

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Table of Contents

Section I

- Assembly Welcome
- Tentative Assembly Agenda
- Special Guest and Presenters
- Bishop's Report
- Milestone Anniversaries
- Synod Statistical Report

General Information

- Helpful Information
- Voting Members Information
- Locations:
 - Lunch Hearings and Conversations
 - Synod Assembly Office / Travel Equalization

- Displays
- Special Thanks
- Sponsors

ELCA Churchwide Report

Bishops Election Information

Nominations

- Positions Needing Nominations and information (including blank form)
- Nominating Slate
- Biographical Information on Nominees

Budget/Finance

- Treasurer's Report
- Proposed Budget
- Salary and Benefits Breakdown
- Giving Report
- Proposed Compensation Guidelines for 2020

Resolutions

- Resolutions Committee Members/Issues of Conscience
- Blank Sheet for Motions
- 2018 Assembly Actions Grid
- 2019 Resolutions (in numerical order)

Constitution

NOTE: Worship materials will be distributed or projected.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Assembly Welcome

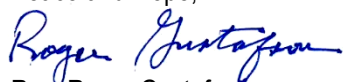
Welcome, voting members and guests, to the 2019 Assembly of the Central States Synod! We pray that your time at this Assembly will leave you refreshed, renewed, and recommitted to a life of joyful discipleship as followers of Jesus Christ.

The focus of this year's Assembly is Congregational Vitality, a theme we're exploring throughout the Evangelical Lutheran Church in America. Vital congregations are communities of Jesus that nurture life-changing relationships with God, one another, and the world. With this theme in mind we will also hear and experience presentations from the Rev. Dr. Rich Melheim. Vital congregations start with vital individual Christians, and since Dr. Melheim specializes in lifelong faith development he is sure to be an engaging presenter.

In addition to conducting the business of the synod, we will also elect people to a number of leadership positions, including that of Bishop. To lead that part of the Assembly, we are pleased to welcome Mr. Bill Horne, Vice President of the ELCA, who will also bring us a report from the churchwide expression.

May God richly bless your time at this Assembly, and may God guide us all as we work together in service to the Gospel of Jesus Christ.

Peace and Hope,



Rev. Roger Gustafson
Bishop
Central States Synod, ELCA



Rev. Susan Candea
Director, Evangelical Mission
Central States Synod, ELCA



Rev. Donna Simon
Director, Evangelical Mission
Central States Synod, ELCA

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Agenda

(Agenda Subject to Change Due to Bishop Election)

Thursday, June 6, 2019 - Synod Assembly Day 1

11:00 AM	Synod Assembly Registration Check-in	Quail Creek Ballroom II
11:00 AM	Sign-in for Travel Equalization	Quail Creek Ballroom II
1:00 PM	Display Table Area Opens	Lobby and Quail Creek Ballrooms
1:00 PM	Synod Council Meeting	Hospitality Suite #1107
2:30 PM	Bishop's Election Task Force Meeting	Hospitality Suite #1107
3:00 PM	New Voting Member Orientation	Quail Creek Ballroom III/IV
4:00 PM	Youth Welcome Meeting	Hospitality Suite #1009
5:00 PM	WELCOME and OPENING of Synod Assembly Grand Ballroom	Grand Ballroom
5:15 PM	Thursday Evening Welcome Dinner	
6:30 PM	Opening Worship Service	Grand Ballroom
7:30 PM	<i>Registration & Credentials Closed for Bishop's Election Ballot #1</i>	
8:00 PM	Plenary Session I - Voting Session Bishop's Election - Ballot #1	Grand Ballroom
8:50 PM	Synod Assembly Registration Check-in for late arrivals	

Friday, June 7, 2019 - Synod Assembly Day 2

7:00 AM	Synod Assembly Registration Check-in Re-Opens for late arrivals	Quail Creek Ballroom II
	Breakfast on your own	
8:00 AM	Plenary Session II	Grand Ballroom
	Bishop's Election - Ballot #1 - Announce Results	
	Nomination Committee Report	
	Synod Vice President's Report	
	Synod Treasurer's Report & Presentation of Proposed Budget	
	Rev. Richard Melheim Keynote Presentation	
9:50 AM	<i>Registration & Credentials Closed for Bishop's Election Ballot #2</i>	
10:00 AM	Morning Break - Sponsored by Mission Investment Fund, ELCA	
10:20 AM	Plenary Session III - Voting Session	Grand Ballroom
	ELCA Churchwide Report - Mr. Bill Horne, II - ELCA Vice President	
	Elections for Synod Vice President, Secretary and Treasurer	
	Elections for Synod Council positions and Synod committees	
	Bishop's Election - Ballot #2	
11:45 PM	Synod Assembly Registration Check-in Re-Opens for late arrivals	Quail Creek Ballroom II
12:00 PM	Synod Assembly - Lunch break	
12:15 PM	Budget Hearing - Working Lunch	Grand Ballroom
12:15 PM	Compensation Guidelines - Working Lunch	Quail Creek Ballroom III
12:15 PM	Resolutions Hearing - Working Lunch	Quail Creek Ballroom IV
12:15 PM	Youth Lunch	Hospitality Suite #1009
12:40 PM	<i>Registration & Credentials Closed for Bishop's Election Ballot #3</i>	

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Agenda for 2019 Synod Assembly (Agenda Subject to Change Due to Bishop Election)

Friday, June 7, 2019 - Synod Assembly Day 2 (Continued)

1:10 PM	Plenary Session IV - Voting Session Rev. Richard Melheim Keynote Presentation #2 Bishop's Election - Ballot #2 Announce results Introduction of Bishop Nominees - Top 7 Bishop's Election - Ballot #3 (As needed) Discussion and Vote on Resolutions	Grand Ballroom
3:15 PM	Afternoon Break - Sponsored by Lutheran Planned Giving & ELCA Foundation	
3:15 PM	Registration and Credentials Re-opens for late arrivals	Quail Creek Ballroom II
3:30 PM	Plenary Session V Interview Sessions with Bishop's Nominees - Top 3	Grand Ballroom (Main), Quail Creek Ballroom, & Grand Ballroom (Salons A-D)
4:45 PM	<i>Registration & Credentials Closed for Bishop's Election Ballot #4</i>	
5:00 PM	Afternoon Break	
5:15 PM	Plenary Session VI - Voting Session Bishop's Election - Ballot #4 (As needed)	Grand Ballroom
5:30 PM	Break for Dinner	
6:30 PM	Assembly Banquet & Celebration of Anniversaries	Grand Ballroom

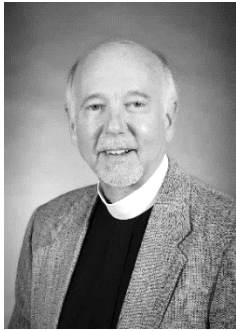
Saturday, June 8, 2019 - Assembly Day 3

7:00 AM	Registration and Credentials Re-Opens for late arrivals Breakfast on your own	
7:30 AM	<i>Registration & Credentials Closed for Bishop's Election Ballot #5</i>	
8:00 AM	Plenary Session VII - Voting Session Bishop's Election - Ballot #5 (As needed) Bishop Gustafson's Message to the Synod Discussion and Vote on Synod Budget Discussion and Vote on Compensation Guidelines Issues of Conscience	Grand Ballroom
9:25 AM	Bethany Home Association Meeting	Grand Ballroom
9:30 AM	Morning Break	
10:00 AM	Closing Worship	Grand Ballroom
11:30 AM	Closing of Synod Assembly Sign out for Travel Equalization	Quail Creek Ballroom II

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Presenters & Special Guests



Rev. Roger R. Gustafson, Bishop, Central States Synod, ELCA

In June 2013, the Rev. Roger R. Gustafson was elected bishop of the Central States Synod of the Evangelical Lutheran Church in America. He was elected to a six-year term.

Before his election he had served Advent Lutheran Church, Olathe, Kansas, since being ordained a pastor in the ELCA in 1990. He earned his Bachelor of Arts degree in journalism from the University of Minnesota, he earned his Master of Divinity degree with honors from [Pacific Lutheran Theological Seminary](#) in Berkeley, California, where he met his wife-to-be, Susan Langhauser. Roger's first career was in print journalism, and he worked on a variety of newspapers in the Midwest and West.

Roger has served in several capacities in the Central States Synod. He was a member of the Pastor-to-Pastor pilot project; a member of the Bishop's Pastoral Care Team; co-dean with Susan Langhauser of the Kansas City Area Ministry; co-chair of the Local Arrangements Committee for the 1993 Churchwide Assembly in Kansas City; a voting member at the 2005 Churchwide Assembly in Orlando; and chair of the synod's Evangelizing Strategy Task Force. He has chaired the Church Planters Missions team for the Kansas City metropolitan area. He has been a contributing writer for Lectionary Homiletics and Living Pulpit preaching journals. He has been a Kansas Supreme Court-approved mediator and has worked as a consultant for Children International, a not-for-profit organization in Kansas City.

He and Susan are parents of Andrew and parents-in-law of Megan, and grandparents of Henry James and Vivian Rose.

Churchwide Representative

Mr. William "Bill" Horne II, Vice President of the ELCA

Mr. William "Bill" Horne II was elected to serve a six-year term as ELCA Vice President at the 2016 ELCA Churchwide Assembly in New Orleans. Bill Horne grew up as a member of the National Baptist religious tradition and became a Lutheran while serving in the United States Air Force in 1982. Bill has served as congregational president in two ELCA congregations in Florida and is currently a member of St. Paul's Lutheran Church in Clearwater, Florida. He served as a member of the Florida-Bahamas Synod Council and later as Synod Vice President.



Bill served on the ELCA Church Council, 2009-2015 and a member of the ELCA Theological Education Advisory Council, 2013-2015. He is currently serving as a member of the ELCA Inter-Religious Task Force and of the Lutheran Services Florida Board of Directors.

His post military retirement career has been in public management. He was appointed by the Clearwater City Council to serve as the Chief Administrative Officer (City Manager) of the city with responsibility for all departments except the City Attorney's Office. He is directly responsible for 1,746 employees and accountable for the annual operating and capital budget of \$441 million dollars. Bill was selected as Interim City Manager in 2000 and later appointed to the position of City Manager in 2001.

Bill served as a Colonel in the United States Air Force. He earned his Bachelor of Science Degree in Chemistry from the University of Tulsa, a Masters in Human Resource Management from Pepperdine University, and a Masters in Political Science from Auburn University in Montgomery.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Presenters & Special Guests

Presenter - Rev. Dr. Rich Melheim, Faith Inkubators



An ordained Lutheran pastor with a BA in Journalism (UND – 1977), an MDiv in Theology (Luther Seminary – Spring 1981) and a DMIN in Semiotics and the Future (George Fox Evangelical Seminary – spring 2013), Rich has invested his ministry in creating education systems that pull parents into the core of children, youth and family systems “every night in every home.”

Rich is the founder and initiating force behind:

- Faith Inkubators & the Faith Inkubators Foundation (www.faithink.com)
- FAITH5 (www.faith5.org)
- The Cross+Gen Movement (www.crossgenconference.com) and
- RICH Learning Global and RICH Learning International (www.richlearning.com)
- Luther 2017 (www.lutherstudy.com)

An entrepreneur, author, semiotician, cartoonist, comedian, speaker, publisher, playwright, songwriter, family counselor, business systems consultant, amateur complexity theorist, log cabin builder, preschool designer, and student of the human brain. Melheim has written and produced 6 musical comedy stage plays, authored two dozen books, produced 24 music albums, created an international preschool education project with 535 songs, taught in 1000 cities on five continents, and has appeared on 50 network television news shows from WNBC-NY to KTLA to CNN consulting on family issues.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Individuals Milestone Anniversaries

<p>5 Years Ms. Cherri Jestmore, Deacon The Rev. Joshua Brecht The Rev. Micah Sievenpiper</p> <p>10 Years Ms. Sharon Custer, PMA Ms. Rita Gagelman, PMA Ms. Jayne Germer, PMA Ms. Ann McConkey, PMA The Rev. Delvin Strecker</p> <p>15 Years The Rev. Harry Grinstad The Rev. Chad Langdon The Rev. Meggan Prosser-Gebhardt</p> <p>20 Years The Rev. Gregory Eidell The Rev. James Erdman Ms. Nancy Mitchell, PMA The Rev. Jennifer Obermueller</p>	<p>25 Years The Rev. David Carlson The Rev. Linda Diepenbrock The Rev. Stephanie Doeschot (RCA) The Rev. Steven Little The Rev. Evelyn Phillips The Rev. Anita Strommen The Rev. David Strommen</p> <p>30 Years The Rev. Peter Jacobson The Rev. Peter Rehwaldt The Rev. Cynthia Schnaath</p> <p>35 Years Ms. Ruth Blundell, Deacon The Rev. Dr. James Brandt The Rev. William Yancey</p>	<p>40 Years The Rev. Bruce Adamson The Rev. John Backus The Rev. James Banner The Rev. Randall Chapman The Rev. Randy Gibbs The Rev. Russell Glaser The Rev. James Gleason The Rev. William McKay The Rev. George Pejakovich</p> <p>45 Years The Rev. William Buschbom The Rev. Michael Haar The Rev. Keith Holste The Rev. Elwyn Luber The Rev. Gary Teske The Rev. Gloria Weber The Rev. Arthur Wienandt The Rev. Keith Wiens</p>	<p>50 Years The Rev. James Beaty The Rev. John Binder The Rev. William Bullock The Rev. John Davis The Rev. Jeffrey Lindgren</p> <p>55 Years The Rev. Richard Hoffman The Rev. Eugene Moll The Rev. William Pape The Rev. Donald Thuss</p> <p>65 Years The Rev. Elwin Bergstraesser The Rev. Donald Conrad The Rev. J. Rolland Christenson</p>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Congregational Milestone Anniversaries

<p>5 Years Southern Sudanese Worshipping Community, St. Joseph, MO</p> <p>10 Years The Bridge, St. Charles, MO</p> <p>15 Years Kaw Prairie Community Church, Lenexa, KS</p> <p>20 Years Cross of Glory Lutheran Church, Derby, KS</p> <p>30 Years All Saints Lutheran Church, Blue Springs, MO Holy Cross Lutheran Church, Overland Park, KS</p> <p>50 Years St. Matthew American Lutheran Church, Butler, MO</p> <p>55 Years Good Shepherd Lutheran Church, Manchester, MO Holy Cross Lutheran Church, Creve Coeur, MO St. James Lutheran Church, Kansas City, MO</p>	<p>60 Years Gloria Dei Lutheran Church, Kansas City, MO Messiah Lutheran Church, Springfield, MO Our Savior Lutheran Church, Jefferson City, MO Resurrection Lutheran Church, Haysville, KS</p> <p>70 Years Good Shepherd Lutheran Church, Washington, KS</p> <p>95 Years Emmanuel Lutheran Church, Hoisington, KS</p> <p>110 Years Hope Lutheran Church, Rush Center, KS St. Paul Lutheran Church, Wichita, KS Zion Lutheran Church, Ferguson, MO</p> <p>120 Years Immanuel Lutheran Church, Kansas City, MO</p> <p>125 Years First Lutheran Church, St. Joseph, MO Gethsemane Lutheran Church, St. Louis, MO</p>	<p>135 Years Hebron Lutheran Church, Burdick, KS St. Mark Lutheran Church, Emporia, KS Peace Lutheran Church, Albert, KS</p> <p>145 Years Zion Lutheran Church, Hanover, KS Andover Lutheran Church, Windom, KS First Lutheran Church, Manhattan, KS Garfield Lutheran Church, Garfield, KS</p> <p>150 Years Bethany Lutheran Church, Lindsborg, KS Christ Lutheran Church, Eureka, KS Salemsborg Lutheran Church, Smolan, KS Sargent's Chapel Lutheran Church, Sedgewickville, MO Sedgewickville Lutheran Church, Sedgewickville, MO Upper Wolf Lutheran Church, Robinson, KS</p> <p>170 Years Immanuel (Brauersville) Lutheran Church, Cole Camp, MO</p>
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Congratulations to everyone who is celebrating an anniversary of note this year

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Synod Statistical Information July 2018 thru June 2019

New People in the Synod

	Effective Dates
The Rev. Daniel Johnson, 1st call Lutheran Church of the Atonement Florissant, MO, assoc. pastor	6/3/2018
The Rev. Elizabeth Kocher, from Southeastern Synod to First Lutheran Church Manhattan, KS, assoc. pastor	8/4/2018
The Rev. Barbara Chapman, retired from Western Iowa Synod	9/17/2018
Ms. Gail Brecht, Deacon, 1st call Good Shepherd Lutheran Church, Manchester, MO	10/21/2018
The Rev. Anteneh Gebreselassie, from Metropolitan Washington DC Synod to Advent Lutheran Church Olathe, KS, assoc. pastor	10/5/2018

Seminarians Assigned to the Synod

Andrew Baumgartner from Lutheran School of Theology at Chicago, IL
Melissa Woeppel from United Lutheran Seminary, Gettysburg, PA

Moves Within the Synod

The Rev. Linda Bollenbach, from specialized ministry to Disability Status	4/10/2018
The Rev. Brenda Ulrich, from OLFC to Grace United Methodist Church Emporia, KS	7/1/2018
The Rev. Bradford Bray, from All Saints Blue Springs MO to Disability Status	10/10/2018
The Rev. Laura Smith, from Assaria to St. Francis Community Services, Salina, KS.	4/1/2019

Transfer out of the Synod

The Rev. Elizabeth Liggett, from OLFC to Montana Synod	1/16/2018
The Rev. James Davis, retired to Rocky Mountain Synod	11/29/2018
The Rev. Brian Hiordahl, from Atonement Overland Park, KS to Southwest California Synod	1/1/2019
The Rev. Katherine Kolodziejczyk, from Elim Marquette, KS to Indiana -Kentucky Synod	2/21/2019
The Rev. Gena Maria Koeberl, from Transitional Ministry to Southwestern Michigan Synod	3/13/2019
The Rev. Rebecca Boardman, from St. Louis Lutheran Campus Ministry, St. Louis, MO, to Grand Canyon Synod	6/1/2019

Necrology

The Rev. Donald Fallon, retired, Manhattan, KS	6/25/2018
The Rev. A. Karl Boehmke, retired, Pullman, WA	8/19/2018
The Rev. Kenneth J. Knutson, retired, Union, MO	8/28/2018
The Rev. Sally Fahrenthold, retired, Wichita, KS	11/21/2018
The Rev. Gerald Buss, retired, Hiawatha, KS	11/23/2018
The Rev. Henry Liskey, retired, Topeka, KS	2/9/2019
The Rev. John Mann, retired, St. Louis, MO	2/19/2019
The Rev. Edward Schroeder, retired, St. Louis, MO	3/1/2019
The Rev. Raymond A. Mai, retired, Lindsborg, KS	3/28/2019

On Leave From Call

The Rev. Dinah Dutta, from St. Mark Emporia, KS	4/5/2018
The Rev. Nate Haaland, from Advent Olathe, KS	6/16/2018
The Rev. Carrie McElfresh, from Hope St. Charles, MO	6/16/2018
Ms. Anne Chida, Deacon, from Unity Hospice, St. Louis, MO	6/21/2018
The Rev. Janai Robinson-Makarov, from Concordia, Concordia, KS	1/1/2019

Resigned Calls

The Rev. Dinah Dutta, from St Mark Emporia, KS	4/4/2018
The Rev. Linda Bollenbach, from Mercy Hospital, Springfield, MO as Ethics Coordinator (synod council call)	4/9/2018
The Rev. Nate Haaland, from St. Mark Olathe, KS as assoc. pastor	6/15/2018
The Rev. McElfresh, Carrie from Hope St. Charles, MO as assoc. pastor	6/15/2018
Ms. Anne Chida, Deacon, from Unity Hospice, St. Louis, MO as Spiritual Care Coordinator (synod council call)	6/20/2018
The Rev. Bruce Adamson, from Trinity Otis, KS	7/31/2018
Mr. Alan Saatkamp, from transitional ministry (synod council call)	7/31/2018
The Rev. Brian Elster, from Trinity Lawrence, KS	8/1/2018
The Rev. David Miller, from Christian Psychological Services, Overland Park, KS (synod council call)	8/31/2018
The Rev. Bradford Bray, from All Saints Blue Springs, MO	10/9/2018
The Rev. Loren Mai, from Bethany Lindsborg, KS	11/16/2018
The Rev. David Fulton, from St. Paul Lutheran Church Wichita, KS	11/30/2018

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Resigned Calls, cont.

