Report of the Constitution Committee

The constitution committee of the Southeastern Iowa Synod ensures the currency, accuracy and integrity of the Southeastern Iowa Synod Constitution and the constitutions of its congregations.

One of the committee’s responsibilities is to review amendments and revisions to congregational constitutions to check for conformity with the ELCA’s *Model Constitution for Congregations*, where applicable, and to identify internal conflicts within the documents as they are amended. Congregations are encouraged to make these changes to their constitutions, especially as amendments to required sections of the *Model Constitution* are binding on congregations. It is helpful for the constitution committee to review the constitution prior to a congregation meeting. Members of this committee are available to help congregations in this process. Contact Lorraine Jordan (jordan@seiasynod.org) at the Southeastern Iowa Synod Office to begin the process. (As we are anticipating new amendments to the *Model Constitution for Congregations of the ELCA* at the 2019 Churchwide Assembly, we encourage congregations not to finalize updates to their constitutions until after new amendments have been received.)

The committee also will continue to review the Synod Constitution with an eye toward clarifying points that need clarification, and to keeping the document updated as per action by both the Synod and Churchwide Assemblies. Amendments reported to the 2019 Synod Assembly included continuing resolutions related to Chapter 7, 10 and 11. These continuing resolutions were adopted by the Synod Council at the December 2018 meeting. Please find these amendments posted in assembly materials following this report.

The members of the constitution committee are: Pastor T. Edwards Breed (chair), Jerry Holton, Lois Lembke, Pastor Tim Olson, Sheri Passwater, Pastor Duane Miller (synod parliamentarian), and Bishop Michael Burk, *ex officio*.

Respectfully submitted,

Pastor T. Edwards Breed, Chair
Amendments
To the
CONTINUING RESOLUTIONS
of the Southeastern Iowa Synod of the Evangelical Lutheran Church in America

This synod may amend its continuing resolutions at any meeting of the Synod Assembly by a majority vote of voting members of the assembly present and voting or by a two-thirds vote of the Synod Council. (S18.31)

Chapter 11.
ORGANIZATIONAL UNITS

S11.01.14. There shall be commissions responsible to the Synod Council to further the mission of this synod.
   a. The name and purpose of each commission shall be specified in continuing resolutions.
   b. Each commission shall provide an annual written report to the Synod Council and to the Synod Assembly. The Synod Council may request additional reports.

S11.01.A09A18. To support the priorities of this synod and those of our churchwide partners:
   a. There shall be a commission for EVANGELICAL MISSION. This commission is dedicated to developing and renewing evangelizing congregations. In the name of Jesus, this commission will foster ministries and action that reflect a deep understanding of the connection between the various forms of mission support and the mission to which God has called us.
   b. There shall be a commission for VOCATION AND FAITH FORMATION. This commission is dedicated to enhancing the ministries of congregations, leaders (called and elected), and individual members of every age throughout this synod. Wholeness, renewal, and faith development are dominant themes that will shape the work of this commission.
   c. There shall be a commission for ROSTERED LEADERSHIP SUPPORT. This commission is dedicated to fostering connections among the rostered leaders of this synod, while addressing issues related to continuing education and enrichment, compensation for ministry, vocational affirmation. This commission attends to needs and challenges in ways that strive to strengthen the leaders called or authorized for Word and Sacrament ministry or Word and Service ministries.
   d. There shall be a commission for CHURCH IN SOCIETY. This commission attends to the intersections between the church’s mission and the world’s needs. This commission is responsible for holding this synod accountable for our shared commitment to ministry to and with people living in poverty. It is also responsible for other issues including peace, justice, and care for creation.
   e. There shall be a commission for GLOBAL RELATIONSHIPS. This commission is committed to this synod’s engagement in God’s mission to the whole world, including but not limited to any companion relationship into which the Southeastern Iowa Synod has entered on behalf of the Evangelical Lutheran Church in America.

a. There shall be a Commission for CONGREGATION VITALITY.
b. There shall be a Commission for LEADERSHIP.
c. The Synod Council may create new commissions.

S11.01.B09. Each commission shall be led by a chairperson appointed by the Synod Council.
   a. The term of each chairperson is subject to annual renewal not to exceed 3 consecutive years.
   b. The term of each chairperson shall begin after the Synod Council meeting at which he or she is appointed.

S11.01.C09. Each Commission shall consist of no more than nine (9) members appointed by the Synod Council, including the chairperson.
   a. Each member shall be appointed to a three-year term. No member shall serve more
than two consecutive terms.

b. The chairperson of each commission or the Bishop may invite persons to meet with that commission as advisory participants with voice but not vote.

