter 17 of this constitution. The size of the Consultation Committee, in accord with this provision, shall be defined in this synod's bylaws.**
- S11.02.01. The Consultation Committee of this synod shall consist of 6 persons, of whom three shall be ordained ministers and three shall be laypersons.
- †S11.03. **The Committee on Discipline of this synod shall consist of 12 persons of**

whom six shall be ordained ministers and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection.

a. The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

b. The terms of committee members shall be staggered so that the terms of all committee members (two clergy and two lay) expire every two years.

c. The Synod Council shall fill vacancies on the Committee on Discipline for any unexpired term.

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

S11.04.01. The Mutual Ministry Committee will be composed of two members selected from the Synod Council and two members selected from the synod at large upon the recommendation of the bishop of the synod, for terms of one year beginning in September of the year appointed. This committee shall seek to give encouragement by its concern for the spiritual, emotional, and physical well-being of the salaried officer(s) and staff of this synod. It will offer support when they are experiencing personal or pastoral stress. It will allow for open communication concerning attitudes and conditions within the synod. The committee shall meet at least once a year and as needed.

†S11.05. The Audit Committee shall consist of three to six persons, none of whom are members of the synod staff. Up to half of the committee may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and eligible for re-election to a second consecutive three-year term. The terms of the audit committee members shall be staggered. The Audit Committee shall be responsible for assisting the Synod council in fulfilling its general oversight of the synod's accounting, financial reporting, internal control systems, and external audit processes as provided in †S15.31.

S11.06. The Nominating Committee – see S9.03. and S9.03.01.

S11.07. The Synod Council as stated in Chapter 10.

S11.08. The Synod Council shall have an Executive Committee composed of the four synodical officers and four Synod Council members, two elected by the Council at the close of the Synod Assembly each year to serve overlapping two-year terms. The Executive Committee shall counsel with the synodical officers and shall perform those functions of the Synod Council assigned to it by the Synod Council.

This committee, with the exception of the salaried officer(s) of this synod, shall review the work of the officer(s) and the Executive Staff and recommend staff salaries to the Synod Council.

S11.09. A10. A Finance Committee shall be composed of the treasurer of this synod, as chairperson and convener, and the Executive Committee of the Synod Council.

a. The committee shall prepare a comprehensive budget to be approved by the Synod Council and recommended to the Synod Assembly for adoption.

b. The committee shall periodically review the invested funds of this synod and make appropriate recommendations to the Synod Council.

S11.10.A10. CANDIDACY BOARD

a. The Candidacy Board shall be responsible to assist in the affirmation, development and support of the ministries of the whole people of God, including recognition and support of the ministry of laypersons, ordained persons, associates in ministry, deaconesses, and diaconal ministers. To accomplish this end, the Candidacy Board will relate to the Vocation and Education Unit.

b. The Candidacy Board shall be responsible to fulfill the following functions:

1. Develop programs for the recruitment, preparation and evaluation of candidates for the ordained ministry as outlined by the Vocation and Education Unit. (Chapter 7, ELCA Constitution and Bylaws.)

2. Develop programs for the recruitment, preparation and evaluation of candidates for associates in ministry, deaconesses, and diaconal ministers as outlined by the Vocation and Education Unit. (Chapter 7, ELCA Constitution and bylaws.)

3. Recommend for appointment by the Synod Council, persons to serve on the boards of seminaries to which this synod is related.

4. Determine the needs, both of and for ordained ministers, associates in ministry, deaconesses, and diaconal ministers on the territory of the synod and make recommendations and develop programs to meet those needs.

5. Serve as liaison between the seminary(ies) and the synod providing information about the needs of each to the other and seeking to fill those needs.

c. The Candidacy Board members shall be nominated by the Synod Bishop and elected by the Synod Council for a term of five years with the possibility of one consecutive reelection.