	Effective Dates
The Rev. Kendra Nolde, from Gethsemane, St. Louis, MO	12/15/2018
The Rev. James Bennett, from Barnes Jewish Hospital, St. Louis, MO, CPE Educator and Staff Chaplain (synod council call)	12/28/2018
The Rev. Janai Robinson-Makarov, from Concordia, Concordia, KS	12/31/2018
The Rev. Brian Hiortdahl, from Atonement, Overland Park, KS as senior pastor	12/31/2018
The Rev. Gena Maria Koeberl, from Transitional Ministry Messiah Springfield, MO (synod council call)	1/6/2019
The Rev. Katherine Kolodziejczyk, from Elim, Marquette, KS	1/30/2019
The Rev. Laura Smith, from Assaria, Assaria, KS	3/31/2019
The Rev. Rebecca Boardman, from St. Louis Lutheran Campus Ministry, St. Louis, MO (synod council call)	5/31/2019

Resigned from roster

Mr. Kyle Olson, Deacon, Hiawatha, KS	8/16/2018
Mr. Loren Mai, Lindsborg, KS	11/16/2018
Mr. Alan Saatkamp, Deacon, Normal, IL	12/28/2018

Retirement

The Rev. Bruce Freeman, from OLFC	6/1/2018
The Rev. Bruce Adamson, from Trinity Otis, KS	8/1/2018
The Rev. David Miller, from Christian Psychological Services, Overland Park, KS	9/1/2018
The Rev. Brian Elster, from OLFC	10/31/2018
The Rev. Steven Little, from disability	11/1/2018
The Rev. David Fulton, from St. Paul Lutheran Church Wichita, KS	12/1/2018
The Rev. Kendra Nolde, from Gethsemane, St. Louis, MO	1/1/2019
The Rev. James Bennett, from Barnes Jewish Hospital	1/1/2019
The Rev. John Mann, from disability	1/1/2019
The Rev. Lawrence Block, from OLFC	5/1/2019

Congregational changes

Respectfully submitted
Sandra Van Tuyl, Synod Statistician

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Helpful Information

Please note: for this year's assembly

- **Assembly voting member registration:** registration (check-in) at assembly will close ½ hr prior to each plenary session to allow for accurate credential reports. You only need to register once, but please register as early as possible.
- If you have not registered online prior to the assembly, you can register once you arrive at the assembly, please note there will be a \$25.00 fee for on-site registration. Register at the assembly office, you will not be allowed to vote until the next plenary session, so the office has time to make the name tag and put you into the system for credentialing purposes.
- You must have your nametag on in order to vote otherwise you will have to sit in the visitor's section.

- Assembly registration and office: located in Quail Creek II
- Displays: located in hallway and Quail Creek I & II
- Prayer room: located in assembly hall. The prayer room will be open beginning 1:00 p.m. on Thursday. Please bring your prayer requests to the prayer room.
- Lunch time opportunities on Friday - listed in this section
- Speaking on Assembly Floor: In order to assist the chair to allow for opposing discussion on an issue, during regular business sessions, please take your voting cards with you to one of the three microphones. Show your green card to speak in favor of the topic at hand. Show your red card to speak against. To raise a question or a point of order display your white card. You will be called upon in order by the presider. Identify yourself by name and congregation/organization before making your statement(s). Amendments to motions on the floor *must* be submitted in writing as well as from the floor. Written amendments should be taken to the Rev. Chad Langdon at the front of the hall after the amendment is made from the floor.
- Recycling, please place all recycled goods in marked receptacles.
- Cell phones: Please turn off or set to vibrate during all sessions of the assembly
- Messages – Messages will be projected from time to time on the large screens in the Assembly Hall. To have a message/announcement posted, please submit it in writing at the "Tech Area" at the back of the hall.
- In the event of a fire: Please leave the building by the nearest exit.
- In the event of a medical emergency: Please dial 911.

Travel Equalization

- Travel Equalization: Any congregation who has traveled further than 100 miles (one way) to the assembly site is eligible to submit for travel equalization. Reimbursement will be for travel by ONE car per congregation.
- Travel Equalization sheet requires two signatures one to sign in (must be signed no later than 6:00 p.m. Friday, June 7) and one to sign out after the assembly closes on Saturday, June 8th.
- Reimbursements will not be sent without a second signature.
- Checks will be mailed in July to the congregation's treasurer.

Synod Assembly Offering 2019

The offering from this year's synod assembly will be divided between the three ministries listed below:

- **PMA Scholarships**—Within the Central States Synod
- **Pantry Pack Program**—A Harvesters agency located in Salem Lutheran, Lenexa KS
- **ELCA Young Adults in Global Mission** —Invites young adults into a transformative, year-long journey in international service

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Assembly App and Downloading Instructions

We have a mobile phone/tablet app as a communications tool at Synod Assembly. The app contains information included in the binder, as well as announcements and updates made during the assembly. Attendees can download prior to assembly.

How to Download Our Assembly App

1. Go to the App Store (for iPhone and iPad devices) or Google PlayStore (for Android devices) on your device
2. Search for ELCA Organizations & Events (you will see the ELCA globe icon)
3. Download and open the App
4. Tap the "Enter Passphrase" button and enter "centralstates2019" (without quotation marks)
5. Open the 2019 Central States Synod Assembly guide
6. Tap the menu icon (three horizontal lines) located in the upper left corner to navigate through the guide.

Voting Member Information regarding Assembly Procedures for the 2019 Central States Synod Assembly

INTRODUCTION

Each synod assembly's authority and procedures must conform to the requirements of the constitution, bylaws and continuing resolutions of the Central States Synod of the Evangelical Lutheran Church in America. The parliamentary procedures are shaped by the most current version of *Robert's Rules of Order*. Further, each assembly may adopt other specific rules in order to better conduct its business. Finally, time and experience has led to a number of ordinary practices that are carried over from assembly to assembly simply because they have proven to be effective.

For the most part, all of these organizational factors work well to provide an orderly framework within which each voting member may be fully and actively involved in the deliberative process of the assembly. However, at times, these same factors may seem artificially restrictive and notably frustrating if voting members do not know why a specific procedure is being followed or how they may participate at a particular moment.

The chart and notes which follow are a first opportunity for you to understand the procedures of this assembly in order that you may fully and actively participate. Another opportunity is the **Orientation for Voting Members** which will be held on Thursday, June 6 at 3:00 p.m. (in Quail Creek III & IV.) All voting members are invited to attend this orientation, but new voting members are especially encouraged. Finally, during the assembly, if you have any questions, please feel free to approach the synod's officers or council members, Dallas Rakestraw, assembly parliamentarian, Rev. Phil Vickers, Chair of the Resolutions Committee, or the Rev. Susan Candea, Bishop's Associate.

Whether you are attending your first assembly, or you have attended previous assemblies as a voting member, your full and active participation is both welcomed and necessary for the continued wellbeing of our synod. We recognize that for many of you the travel will be lengthy; arranging the time has been something of an inconvenience for you and your family; and, the expense to your congregation has not been insignificant. For all of these things and the work you will do, thank you and may God bless your participation.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Voting Member Information

To accomplish this:	You say this:	Interrupt the speaker?	Is a second necessary?	Is it debatable?	Can it be amended?	Necessary vote?	Can it be reconsidered?
Introduce business	"I move that..."	NO	YES	YES	YES	MAJORITY	YES
Amend a motion	"I move to amend the motion by..."	NO	YES	YES	YES	MAJORITY	YES
Give further study	"I move to refer the matter to committee."	NO	YES	YES	YES	MAJORITY	YES (unless it has gone to committee)
Postpone discussion for stated period of time	"I move to postpone discussion until..."	NO	YES	YES	YES	MAJORITY	YES
End debate and amendments	"I move the previous question."	NO	YES	NO	NO	2/3	NO (Unless vote is not taken)
Suspend consideration of an issue temporarily	"I move to table the motion"	NO	YES	NO	NO	MAJORITY	NO
Raise a question about noise, etc.	"I rise to a question of privilege"	YES	NO	NO	NO	NO VOTE	NO (usually)
Call for an intermission	"I move we recess for..."	NO	YES	NO	YES	MAJORITY	NO
Adjourn the meeting	"I move that we adjourn."	NO	YES	NO	NO	MAJORITY	NO
Request information	"Point of information"	YES	NO	NO	NO	NO VOTE	NO
Reconsider an action	"I move to reconsider the vote on..."	YES	YES	YES (if motion to reconsider is debatable)	NO	MAJORITY	NO
Take up a matter previously tabled	"I move to take from the table..."	NO	YES	NO	NO	MAJORITY	NO
Verify a voice vote by having members stand	"I call for a division."	YES	NO	NO	NO	NO VOTE	NO
Vote on a ruling of the chair	"I appeal from the chair's decision."	YES	YES	YES	NO	MAJORITY	YES
Protest a breach of rules or conduct	"I rise to a point of order."	YES	NO	NO	NO	NO VOTE (unless it is unclear)	NO
Avoid considering an improper matter	"I object to consideration of this motion"	YES	NO	NO	NO	2/3	YES (if main motion was not considered)
Suspend rules temporarily	"I move to suspend the rules so that..."	NO	YES	NO	NO	2/3	NO

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Voting Member Information

- Voting procedures for the bishop's election are outlined in that section.
- If you can, please attend the New Voting Member Orientation on Thursday 3:00 pm to answer any questions.
- Once you are registered please sit at a **NUMBERED** table – the floors volunteer for that table will give you a sticker for your nametag. This will be your assigned seat for **ALL** plenary sessions. Visitors will be asked to sit in special areas during these plenary sessions. During meals and worship, voting members and visitors may sit at any table they choose.
- The floors volunteer assigned to your table will pass out and collect ballots and help with the voting machines. They will help with any questions you have.
- You must be wearing your voting member nametag to vote in all sessions. If you do not have your nametag please sit in the visitors section.

Please note: for this year's assembly

- Assembly voting members' registration: registration (check-in) at assembly will close ½ hr prior to each plenary session to allow for accurate credential reports. You only need to register once, but please register as early as possible.
- If you have not registered online prior to the assembly, you can register once you arrive at the assembly, **please note there will be a \$25.00 fee for on-site registration**. Register at the assembly office, you will not be allowed to vote until the next plenary session, so the office has time to make your name tag and put you into the system for credentialing purposes.

Voting Member Information - Voting Machines

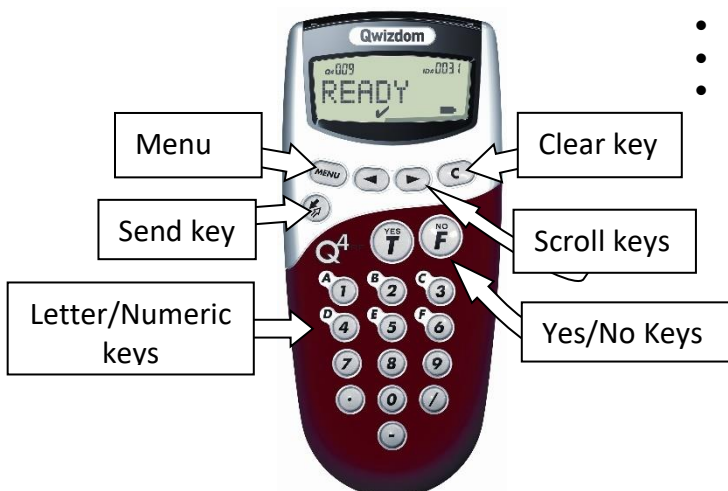
There will be training prior to using the voting machines. Below is information to familiarize yourself with the machines

- To turn on/off the remote, press and hold the menu key for about 2 seconds (words will appear on the remote).
- To send your vote press "yes" or "no" or the letter or numeric choice then press the "send" key. In a multiple mark question (e.g. choose 2) input appropriate number of letter choices then "send".
- To change your answer, press the "clear" (c) key. Retype your answer and press "send."

If you accidentally press the "menu" key rather than the "send" key, your remote may say "help", "User ID", or "Session". Simply use the scroll keys to scroll to "Exit" and press "send."

Notes:

- Numeric and "vote for more than one" questions – remote screen will be blank
- "push key" is sleep mode, push a button to wake up remote
- "no net" – press the "send" key to connect
- "low batt" indicates new batteries are needed – raise hand for help



Locations of Hearings offered at Lunch, Friday, June 7, 2019

Please pick up one of the box lunches provided and take them to the rooms for the following topics. There are signs to direct you.

Budget Hearing Facilitator: Scott Schulte, Central States Synod Treasurer • Location: Grand Ballroom

Resolution Hearing Facilitator: Phil Vickers, Resolution Chair • Location: Quail Creek IV

Compensation Guidelines Facilitator: Mari Larson • Location: Quail Creek III

Youth Voting Member Conversation with synod leadership (for voting members 18 and under)

Facilitator: Roger Gustafson, Bishop, Central States Synod, and leadership

• Location: Hospitality Room

Other Locations

Registration & Synod Assembly office • Location: Quail Creek II

Travel Equalization • Location: Quail Creek II

Prayer Room • Location: Assembly Hall

Display Tables: Located Hallway and in Quail Creek I & II

- | | | |
|---------------------------------------------------------------------------------------------------------|-------------------------------------------------------|--------------------------------------------|
| • Augsburg Fortress / 1517 Media | • Faith Inkubators | • Metro Lutheran Ministry |
| • Bethany College | • Guiding Outreach | • Mission Investment Fund, ELCA |
| • Bethany Home Association | • Hollis Renewal Center | • MOSAIC |
| • Bethany House of Studies/Lutheran School of Theology-Metro St. Louis/Central States Synod PMA Program | • Jeff Wunrow Designs | • New Angle Technologies, LLC |
| • The Bridge Fair Trade Market | • Kansas Interfaith Action | • Oaks Indian Mission |
| • Camp Tomah Shinga | • Lutheran Campus Ministry | • Portico Benefit Services |
| • Companion Synod Team | • Lutheran Children and Family Services of Missouri | • Saint Francis Foundation |
| • Congregational Vitality and Stewardship | • Lutheran Planned Giving CSS/AOK and ELCA Foundation | • Women of the ELCA - Central States Synod |
| • ELCA World Hunger | • Lutherans Restoring Creation Mission Table | • Wartburg Theological Seminary |
| | • Lutheran School of Theology at Chicago | |

Special Thanks to...

- Mr. William Horne, II, VP ELCA, and his participation in this assembly
- Bishop Roger Gustafson and Vice President, Dennis Allerheiligen for leading the synod assembly
- Secretary, Chad Langdon; Treasurer, Scott Schulte; and all synod council members for their work
- Nominations Committee, Pat Bjuland, Chair and the Nominations Committee
- Bishop's election task force, the bishop's election team and the synod council for work on the bishops election
- Credential's team Chad Langdon, Lynde Langdon, Linda Lockhart and Theo Keesee.
- Compensation Guidelines Committee
- Resolutions Committee, Phil Vickers, Resolutions Chair
- Sarah Edeal, and Jon Wolf for planning the worship services and arranging the environment for worship at the assembly
- Emily Nelson Dixon, Youth Facilitator
- Local planning committee members: Sarah Edeal, Kris Dietzen, Jon Wolf, Roger Lenander, Susan Boxberger, Diane Dukat, Patsy Phelan, Brenda Bruehert, Emily Nelson Dixon, Dennis Allerheiligen, Jim Dalbec, Susan Candea, Sandy Van Tuyl, Dawne Bockelman, Tim Anderson
- Mr. Dallas Rakestraw, Parliamentarian
- Mission Investment Fund, ELCA and Lutheran Planned Giving for sponsoring coffee breaks
- Lutheran Campus Ministry at KU for creating the anniversary crosses this year
- Brenda Bruehert for organizing and overseeing the displays
- Worship team for creating the worship bulletins
- Roger Lenander and Kris Dietzen organizing the prayer room and chaplains for assembly
- Zac Sturm for serving as chaplain during the bishop's election
- Diane Dukat for chairing and Susan Boxberger for working with floors volunteers
- Dick Rohlf and Melodee Blobaum for registering voting members
- Patsy Phelan for chairing communications
- Lutheran School of Theology at Chicago and Wartburg Seminary, Dubuque, Iowa for sponsorship of printing Stories of Hope.
- St. James, Kansas City, Mo. for printing Stories of Hope
- For all the members of synod teams and committees who participated in the assembly
- Members of local congregations taking care of so many other details to welcome us to this assembly
- Technical Staff — Tim Anderson, Dave Mareske and Andrew Leach
- All those who helped as sacristans, musicians, lectors, communion assistants, and ushers for the worship services
- The many volunteers and congregations who volunteered during assembly or helped with printing and collating materials for the assembly, and helped with the mural project

Sponsors



Mission Investment Fund
Evangelical Lutheran Church in America
God's work. Our hands.

Mission Investment Fund, ELCA – mif.elca.org

The Mission Investment Fund (MIF), the lending ministry of the Evangelical Lutheran Church in America, makes low-interest loans to ELCA congregations and ELCA-related ministries for building and renovation projects.

Thank you for sponsoring coffee breaks

Lutheran Planned Giving/ELCA Foundation – Stephen Phelps

Stephen.Phelps@elca.org or <http://www.elca.org/Give/ELCA-Foundation/Regional-Gift-Planners>

The LPG and the ELCA Foundation exist to sustain and grow our ministries by stewarding assets for all the related organizations of the ELCA. Utilizing a variety of deferred giving vehicles offered by the ELCA Foundation, the regional gift planners work with individual congregational members and churches to develop giving plans that reflect family and ministry values.

Thank you for sponsoring coffee breaks



**Lutheran School of
Theology at Chicago**

Lutheran School of Theology at Chicago – www.lstc.edu

The mission of the Lutheran School of Theology at Chicago, a seminary of the Evangelical Lutheran Church in America, is to form visionary leaders to bear witness to the good news of Jesus Christ. We seek to build up the Body of Christ and work for a world of peace and justice that cares for the whole creation.

Thank you for sponsoring the printing of Stories of Hope



Wartburg Theological Seminary – www.wartburgseminary.edu

Wartburg Theological Seminary serves Christ's church through the Evangelical Lutheran Church of America by being a worship-centered community where learning leads to mission and mission informs learning. Our mission has a distinctive role in the life of the church as it prepares leaders for serving in congregations, communities, and in the world.

Thank you for sponsoring the printing of Stories of Hope



God's work. Our hands.

ELCA 2018 Annual Report



Evangelical Lutheran Church in America
God's work. Our hands.

ELCA MINISTRIES

ADVOCACY

The 2018 ELCA Advocacy Policy Priorities focus the work of the Washington, D.C., office on issues central to God's vision of a just world where all are fed, shaped by the ELCA's social-teaching documents and the experiences of its congregations, ministries, and partners. Lutheran engagement in public discourse and action is reflected in advancement of identified priority areas.

