

# LECC IMPLEMENTATION TEAMS

Updated January 11, 2022  
Mitzi Budde & Stewart Lucas

*These working teams could also be areas of a website of resources for shared Lutheran – Episcopal ministry across the church. There would also be ‘one-pagers’ from each of these teams perhaps in an easy pdf that could be shared as a brief with new bishops and judicatory staff as well as seminarians or those in the call process.*

## SHARED MINISTRY AGREEMENTS AND GOVERNANCE

- Create common templates for agreements between congregations / judicatories
- Communicate with JALC to see their model agreements
- Explore terminology for Federated / Union congregations and other needed models (*Encourage individuality that one size does not fit all. Documents need a preamble saying that we are coming alongside in the process not top-down*)
- Review TEC Canons and ELCA Sample Constitution for Congregation applicability
- Apportionment / allocation best practices
- Parochial reporting (financial & membership) *Chris Rankin Williams*
- Sample letters of agreement for clergy
- FAQ's – so you're thinking about collaborating with another denomination?
- Mission start guidelines
- Call Process

### *Chair & Team Suggestions*

Chair: The Rev. Manisha Dostert (ELCA; LECC)

Convener: Jim Gettel (TEC Milwaukee)

The Rev. Jane Johnson, (TEC, LECC)

The Rev. Erik Karas (TEC-ELCA)

The Rt. Rev. Gretchen Rehberg (TEC Bishop Spokane)

The Rev. Nancy McGrath Green (TEC)

The Rev. Keith Fry (ELCA) Executive for Office of the Secretary Administration

### Consultants:

Bishop Laurie Larson Caesar (ELCA) - Willing to be consulted and to be a resource.

Mary Kostel (TEC Chancellor) - [mkostel@episcopalchurch.org](mailto:mkostel@episcopalchurch.org). Willing to be asked questions as it pertains to Presiding Bishop's office.

## JUDICATORY MATTERS FOR DIOCESES & SYNODS

- Create summary document of differences between Lutheran and Episcopal polity concerning property ownership, sale, purchase, closure, etc.
- Share ways these issues have already been addressed

- Develop checklist of items for judicatory attorneys to consider regarding state corporation laws, insurance, financial concerns, and property ownership
- Endowments
- Draft resolutions for judicatories to make joint ministries easier
- Apportionment / allocation formulas
- Voice and vote at conventions and assemblies (clergy serving joint and exchange calls, campus ministers, lay representation formulas)
- Matters arising from Orderly Exchange Implementation Team

#### *Chair & Team Suggestions*

CHAIR: The Rev. Stewart Lucas (TEC; LECC)  
 The Rev. Don Kreiss (ELCA bishop; LECC)  
 The Rt. Rev. Doug Sparks (TEC bishop; LECC)  
 Russ Randle, (TEC Dio of Virginia)  
 Neal Baroody, (TEC Dio of MD Chancellor)  
 JoAnn Hardy (TEC – Canon to Ord and COO Dio of MI)  
*Need more ELCA representation here*

### **LITURGICAL CONSIDERATIONS**

- Update Worship Guidelines
- Confirmation Guidelines & Curriculum
- Renewal of Baptism and Ordination Vows liturgy
- Approval of worship resources or is this already assumed in CCM?
- Integrated subscription to Sunday & Seasons and RitePlanning

#### *Chair & Team Suggestions*

CHAIR: The Rev. Natalie Hall (ELCA; LECC)  
 The Rt. Rev. Cathleen Chittenden Bascom (TEC Kansas)  
 The Rt. Rev. Deon Johnson (TEC Missouri)  
 The Rev. Kevin Strickland (ELCA Bishop Southeastern Synod)

### **ORDERLY EXCHANGE OF PASTORS / PRIESTS UNDER CCM**

- Review, update, and approve 2019 document
  - Term Calls
  - Expand document to include shared ministries and mission starts
  - Change title?
  - Background checks and Mandatory Training guidelines
  - Include exchange of deacons (In consultation with Diaconate Implementation Team)
  - Episcopal oversight
  - Implementation guidelines for bishops
  - Diocesan licensing / Synod rostering
  - Coordinated deployment resources
  - What is the necessary approval process for this document?