1. *Board members shall be selected for their understanding of the ELCA and its rostered ministries, for their patience and compassion for people in discernment, for their ability to communicate clearly, and for their capacity to make difficult decisions for the sake of the church and those seeking candidacy.*
2. *The Board's membership shall reflect a balance of gender, rostered and lay persons, a multicultural presence, and a geographical balance according to the standard representational mandate of the ELCA.*
3. *The Synod Council-elected members, the Bishop of the synod, and a seminary representative shall have voice and vote on the board. The ELCA regional deployed staff person and the synod staff person assigned to the board shall have voice but not vote.*

S11.11.A10. Lutheran Advocacy Ministry Boards

a. Lutheran Advocacy Ministry Boards are affiliated with the ELCA State Public Policy Offices. Their mission, governance, and relationship with Synod Council are described in each board's governing documents.

- 1. Advocacy Ministry Boards in the Rocky Mountain Synod are in the states of Colorado and New Mexico.*

S11.12.A10. CAMPUS MINISTRY COMMITTEE

a. The Campus Ministry Committee (CMC) shall be responsible for developing, supporting, interpreting, and advocating the mission of ELCA campus ministry among the students, faculty and staff at institutions of higher education on the territory of this synod.

b. The CMC shall facilitate an interdependent relationship with the ELCA Churchwide Campus Ministry Team (CCMT) and the local Campus Ministry Agencies (CMA).

c. The CMC shall develop and present an annual budget to the Synod Council for the development and support of campus ministry. The CMC shall develop and provide to the CMA's a synodical grant application and distribute budgeted funds based upon those applications annually. Local application for and allocation of funds shall be the responsibility of the CMA.

d. The CMC shall develop, encourage, and support cooperating congregations for outreach on campuses where there is not a CMA.

e. The CMC shall commend to the CMA's personnel policies consistent with ELCA policies, work with CMA's in staff evaluations and participate in the quadrennial site reviews. The CMA and Synod Council shall consult the CCMT before issuing, or the synod's bishop attesting, a call involving significant campus ministry responsibilities.

f. The CMC shall approve and assist all capital fund raising efforts of campus ministries in this synod consistent with the synod's and ELCA's policy guidelines.

g. The CMC shall work with the National Lutheran Campus Ministry, Inc., for the acquisition and management of property.

h. The CMC, through its chairperson, shall prepare an annual report for the annual Synod Assembly; provide, through the designated synod staff and synod council liaison, regular reports to the Synod Council of program accomplishments, long-range planning, requests for capital funding, and recommendations to call new staff.

i. The CMC may appoint a grant review team that will work in collaboration with the executive committee and treasurer of the Synod Council to make recommendations regarding the distribution of synod funds made to CMA's. The CMC will also oversee financial matters related to the interpretation and the encouragement of synodical campus ministry support with congregations.

j. The CMC shall be comprised of six to ten voting members in accordance with the representational principles of the ELCA and Rocky Mountain Synod, three members to be elected by Synod Assembly for a term of four years with the possibility of one additional consecutive term, and the other members to be appointed by the Synod Council for a term of four years with the possibility of one consecutive reappointment. Terms conclude at the time of the synod assembly.

k. The CMC shall elect biennially a chair, secretary, and may appoint a grant review team at the first meeting following the Synod Assembly in that year.

l. The CMC shall include advisory members with the privilege of voice, but not vote, including, but not limited to, a member of the ELCA CCMT, the synodical bishop's designated staff member, and RMS campus ministry staff members.

S11.13.A10. Event Planning Task Forces

Synod Council or the Office of the Bishop may form task forces to plan synodical events as needed. Members may be volunteers or appointed. Synod Council may have a liaison assigned to a task force.