2018 by the Numbers:

- 19,128 = email messages sent through the ELCA Advocacy Action Center from Lutheran advocates/constituents to the U.S. Congress and presidential administration
- 4,950 = advocates who joined the ELCA Advocacy network (includes the national center and ELCA-hosted state and Peace Not Walls networks) Join the network at [ELCA.org/advocacy/signup](https://elca.org/advocacy/signup).
- 14 percent = increase in membership of the ELCA Advocacy network
- 101 = meetings with congressional/administration contacts by ELCA Advocacy national staff members
- 115 = visits with congressional/administration contacts during the Hunger Leadership Gathering
- 12 percent = increase in followers on Twitter @ELCAadvocacy, as of December 2018
- 31.6 percent = increase in followers on Facebook @ELCAadvocacy, as of December 2018

Farm bill

Our sustained advocacy played a critical role in passage of a bipartisan farm bill free of harmful cuts or ineffective job provisions, one that expands support for the farmer safety net, environmental opportunities, and international food aid.

Migration

Through the AMMPARO strategy, we worked to increase U.S. government funding for economic development programs and anticorruption mechanisms that are culturally appropriate for Central American communities. We opposed U.S. foreign policies that increase the militarization of Central American countries or prevent their people from seeking protection in a country where they feel safe.

Care for creation

The ELCA brought a faith voice to discussions about implementing the Paris Climate Change Agreement, the topic of the 24th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP24) in Katowice, Poland. The ELCA's new collaboration with ecoAmerica's Blessed Tomorrow program yielded impact-tested resource development, including production steps toward cobranded video and print pieces.

Affordable housing/homelessness

ELCA advocacy focused on housing as a federal budget priority, advocating for funding increases in homelessness programs, senior assistance, and affordable housing.

Criminal justice reform

ELCA Advocacy's sustained focus on sentencing reform culminated in the December 2018 passage of the First Step Act, itself a first step toward meaningful criminal justice reform.

International policy

The ELCA and its partners worked together to ensure robust funding for foreign assistance in the 2019 federal budget. ELCA Advocacy worked to reauthorize the Global Food Security Act of 2016, and the measure passed with overwhelming bipartisan support. Work continued on the proposed International Violence Against Women Act; ELCA Advocacy supports this or similar legislation that would address gender-based violence and women's equality globally.

International peacekeeping

In other good news, Congress passed the Elie Wiesel Genocide and Atrocities Prevention Act, which addresses genocide and other grievous violations of human rights and defends the human rights of groups susceptible to violations.

Current events created several opportunities for advocacy, these among them:

- ELCA Advocacy acted to protect the Johnson Amendment from repeal. Enacted in 1954, the amendment allows houses of worship to remain independent from partisan electoral activity while also permitting them to speak out on political and social issues.
- After yet another tragic mass shooting, this one at Marjory Stoneman Douglas High School in Parkland, Florida, student activists changed the narrative surrounding gun violence in the U.S. Through an Action Alert in March 2018, the ELCA responded in support of their moral outrage and their call for a better and just world.
- In collaboration with ELCA Racial Justice Ministries and ELCA Young Adult Ministry, #ELCAvotes urged action to guarantee all citizens the right to vote and promoted conversation and prayer to ensure that our election systems promote dignity and respect for all.
- On "God's work. Our hands." Sunday, ELCA congregations were invited to add advocacy to their community witness. Many chose to do this by letter writing, urging members of Congress to pass the Voting Rights Advancement Act to restore the voting rights of all Americans.
- Together with The Episcopal Church, the ELCA concluded the 18-month "For Such a Time" campaign. Anchored by the presiding bishops' call to pray, fast, and advocate for change, the two churches provided background and advocacy action on issues of equity and justice in the federal budget process.

ALWAYS BEING MADE NEW: THE CAMPAIGN FOR THE ELCA

We are now in the final months of the ELCA's first comprehensive fundraising campaign, *Always Being Made New: The Campaign for the ELCA*. As of Jan. 31, we have collectively raised more than \$226 million for churchwide ministries, including \$181 million in cash and multiyear commitments and \$45 million in planned gifts. We are so grateful for the continued support and partnership of ELCA synods and congregations.

Since the campaign's launch in 2014, we have accomplished amazing things with the help of ELCA members, congregations, and synods:

- More than 190 established and emerging women leaders from our global companions program have accessed educational opportunities designed specifically for them, including four-year scholarships to ELCA colleges and universities.
- This year, 26 ministries will receive grants to further their work through the campaign's Youth and Young Adults initiative. Forty-seven grants, totaling more than \$1.2 million, have been distributed to programs across the ELCA through this initiative.
- With campaign support, ELCA World Hunger provided more than \$3.2 million in new funding to 47 growth projects in 27 countries last year. This is above and beyond our ongoing support of existing projects and programs.
- The ELCA Fund for Leaders is providing 254 students with more than \$2.6 million in seminary scholarships during the 2018-19 academic year. This includes 50 *new* full-tuition scholarships—the highest number ever awarded.
- With more than \$1 million in support from the campaign, Renewing Congregations grants are being implemented across the ELCA, including 19 synodical Renewing Congregations strategies, six Area Ministry strategies, and four Fast Growth Congregations initiatives.
- A total of 258 new-start congregations have been approved during the campaign—a record growth in ELCA new starts.
- Through the campaign, Disability Ministries has distributed 17 gathering and inclusivity grants, 18 equipping congregations and synods grants, and 12 preparing leaders grants. An additional \$250,000 in grants will be distributed to mental health ministry projects by January 2020.
- Seventy-six Young Adults in Global Mission volunteers are currently serving in 14 countries around the world. An additional 315 young adults have served in the program since the campaign began.

We have accomplished so much, and we couldn't have done it without your partnership. As we enter these final months, we ask each of you to help accelerate the successful completion of this effort. Our continued collaboration is important so that we achieve all we set out to do together by June 30. Let's finish strong as church together!

For campaign resources and additional information, please visit [ELCA.org/Campaign](https://elca.org/Campaign). Please also feel free to contact us at 800-638-3522 or campaignforELCA@elca.org.

AMMPARO

AMMPARO is the ELCA's strategy to Accompany Migrant Minors with Protection, Advocacy, Representation and Opportunities. The ELCA developed this strategy based on commitments to uphold and guarantee the basic human rights and safety of migrant children and their families; to address the root causes of migration in Mexico and countries from Central America's Northern Triangle (El Salvador, Guatemala, and Honduras) and the treatment of migrants in transit; to work toward just and humane policies affecting migrants in and outside the U.S.; to engage as a church with all of our companions, affiliates, and partners to respond to the migration situation and its causes; and to advocate for migrant children and their families.

Although many of our ecumenical partners are engaging in migration work, the ELCA is unique among mainline denominations in directing our work through a comprehensive strategy that covers the migrant journey from countries of origin through transit countries and in the United States as well. AMMPARO is funded through Lutheran Disaster Response and ELCA World Hunger.

The AMMPARO network includes programs directed by ELCA companions in Honduras, El Salvador, and Guatemala that provide opportunities for a new life to migrants deported from the United States and Mexico. In Mexico, the ELCA supports the work of advocacy to protect the human rights of these very vulnerable migrants planning either to remain in Mexico or to continue their journey. There are currently 120 welcoming and sanctuary congregations in the ELCA that have agreed to accompany migrant children and families in their communities in the U.S. The Guardian Angel program invites volunteers in eight cities across the U.S. (Boston, Atlanta, Detroit, Chicago, Minneapolis–St. Paul, Omaha, Denver, and Los Angeles) to be the physical presence of the church accompanying migrant children and their families during their court proceedings.

Advocacy for justice and fairness for migrant children and families has mobilized people from across the ELCA to pledge to stand with asylum seekers and reunite separated families. ELCA members who are lawyers are joining forces with legal organizations to protect migrants through volunteer service in family detention facilities.

You can learn more about this work at [ELCA.org/Resources/AMMPARO](https://elca.org/Resources/AMMPARO). Get involved! Encourage your congregation to join the AMMPARO network by becoming a welcoming congregation. Information is available from Mary Campbell at mary.campbell@elca.org.

2018 highlights included:

- international engagement to protect migrant children, youth, and families;
- 116 welcoming and sanctuary congregations in 30 synods in all nine regions of the ELCA;
- eight Guardian Angel programs—six new this year (in Omaha, Denver, Boston, Atlanta, Detroit and Minneapolis–St Paul);
- national advocacy leadership in the Interfaith Immigration Coalition and regular consultation with Congress on conditions in Central America;
- accompaniment of the exodus of Central Americans;
- a presentation at the World Vision Global Partners Forum in Rome; and
- legal pro bono work

Work done in Honduras in the last 18 months:

- 321 returned migrants enrolled in vocational training programs;
- 115 returned migrants started microenterprises, and 12 started a savings and loan co-op;
- 321 returned migrants received group counseling, and 184 of those received individual psychological attention for traumas experienced during the migrant journey;

- 718 families received humanitarian assistance during repatriation; and
- 50 returned migrants have organized their own network for public communications and advocacy.

CANDIDACY

In the past year (March 2018–February 2019), we assigned 247 candidates. Of those, 222 were candidates for the Word and Sacrament roster and 25 were candidates for the Word and Service roster. Based on synods’ reported vacancies of calls that would be appropriate for a full-time, first-call pastor, we need about 150 more candidates of Word and Sacrament ministry to be assigned and called.

In fall of 2018, we offered an in-person and webinar candidacy manual training, intended for synod staff working with candidacy. In January 2019, we offered two webinars on assignment, intended for candidacy committee members, synod staff, seminary staff, and candidacy-and-leadership managers. All of these offerings were very well attended, so we are looking to produce more learning opportunities in the coming year.

The candidacy team attended the Youth Gathering in partnership with Fund for Leaders. We had a booth in the Interactive Center titled “Called to Lead” and based on a *Star Wars* theme. More than 3,000 people came through the booth over the three days. They completed a spiritual gifts inventory, found out which type of intergalactic hero they were, based on their spiritual gifts (to give them a better understanding of their leadership style and how that might be used in ministry), received a light-up mini light saber, and joined a photo booth.

CONGREGATIONAL VITALITY

Domestic Mission announces a new Congregational Vitality team led by the Rev. Ruben Duran. This team will partner with synods, bishops, directors for evangelical mission, pastors, and congregations across the church to foster and nurture congregational vitality. Vital congregations are defined by the Conference of Bishops as “communities of Jesus that nurture life-changing relationships with God, one another, and the world.” Seeing ministry through the prism of vitality is an exciting and promising direction for this new team and a central goal of the ELCA. Certainly, vital communities of Jesus exist in many places in our church and indeed date back to the life-changing communities of the early church. We envision this work as supporting vital communities already in place and fostering and promoting new vital communities.

Vitality ministry will be deeply rooted in relationships, collaboration, creativity, innovation, and a passion for learning and for sharing that learning throughout the church. Local leaders will be encouraged and expected to discover their God-given vitality in diverse contexts, especially among emerging generations, among ethnic and multicultural communities, and among leaders who minister to people experiencing poverty. The creation of the Congregational Vitality team is a proactive response to the ELCA priorities expressed in the Future Directions 2025 initiative.

An example of vitality ministry is found in new starts

We share Christ's love by extending our welcome through new congregations and by supporting them as growing centers for evangelical mission. We are worshipping in pews, city parks, cafes, and libraries; we are breaking bread in homes and homeless shelters, and equipping our neighbors with both spiritual and physical sustenance. With our hands we are doing God's work of restoring and reconciling communities in God's name. Through the work of synod mission tables, made up of local leaders, bishops, and directors for evangelical mission, there are 459 new ELCA ministries currently under development in the United States and the Caribbean, but there is more work to do and there are more communities to reach. To reflect our nation's diversity, we are actively engaged in God's mission with the goal of becoming an evangelizing, multicultural, multigenerational church.

Key statistics

Our Congregational Vitality team is now ready to offer support to all 65 synods in developing synod vitality initiatives that will promote vitality within our 9,300-plus congregations and new starts. Specifically:

- 459 new ministries are currently under development;
- 519 new ministries have been organized as congregations since 1988;
- 750-plus leaders have participated in congregational development training in the last 12 months; and
- 350 leaders are expected to participate in such training in Baltimore on Aug. 21, 2019.

Entry points

Here are five ways in which synod leaders can partner with the churchwide Congregational Vitality ministry.

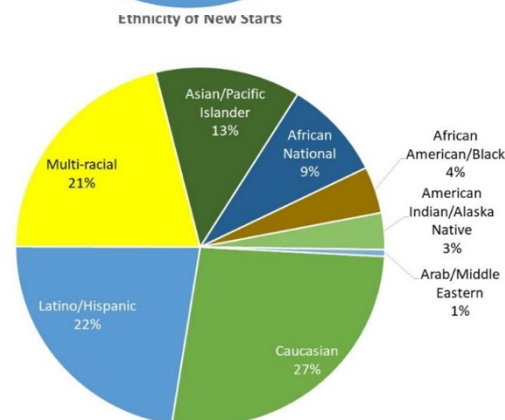
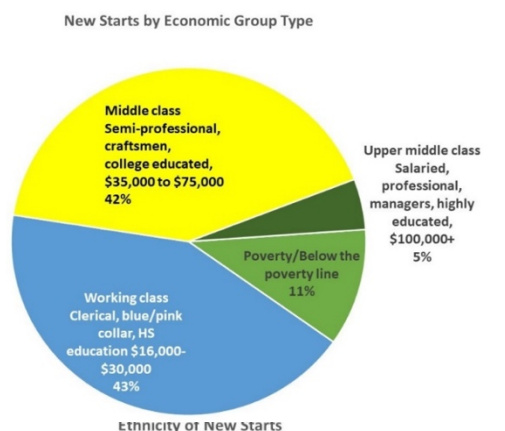
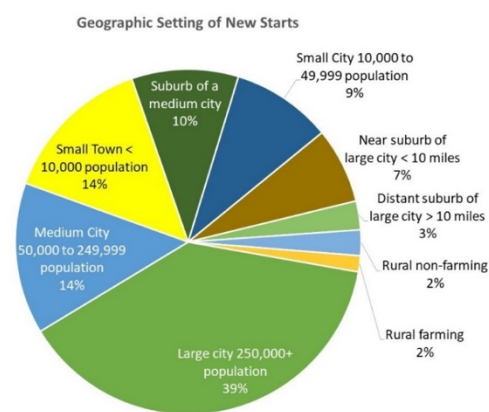
NEW STARTS: Plant new, synodically authorized worship communities and explorations.

SYNOD VITALITY GRANTS: Collaborate with your synod and other groups of churches for revitalization and greater impact in your communities. Multiply your church's vitality to involve more and more churches and new people.

STRATEGIC MINISTRIES: Partner with churches in ethnic communities and communities experiencing poverty to strengthen strategic, innovative, resourceful ministries that will enrich the whole church.

ANCHOR CHURCHES: Foster strategic relationships between healthy, growing, resourceful congregations and other, more challenged congregations to multiply the vitality of all.

HOLY INNOVATIONS: Drawing on ELCA Campaign special offerings of \$1 million so far, partner with multiple synods in pursuit of innovation and new learning for congregational vitality across the whole ELCA.



What you can do

- **SHARE AN IDEA:** If you have an idea for a new church or vitality work, contact your synod office. Ask for the director for Evangelical Mission (DEM) or your bishop.
- **PRAY:** Be a prayer partner for the new starts, mission developers and vitality work.
- **GIVE:** Share your resources to propel ELCA congregational vitality today by making a gift online at www.elca.org/newcongregations/donate or www.elca.org/Campaign.

Rev. Ruben Duran Director, ELCA Congregational Vitality
Ruben.Duran@elca.org or 630-440-8591

ECUMENICAL AND INTER-RELIGIOUS RELATIONS

Inter-religious policy statement

In November 2018, following a six-month public comment period and subsequent revisions, the Church Council unanimously recommended the proposed “A Declaration of Inter-Religious Commitment: A Policy Statement of the Evangelical Lutheran Church in America” for adoption by the 2019 Churchwide Assembly.

The proposed policy statement, called for in the 1991 “A Declaration of Ecumenical Commitment,” details the historical and theological underpinnings of our inter-religious commitments and provides a practical framework for seeking mutual understanding and cooperation for the common good.

Details regarding the process to date, a forecast of what lies ahead, and the downloadable document can be found at: <http://bit.ly/elcainterreligious>. Questions should be directed to Kathryn Lohre, executive for Ecumenical and Inter-Religious Relations, at Kathryn.Lohre@elca.org or 773-380-2613

Other significant ecumenical developments include:

- continuation of the current round of Lutheran-Catholic dialogue on “teaching authority”;
- advocacy with ecumenical (especially Episcopal, Catholic, and Armenian) partners, related to Israel/Palestine and the East Jerusalem Hospital Network (Augusta Victoria Hospital);
- exploration of new models for local/national collaboration with full communion partners;
- updating of orderly exchange documents that provide guidelines for the implementation of exchanging clergy through our full communion agreements;

strong ELCA participation in the National Council of Churches’ “Act Now: Unite to End Racism” rally in D.C., which commemorated the 50th anniversary of the martyrdom of Dr. Martin Luther King, Jr., and launched the ongoing initiative <http://rally2endracism.org/>; and

- continued work to strengthen relationships with Historic Black churches, including participation in cross-racial dialogue with the Conference of National Black Churches.

Other significant inter-religious developments include:

- participation in new tables for Hindu, Buddhist, and Sikh inter-religious dialogue, co-convened with the National Council of Churches;
- hosting the national Jewish-Christian dialogue immediately following the anti-Semitic massacre at Tree of Life Synagogue in Pittsburgh;
- participation in and leadership of the 2018 Parliament of the World's Religions in Toronto;
- participation in the Forum for Promoting Peace in Muslim Societies, an interfaith forum uplifting the common commitments of people of faith based on an "alliance of virtues"; and
- leadership through the Shoulder to Shoulder campaign "Advancing American Ideals," including participation in several local and regional "Faith Over Fear" training sessions (visit shouldertoshouldercampaign.org).

ELCA FUND FOR LEADERS

As of December 31, 2018, the ELCA Fund for Leaders endowment has reached \$52.5 million, allowing the fund to provide more than \$2.6 million in scholarship assistance to 254 seminary students during the 2018-'19 academic year. Synod scholarships represent almost \$508,000 of the \$2.6 million distributed, which was disbursed in 141 different awards by 41 participating synods. Fund for Leaders has exceeded its ELCA campaign goal of \$15 million!

Fifty full-tuition scholarships were awarded to incoming students from 31 ELCA synods. In addition, six scholarships were awarded for new mission developer/redeveloper candidates, and one scholarship for federal chaplaincy ministry.

Fund for Leaders staff worked with students, seminaries, and synods, and implemented our new ELCA GrantMaker software to create a direct, online application process for all full-tuition scholarships. This will permit all eligible students entering ELCA seminaries to apply directly to Fund for Leaders for a scholarship.

For 2019, Fund for Leaders looks forward to establishing new partnerships with synods to support the fund and continuing to partner with synods that have already established synodical FFL endowments.

ELCA WORLD HUNGER

In this final year of *Always Being Made New: The Campaign for the ELCA*, this church's response through ELCA World Hunger was record breaking. Thank you for your generous support of our work together toward a just world where all are fed. In 2018, gifts to World Hunger totaled more than \$23.5 million, the largest annual income in the ministry's 44-year history. This represents a 24 percent growth in annual revenue during the five years of the campaign.

Spurred by a spirit of cooperation and celebration across the church, support grew throughout the year at all giving levels. The greatest boost came through the Global Farm Challenge, launched in association with the Youth Gathering.

World Hunger is one year into a renewal and refocusing of its domestic strategy and program. In this second year, World Hunger's domestic program will offer at least three diversified granting opportunities to accompany the various models and sizes of antihunger ministries throughout the ELCA.