### *Chair & Team Suggestions*

CHAIR: Richard Mammana (TEC staff; LECC)

Kathryn Johnson (ELCA)

Sharon Anderson? (See 5-26-2021 LECC minutes)

### **DIACONATE (CCM PARAGRAPH 9)**

- TEC recognition of ELCA change of roster and ordination of deacons (*check JALC precedent?*)
- Exchangeability of TEC deacons (vocational not transitional) and ELCA deacons
- Education Standards
- Guidelines for call and deployment process
- Issue of stipendiary (ELCA) vs non-stipendiary (TEC)
- Orderly Exchange Guidelines update, in consultation with the Orderly Exchange Implementation Team

### *Chair & Team Suggestions*

CHAIR: Mitzi Budde (ELCA deacon; LECC)

John Weit (ELCA deacon, ELCA Executive for Worship)

The Rev. Lori Mills-Curran (Episc. Deacon, Exec. Dir. Association of Episcopal Deacons)

The Rev. Maylanne Maybee (Anglican Church of Canada Deacon, JALC rep to this team)

The Rev. William Gafkjen (ELCA bishop Indiana – Kentucky Synod) ?

The Rt. Rev. Jeffrey D. Lee (TEC Milwaukee)

### **CAMPUS MINISTRY**

- Updated directory of Lutheran – Episcopal ministries
- Shared best practices for governance, staffing, oversight, funding, and support from judicatories

### *Chair & Team Suggestions*

Liaison from LECC: The Rev. Stewart Lucas (TEC; LECC)

Bless the work of Baltimore Lutheran-Episcopal Ministry Directing Committee already underway and ask for regular updates. How can we support them in their work?

The Rev. Laura Sinche (ELCA)

The Rev. Charles Graves? (TEC)

### **OTHER ONGOING CONCERNS:**

#### **Communications/Education**

- Compile resources to be shared on <http://lutheran-episcopal.org>
- Determine point person for all inquiries by congregations, clergy, etc.
- Updated directory of Lutheran – Episcopal ministries

- Educational materials for new bishops and judicatory staff
- Align information on TEC and ELCA websites with link to LECC page
- Regular social media posts/updates on CCM
- Find best way to easily communicate with bishops and judicatory leaders
- Continuing Education opportunities for clergy and church leaders, perhaps with seminary collaboration

### **Other Stuff**

- Continue to expand diversity of LECC membership by race, age, and orders of ministry
- Clergy Pension Equity
- Clergy Salary Guidelines
- Develop list of consultants and attorneys with experience in Lutheran-Episcopal matters who are willing to serve as resources for others on this journey
- Facilitate more collaboration for shared disaster relief and refugee resettlement ministries.
- Conflict resolution guidelines
  - What happens when one bishop wants to remove a clergy person who is being overseen by the other judicatory?
  - What happens when one judicatory does not agree or collaborate with the other?
- Continued collaboration with Churches Beyond Borders
- What about military chaplaincy? Hospital Chaplains? School Chaplains?

## **TIMELINE & ACCOUNTABILITY**

Mitzi and Stewart plan to communicate monthly with Team chairs and report progress to LECC co-chairs and Ecumenical officers between meetings.

### **MEETING #1 MINUTES**

On November 17, 2021, we met on Zoom at 12:30 pm EST.

Chairs of the Implementation Teams each gave status reports from their work since our last meeting. Teams are being populated and outlines of work to be accomplished are being created. Stewart is keeping the roster of these teams, so please send him member contact information.

We discussed a potential glossary for Orderly Exchange Documents. Might we have another glossary for all things Lutheran and Episcopal?

Are there ways we can reach out to our Churches without Borders partners (JALC) for their input, experience, and wisdom as we move forward with this work? Kathryn and Margaret will ask for a suggestion of a member for the Deacon Exchange Team.

To share ongoing documents and history of LECC work, Kristen and Kathryn will work with tech folks in ELCA to set up a Microsoft Teams account. The priority will be to create folders for each Implementation Teams, and then we'll keep adding more information as we go.

We began a conversation about where our resources will be held down the road. Who will keep our website current? What platform will we use? What Facebook presence will we have? Where are those pages and who has administrator rights?

Margaret and Kathryn will be in touch with our colleagues from JALK to determine if we will be meeting in February in person. (Feb 16-18, 2022 in Niagara Falls)

Our next meeting will be January 13, 2022 from 1:00-2:30pm on Zoom.

“You do not rise to the level of your goals,  
You fall to the level of your systems.”

James Clear - *Atomic Habits*

## **MEETING #2 MINUTES**

On January 13, 2022, we met on Zoom at 1:00 pm EST.