S11.14.A10. Congregation and Leadership Health

a. The Congregation and Leadership Health Committee shall be responsible for promoting, educating, and providing resources to fulfill the Vision, Passion, Action goal: "We (synod, congregations, lay and rostered leaders) are healthy and able to go through transition and conflict in ways that lead to positive growth."

b. The Committee will focus on promoting health for congregations, and lay and rostered leaders in areas such as:

- emotional health

- financial health
- spiritual health
- physical health

c. The Committee will seek to assist congregations in discerning and adopting “best practices” in areas such as:

- job descriptions, personnel policies, staff and volunteer relationships
- lay leadership, committees, council meetings
- conflict resolution and congregational unity

d. The Committee shall be comprised of six to ten voting members in accordance with the representational principles of the ELCA and Rocky Mountain Synod: six members to be elected by Synod Assembly for a term of four years with the possibility of one additional consecutive term, and the other members to be appointed by the Synod Council for a term of four years with the possibility of one consecutive reappointment. Terms conclude at the time of the synod assembly.

S11.15. ELCA Region 2 Council

S11.15.01. The Synod Council shall name the bishop and the synod vice president to serve as the representatives from the Rocky Mountain Synod ELCA to the Region 2 Council.

S11.16. A10. Mission Endowment Fund Committee is to assist in the development of new congregations, support newly organized congregations and partner with existing congregations in the development of new outreach ministries by educating synod members and raising money for the RMS Mission Endowment Fund Three to five members will be appointed by the Synod Council for an unspecified term.

S11.20. Catalyst Ministry Teams include Mission Outreach Board, Congregational Ministries Board, Global Mission, Hunger Network, and other groups which may be constituted by Synod Council for a particular purpose.

S11.20.A10. MISSION OUTREACH BOARD

a. The Mission Outreach Board shall be responsible for promoting, extending and coordinating the mission outreach activity of the synod, both on its own territory and throughout the world. To accomplish this end, the Mission Outreach Board will relate to the churchwide Evangelical Outreach and Congregational Mission, Global Mission, and Vocation and Education.

b. The Mission Outreach Board shall be responsible to fulfill the following functions:

1. Provide strategic planning for mission on synod territory.

2. *Effect new congregational development in consultation with the Evangelical Outreach and Congregational Mission unit.*
3. *Provide support for existing congregations and ministries in consultation with the Evangelical Outreach and Congregational Mission unit.*
4. *Consult with churchwide agencies regarding priorities for multicultural ministries, their establishment and continued support as necessary.*
5. *Provide periodical review for mission outreach.*
6. *The Mission Outreach Board will have six to ten members elected by the Synod Assembly for four-year terms.*

S11.21.B87. CONGREGATIONAL MINISTRIES BOARD

- a. *The Congregational Ministries Board shall be responsible for providing the resources to strengthen the life and mission of the congregations of this synod. To accomplish this end, the Congregational Ministries Board will relate to Synod Council and the churchwide Evangelical Outreach and Congregational Mission unit.*
- b. *The Congregational Ministries Board shall be responsible to fulfill the following functions:*
 1. *Work with Synod Council to identify major needs and areas of concern in all areas of congregational life and mission.*
 2. *Identify appropriate subgroups to plan and implement programs, provide resources and training in specific mission and ministry areas as needed.*
 3. *Assist congregations in identifying, developing, and evaluating congregational mission.*
 4. *Allocate financial and other resources available for use as prioritized to meet identified needs.*
 5. *Interface with Synod Council and other synod groups and with congregations, to facilitate the sharing of information, needs and ideas.*
 6. *Examine and evaluate uses of resources for support of congregational ministries.*
 7. *Encourage, guide and support sub-groups of the Board in the development and effective use of procedures.*
 8. *Assist congregations involving the development of ministries with youth, young adults, men, women and the aging and other groups as needed*

9. *Assist congregations to equip members, individually and collectively, for ministry in daily life.*

10. *The Congregational Ministries Board will have six to ten members elected by the Synod Assembly for four-year terms.*