Seventy-seven ministries across 63 synods of this church have been awarded 2019 ELCA World Hunger Domestic Hunger Grants, for a total three-year (2019-21) investment of more than \$1,187,000 and an average three-year total award of \$15,400 per ministry.

- This year's investment was \$471,265, with an average award of \$6,120.
- All synods with applicants received at least one award, and 45 of the 63 synods participated in ministry conversations with applicant ministries in their area.
- An estimated 382,012 people will be directly affected by these 77 ministries in 2019.

Five ELCA World Hunger Big Dream Grants were awarded in 2018, for a total investment of \$200,000. The ministries that received grants represent the diversity of approaches and communities across this church; they are the church in action. From Ferguson, Missouri, where young people attended a camp geared toward farming, to Charlotte, Virginia, where congregations are organizing around senior housing, God creates abundantly, and leaders across this church are answering the call to serve with courage by dreaming big dreams.

In early 2019, World Hunger is launching a small pilot program of "crowd-funded" matching grants. Aimed at supporting and sustaining vital congregational feeding ministries, such as food pantries and meal programs, the program is ongoing, and World Hunger anticipates sharing more about this innovation opportunity soon.

Special thanks go to those who participated in the annual Big Game Synod Challenge in conjunction with the Super Bowl. This event raised nearly \$9,000 in support of World Hunger's work around the world, including \$4,500 from Team New England, \$3,000 from Team Los Angeles, and an additional \$1,300 in general gifts.

Held every 18 months, the ELCA World Hunger Leadership Gathering will take place July 18-21 in Minneapolis, co-hosted by World Hunger and the Minneapolis Area Synod and organized around the theme "Creative Congregations. Creative Leaders." New this year, World Hunger will begin biannual check-ins with synod hunger-team chairs and launch a partnership pilot with the ELCA Coaching Network to better support synod hunger teams in their efforts.

Staying engaged and informed with ELCA World Hunger has never been easier; you can follow its activities on Facebook, Twitter, and Instagram. World Hunger continues to provide educational formation resources for congregational life, including materials geared toward Lent and Advent. "Who's My Neighbor?" the second of three vacation-bible-school curricula developed by World Hunger, will be rolled out this year; the third installment, "The Forgotten Lutheran," will follow in 2020 and will focus on the global church.

ENTRANCE RITE DISCERNMENT GROUP RECOMMENDATIONS

Voting members of the 2019 Churchwide Assembly will consider the following recommendations of the Entrance Rite Discernment Group to revise the ELCA constitution:

- Currently, ministers of Word and Service are counted as “laypersons” for all purposes related to the “representational principles” of this church. The discernment group recommends that neither ministers of Word and Sacrament nor ministers of Word and Service be counted as “laypersons.”
- The discernment group recommends that ordination be the rite setting apart both ministers of Word and Sacrament and ministers of Word and Service.

The final recommendation and answers to frequently asked questions are on the ELCA website: <https://www.elca.org/Resources/Word-and-Service-Roster>

FIVE GIFTS OF DISCIPLESHIP

Mission

Marked with the cross of Christ forever, we are claimed, gathered, and sent for the sake of the world.

Vision

CLAIMED by God's grace for the sake of the world, we are a new creation through God's living word by the power of the Holy Spirit;

GATHERED by God's grace for the sake of the world, we will

Live among God's faithful people

Hear the word of God and share in the Lord's supper;

SENT by God's grace for the sake of the world, we will

Proclaim the good news of God in word and deed

Serve all people, following the example of Jesus

Strive for justice and peace in all the earth.

Baptism

At baptism, the presiding minister addresses parents and those who bring children who are not yet able to answer for themselves, and entrusts them with the following responsibilities:

to live with them among God's faithful people, bring them to the word of God and the holy supper, teach them the Lord's Prayer, the Creed, and the Ten Commandments, place in their hands the holy scriptures, and nurture them in faith and prayer, so that your children may learn to trust God, proclaim Christ through word and deed, care for others and the world God made, and work for justice and peace. (Evangelical Lutheran Worship, p. 228)

Living our baptism

When a baptized Christian affirms the faith (often called confirmation) the presiding minister addresses those making public affirmation of baptism and asks the question: Do you intend to continue in the covenant God made with you in holy baptism:

to live among God's faithful people, to hear the word of God and share in the Lord's supper, to proclaim the good news of God in Christ through word and deed, to serve all people, following the example of Jesus, and to strive for justice and peace in all the earth?

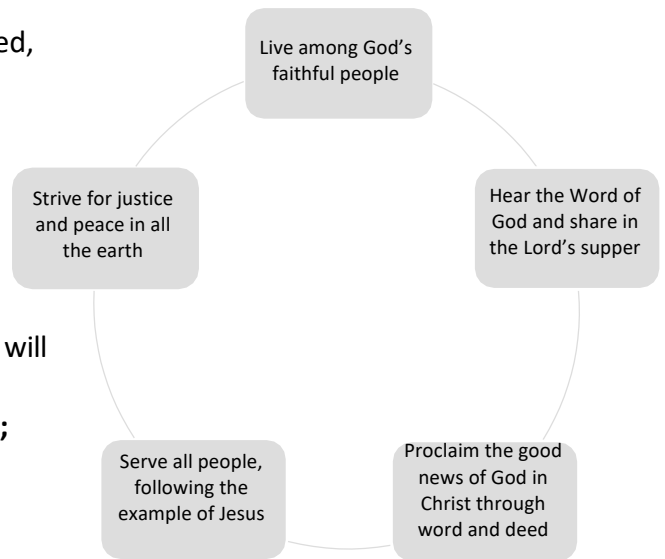
(Evangelical Lutheran Worship, p. 236)

RESPONSE: We do, and ask God to help and guide us.

And so begins a daily claiming and re-discovering of the God-given gifts of discipleship.

Unwrap these five gifts of discipleship!

FIVE AREAS OF DISCIPLESHIP



LIVING OUR BAPTISM...*Five gifts of discipleship*

The five gifts of discipleship are rooted in both the liturgy of baptism as well as the affirmation of baptism found in the *Evangelical Lutheran Worship* hymnal.

When we affirm our baptism, we ask God to help and guide us as we commit to the five faith practices listed below. Each of the following has the potential to be “a gift” of immeasurable value in our lives. As with many gifts, we first need to open the gift, prayerfully ponder it, and discern a place for that gift in daily life. Thanks be to God who sends the Holy Spirit to be our guide.

Use the following questions for small group discussions or for personal devotions. Take your time reflecting on each gift, so you might claim and rediscover these five gifts of discipleship.

To live among God’s faithful people.

- a. What does it mean for you to live among God’s faithful people?
- b. Name someone who influenced your faith journey. Describe that person’s faith.
- c. How might “living among God’s faithful people” be considered a gift? What are the consequences, if any, if we do not allow this gift to be part of our life?
- d. **Challenge:** List seven reasons to be part of a church family.

To hear the word of God and share in the Lord’s Supper.

- a. What does it mean for you to hear the word of God?
- b. Describe what it feels like to receive the Lord’s Supper.
- c. When did you first experience the word of God and/or Lord’s Supper as a priceless gift from God? Explain.
- d. **Challenge:** Take a few minutes for silent prayer. Listen for a phrase, verse, or image from scripture. Share.

To proclaim the good news of God in Christ through word and deed.

- a. What does it mean for you to proclaim the good news of God in Christ through word *and* deed?
- b. What prevents you from freely sharing the good news of God in Christ?
- c. How might the opportunity to proclaim the good news of God in Christ become a gift to the proclaimer and even transform the proclaimer?
- d. **Challenge:** Turn to someone and share part of your faith story in less than five minutes.

To serve all people, following the example of Jesus.

- a. What does it mean for you to serve all people following the example of Jesus?
- b. Describe the example of Jesus as he served others. Describe what it feels like to serve others.
- c. How might the act of serving others (like Jesus) become a gift to both those served and the server?
- d. **Challenge:** Brainstorm potential partners in order to deepen and widen your service to others.

To strive for justice and peace in all the earth.

- a. What does it mean for you to strive for justice?
- b. What can we do as individuals to promote peace in the earth?
- c. What advice would you give to someone exhausted from striving for justice and peace—one who can no longer embrace working for justice and peace as a God-given gift and opportunity?
- d. **Challenge:** Select an injustice or area of strife that concerns you. Identify one thing you will commit to do to make a difference.

GLOBAL MISSION

ELCA missionaries serve as ambassadors of reconciliation

In 2018, the Rev. Stephen Deal, an ELCA missionary serving in Costa Rica, was accompanying the migrant caravan traveling north from Central America and wrote the following: “What I personally observed over the supper hour in [southern Mexico] confirmed the reports that we have been receiving about the spontaneous generosity ... along the caravan route.” The ELCA has 220 pastors, doctors, nurses, teachers, theological educators, communicators, community organizers, and Young Adults in Global Mission serving as missionaries in 40 countries across the world. They are ambassadors of God’s reconciling love and witnesses to the holy generosity touching lives all over the world for the sake of the gospel.

Rwanda: Lifting up leaders and upgrading church buildings in the face of adversity

In 2019, the Lutheran Church in Rwanda (LCR) will reach an important milestone—its 25th anniversary. Founded only six months after the Rwandan genocide ended in 1994, the LCR knows incredible adversity. In February 2018, 24 LCR congregations were shut down when the Rwandan government began to close mosques and church buildings that had been deemed unsafe. With financial support from the ELCA, ten of these congregations quickly upgraded their buildings, which now comply with government standards; renovation of the other 14 structures are now in progress. In July, the government enacted regulations for the training of pastors. Now all pastors must obtain a theological degree from an accredited institution within five years. Working with a university in the Iringa diocese of the Evangelical Lutheran Church in Tanzania, the ELCA came alongside the LCR and developed a plan to train and accredit these pastors.

Cambodia: Expanding outreach for a growing church

Some of the youngest, fastest-growing Lutheran churches in the world are found in the Asian countries of Indonesia, India, Nepal, Cambodia, and Myanmar. The Lutheran Church of Cambodia (LCC) continues to grow its capacity for outreach and evangelical witness, and funds from the *Campaign for the ELCA* have been used to purchase land for a new mission (the current property is a rental) and to secure property around the LCC’s existing church building in downtown Phnom Penh. The latter parcel will be used to generate income, train congregation members in financial matters, and prepare pastors in Lutheran theology and practice. All these are helping the LCC build itself up for the future God is calling it into.

Russia: Equipping for service across a vast and fertile landscape

ELCA Global Mission accompanies minority Lutheran churches re-emerging in postcommunist Russia and neighboring countries, building their capacity for evangelism, mission, and lay and pastoral leadership development. Decades of communist rule resulted in a lost generation of pastoral leadership. After 1990, as German-descent Russians returned en masse to their homeland, the Lutheran church in Russia lost its capacity to send enough people to seminary in a central location. This capacity is now being expanded through the “Equipping for Service” strategy, a program of off-site theological education supported by the *Campaign for the ELCA* and led by ELCA Pastor Bradn Buerkle and the bishops of the Evangelical Lutheran Church in Russia. Every year, the program partners with local leaders in at least six deaneries (in

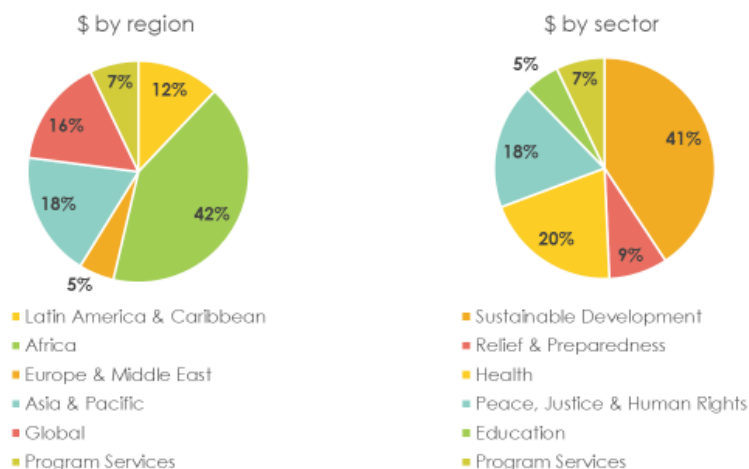
five or more time zones!) to present seminars, with a special focus on visiting outlying areas. Current seminar topics include: lay preacher training, pastoral care, and strategic congregational development. Two additional seminars are planned for 2019, one for Sunday school teachers and one for men's ministry.

Fostering peace and reconciliation in Southern Africa

Church leaders in Zimbabwe, South Sudan, and South Africa have come together to proactively address root causes of the conflict and violence that threaten human security and create political instability across the region. As a result, local peace committees were formed in Zimbabwe in 2018 and trained to create and implement a conflict-prevention and developmental strategy at the community level. The committees' work includes creating spaces for community members to process painful memories. The resulting healing and reconciliation is a powerful testimony to the church's role in societies emerging from conflict.

Promoting peace, justice, and human rights through sustainable development for all God's people

In 2018, ELCA Global Mission provided 247 sustainable-development grants in 61 countries. This far-reaching impact was made possible with over \$16.8 million provided through ELCA World Hunger, a priority under the Campaign for the ELCA. An overview of the grants follows, along with two specific stories of the lives being transformed.



Serbia: Ecumenical Humanitarian Organization (EHO)

EHO is a diaconal ministry of five Serbian churches, including the Slovak Evangelical Church of the Augsburg Confession in Serbia, the ELCA's companion church in Serbia. EHO offers services ranging from housing for the elderly and vocational training for people living with disabilities to advancing the rights and well-being of the Roma people and of refugees in Serbia. The ELCA supports several EHO sustainable-development programs. The Roma

mobilization program aims to develop sustainable, community-based organizations within Roma communities. The Sombor Center project enabled the construction of an educational resource center at the Sombor refugee camp and will now support educational programs for children and women at this transitional center. The MISAR project brought flood relief to the village of Sabac, enabling the reconstruction of 15 homes and the development of income-generating activities for each family. With ELCA financial support, the village now has access to clean water. The Tailoring Project gives women living with disabilities the chance to improve their tailoring skills and earn a livelihood. In all these efforts, Christians in Serbia are growing in their diaconal ministry and witness.

Nepal: Harvesting freedom's fruits among formerly bonded laborers

The Haliya, or bonded laborers, of western Nepal were legally freed ten years ago but not necessarily freed socially or economically. Through the Nepal office of the Lutheran World Federation, the ELCA has provided support for transformative work that includes literacy instruction, vocational training, and capacity building. Human dignity is now flourishing among individuals, families, and whole communities who are no longer trapped by what amounted to modern-day slavery.

Responding first when tragedy strikes, and staying put to rebuild

Thanks to the generosity of ELCA members, Luther Disaster Response was able to provide \$3.4 million in immediate relief in the face of a dramatically increased number of disasters: from 19 emergencies in 17 countries in 2017 to 47 emergencies in 33 countries in 2018. The growth in our response is due partly to the growth in rapid-onset emergencies at the local level, as well as more church-to-church relationships we can call upon for an immediate response. Our contributions have helped us to further solidify our relationships with companion churches and to accompany our brothers and sisters during difficult times. Here are just two examples:

Rohingya refugees in Bangladesh

On August 25, 2017, extreme violence broke out in the Rakhine State in Myanmar, driving more than 700,000 Rohingya refugees across the border into Cox's Bazar, Bangladesh. Over a year later, Rohingya refugees continue to arrive in Bangladesh, but in fewer numbers. Since 2017, LDR has been contributing to the relief operation in Bangladesh. A total of \$174,500 has been provided so far through the ACT Alliance. Our contribution supported ACT members' work providing food and cash to more than a thousand households, installing streetlights at the camps, arranging psychosocial counseling for 200 children, and constructing 78 multipurpose community kitchens for almost two thousand households.

Tsunamis and earthquakes in Indonesia

Indonesia suffered three deadly natural disasters in 2018: a tsunami that struck the western coast of Java, a 6.9-magnitude earthquake in Lombok, and a 7.5 earthquake and subsequent tsunami in Central Sulawesi. Between the three disasters, more than 3,600 people perished, thousands of homes were destroyed, and many people's livelihoods were severely affected. LDR contributed almost \$50,000 to ACT Alliance-Indonesia members and Huria Kristen

Batak Protestan (HKBP) toward immediate relief and health care for families affected by the disasters.

International Leaders Program and International Women Leaders

The International Leaders Program (ILP) continues to accompany global companion churches and institutions in creating opportunities for education, training, and leadership development for the sake of mission and ministry. A highlight of this work was the first-ever Global Leadership Academy, a leadership and networking event for women from companion churches and institutions that was held in Hyderabad, India, in November 2018, thanks to generous support from the *Campaign for the ELCA*. The event brought together women from 12 companions (as well as from the ELCA) for a week of learning, networking, and capacity building, grounded in faith and a common commitment to gender justice. Built around the themes of interculturalism, gender justice, leadership, and accompaniment, the academy created spaces for women from diverse contexts to share their own stories and best practices. Participants left the event with concrete plans to implement gender-justice projects alongside their sending churches, many of which are now being funded through ELCA World Hunger.

Providing durable solutions for migrants and refugees

ELCA Global Mission has broadened its response to the worldwide global migration crisis. Through relationships with global companions and partners, we provide humanitarian assistance, extend a welcome to the stranger, and encourage those in power to work for peace with justice. In 2018, 25 percent of our Lutheran Disaster Response grants went to projects that assist people on the move (refugees, migrants, and internally displaced people) through immediate relief, temporary shelter, psychosocial counseling, and information about their rights. Here are some examples:

Serbia: Asylum Protection Center (APC)

The Asylum Protection Center in Belgrade, Serbia, touches the lives of more than five thousand people a year fleeing Syria, Iraq, Iran, and Afghanistan. APC offers legal, psychological, and integration support to migrants while fighting prejudice and xenophobia and advocating to improve the country's treatment of migrants. In service for almost 10 years, the APC became nationally recognized as a leader in matters pertaining to refugees and their rights during the 2015 crisis, when almost 600,000 refugees moved through Serbia. Through one-on-one consultations, APC helps migrants obtain proper documentation, understand their rights, and, increasingly, gain access to health care, schooling, and employment. In 2019, the ELCA will support a new APC initiative—a bakery project—which will train and engage asylum seekers and refugees in pastry and catering production and support them as they look for employment and start their own businesses.

Lutherans in Mexico come alongside the “migrant caravan”

The Mexican Lutheran Church is actively responding to the Central American refugee crisis by providing food, clothing, and shoes to the migrants temporarily sheltered at a stadium in Mexico City. Lutherans in Mexico joined the “Migrant Chaplaincy” prayer and

worship network and took part in a cross-border delegation—which included representatives of ELCA Global Mission and the Pacifica Synod—to visit several migrant shelters in Tijuana.

Humanitarian crisis in Yemen

The humanitarian crisis created by the civil war in Yemen has reached an unprecedented scale. Seventy-five percent of the population (22.2 million people) are in critical need of assistance. Food shortages and limited family income have made 17.8 million people food-insecure, and the country is likely headed toward famine. The crisis has resulted in more than 2 million internally displaced people. Lutheran Disaster Response provided an initial \$75,000 to assist Great Britain's Christian Aid and France's Action Contre La Faim in establishing a water, sanitation, hygiene, and cholera-treatment program for nearly 30,000 people in the conflict area, near the town of Hodeidah.

Venezuelan migrant crisis

Venezuela is suffering the worst economic crisis in its recent history. UN figures suggest that 2.3 million Venezuelans (7.5 percent of the population) have left the country, 1.6 million of them (5.2 percent) since 2015. In 2017 and early 2018, more than 4,000 people were leaving every day, the majority crossing over into Colombia. Several congregations in companion churches across Latin America are assisting, mostly in poor neighborhoods where congregations are found and migrants are seeking shelter.