Working groups that have specific stated outcomes and time tables may be created, added, discontinued, or realigned by the Synod Council in order to carry out the work assigned to each commission. Such revisions shall take place in consultation with the appropriate commission.

a. In order to facilitate the activities required to address identified priorities, a commission may establish working groups. Each working group will receive a charge from the commission that establishes it, which shall include a description of responsibilities, measurable hoped-for outcomes, and when appropriate, an expected timetable for accomplishing the work. Upon the completion of the charge or at a date determined by the commission, a particular working group shall cease to exist.

b. With the consent of the Synod Council, a commission may establish a working group with an ongoing or continuing charge without an identified time limit. Such working groups shall be referred to as committees of the commission and shall operate within the scope of the respective commission’s charge. A commission committee shall provide annual written reports to the commission. The commission may dissolve a committee with the consent of the Synod Council.

c. The term for members of a commission committee shall be determined by the commission and may not exceed a total of six (6) consecutive years.

d. Members of a commission may serve as members of the working groups or committees the commission establishes.

Edited Version

S11.01.A18. To support the priorities of this synod and those of our churchwide partners:

a. There shall be a Commission for CONGREGATION VITALITY.

b. There shall be a Commission for LEADERSHIP.

c. The Synod Council may create new commissions.
Chapter 7.
SYNOD ASSEMBLY

S7.21.A9918. Each congregation of this synod, whether it has fewer than 175 baptized members or 175 baptized members or more, with fewer than 1250 baptized members shall be entitled to elect two lay members of the Synod Assembly. Congregations having a membership of 1250 baptized members or more shall be entitled to elect one additional member, plus an additional member for each 500 baptized members of the congregation above 1250. Each congregation shall elect an equal number of men and women to the Synod Assembly, except that an odd-numbered member may be either a man or a woman.

Edited Version

S7.21.A18. Each congregation of this synod with fewer than 1250 baptized members shall be entitled to elect two lay members of the Synod Assembly. Congregations having a membership of 1250 baptized members or more shall be entitled to elect one additional member, plus an additional member for each 500 baptized members of the congregation above 1250. Each congregation shall elect an equal number of men and women to the Synod Assembly, except that an odd-numbered member may be either a man or a woman.
Chapter 10.
SYNOD COUNCIL

S10.03.A00. The Synod Council shall appoint members to each of the committees of the Council. The number of members to be appointed to each committee shall be determined by the Synod Council. Those committees are:
   a. Finance.
   b. Human Resources.
   c. Constitution.
   d. Such other ad hoc committees as the Council deems necessary.

S10.03.A18. There shall be a finance committee that shall support the work of the treasurer as outlined in S8.42. The finance committee shall be composed of six persons: two Synod Council members, two at-large members of the Southeastern Iowa Synod; the bishop of the Southeastern Iowa Synod and the treasurer who serve as ex officio. Members will be nominated by the executive committee to the Synod Council for election. They shall serve a one-year term and may be re-elected.

S10.03.B18. There shall be a human resources committee that shall recommend to the Synod Council personnel policies for the executive staff and the support staff of the synod. The following duties shall be among its responsibilities:
   a. Recommend personnel policies, staffing levels, procedures, and standards for the approval of the Synod Council.
   b. Initiate necessary research to update compensation packages and make recommendations to the Synod Council for upgrading pensions and other benefit plans.
   c. Recommend salary increases to the Synod Council and implement policy and procedures for ongoing performance evaluation.
   d. Ensure that equal employment opportunity and affirmative action are the practices of the Southeastern Iowa Synod.
   e. Provide for just and equitable employee relations practices, including grievance procedures and orderly termination of an employee, when that becomes necessary.
   f. Supervise the maintenance of personnel records for all employees, including employee performance evaluations.

The human resources committee shall be composed of five persons; two Synod Council members, one of whom shall be the chair of the committee; two at-large members of the Southeastern Iowa Synod, and the bishop of the Southeastern Iowa Synod, who serves as ex officio, and the treasurer of the synod. The treasurer shall serve as a resource to the committee. Members will be nominated by the executive committee to the Synod Council for election. They shall serve a one-year term and may be re-elected. The human resources committee shall meet twice each year.
The Synod Council shall appoint members to each of the committees of the Council. The number of members to be appointed to each committee shall be determined by the Synod Council. Those committees are:

a. Finance.
b. Human Resources.
c. Constitution.
d. Such other ad hoc committees as the Council deems necessary.

There shall be a finance committee that shall support the work of the treasurer as outlined in S8.42. The finance committee shall be composed of six persons; two Synod Council members, two at-large members of the Southeastern Iowa Synod; the bishop of the Southeastern Iowa Synod and the treasurer, who both serve as ex officio. Members will be nominated by the executive committee to the Synod Council for election. They shall serve a one-year term and may be re-elected.

There shall be a human resources committee that shall have the following duties among its responsibilities:

a. Recommend to the Synod Council personnel policies for the staff of the synod.
b. Recommend to the Synod Council compensation and benefits for the staff of the synod.
c. Ensure the maintenance of personnel records for all employees, including employee performance reviews.

The human resources committee shall be composed of five persons; two Synod Council members, two at-large members of the Southeastern Iowa Synod, and the bishop of the Southeastern Iowa Synod, who serves as ex officio. The treasurer shall serve as a resource to the committee. Members will be nominated by the executive committee to the Synod Council for election. They shall serve a one-year term and may be re-elected.