S11.22.A10. GLOBAL MISSION COMMITTEE

a. *The Global Mission Committee shall interpret and inform congregations of this synod regarding the scope, the opportunities and the needs of the global mission of the ELCA, in consultation with ELCA Global Mission.*

b. *The Global Mission Committee shall present a request for support to the Finance Committee of this synod as part of the annual budgeting process.*

c. *The Global Mission Committee shall report its activities to the Synod Council at its regular meetings. This report shall include, but not be limited to financial reports, proposed budgets, program accomplishments and long-range planning.*

d. *The Global Mission Committee shall be composed of six voting members: three members who are appointed by the Synod Council for a term of four years with the possibility of reelection, and three at-large members who are elected by Synod Assembly for a four-year term with the possibility of reelection.*

e. *The Global Mission Committee may invite advisory members who have the privilege of voice, but not vote, to participate in its meetings.*

S.11.23.A10. Hunger Network

a. The ELCA World Hunger Appeal (WHA) Rocky Mountain Synod Hunger Network's Core Team exists to provide leadership, resources, and support to the synod's congregations for the ministries of:

- *Empowering, training and funding a Core Team of both youth and adults who are passionate about hunger and social justice issues and who will organize and lead contacts in all churches to carry out the mission of the hunger appeal.*
- *Raising awareness among people of all ages about the need for social justice for our impoverished neighbors.*
- *Emphasizing advocacy for the poor and the hungry.*
- *Increasing giving to the World Hunger Appeal.*

b. The Core Team is composed of persons who self-identify or who are recruited because of demonstrated commitment to the ministries of the ELCA World Hunger Appeal.

c. The team selects its own chairman and secretary, who are not term-limited. The chairman will be approved by the Synod Council.

d. Responsibilities are assigned to team members interested in carrying out those functions on behalf of the Core Team and/or the entire Hunger Network of congregational contacts.

S11.40. A10. Self Organizing Ministry Teams may form according to the interest and energy within the synod.

a. If such a group desires to be recognized as synodical, its members must make a request of Synod Council. The Self Organizing Team's purpose must conform with the Rocky Mountain Synod's purposes and goals. The Synod Council reserves the right to refuse such a request or to dis-associate from a Self Organizing Team at any time. The Self Organizing Team's leaders must be members of a Rocky Mountain Synod ELCA congregation.

b. After a group has been recognized by Synod Council, A Self-Organizing Team has the following privileges:

1. Use synod communications, i.e., video-conferencing, eConnections, Synod Assembly displays, conference calls as resources allow.

2. Request money through a granting process or a budget line request if funds are available.

3. Host events related to their topic under the name of the Rocky Mountain Synod.

4. Partner with other Self-Organizing Teams, Oversight Teams, or Catalyst Teams for events.

5. Dissolve the group when they decide to do so.

c. A Self-Organizing Team will not automatically be entitled to receive staff support or money allocated in the budget

S11.40.B10. This synod shall have Self-Organizing Teams, which include the following teams and such other groups which may form themselves.

S11.41.B10. Creation Care

S11.42.B10. Health Ministries

S11.43.B10. Youth Ministry Networks

S11.44.B10. Mission Partners

S11.45.B10. Missions

S11.46.B10. Next Step Family Ministry Team

S11.50. Relation to Other Churchwide Units

S11.51. To promote interdependent relations and to further the total mission of the

Evangelical Lutheran Church in America and synodical units, this synod shall accord to the Churchwide units the privilege of presenting their causes through reports to the regular Synod Assemblies and shall accord the privilege of representation with voice but not vote at meetings of the Synod Council.

Such groups shall include but are not limited to:

- a. The synodical women's organization of Women of the ELCA, the synodical men's organization (Men in Mission) and synodical youth organization (Lutheran Youth Organization);**
- b. The Publishing House of the ELCA;**
- c. The Board of Pensions;**
- d. The church periodical;**
- e. The ELCA Foundation;**
- f. The Mission Investment Fund of the ELCA;**
- g. Members of churchwide or regional entities of the ELCA.**