LDR's multicountry/multipronged approach is based on guaranteeing safety and basic human rights for families in Venezuela or families that have emigrated. In 2018, LDR contributed almost \$220,000 to programs located in Venezuela, Peru, Argentina, and Colombia. In Venezuela, through St. Stephen Evangelical Lutheran Church in Florida and the Iglesia Evangélica Luterana en Venezuela (IELV), we are providing nutritious food for children and their families in a shelter home and preschool, as well as replenishing the congregations' food pantries. In Peru and Argentina, migrant families seeking assistance at Lutheran churches or from local community organizations are provided with temporary shelter, food, nonfood items, psychosocial counseling, pastoral care, and information about their rights and legal situation. In Colombia, Venezuelan migrants and host communities along the border are provided with vouchers for food, hygiene and sanitation, and supplies for livelihood, as well as pastoral care.

In addition, LDR is supporting a network of local journalists in Colombia and Venezuela to develop an alternative migration narrative, anchored in human rights and intercultural dialogue, that will facilitate the integration of migrants and promote peaceful coexistence with host communities.

Increasing intercultural competence through a global lens

In 2018, Global Mission launched an intercultural competency program to build leadership skills in diverse contexts. The program, which reached some 650 people last year, provides intercultural training, administers the Intercultural Development Inventory, and implements the IDI's educational plans. Among the groups participating in the program are the Multicultural Youth Leadership Academy, Latin America and the Caribbean companion churches and synods,

and six synods of the ELCA (Saint Paul Area, Western North Dakota, Western Iowa, Southwestern Minnesota, Southwestern Texas, and Northwest Washington).

GLOBAL MISSION DEVELOPMENT

Missionary sponsorship

The campaign goal for missionary sponsorship—\$16 million over five years—was met and exceeded in December 2018. New resources are being developed to equip missionaries to raise sponsorship dollars and establish covenants with sponsoring congregations, including a home-assignment toolkit and a peer-to-peer online platform.

Young Adults in Global Mission

While the 2018-'19 cohort of 76 Young Adults in Global Mission are currently engaging in 14 countries around the world, work is underway to prepare for the upcoming program year. The application window for the 2019-'20 program is now closed, with 109 applications received. As in past years, discernment and placement interviews will occur in early spring and assignments will be made in April. The United Kingdom program, suspended this year because of visa issues, will resume in 2020-21. However, due to continuing visa issues, the South Africa program will move to Tanzania for future years.

International Women Leaders

The program, which has received gifts totaling \$3.3 million as part of the *Campaign for the ELCA*, continues to be a top priority as we try to reach our \$4 million fundraising goal by the campaign's conclusion on June 30. On March 8, we once again commemorated International Women's Day with a \$100,000 match provided by a generous family in the ELCA. Texas Lutheran University, a school of the ELCA, will accept students from the program for the upcoming year, bringing to 10 the total number of participating colleges and universities.

Global Ministries

The campaign is also working to meet the fundraising goals of its Global Ministry projects by June 30. Included are projects based in South Sudan, Malaysia, Cambodia, and Zambia.

LUTHERAN DISASTER RESPONSE

Last year brought an increase in the number of natural disasters requiring a humanitarian response. LDR has responded to 47 emergencies in 33 countries overseas and 32 emergencies in 19 states/territories here at home.

These disasters included:

- the Venezuelan refugee crisis,
- Indonesian tsunamis and earthquakes,
- the 2018 California wildfires, and
- the 2018 hurricanes.

RACIAL JUSTICE

In 2016, the ELCA churchwide association acknowledged 2015-'24 as the UN International Decade for People of African Descent. The observance provides a solid framework for the ELCA to join people of African descent in taking effective measures to eliminate racism and other forms of discrimination, to acknowledge the contributions of people of African descent, and to promote socioeconomic equality globally.

African-descent communities remain largely invisible to a society indifferent to black life. The legacy of slavery, post-Reconstruction 'Jim Crow' laws, and racial subordination in the United States remain a serious challenge because there has been no real commitment to recognition of, or reparations for, people of African descent. The ELCA will issue an apology to people of African descent regarding Christian communities' complicity in slavery and its legacy of racism.

The "Act Now to End Racism!" initiative, launched by the National Council of the Churches of Christ in the USA (NCC), calls on faith communities to tell the truth about their complicity in, and complacency toward, the history of slavery and the legacy of racism within both church and society, and to seek opportunities to advocate for racial justice. In recognition of the UN proclamation, and as a communion member of the NCC, the ELCA commits itself to being a visible witness to confront racism.

STRATEGIC COMMUNICATIONS

"God's Work. Our Hands." Sunday

This year, we will observe "God's work. Our hands." Sunday on Sept. 8. Across this church, thousands of ELCA members participate annually in this special day of service. There are many resources currently available at ELCA.org/dayofservice, and more will be added in the coming month. Watch for an updated planning tool kit, bulletin insert, worship resource, and customizable posters. Promotion will include emails to congregations and leaders, notices in *Living Lutheran* and *Seeds Monthly*, and numerous social media posts.

Living Lutheran

The magazine has a monthly circulation of 129,087, with 97,943 copies going to congregations, 11,792 individual subscriptions, and 19,455 gratis copies. Individual subscriptions are holding steady, and three-year subscriptions are growing due to a fall promotion. In 2018, LivingLutheran.org had a total of 783,989 page views.

Marketing and digital

In 2018, the Strategic Communications team managed 225 mailed and emailed communications efforts in support of the ELCA and its ministries. From newsletters to event announcements, fundraising appeals to pastoral messages, these communications keep leaders and members informed of our work and invite them to participate. In 2018:

- more than \$7 million was raised from direct-marketing efforts and more than \$5 million from online tools,
- 150,000 resources were ordered from resources.elca.org,

- more than 330,000 members and leaders were reached with email messages from the churchwide organization,
- more than a million people visited ELCA.org, and
- 75 published YouTube videos drew more than 500,000 views.

Social media presence, news stories

Social media posts accounted for 88 percent of the ELCA's "voice" in 2018, with more than 28,000 posts. News mentions accounted for 12 percent, with more than four thousand mentions. This represents a 536 percent increase over 2017, with a potential news reach of 1.1 billion.

In July 2018, the *Three Sides* podcast launched. Currently, *Three Sides* has almost 17,000 unique downloads over seven episodes. According to Libsyn, the largest distributor of podcasts, *Three Sides* is consistently averaging downloads higher than national averages.

Follow along with the ELCA on social media, where our presence continues to grow:

- Facebook (facebook.com/lutherans): 125,000 followers (7 percent increase from 2017)
- Twitter (twitter.com/elca): 24,000 followers (20 percent increase from 2017)
- Instagram (@elca): 10,000 followers (800 percent increase from 2017)

THEOLOGICAL DISCERNMENT

Women and justice social statement

The ELCA Church Council has approved a proposed social statement entitled "Faith, Sexism, and Justice: A Lutheran Call to Action." The proposed statement will be voted on at the Churchwide Assembly this summer, needing a two-thirds majority for adoption. The statement covers issues of gender justice in the church and U.S. society. To learn more, visit elca.org/womenandjustice.

Human rights

The ELCA's 2017 social message "Human Rights" is now available in print (in English) and online (in English and Spanish). This new economic social screen for civil and political rights, rooted in ELCA social teaching, was adopted this past year and will go into effect soon. Email your questions to Roger.Willer@elca.org.

Luther's Small Catechism

Inspired by the 500th anniversary of the Reformation, two new treatments of Luther's Small Catechism have been released, one from an Asian perspective and the other from an African-descent perspective. For more information on the former, from the Asian Lutheran International Conference, contact Pongsak.Limthongviratn@elca.org. The African Descent Small Catechism Project will be available to order from Augsburg Fortress; for more information, contact Joseph.Bocko@elca.org.

Justice for Women

The Justice for Women program continues to engage with many different partners to address sexism in church and society through networking, collaboration, presentations, and study

resources. Two main focuses this year have been the aforementioned social statement “Faith, Sexism, and Justice: A Lutheran Call to Action” and the ELCA Youth Gathering, where the Justice for Women program hosted an interactive booth titled “#MeToo Hurting and Healing as the Body of Christ.” For more information on the program's ongoing work, visit elca.org/justiceforwomen or contact justiceforwomen@elca.org.

Theological Roundtable

The Theological Roundtable gathers theologians from eight different theological networks in the ELCA to exchange ideas and learn together. The group meets once a year; this year's theme was theological education.

Journal of Lutheran Ethics

The *Journal of Lutheran Ethics* publishes six online issues a year, each focusing on a particular topic. Articles are written at a popular-reading level, with deep Lutheran ethical thinking, and augmented with book reviews. Topics in 2018 included theological education, inter-religious relations, and ELCA social teaching. To explore articles and subscribe, visit elca.org/jle or email jleinfo@elca.org.

YOUTH GATHERING

The ELCA Youth Gathering was held June 27–July 1, 2018, in Houston, Texas. The Multicultural Youth Leadership Event and the tAble (formerly the Definitely-abled Youth Leadership Event) preceded the gathering. Approximately 32,000 people, representing all 65 synods, attended the gathering; 600 people attended MYLE, and about 80 attended the tAble. We had approximately 1,200 volunteers and team members. The theme was “This Changes Everything,” focusing on the life-changing reality of God’s call, hope, grace, and love, and ultimately on the life, death, and resurrection of Jesus Christ. Synod days, hosted by bishops, included bible study, worship, and fellowship. Sixty-seven partners brought an exhibit hall to life with interactive learning opportunities about being church for the sake of the world. Each day, ten thousand people were sent into the city to serve alongside more than 200 community partners.

SEPARATELY INCORPORATED MINISTRIES

ELCA FEDERAL CREDIT UNION

The ELCA Federal Credit Union provides a wide variety of financial services to ELCA members and employees of synods, congregations, and other ELCA-related ministries. More than half of our members are ELCA rostered leaders.

Because the ELCA Federal Credit Union is a financial cooperative, any earnings are returned to our member/owners in the form of lower rates on loans, higher rates on savings, reduced fees, and enhanced services.

Look to the ELCA Federal Credit Union for:

- consumer loans, credit cards, and deposit accounts;
- ministry solutions, including deposit accounts, small loans, and credit cards; and
- full account access via desktop and mobile app, as well as a nationwide, surcharge-free ATM network.

We continue to save our members an average of \$1,500 on loans by refinancing or consolidating existing debt. And we are a proud participant in the ELCA's "Resourceful Servants" initiative, encouraging financial wellness for the church's rostered leaders.

For more information or to become a member, visit elcafcu.org.

ELCA FOUNDATION

The ELCA Foundation has a network of 17 regional gift planners, located across the U.S. and supported by centralized donor and investor services, that provide complementary assistance to the members and ministries of the ELCA, including:

- assistance to ELCA members in creating wills, estates, and other life-giving plans that include a planned or current gift for a ministry of the ELCA;
- investment management services and gift-planning education and resources to support and strengthen ELCA congregations, synods, and ministries; and
- opportunities for ministries of the ELCA to invest in the ELCA Endowment Fund Pooled Trust (Fund A).

Throughout 2018, the ELCA Foundation distributed \$62.9 million to ministries, and the gift planning network assisted ELCA members in establishing \$62.1 million in planned gifts (a 30 percent increase over 2017 results). In addition, \$3.6 million in endowments, charitable remainder trusts, charitable gift annuities, and donor-advised funds were established and \$1 million in current gifts was received through the foundation. Seventy-one new endowment accounts were opened for outside participants, including 66 congregations and two synods, and new assets gathered (from both new accounts and additions to existing ones) totaled \$45.5 million.

MISSION INVESTMENT FUND

The Mission Investment Fund is the lending ministry of the ELCA, making low-interest loans to ELCA congregations and ELCA-related ministries for building and renovation projects. With MIF loans, congregations and ministries can purchase property, construct new buildings, and expand or renovate existing facilities. MIF loans expand the capacity for ministry, helping to create expanded worship spaces, updated space for education and youth ministry, new kitchens for community meals and soup kitchens, affordable housing units for the community, and much more.

At year's end, MIF had 917 loans outstanding, totaling \$556.6 million.

To fund these loans, MIF offers a portfolio of investments for purchase by synods, congregations, members, and ELCA-related ministries. At year's end, MIF investments totaled \$499.1 million.

MIF is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of \$705.4 million and net assets of \$200.8 million at the end of 2018, MIF maintains a capital ratio of 28.5 percent, which positions it in the top tier of well-capitalized church extension funds. For more information, visit mif.elca.org.

WOMEN OF THE ELCA

Women of the ELCA's Triennial Gathering 2020 will take place in Phoenix, Ariz., July 16–19. The theme, "Just Love," points participants toward mercy, justice, and love. The logo, representing a mural with broken pieces, reminds the church that we are all parts of one body. Information about registering for the event will be posted on welcatg.org later this summer.

UPCOMING EVENTS

- 2019 ELCA Churchwide Assembly
- 2020 Rostered Ministers Gathering
- 2020 Women of the ELCA Gathering



2019 ELCA CHURCHWIDE ASSEMBLY

August 5-10, 2019 • Milwaukee, Wisconsin



**WE
ARE
CHURCH**



Evangelical Lutheran Church in America
God's work. Our hands.

SAVE THE DATE

ROSTERED MINISTERS GATHERING

Rekindle the Gift Within You

JULY 20-23, 2020
PHOENIX, AZ



Evangelical Lutheran Church in America
God's work. Our hands.

ELCA.ORG/RMG | 800-638-3522

An abstract graphic design featuring a central red polygon with the text "JUST LOVE" in white. Surrounding this central element are several other geometric shapes in purple, teal, and lime green, all set against a white background.

JUST
LOVE

WOMEN OF THE ELCA GATHERING
JULY 16-19, 2020 | PHOENIX

Preface: Importance of Bishops election

The election of the bishop is not just an election, but it is also a call process. As such, we pray that the Holy Spirit will be among us as individuals and within this whole church, as we engage in discernment regarding the election of the bishop. Individual and group reflection, discussion, and prayerful consideration are all important parts of the discernment process – both for individuals who may become nominees and for all members of this church, as we reflect on its needs and the attributes desired of our leaders.

Every six years, the members of the Central States Synod of the ELCA elect a bishop. When we gather in Assembly on June 6-8, 2019, we will participate in electing a bishop for the next six-year term. That election, as always, will be through an ecclesiastical ballot.

Who can be elected bishop?

Any person who is an ordained Minister of Word and Sacrament currently on the active roster of the ELCA is eligible.

Responsibilities of the bishop - From the Central States Synod constitution

S8.10. Bishop

†S8.11. The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.

†S8.12. As this synod's pastor, the bishop shall:

- a. Preach, teach, and administer the sacraments in accordance with the Confession of Faith of this church.
- b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament and its ministers of Word and Service.
- c. Exercise solely this church's power to ordain (or provide for the ordination by another synodical bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).
- d. Consecrate (or provide for the consecration of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service.
- e. Attest letters of call for persons called to serve congregations in this synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.
- f. Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.
- g. Exercise leadership in the mission of this church and in doing:
 - 1) Interpret and advocate the mission and theology of the whole church;
 - 2) Lead in fostering support for and commitment to the mission of this church within this synod;
 - 3) Coordinate the use of the resources available to this synod as it seeks to promote the health of this church's life and witness in the areas served by this synod;
 - 4) Submit a report to each regular meeting of the Synod Assembly concerning the synod's life and work; and
 - 5) Advise and counsel this synod's related institutions and organizations.
- h. Practice leadership in strengthening the unity of the Church and in so doing:
 - 1) Exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accordance with the Confession of Faith of this church;
 - 2) Be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers and congregations of this synod;
 - 3) Be the chief ecumenical officer of this synod;
 - 4) Consult regularly with other synodical bishops and the Conference of Bishops;

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

- 5) Foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;
 - 6) Cultivate communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod, and
 - 7) Be *ex officio* a member of the Churchwide Assembly.
- i. Oversee and administer the work of this synod and in so doing:
- 1) Serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;
 - 2) Preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council and the council's Executive Committee;
 - 3) Ensure that the constitution and bylaws of this synod and the churchwide organization are duly observed within the synod, and that the actions of this synod in conformity therewith are carried into effect;
 - 4) Exercise supervision over the work of the other officers;
 - 5) Coordinate the work of all synodical staff members;
 - 6) Appoint all committees for which provision is not otherwise made;
 - 7) Be a member of all committees and any other organizational units of this synod, except as otherwise provided in the constitution;
 - 8) Provide for preparation and maintenance of synodical rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which they become retired or disabled; and
 - 9) Annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;
 - 10) Provide for prompt reporting to the secretary of this church:
 - a) additions to and subtractions from the rosters of this synod and the register of congregations;
 - b) the issuance of certificate of transfer for rostered ministers in good standing who have received and accepted a properly issued, duly attested, regular letter of call under the jurisdiction of another synod; and
 - c) the entrance of the names of such persons for whom proper certificates of transfer have been received;
 - 11) Provide for preparation and maintenance of a register of the congregations of this synod and the names of the laypersons who have been elected to represent them; and
 - 12) Appoint a statistician of the synod, who shall secure the parochial reports of the congregations, and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Work done prior to assembly

The Synod Council appointed an Election Facilitation Committee (EFC) to oversee a process in the months leading up to Synod Assembly that will help us, the members of Central States Synod, with a process of additional discernment and education about who the next bishop might be.

- **Informational Survey:** The EFC sought input through a survey about the state of the synod, and the needs and desires for the next term of the bishop. This information was compiled to create a comprehensive picture of this synod.

Bishop's Election Survey, results summary

Demographics:

- 178 individuals responded, 91 female, 72 male, 15 did not answer.
- 70% were over 60 years old and 76% have attended an ELCA congregation more than 16 years.
- 60% hold leadership roles within their congregation and 18% are rostered leaders.
- Respondents were evenly split between rural, small community, small city, medium community and large cities.

General attitudes:

- The majority of responses were "optimistic" or "very optimistic" about their congregation's future (59%), the synod's future (52%), and the future of the ELCA (65%).
- 56% reported that they work well with other congregations
- 41% understand synod functions, while only 35% feel they understand synod activities & missions well.
- Congregational strengths are made up of; Evangelism, Pastoral care, children, youth & music ministries, generosity & hospitality, strong lay leadership and good preaching.
- Bethany College, Camp Tomah Shinga, Campus Ministries and Mission Partners were identified as the strongest ministries of the synod.

Expectations and Challenges:

- Expectations for the Bishop over the next six years varied. Some prominent themes included guiding the church into the future despite declining attendance and a changing culture. Including ways to increase youth and young adult involvement, continued inclusion of diversity, and keeping the church active in our world with an emphasis on community service. Other comments sought strong leadership and creative ideas to connect with small congregations, strengthen the PMA program, provide tools to each community of faith and to offer pastoral care to our leaders and congregations.
- Respondents also identified many diverse challenges facing the Bishop. Some addressed pastoral shortages, decreased funding, aging membership, and managing church closings. Others identified the challenge of making sure the church not only welcomes but also supports people of all races, social classes, gender identity, and sexual orientation, while still others recommended the bishop to not get caught up with the politics or social statements on whatever topics catch the media attention. Some encouraged rethinking the church of the past and moving towards new ways of 'being church' challenging congregations to grow and study with fellow ELCA churches and other denominations. Regardless, the geographic cultural differences across the synod pose a challenge to overcome negative impressions and make the synod relevant.