### **Agenda**

- Check in
- New Connections *Margaret & Stewart*
- Lamb of God Update (Fort Meyers, Florida) *Don and Doug*
- Microsoft Teams Shared Portal – *Kristen*
- Reports from Implementation Teams
- At what point do we start to seek wider input into these questions Social Media / Outreach?
- Next Meeting Joint JALC – LECC virtual Meeting Feb. 16-18. Schedule TBD.

We welcomed the Rev. Canon Maria Tjeltveit to observe our meeting. Maria is the Episcopal co-chair of the Moravian-Episcopal Coordinating Committee and serves in Allentown, Pennsylvania. We began with a reflection on the wedding at Cana John 2:1-11 and prayer by Bishop Don.

Attending: Don, Stewart, Richard, Mitzi, Maria, Nancy, Kristen, Manisha, Margaret, Natalie, Kathryn. Nancy had to leave early and Don joined us later.

Margaret has connected with the Rev. Becca Ehrlich, ELCA pastor Associate Dean for Community Life at General Theological Seminary (Episcopal). She's interested in what it means

to be a full communion partner in an academic/ seminary setting. Margaret will connect Becca and Mitzi.

Stewart spoke with The Rev. Lorenzo Lebrija, Director | TryTank Experimental Lab.

[www.trytank.org](http://www.trytank.org) Might we make some more connections with them and Dwight Zscheile, Vice President of Innovation and Associate Professor of Congregational Mission and Leadership <https://faithlead.luthersem.edu>. Let's keep thinking about other connections we might need to make.

Don provided an update on Lamb of God congregation in Ft. Meyers, Florida. The conflict for years has been over allocation / benevolence given to the Diocese and Synod. Many parties have been involved to try to repair the relationship across the denominations. Neither bishop has the authority to close the congregation. There are conversations continuing as leadership transitions are expected in the coming months.

Issues for our Implementation teams: clarity around allocation / benevolence. Membership definitions. A regular expectation of agreement review every specific number of years. Conflict resolution when all parties are not of same mind about expectations from original agreements blessed by past leaders. We must be desperately specific in agreements going forward. Must discuss issues around clergy discipline and cooperative work between bishops of either judicatory.

Kristen shared how Microsoft Teams will work and that each Implementation Team will have a place to share documents. We discussed ways to have some files shared to which only LECC members have access. Kristen will continue to populate the Teams site for us and report back on findings from the ELCA tech team. There are a multitude of possibilities with this platform, and we may or may not use it all. At this point we want to start with something and move along to whatever may be better going forward.

**The JALC meeting will be virtual on February 16-18.** We will hear more about a resolution that needs to be approved at Episcopal General Convention in July 2022 that will put all four of our churches into partnership in Churches Beyond Borders. **We will meet separately as LECC Tuesday February 15 from 2:30-4:00 pm EST on Zoom.**

### **Implementation Team Updates**

#### **SHARED MINISTRY AGREEMENTS AND GOVERNANCE**

Manisha is gathering shared ministry agreements, and the next meeting is planned. Manisha is hoping the bishops or others can help gather existing agreements.

#### **JUDICATORY MATTERS FOR DIOCESES & SYNODS**

Preparing one-pagers to assist folks in dealing with each of the areas of combined ministry. Compiling what each denomination's constitutions, bylaws and rules are for quick education of leaders around Apportionment / allocation / benevolence; Membership / Parochial Reporting; Endowments; Property Ownership; Conflict Resolutions.

To include background, suggested wording or best practices, lessons learned, and regular review protocol.

#### **LITURGICAL CONSIDERATIONS**

Compiling a reading List

#### **ORDERLY EXCHANGE OF PASTORS / PRIESTS UNDER CCM**

Richard is finished with revisions and has shared document with Kathryn Johnson to return to LECC for approval and sharing.

#### **DIACONATE**

The team is complete except for one more bishop's agreement to serve including a JALC representative. They are scheduling their first meeting for early February.

#### **CAMPUS MINISTRY**

Ongoing. Intern Hank Jeanell recently attended joint campus ministry conference, and we will chat with him about his learnings there.

#### **Communications/Education**

At what point do we

Arrange another Zoom chat with clergy serving Episcopal and Lutheran churches

Shared Website across Lutheran and Episcopal Church for public resource

sharing.

Bishop Don closed the meeting in prayer at 2:33 pm.