- **Sought interested individuals:** The EFC allowed members of the synod to submit names of individuals (Ministers of Word and Sacrament in the ELCA), that they believed should discern a call to the office of bishop. This allowed for months of conversation and discernment for those individuals to consider this call. Individuals could self-identify or be identified, and they do not need to currently serve in this synod. This information was collected and disseminated prior to the assembly.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

- **Shared information with the voting members:** Information about those potential nominees was shared with the congregations, worshipping communities and organizations within the synod. Members of the synod's congregations, worshipping communities and organizations were encouraged to spend time learning about these individuals, praying and discerning for themselves whom they would like to nominate for the bishop's election at Synod Assembly.

What is an Ecclesiastical ballot?

Ecclesiastical Ballot at Synod Assembly: The first ballot of the ecclesiastical ballot allows for all voting members at Synod Assembly to cast a vote for bishop. Voting members may write the name of any Minister of Word and Sacrament on the active roster of the ELCA, regardless of whether or not the person for whom they are voting has had their name put forth prior to the assembly. Note: individuals identified prior to assembly are NOT officially nominated until their name is submitted during the first ballot.

How will the voting process work?

Upon arrival at assembly, all voting members must check-in at registration. Registration will close thirty minutes prior to the start of each plenary session in the bishop's election. Registration will reopen once each ballot has been declared closed. In order to participate in any vote during assembly, the voting member must have successfully checked-in at registration and be seated in the assembly hall. We ask all voting members to be seated a few minutes prior to each ballot to accommodate the process.

The Election Facilitation Committee, Synod Council and Churchwide representative will oversee the process of ecclesiastical ballot at the Assembly.

- **The first ballot, (ecclesiastical ballot) Thursday, June 6, Plenary Session I**
 - A blank ballot will be issued to all voting members. Voting members may enter the name of any clergy person rostered in the ELCA. Note that individuals pre-identified are NOT automatically nominated and still requires at least one voting member to write in his/her name on the first ballot in order to be nominated for the office of bishop. The names of eligible persons not pre-identified may also be written in by voting members on the first ballot.
- **Announcement of results from the first ballot, Friday, June 7, Plenary Session II**
 - **75% of the legal votes cast are required for an election.**
 - If there is not an election, after the results of this ballot are announced, **persons may remove their name from consideration no later than June 7, 10:00 a.m. This is the only point at which names can be removed.**
 - Persons who wish to go forward in the process, must supply biographical information and disclosure for a background check at this time (deadline 10:30am June 7.)
- **The second ballot, Friday, June 7, Plenary Session III**
 - The ballot will list all candidates nominated on the first ballot who did not withdraw.
- **Announcement of results from the second ballot, Friday, June 7, Plenary Session IV**
 - **75% of the legal votes cast are required for an election.**
- **The third ballot, Friday, June 7, Plenary Session IV**
 - The ballot will list the seven individuals with the highest number of votes from the previous ballot (including ties.)
 - Prior to the ballot, the seven individuals will each have 90 seconds to address the assembly
 - **Two-thirds of the legal votes cast are required for an election.**

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

- **The fourth ballot, Friday, June 7, Plenary Session V**
 - The ballot will list the three individuals with the highest number of votes from the previous ballot (including ties.)
 - Prior to the ballot, the assembly will be divided into three groups. The three individuals will be given the opportunity to answer questions for 25 minutes with each group.
 - **60% of the legal votes cast are required for an election.**
- **The fifth ballot, Saturday, June 8, Plenary Session VI**
 - The ballot will list the two individuals with highest number of votes from the previous ballot (including ties.)
 - **The person receiving the majority of the legal votes cast is elected bishop.**
- **Additional ballots**
 - Should additional ballots be required, they will follow the procedure of the fifth ballot.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

BIOGRAPHICAL INFORMATION: NOMINEES FOR BISHOP OF THE CENTRAL STATES SYNOD PRE-ASSEMBLY

Below are individuals that have been identified as a candidate for Bishop of the Central States Synod.

Publishing these names is not an official nomination. Whether pre-identified or not, an individual is nominated exclusively by having their name submitted on the first ballot of the bishop's election. The first ballot is scheduled to take place during the first plenary session of synod assembly, Thursday, June 6th.

Name: **Rev. Aimée Frye Appell**

Current Position: Pastor, Peace Lutheran Church, Washington, MO

Congregation Membership: Peace Lutheran Church, Washington, MO

Date and Year of Ordination: May 30, 2010



Previous Positions: Vicar, Christ Church Lutheran, Minneapolis, MN, 2008-2009 Reading

Team Convener, Church Innovations, St. Paul, MN, 2008-2010

Education and Earned Degrees (with institutions and years, most recent first): M.Div. - Luther Seminary, 2010 B.A. - University of Virginia, 1993

List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod. Process Builder - Women & Justice Social Statement Church in Society Team, CSS Synod

List up to five (5) current or past community-related activities that would inform your service as bishop of this synod. Chair - Neighbors United - Undoing Racism, 2014-present Franklin County Human Rights Task Force, 2016-present Chair - Vacation Culture School - 2017-present Parliament of the World's Religions - 2009, 2015 Women's Interfaith Conference, St. Louis - 2015-2017

What gifts would you bring to the office of bishop of this synod? My strongest gifts are for preaching and proclamation, for writing, and for articulating my understanding of the gospel. My early life growing up outside the church allows me to bring a non-traditional perspective to the office, and to the work of proclamation. I tend to ask unusual questions and look for unusual answers. I have a strong theology of reconciliation, which prompts me to seek compromise where I can. However, I will stand firm on issues central to the gospel, especially where justice and grace are concerned. I have built relationships of mutual trust with individuals from across the Christian faith, and from other faith traditions and belief systems.

What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it? The heart of our work as the Church needs to be a deep and introspective period of self-examination, followed by the ongoing work of repentance, around Christianity's role in the perpetuation of colonialism, racism, misogyny, homophobia, and other supremacist ideologies. Only then will we be able to seek restitution and reconciliation. This will be hard work. It will require dying to some things - the 1950s models of large churches and even larger physical plants; full-time, single-occupation pastors; the centrality of the Church as the political and emotional heart of every community; the Christendom models of generational renewal, relying on the next generation to carry on what we have always done; the belief that our way is the best or only way to do and see things. The Church must live as if God's promises were true for us today, modeling daily renewal of our baptisms through repentance and resurrection living. I would like the synod to offer resources and training for congregations to engage in this work.

Describe your leadership style. I believe that the Church's primary work is done in and through relationships, which makes me a collaborative leader. I see the key to leadership as equipping others for their. I prefer to work with a team, building relationships in the service of our mission. As a leader, I keep the team's focus on the mission and vision, gently guiding our work and making connections. I enjoy helping others use their gifts together to solve problems. I see the big picture, and work to shepherd the group toward our common goal, trusting others on the team to tend to their own details. I am flexible and easy-going, responding easily to changing circumstances. I have led several organizations through conflict situations, helping them to find the opportunities for growth and deepening of relationships through differences of opinion and difficult circumstances.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Name: **Rev. Susan Candea**

Current Position: Bishop's Associate and Director for Evangelical Mission of the Central States Synod of the ELCA

Congregation Membership: Atonement Lutheran Church, Overland Park, KS

Date and Year of Ordination: September 25, 1983



Previous Positions: Co-pastor at St. John's, Ellis, KS and Immanuel, WaKeeney, KS; pastor at Our Savior's, Topeka, KS; pastor at King of Glory, Loveland, CO

Education and Earned Degrees (with institutions and years, most recent first): Masters of Divinity, Wartburg Theological Seminary, 1979- 1983 BA in Political Science, California Lutheran College, 1977- 1979 University of Northern Colorado, 1975-1977 High School Diploma, Wasson High School, Colorado Spring, graduated 1975

List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod. Synod Council Member Consulting Committee for the ELCA Director for Justice for Women Advocacy Committee of the Rocky Mountain Synod Campus Ministry Team ELCA Lay Schools of Theology Task Force

List up to five (5) current or past community-related activities that would inform your service as bishop of this synod. Court Appointed Special Advocate (CASA) volunteer Doorstep – Community Food Bank and Social Service agency Homeless Shelter Network Topeka Center for Peace and Justice School Board Community Member

What gifts would you bring to the office of bishop of this synod? I have thirty years of experience as a parish pastor serving three congregations in different settings and almost six years serving on the synod staff. I know and deeply care about the church and the variety of ways in which ministry happens throughout this synod. At the same time I am open and eager to continue learning, to listen, to try new things, aware that I do not know everything. I am organized and attentive to details while keeping the larger picture in view, understanding that good structure can enable flexibility and creativity. I have good communication skills, able to listen as well as ask sometimes difficult questions and give direct feedback. My greatest gift is the Lutheran understanding of grace, that God came down to us in Christ, which centers me, emboldens me, humbles me, and enables me know that everyone has a place at the table and that we are all called to participate in God's reign of justice and peace.

What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it? I believe the principal challenge is to get clarity about our purpose and mission as the church in a changing culture with diminishing resources and not let fear and anxiety define who and what we are as the people of God, but to remember that God is active and present in the world and that our role as the church is to participate in what God is already doing. To address this challenge we need to raise up and support leaders, both rostered and lay working together in partnership, to assist congregations to listen to God, to one another, and to the community around them in more intentional ways, and discern how the Spirit is calling them to share and live out the grace and hope of the gospel. We also need to assist individuals as well as communities to deepen their own discipleship as followers of Jesus. We cannot reach out to meet the challenges our church is facing unless we are deeply rooted and reliant upon the one who has called us into faith.

Describe your leadership style. I am flexible and open as well as direct and decisive. Those may seem like contradictions, but different situations call for different styles and I believe a good leader must listen well, be self-aware, and discern what style is needed most whether it is more direct intervention or a less involved, supportive role. I take seriously the concerns and feedback of others, aware of my own growing edges, able to own my mistakes while also having the confidence to step up to make decisions when needed, to set boundaries and expectations as well as give clear directions which makes it easier for others to more fully participate. Direct, open communication that addresses the real issues in a respectful and caring way is key to my style of leadership, enabling me to tend to relationships while still moving forward to make plans and accomplish tasks.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Name: **Rev. Jay Grave**

Current Position: Senior Pastor

Congregation Membership: Hosanna Lutheran Church, Mandeville, Louisiana

Date and Year of Ordination: December 11, 2005



Previous Positions: Associate Pastor, Zion Lutheran, Fredericksburg, TX. Pastor, Big Bend Lutheran, Big Bend, MN. Sr. Pastor, American Lutheran Church, Windom, MN. Pastor, Our Savior's, Camdenton, MO,

Education and Earned Degrees (with institutions and years, most recent first): Doctorate of Ministry, Luther Seminary, 2016 Masters of Divinity, Luther Seminary, 2005 Zertificate Deutsch, Prein Am Chemise, 2004 Bachelors of Arts, Wartburg College, 1996

List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod.

Tri-Synodical Planning Team (TX-LA, North TX-LA, Southwestern Texas Synods) Interim Assistant to the Bishop (Southwest MN Synod) Synod Assembly Presenter of Yearlong Stewardship Program (Central States Synod) Senior High Synod Gathering Presenter (Southwest MN & Southwest Texas Synods) Resolutions Committee (Central States Synod)

List up to five (5) current or past community-related activities that would inform your service as bishop of this synod. City Council Prayer Leader, Mandeville, LA President of Ministerium, Windom, MN National Day of Pray Planning Team, Camdenton, MO Assistant Wrestling Coach, Montevideo High School, Montevideo, MN Civil Air Patrol Chaplain, Fredericksburg, TX

What gifts would you bring to the office of bishop of this synod? I have spent my entire life studying and worshipping in the Lutheran tradition. I have a love our Lutheran traditions, but having served as a parish pastor in multiple settings, I am acutely aware of cultural changes in our communities and churches. I believe that our Church must adapt in practical and adaptive ways to reach the lost in our communities. I bring strategic planning, clear communication, and a passion for success to help bridge the gap between these changes and theologically Lutheran heritage.

What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it?

The world is changing whether we like it or not, and our greatest challenge is learning to be bold about our progressive understanding of who God is, while at the same time, adapting our Lutheran heritage to a new language of a modern culture. I would encourage congregations of the Central States Synod and their leaders, to make bold and strategic decisions to share the Gospel with our neighbors; learning their languages, their cultures, and their experiences.

Describe your leadership style. I am a hopeful pragmatist. I believe that God has invited us to participate with His mission in the world, and that scripture confirms that this mission will be triumphant. That's the hopeful part. The pragmatist in me is more concerned with participating in the mission of the Church, than the manner with which we achieve the mission. In other words, is what we are doing accomplishing what we say we are trying to do? If the answer is no, then let's find a path that does. In leadership, I look for opportunities to lift up individuals to use their gifts to enfold God's mission into our ever changing world. My management style is to strategically select team members to achieve the same goal, wrapping all of this with clear communication and community support.

Central States Synod 2019 Synod Assembly

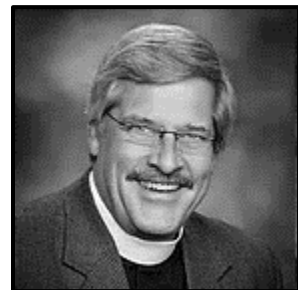
Overland Park, Kan. • June 6-8

Name: **Rev. Keith Hohly**

Current Position: Bishop's Associate, Central States Synod, since 2013

Congregation Membership: First Lutheran Church, 6400 State Line Road, Mission Hills, KS 66208

Date and Year of Ordination: 06/20/1986



Previous Positions: 1988 – 2013: Pastor, First Lutheran Church, Mission Hills, KS 1986 –

1988: Associate Pastor, First Lutheran Church, Bellefontaine, OH

Education and Earned Degrees (with institutions and years, most recent first):

1986 – Master of Divinity, Trinity Lutheran Seminary, Columbus,

OH 1982 – Bachelor of Arts, The University of Toledo, Toledo, OH

List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod.

1) Current service on Bethany College's Board of Directors, since 2014 2) Six years' service on the national Board of Directors for Mosaic, an ELCA affiliated organization serving people with intellectual disabilities, 2013 – 2018, including two years as Secretary of the Board and two years as chair of Board Development 3) Nine years' service on the Hollis Renewal Center's Board of Directors, 1997 – 2006, including three years as Board Chair 4) Two terms of service on Metro Lutheran Ministries Board of Directors, including two years as Secretary of the Board 5) Six years' service as Dean of Area Ministry 7 (now the Border Conference), 1997 – 2003

List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.

1) Participation in various learning opportunities provided by the Kansas Leadership Center 2) Current service on the Board of Directors of the Heartland Men's Chorus, the largest men's chorus in the Kansas City area, since 2015, including the last two years as Board Chair 3) Participation in the Communities of Faith Committee of GLAAD (Gay and Lesbian Alliance Against Defamation) when GLAAD had Kansas City offices in the 1990's

What gifts would you bring to the office of bishop of this synod? The primary gift I would bring to this office is the desire I have to please Christ in all that I do. In the end, this office is not about the person who holds it. It is instead about the Christ we are all called to follow and serve. The chief gift I would bring would be my commitment to following Christ in all that I do. My past six years of serving on the staff of this synod have provided me the opportunity to learn the responsibilities of the office of bishop. I have come to know many of the congregations in this synod through working with them in their pastoral transitions and leadership challenges. I see the work of this office as primarily serving the needs of our congregations in helping them be vital communities of faith. I would draw on my 27 years as a parish pastor—25 of them in one congregation—to inform seeing the work of this synod from congregation's point of view and a parish pastor's point of view. I bring the experience of quite a few years of service on boards of various organizations which have helped develop my sense of the fiduciary, strategic and generative needs of organizations and how leadership needs to attend these needs.

What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it? I see the principal challenge facing this synod as one of being evangelical, that is, fulfilling the charge we have always had as church to proclaim the good news in all we do and say. But the further challenge is to be evangelical in a way that is effective and relevant to the context of our day. So, it is doing old things in new ways. One of the things our declining numbers tell us is that many of the old ways of being church simply are not working anymore. Part of the challenge, then, is to do things we have not done before. But part of the challenge is also to continue to allow ourselves to be transformed by the God who loves us, and to be agents of transformation in the world that surrounds us. The goal of transformation is to be love as God is love. What we need to be telling ourselves and all around us is that God loves us just exactly as we are, but because God loves us, God does not want to leave us as we are. God is always working for us to be one with God. In this, our challenge is one of continually allowing ourselves to be transformed into the love God is. It is giving into the way of God instead of insisting on our own.

Describe your leadership style. I think of my leadership style primarily in terms of being collaborative. I do understand that, in all positions of leadership, there are times when a leader must take primary responsibility for certain things. However, in most things, I value being part of a team. In the words of Presiding Bishop Elizabeth Eaton, it is about being church together. We have a greater wisdom together than any of us have on our own. We are much more likely to successfully take on the challenges before us together than we might be able to on our own. Consequently, my leadership style is to work for collaboration. Central to this is to lead by serving, to lead by listening and to lead by valuing all in the community. Following the example Jesus has shown us on how to do this, I am led to lead by serving those around who are not being served, listening to those around us who are not being heard and to value those who are not being valued. I seek to collaborate with all in the community.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

Name: **Rev. Peter W. Rehwaldt**

Current Position: Interim Pastor, St. Mark's Lutheran Church – Emporia KS

Congregation Membership: St. Mark's LC – Emporia

(First Lutheran – Mission Hills KS when between interim positions)

Date and Year of Ordination: September 3, 1989



Previous Positions: 11 interim ministry positions: St. Mark's – Emporia KS, St. Andrew's – Columbia MO, Gloria Dei – KC MO, Lord of Love – Belton MO, Trinity – Topeka KS, Faith – Prairie Village KS, Hope – San Mateo CA, St. Timothy's Episcopal – Mountain View CA, First United – SF CA, Holy Redeemer – Newark CA, Lutheran Campus Ministry at KU – Lawrence KS; also interim consultant with Reformation – Wichita KS 2 sabbatical/parental leave positions: St. Paul's – Vallejo CA and Trinity – Alameda CA Coordinator, Office of Institutional Research, Graduate Theological Union, Berkeley CA (1996-2005) Adjunct Faculty at Pacific Lutheran Theological Seminary (Berkeley CA), St. Paul School of Theology (formerly KC MO, now Leawood KS), Lutheran House of Studies (KC MO), and Training Associate with Kyros Ministry [formerly the Pastoral Center for Abuse Prevention] (San Mateo CA) 2 regular parish ministry calls: Zion – Ferguson MO and Ruskin Heights – KC MO

Education and Earned Degrees (with institutions and years, most recent first): Doctor of Philosophy, Graduate Theological Union, Berkeley CA (Worship, the Arts, and Proclamation), 2005. Dissertation title: Let All the People Say "Amen!": A Multigenerational Understanding of Rite, Hymnody, and Preaching Master of Divinity, Lutheran School of Theology at Chicago, 1989 Bachelor of Arts, Northwestern University, Evanston IL (Honors Program in Mathematical Methods in the Social Sciences – concentration in economics), 1985

List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod.

1. Conflict Resolution: member of several synod "Listening Teams" that engaged in a two or three day listening process in conflicted congregations, to assist them in finding a path forward
2. Worship Leadership: member of the Hymn Editorial Panel that helped produce the hymn section of Evangelical Lutheran Worship; life member of both the Association of Lutheran Church Musicians and the Hymn Society in the US and Canada; regularly served as coordinator of synod and other major worship events
3. Teacher of Leaders: plenary presenter for Bishop's Convocation, several synod interim pastor gatherings, and a number of Hymn Society conferences
4. Board member: currently board secretary of the Hollis Renewal Center, past LSTC board member, past Hymn Society board member
5. Ecumenical Partner: worked closely with Presidents and Deans in my role as the Coordinator of the Office of Institutional Research at the Graduate Theological Union – an ecumenical consortium of 9 schools (including PLTS) and several affiliated interfaith/topical research centers (Center of Jewish Studies, Institute of Buddhist Studies, Center for Religion and the Arts, Center for Theology and the Natural Sciences, etc.)

List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.

1. avid reader of history, politics, science fiction, poetry, and news – curious about the world around me, and the ways in which community can be made/broken/remade
2. mentor, Team Driven robotics team, Lee's Summit High School, Lee's Summit MO – assist young people in finding their voices and developing confidence in their communications skills
3. band & choir parent, Lee's Summit High School – support the work of teachers and other leaders in drawing out the musical gifts of others

What gifts would you bring to the office of bishop of this synod?

- A passion for good news-bringing, centered in worship as that which makes the church the church and unites us with one another, regardless of all the differences that exist among us.
- A gift for telling the story of our church and our Lord, in such a way that the telling invites others to find their place in the story as well.
- A background of the direct practice of ministry in a wide variety of settings: small, medium, and large parishes; urban, suburban, and rural parishes; congregations with mono- and multi-cultural racial backgrounds; college town parishes and campus ministry settings; and congregations in a wide range of socio-economic settings.
- Strong experience with three important aspects of the bishop's particular ministry: the call process, conflict management, and ecumenical cooperation.
- A love of the interaction of teaching and learning, to lift up leaders to share the tasks of ministry even as I learn from those I teach.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it? The synod faces many challenges like tight finances, aging members, changing social conditions, and a scarcity of pastors, but the deeper challenge we face is fear. Outside the church, loud voices stoke fear of the Other, the new, and 1000 other things. Mistrust and distrust thrive when fear runs rampant, as people feel powerless, isolated, and alone. As bishop, I would fight fear with the twin refrains of God's messengers in such times: "Do not be afraid" and "Peace be with you." Yes, there are things that scare, but in Christ we know that they are ultimately powerless. By naming them, they lose their force; by preaching peace, we are freed to find new paths. As hymnwriter John Bell put it:

Lord, your summons echoes true when you but call my name.

Let me turn and follow you and never be the same.

In your company I'll go where your love and footsteps show.

Thus I'll move and live and grow in you and you in me.

Trusting God's presence with us, fear is banished and ministry flourishes.

Describe your leadership style. Joan Chittister wrote "Leaders must be an example to the community of its best self." As a leader, I am called to offer my best thinking and action on behalf of those I serve. At times, this means putting my own gifts forward; at other times it means calling forth the gifts of others. I am thrilled to discover the gifts that others offer, and delight in encouraging them to share their gifts more widely. My leadership style is to be collaborative and above board, clarifying mixed expectations and sorting out unspoken assumptions that all too often derail things.

Chittister also wrote "The leader must maintain the integrity of the community and encourage it to be what it is meant to be." This requires listening to the community, both to what is said and what is not said, as well as listening to the Holy Spirit's guidance. The encouragement requires both being organized (having agendas, plans, etc.) and being flexible enough to take advantage of new opportunities.

Name: Rev. Jennifer J. Thomas

Current Position: Alumni and Church Engagement Manager,

Lutheran School of Theology at Chicago, Chicago, IL (deployed in Shawnee, KS)

Congregation Membership: Salem Lutheran Church, Lenexa, KS

Date and Year of Ordination: July 26, 1998



Previous Positions: Senior Pastor, Immanuel Lutheran Church, Kansas City, MO, 2007-2014

Pastor / Outreach Pastor, Lake Park Lutheran Church, Milwaukee, WI, 1998-2007

Education and Earned Degrees (with institutions and years, most recent first): M.Div., Lutheran School of Theology at Chicago, certificate in urban ministry, 1998 B.A. in Math and Religion, Augustana College, Sioux Falls, SD, 1994 h.s. diploma, Milbank High School, Milbank, SD 1990

List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod. Dean, Area Ministry 7, Central States Synod 2010-2014 Dean, Coalition, Milwaukee Synod, 2005-07 ELCA Church Council and Blue Ribbon Committee on Mission Funding, 2003-07 Milwaukee Synod Council and Executive Committee, 2001-2005 European Descent Lutheran Association for Racial Justice 2014 – present

List up to five (5) current or past community-related activities that would inform your service as bishop of this synod. Board member, Kansas Interfaith Action, 2018-present Band Boosters, fundraising committee, 2017-present Vice President of Missouri Faith Voices, 2011-2014 Religious Leaders Caucus Chair, Communities Creating Opportunity, 2008-2011 Religious Leaders Caucus Chair, MICA, Milwaukee, WI, 2004-2007

What gifts would you bring to the office of bishop of this synod? My love of God, my neighbor, and the church are my top gifts for this call. In twenty years of ordained ministry, I've excelled in fundraising, project management, pastoral care, community development, public speaking, and strategic mission planning. God's call within my prayer life combined with my experience with the church, its joys and sorrows, accomplishments and failings, are gifts as well. In my first call, I was instrumental in a cultural turn around that led to growth from 40 to 400 members. In my second call, I developed skills in resiliency and conflict management. My connections across the church led to my election to serve on the ELCA Church Council and my appointment to the Blue Ribbon Committee on Mission Funding. I honed skills at engaging people, compromise, and leading forward with compassion. In almost five years at LSTC, I've become a professional fundraiser: annual support, major gifts, special events, and planned giving. I have experience in recruiting, retaining, and supervising staff and volunteers, creating and maintaining endowments, raising money for capital and debt reduction campaigns.

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it? I'm excited about what we could do together as church in this region. Many in the church have lost faith in the value of being church together. We must ask: "What is God calling us to do?" I see great strengths, ministries, and potential in the Central States Synod. The region needs the church to show up and make a difference. There is no greater time in the history of the church to be the church. We have so much to offer. We have the good news to proclaim. We have the gifts and capacity to fulfill our mission. God's faithfulness and our gifts equip us to face the realities of decline and to continue to ask, what new thing God is up to now? This is a beautiful synod of the ELCA, representing the unity and diversity that is our church – from the diversity among our congregations to the diversity within our leadership as well as the unique context of each ministry – and yet, we are united in the baptismal call that Christ has placed upon us. We are called to the journey together, to serve and advocate for those in need in our communities, to invite and encouraging one another in faith, to give generously, to study scripture, to worship together, and to pray for one another and the whole world.

Describe your leadership style. My leadership style is relational. I meet people where they are and together strive to use their giftedness and passions to create and strengthen the church. Leadership training through several avenues has shaped my collaborative and grass roots leadership techniques. Fostering relationships through one to one conversations, deep listening, mapping assets, and determining the potential of myself, others, congregations, and other partners are leadership skills I employ. Relationships with Lutheran, ecumenical, and interfaith colleagues have led to service, advocacy and outreach ministries. I've served on community organization leadership tables in Wisconsin, Kansas, and Missouri. I consider myself a shepherd. I can be a pace-setter, or I can circle back to walk with people where they are. My leadership style is very adaptive depending upon the needs of the individuals or community.

Treasurer's Report

June 7, 2019

In the Treasurer's Report for this year, I'll be providing a review of the recently completed fiscal year and some brief comments on the current year. Continuing with what we started a couple of years ago, for the proposed budget for 2020, I'll provide two versions; a narrative version of the budget explaining what ministries are supported in each area, along with the usual spreadsheet style format containing all of the detailed line item amounts.

Financial status at the close of the recently completed fiscal year

2018 was a challenging year. We began the year in hope that we might be able to start a new trend in congregational giving by seeing another modest increase in giving or at least equaling the giving amount received in 2017. The first two months of 2018 maintained that hope, but over the remainder of the year, with the exception of the month of December, we fell further and further behind last year's giving amount. Our budget for the year anticipated a decrease in giving, so that despite the significant decrease in giving from the congregations, we were able to complete the year with a small surplus. Any time you can complete a fiscal year with a surplus, it's a good thing, but that positive message is overshadowed by the disappointment of a steep decrease in giving, especially coming on the heels of a year where giving had increased.

Still, I am always grateful for the support that we receive from our congregations and ever hopeful that the giving received will continue to provide for doing the work that God has called us to do as the Central States synod.

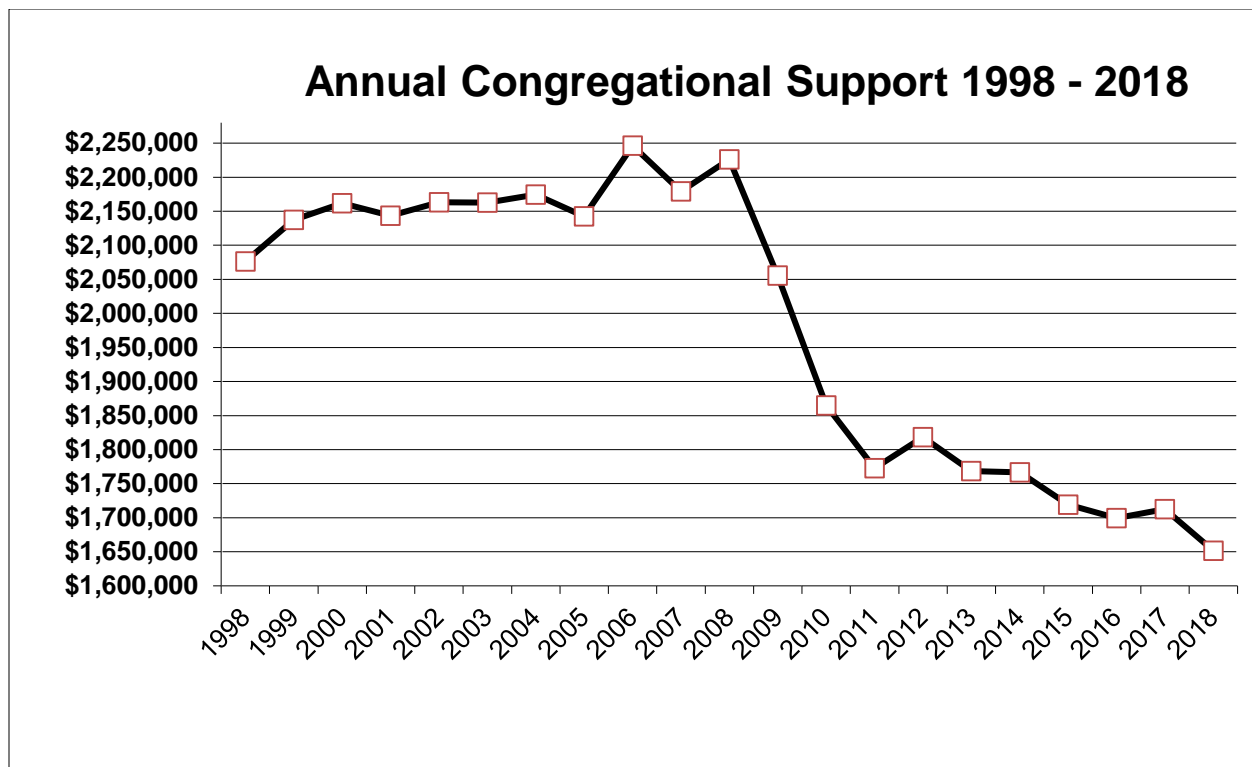
Income vs. Expenditures

Total Expenditures for 2018 were \$1,707,052. Total Revenue & Support was \$1,713,549, which was \$17,251 less than anticipated and \$71,131 less than the previous year. The synod ended the year with a \$6,497 surplus in our operating budget, as compared to a \$25,217 surplus in 2017. The spending reductions implemented during the year helped to achieve this surplus.

A detailed listing of the actual income and expenditures for 2018 is included in the attached budget spreadsheet. Refer to the "FYE 1/31/2019 Actual" column for the year 2018.

Congregational Support

The synod experienced a 3.7% decrease of \$61,120 in congregational support from the previous year, decreasing from \$1,712,773 to \$1,651,653. As I mentioned previously, this is a pretty steep drop that is disappointing after the small increase in giving that we experienced in 2017. In fact, this was the largest single year decrease since 2011. The following graph shows this as well as the giving trend over the past 20 years.



A report detailing the support received in 2018 from each congregation of the synod is attached as a part of this report. I encourage you to look up the amount contributed by your congregation and the annual intent for the year to make sure that they are correct and accurately represent your congregation's wishes.

ELCA Churchwide

In 2018, the synod continued to contribute to the Churchwide organization at a 50% rate. This means that half of the donations received from our congregations and from the annual appeals are shared with the larger church. The total contributed was \$833,576, which was a decrease of \$33,166 or 4.0% from the previous year.

Annual Audit

The annual audit of our accounts and practices for the 2018 fiscal year was not yet completed at the time of the writing of this report. If it is completed prior to the Assembly, I will have a few copies of the audited financial statements available for review at the Assembly. If it's not completed prior to the Assembly an electronic version will be made available on the synod web site.

Current fiscal year budget, calendar year 2019

The Synod Council revised the approved budget for the current fiscal year to create a "spending budget" that takes into account additional or new information received since last year's assembly. This spending budget is included in the attached detailed budget spreadsheet as the "Revised" column for 2019 (FYE 1/31/2020).

For the 2019 spending budget, the following key changes were made:

- a. Lowered the anticipated Congregational support amount from \$1,680,000 to \$1,640,000
- b. Lowered expectations for reimbursements to be received by \$14,000
- c. Decreased the amount to be shared with Churchwide by \$20,000
- d. Lowered the anticipated expenses for Synod Salaries & Benefits by \$15,852
- e. Decreased the amount for Travel from \$51,000 to \$45,000
- f. Decreased the amount for Office expenses by \$12,548

These changes resulted in a balanced spending budget for the year at a spending level that is almost \$55,000 lower than the approved budget.

As mentioned above, the amount of expected congregational support was reduced by \$40,000. Those attending the Assembly last year will recall that this was the amount added during discussion on the budget. Given the decrease in giving that we saw in 2018, it did not seem realistic to expect the larger amount to be received in 2019. This would require a one year increase of approximately \$29,000 and this has only happened 3 times in the last 20 years. This required decreasing several expense items in the budget, but the items that were increased at the Assembly last year were not included in those reductions.

I would like to mention that the first several months of giving from our congregations for the current fiscal year have not been good. Giving in February was a particularly low amount. I suspect this may have been related to the weather conditions that month which were harsh across most of the synod. As you all know, the work of the church continues, and so do the expenses, even if the weather interferes with attendance at worship services. I would ask that you encourage your congregation to strive to maintain their intended amount of support for the synod, just as each congregation encourages its members to maintain their level of giving despite the bad weather.

Proposed budget for calendar year 2020, Fiscal Year Ending January 31, 2021

The proposed budget for the fiscal year ending on January 31, 2021 is shown in the attached detailed budget spreadsheet for your consideration. This is shown in the “Proposed” column for the year 2020 (FYE 1/31/2021) in the attached budget spreadsheet. This budget will be presented for approval during the Assembly.

In addition to the usual spreadsheet style format for the budget, you will also find a narrative style budget document that will help to better relate the budget dollars to the ministries of the synod. This year’s narrative budget is organized around the synod’s mission priorities that the Executive Committee and Synod Council have identified. These missions in priority order are:

1. Provide, maintain, and grow congregation leadership
2. Pastoral care and oversight for rostered ministers
3. Nurturing mission through congregations
4. Strengthening relationships
5. Interpreting the work of the church

The budget presented is targeting congregational giving of \$1,625,000, which is a decrease of \$15,000 from the current year’s budget. In addition, we are anticipating a large individual donation of \$20,000 to be used in support of the synod’s ministries. In this budget our Total Support & Revenue will support our anticipated Total Expenses of \$1,706,951.

Mission Endowment Fund

Authorized by the 1999 Synod Assembly, the Mission Endowment Fund is celebrating 20 years of providing financial support for a variety of ministries across the synod that are not supported by the synod’s operating budget.

The Mission Endowment Fund receives planned gifts and bequests from wills, estates, and congregation closures. The principle is invested and produces annual earnings to benefit leadership development in the form of: rostered persons’ continuing education and sabbatical leave, lay schools of theology, seminarian scholarships and seminary graduates’ debt retirement. The earnings also support outreach in our synod including: new ministry starts and congregational revitalization.

A donor can designate an endowment gift toward a specific purpose in the Fund or the donation can be included in the Central States Legacy Fund, which will support all of the purposes mentioned above.

I encourage all rostered leaders, lay leaders, and congregations to take advantage of the support available from the Mission Endowment Fund. For more information, please go to the synod web site or you can contact me and I'll be delighted to help you.

In closing, I would like to express my thanks to the members of the Mission Budget Team for all of their good work throughout the year. During this past year, the members of the team were:

Bishop Roger Gustafson

Dennis Allerheiligen

Rev. Chad Langdon

Barbara Beadle

Rev. Susan Candea

It is an honor and privilege for me to serve the synod and I am blessed to be able to work with each of these good and faithful servants.

Respectfully submitted,

Scott Schulte

Treasurer

2020 Narrative Budget

To prepare the proposed budget for the 2020 fiscal year, the Executive Committee decided to take a different approach for determining the amounts to be spent in the different areas of the budget. We wanted the budget to more accurately reflect what our priorities are or should be and only include those items in the budget that supported those priorities.

Whenever an attempt is made to establish a priority it requires open discussion and a sufficient amount of time to establish a consensus among all of the parties involved. We identified five broad priorities for the synod to provide guidance for the budget discussions and included a target percentage for the amount of the budget that should be allocated for each. These five priorities are:

1. Provide, maintain, and grow congregation leadership (45%)
2. Pastoral care and oversight for rostered ministers (20%)
3. Nurturing mission through congregations (15%)
4. Strengthening relationships (10%)
5. Interpreting the work of the church (10%)

With these priorities in mind, the 2020 budget was prepared by organizing most of the existing budget items into these five areas. As we look ahead to the budgets for 2021 and beyond, much more discussion is needed to carefully examine each item to determine if it does indeed support our priorities and if it is supported with an appropriate amount of the dollars available

In the following paragraphs, each of the missions that are included within the priorities are described. This description includes a breakout of the budget dollars to be spent in those areas for staff and administrative work, staff travel, ministry support grants, and program expenses.

Provide, maintain and grow congregation leadership (45%)

We plan, and implement, services, systems and-programs for:

- Campus Ministry, providing a portion of the compensation for the campus pastors in Manhattan, KS, Lawrence, KS, and St. Louis, MO. These campus pastors raise up leaders among young adults and help them grow in their faith.
- Outdoor Ministries that help grow disciples of Jesus, like Camp Tomah Shinga
- Candidacy that oversees the process for individuals to become rostered ministers
- Parish Ministry Education and Associate Program which trains lay leaders to work with rostered ministries to provide lay pastoral leadership
- Bethany College, Wartburg Seminary, and Lutheran School of Theology, providing grants to support their work of raising up and educating future leaders

Program Budget	2020
Staff & Administrative	\$195,091
Staff Travel	\$13,600
Grants	\$37,500
Programs	\$154,000

Nurture mission through our congregations (20%)

We plan and implement services, systems and programs that:

- Assist congregations to call clergy and other staff and to develop fruitful ministries together
- Through the Conferences and other means link congregations to resources for worship, education, evangelism, stewardship, youth ministry, building consultations, financial planning, planned giving, conflict resolution, council development, and lay theological education
- Support a Lutheran Planned Giving Partnership to help us understand that our giving can help ensure a future for the things we value.

Program Budget	2020
Staff & Administrative	\$142,710
Staff Travel	\$9,000
Grants	\$22,625
Programs	\$3,750

Provide pastoral care & oversight for rostered leaders (15%)

We plan and implement services, systems and programs for:

- Assisting clergy and other rostered ministers in the call process and offer them and their families pastoral care
- Providing support for the Conference deans in their oversight, coordination, and counseling efforts
- Supporting the annual Bishop's Theological Convocation so that rostered ministers and PMAs can continue to grow in their callings

Program Budget	2020
Staff & Administrative	\$117,525
Staff Travel	\$9,200
Programs	\$6,750

Interpret the work of the church (10%)

We plan and implement services, systems and programs for:

- Providing support for Bethany College for the building up of disciples
- Furthering the work of various ministries that help develop giving and the stewardship of resources through teams and committees such as Lutherans Restoring Creation, the Stewardship Team, and the Companion Synod Team.
- Enabling the leadership of the Synod Council in nurturing, facilitating, coordinating, and administering the ministries of the synod

Program Budget	2020
Staff & Administrative	\$76,600
Staff Travel	\$6,750
Grants	\$2,500
Programs	\$2,750

Strengthen relationships (10%)

We plan and implement services, systems and programs for:

- Supporting the work of Hollis Renewal Center in growing disciples and building & maintaining the fruitful relationships within and between our congregations
- Providing support for the various teams & tasks forces by enabling their ability to function and grow as they complete their work
- Promoting the work of the Synod Council, Executive Committee, and other leadership teams through supporting the travel and other expenses incurred through their work together

Program Budget	2020
Staff & Administrative	\$76,600
Staff Travel	\$6,750
Grants	\$2,000
Programs	\$2,750

In addition to the ministries discussed above that represent the work of the Central States synod, we also support the work of the ELCA Churchwide organization by sharing half of all contributions received. This amount enables mission and ministry to happen beyond our borders (although some of these funds do indeed come back to us in terms of grants for new ministries and campus ministries.)

Program Budget	2020
Grants	\$817,500

How are Synod ministries funded?

- Our mission relies primarily on congregations forwarding a portion of their regular offerings to our synod office as undesignated Mission Support (some call this “regular benevolence to synod”). When these offerings increase or decrease from year to year, the work of the church is strengthened or weakened and this impacts not only synodically, but nationally and globally.
 - Individuals, families, and congregations may designate gifts for the Synod Assembly offering and in response to the Annual Appeals or other special project needs.
- In addition, the synod receives grants from the Churchwide organization for specific synod missions and reimbursements from a variety of agencies.

Program Budget	2020
Congregational Support	\$1,625,000
Additional Appeals	\$31,000
Grants, Interest, and Reimbursements	\$50,951

Our annual expenses have been reduced or expanded to match the amount of total support we expect to receive from all of these sources. This results in a balanced budget for 2020 totaling \$1,706,951.

Central States Synod of the ELCA Proposed 2020 Budget

		2020 FYE 1/31/2021 Proposed	2019 FYE 1/31/20 Revised Approved		2018 FYE 1/31/19 Actual Revised Approved	
SUPPORT AND REVENUE						
1	Congregations	1,625,000.00	1,640,000.00	1,680,000.00	1,651,652.72	1,660,000.00
2	Annual Appeal	10,000.00	10,000.00	10,000.00	15,500.00	10,000.00
3	Shared Mission	21,000.00	700.00	700.00	492.36	706.00
4	Interest	151.00	122.00	122.00	164.39	100.00
6	Reimbursement/Other Income	50,800.00	50,000.00	64,400.00	45,739.49	83,000.00
Total Support & Revenue		1,706,951.00	1,700,822.00	1,755,222.00	1,713,548.96	1,753,806.00
EXPENDITURES						
7	ELCA CHURCHWIDE MINISTRY	817,500.00	825,000.00	845,000.00	833,576.36	835,000.00
SYNOD MINISTRY						
A. Agencies & Institutions						
8	Camp Tomah Shinga	10,000.00	4,000.00	4,000.00	4,000.00	4,000.00
9	Hollis Center-Outdoor Ministry	2,000.00	3,000.00	3,000.00	3,000.00	3,000.00
Total Agencies/Institutions		12,000.00	7,000.00	7,000.00	7,000.00	7,000.00
B Teams and Task Forces						
29	Candidacy	8,000.00	8,000.00	8,000.00	9,390.06	8,000.00
31	Parish Ministry Associates	1,000.00	1,000.00	1,000.00	0.00	500.00
39	Teams & TF Expenses (Shared)	2,000.00	2,000.00	2,000.00	1,813.39	2,000.00
Total Teams and Task Forces		11,000.00	11,000.00	11,000.00	11,203.45	10,500.00

Central States Synod of the ELCA Proposed 2020 Budget

		2020	2019		2018			
		FYE 1/31/2021 Proposed	Revised	Approved	Actual	Revised	Approved	
C. Oversight & Pastoral Care								
	41	524,626.00	492,295.00	508,147.00	486,612.33	496,174.00	511,670.00	
	42	145,000.00	145,000.00	145,000.00	145,000.00	145,000.00	145,000.00	
	43	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	
	48	45,000.00	45,000.00	51,000.00	45,119.73	51,000.00	49,000.00	
	55	1,500.00	1,500.00	1,500.00	775.45	1,500.00	1,500.00	
	59	0.00	0.00	0.00	0.00	1,600.00	1,600.00	
Total Oversight/Pastoral Care		720,126.00	687,795.00	709,647.00	681,507.51	699,274.00	713,270.00	
D. ELCA Partnerships								
	61	1,200.00	1,200.00	1,200.00	0.00	1,200.00	2,500.00	
	62	10,000.00	15,000.00	15,000.00	14,000.00	15,000.00	15,000.00	
	63	20,000.00	30,000.00	30,000.00	20,000.00	20,000.00	20,000.00	
	64	22,625.00	22,625.00	22,625.00	20,791.67	22,625.00	22,625.00	
	Total ELCA Partnerships		53,825.00	68,825.00	68,825.00	54,791.67	58,825.00	60,125.00
E. Office								
	65	24,000.00	36,502.00	40,800.00	43,162.92	40,800.00	40,800.00	
	66	0.00	150.00	1,800.00	3,455.73	1,800.00	1,800.00	
	66	0.00	0.00	2,000.00	1,650.00	2,000.00	2,000.00	
	67	4,000.00	4,000.00	5,000.00	2,416.44	5,000.00	7,800.00	
	68	46,000.00	46,400.00	50,000.00	53,836.97	50,000.00	50,000.00	
	Total Office		74,000.00	87,052.00	99,600.00	104,522.06	99,600.00	102,400.00

Central States Synod of the ELCA Proposed 2020 Budget

		2020 FYE 1/31/2021 Proposed	2019 FYE 1/31/20 Revised Approved	2018 FYE 1/31/19 Actual Revised Approved
F. Synod Council				
70 Meetings		3,500.00	3,500.00	3,771.98
Total Synod Council		3,500.00	3,500.00	3,771.98
74 G. Area Ministry Support		5,000.00	650.00	678.66
77 H. Contingency		0.00	0.00	0.00
78 I. Bishop Transition Set Aside		10,000.00	10,000.00	10,000.00
TOTAL SYNOD MINISTRY		889,451.00	875,822.00	873,475.33
TOTAL EXPENDITURES		1,706,951.00	1,700,822.00	1,707,051.69
NET REVENUE OVER OR (UNDER) EXPENSES		0.00	0.00	6,497.27
				0.00

**Central States Synod of the Evangelical Lutheran Church in America
Data Provided for Informational Purposes Only to Detail the Budget Line Item for Fiscal Year Ending 1/31/2020**

Synod Salaries & Benefits detail for the year ending 1/31/20 is:

Description	Bishop	Clergy Staff	Non-Clergy Staff	Total Compensation
Base Salary	88,451.35	150,023.88	164,288.63	402,763.86
Employer's Social Security (1)	0.00	0.00	9,684.90	9,684.90
Pension (2)	12,383.19	18,002.86	12,659.98	43,046.03
Basic Medical	5,652.00	41,652.00	47,856.00	95,160.00
Plan Administration & Disability	3,007.35	5,100.81	4,304.40	12,412.56
Continuing Education	800.00	1,600.00	0.00	2,400.00
ELCA Reimbursement for DEM Part-time Position	0.00	(53,860.55)	0.00	(53,860.55)
Health & Wellness Fund & Other Funds to Offset Portion of Health Coverage	0.00	0.00	(21,312.00)	(21,312.00)
Anticipated Portico Increases and potential support for other DEM position	0.00	500.00	1,500.00	2,000.00
Total Compensation Prior to Reimbursements	110,293.89	163,019.00	218,981.91	492,294.80

Notes and Comments:

- (1) Employer's Social Security paid totally by clergy.
- (2) Pension rates for clergy are at the maximum contribution rates of 12%. The Bishop receives an additional 2% for a total of 14%. Others are at 10%. Medical plan costs are vary depending on the employee's age and if their spouse and/or children are covered. The 2019 Portico custom comparison was used with their current age to get the above amounts.
- (3) Number of FTE (full-time equivalents)

Bishop	1.00
Clergy Staff	2.00
Non-clergy Staff	3.75
Total	<u>6.75</u>

2.00 Note: Portion of 1 staff is being paid through a stipend from the ELCA.

Description	Campus Ministry Staff
Base Salary	182,163.84
Employer's Social Security (1)	0.00
Pension (2)	21,859.66
Basic Medical	51,957.84
Plan Administration & Disability	6,193.57
Continuing Education	2,400.00
Total Compensation Prior to Reimbursements	264,574.91

Notes and Comments:

- (1) Employer's Social Security paid totally by clergy.
- (2) Pension rates for clergy are at the maximum contribution rates of 12%.
Medical plan costs are vary depending on the employee's age and if their spouse and/or children are covered. The online rate calculator was used with their current age to get the above amounts. These are the 2019 rates.
- (3) Number of FTE (full-time equivalents)
Clergy Staff 3.00

**Central States Synod of the Evangelical Lutheran Church in America
Data Provided for Informational Purposes Only to Detail the Budget Line Item for Fiscal Year Ending 1/31/2021**

Synod Salaries & Benefits detail for the year ending 1/31/21 is:

Description	Bishop	Clergy Staff	Non-Clergy Staff	Total Compensation
Base Salary	89,335.86	151,524.12	166,308.41	407,168.39
Employer's Social Security (1)	0.00	0.00	9,781.74	9,781.74
Pension (2)	12,507.02	18,182.89	12,786.59	43,476.50
Basic Medical	5,652.00	42,276.00	56,508.00	104,436.00
Plan Administration & Disability	3,037.42	5,151.82	4,347.44	12,536.68
Continuing Education	800.00	1,600.00	0.00	2,400.00
ELCA Reimbursement for DEM Part-time Position	0.00	(53,860.55)	0.00	(53,860.55)
Dependent Coverage - 50% Paid by Employee	(1,338.00)	(6,594.00)	(13,380.00)	(21,312.00)
Anticipated Portico Increases and potential support for other DEM position	3,333.33	6,666.67	10,000.00	20,000.00
Total Compensation Prior to Reimbursements	113,327.63	164,946.95	246,352.18	524,626.76

Notes and Comments:

- (1) Employer's Social Security paid totally by clergy.
- (2) Pension rates for clergy are at the maximum contribution rates of 12%. The Bishop receives an additional 2% for a total of 14%. Others are at 10%. Medical plan costs are vary depending on the employee's age and if their spouse and/or children are covered. The 2019 Portico custom comparison was used with their current age plus 1 year to get the above amounts.
- (3) Number of FTE (full-time equivalents)

Bishop	1.00
Clergy Staff	2.00
Non-clergy Staff	3.75
Total	<u>6.75</u>

2.00 Note: Portion of 1 staff is being paid through a stipend from the ELCA.

Description	Campus Ministry Staff
Base Salary	183,985.47
Employer's Social Security (1)	0.00
Pension (2)	22,078.25
Basic Medical	52,981.56
Plan Administration & Disability	6,255.51
Continuing Education	2,400.00
Dependent Coverage - 50% Paid by Employee	(10,410.00)
Total Compensation Prior to Reimbursements	257,290.79

Notes and Comments:

- (1) Employer's Social Security paid totally by clergy.
- (2) Pension rates for clergy are at the maximum contribution rates of 12%.
Medical plan costs are vary depending on the employee's age and if their spouse and/or children are covered. The 2019 Portico custom comparison was used with their current age plus 1 year to get the above amounts.
- (3) Number of FTE (full-time equivalents)
Clergy Staff 3.00

Central States Synod, Congregational Giving FYE 1/31/2019

This report does not reflect any congregational gifts to local ministries that do not pass through the Central States Synod.

* This report compares the Synod's fiscal year receipts to the Congregations' calendar year statement of intent. Amounts over/(under) intent may simply be timing differences.

Western Kansas Conference Name of Congregations	City	State	Intent 2018	Total Mission Support	% of regular giving	Total benevolence	Intent 2019
Peace Lutheran Church	Albert	KS	\$3,000.00	\$3,000.00	3.7	\$3,000.00	\$3,000.00
St. John Lutheran Church	Bird City	KS	-	-	0.00	\$6,209.00	\$0.00
Our Saviors Lutheran Church	Brewster	KS	\$3,000.00	\$3,000.00	17.40	\$3,000.00	\$0.00
El Nino Divino	Dodge City	KS		\$0.00			\$0.00
First Lutheran Church	Dorrance	KS	\$2,500.00	\$4,052.00	10.00	\$5,392.00	\$2,500.00
Emanuel Lutheran Church (Ogallah)	Ellis	KS	-	-		-	\$0.00
St. John Lutheran Church	Ellis	KS	-	\$836.18	1.10	\$876.18	\$600.00
St. Paul Lutheran Church	Galatia	KS	\$1,750.00	\$1,302.00	2.50	\$2,357.00	\$1,200.00
Sagrado Corazon de Jesus, Iglesia Lutera	Garden City	KS	-	\$1,200.00	11.80	\$1,500.00	\$1,200.00
St. James Lutheran Church	Garden City	KS	-	\$2,748.00	6.40	\$2,986.00	\$2,748.00
Garfield Lutheran Church	Garfield	KS	-	\$805.00	5.00	\$805.00	\$0.00
St. Mark Lutheran Church	Great Bend	KS	\$2,400.00	\$2,400.00	3.40	\$2,450.00	\$2,400.00
Trinity Lutheran Church	Great Bend	KS	\$36,000.00	\$39,000.00	8.90	\$47,565.00	\$36,500.00
Trinity Lutheran Church	Hays	KS	\$5,000.00	\$5,000.00	6.00	\$5,100.00	\$5,000.00
Emmanuel Lutheran Church	Hoisington	KS	\$650.00	\$650.00	1.10	\$650.00	\$650.00
St. John Lutheran Church	Kensington	KS	-	\$7,500.00	8.00	\$7,500.00	\$7,800.00
Gloria Dei Lutheran Church	Lucas	KS	\$8,010.00	\$3,005.00	6.70	\$3,205.00	\$3,060.00
Our Redeemer Lutheran Church	Ness City	KS	\$600.00	\$600.00	2.70	\$600.00	\$600.00
Faith Lutheran Church	Oberlin	KS	\$2,000.00	\$2,000.00	2.70	\$2,100.00	\$2,000.00
Trinity Lutheran Church	Otis	KS	-	\$4,002.50		\$9,252.50	\$5,000.00
Zion Ev. Lutheran Church	Phillipsburg	KS	-	\$6,000.00	10.70	\$6,075.00	\$6,600.00
Hope Lutheran Church	Rush Center	KS	-	\$2,000.00	4.90	\$2,000.00	\$0.00
St. John Lutheran Church	Russell	KS	\$18,000.00	\$18,000.00	7.40	\$21,440.55	\$18,000.00
United Emmanuel Lutheran Church	Russell	KS	-	\$500.00		\$625.00	
Sharon Lutheran Church	Sharon Springs	KS	\$2,400.00	\$2,400.00	13.00	\$6,040.00	\$2,000.00
American Lutheran Church	Smith Center	KS	\$6,000.00	\$7,000.00	6.50	\$7,100.00	\$6,000.00
Salem Lutheran Church	St. Francis	KS	\$4,100.00	-	0.00	-	\$0.00
Emmanuel Ev. Lutheran Church	Stuttgart	KS	-	\$7,058.24		\$7,058.24	
Bethlehem Lutheran Church	WaKeeney	KS	\$10,000.00	\$9,590.00	11.30	\$11,597.00	\$1,000.00
Immanuel Lutheran Church	WaKeeney	KS	-	\$1,440.00	7.00	\$1,440.00	\$1,500.00
Zion Lutheran Church	WaKeeney	KS	\$3,500.00	\$3,218.99	4.60	\$3,318.99	\$3,500.00
Excelsior Lutheran Church	Wilson	KS	\$800.00	\$800.00		\$1,077.00	
Immanuel Lutheran Church	Wilson	KS	\$6,100.00	\$5,868.39	9.50	\$7,767.61	\$7,000.00
Bethesda Lutheran Church	Winona	KS	-	-		-	

Central Kansas Conference Name of Congregations	City	State	Intent 2018	Total Mission Support	% of regular giving	Total benevolence	Intent 2019
Assaria Lutheran Church	Assaria	KS	-	\$12,000.00	10.10	\$12,000.00	\$0.00
American Lutheran Church	Belleville	KS	-	\$5,000.00	8.78	\$5,100.00	\$5,000.00
Zion Lutheran Church	Beloit	KS	\$9,600.00	\$9,600.00	5.80	\$9,600.00	\$9,600.00
Hebron Lutheran Church	Burdick	KS	\$3,000.00	\$3,000.00		\$5,050.00	\$3,000.00
Concordia Lutheran Church	Concordia	KS	\$11,000.00	\$13,536.02	15.00	\$14,828.73	\$6,880.00
Ada Lutheran Church	Courtland	KS	-	\$3,000.00		\$4,115.75	
Cross of Glory Lutheran Church	Derby	KS	\$3,659.00	\$3,518.08	5.00	\$3,618.08	\$3,600.00
Christ Lutheran Church	Eureka	KS	-	\$100.00	0.10	\$1,710.74	\$0.00
Falun Lutheran Church	Falun	KS	\$3,500.00	\$3,500.00	5.60	\$4,150.00	\$3,500.00
St. Paul's Lutheran Church	Glasco	KS	\$6,000.00	\$6,000.00	13.40	\$6,500.30	\$6,000.00
Trinity Lutheran Church	Greenleaf	KS	-	\$800.00	4.30	\$800.00	\$0.00
St. John Lutheran Church (Lanham)	Hanover	KS	\$3,000.00	\$3,000.00	16.40	\$3,100.00	\$3,000.00
Zion Lutheran Church	Hanover	KS	\$2,000.00	\$2,000.00	4.80	\$2,100.00	\$2,000.00
Resurrection Lutheran Church	Haysville	KS	\$2,760.00	\$3,942.89	2.10	\$11,309.14	\$3,000.00
St. Paul Lutheran Church	Herington	KS	\$15,915.00	\$10,331.00	7.70	\$13,252.15	\$15,149.00
Zion Lutheran Church	Hollenberg	KS	\$900.00	\$800.00	10.00	\$1,069.00	\$450.00
Emanuel Lutheran Church	Hutchinson	KS	\$40,000.00	\$40,200.00	9.50	\$40,651.52	\$30,000.00
Zion Lutheran Church	Hutchinson	KS	\$1,030.00	-		-	
Faith Ev. Lutheran Church	Junction City	KS	\$3,840.00	\$3,840.00	6.40	\$3,866.54	\$3,840.00
Walsburg Ev. Lutheran Church	Leonardville	KS	\$3,750.00	\$2,340.00	3.10	\$2,703.00	\$2,500.00
Denmark Ev. Lutheran Ch. (Sylvan Grove)	Lincoln	KS	-	\$300.00		\$300.00	
Bethany Ev. Lutheran Church	Lindsborg	KS	\$22,000.00	\$22,200.00	7.00	\$34,428.89	\$24,000.00
Messiah Ev. Lutheran Church	Lindsborg	KS	\$3,900.00	\$4,582.66	2.90	\$6,682.66	\$4,500.00
First Lutheran Church	Manhattan	KS	\$54,594.00	\$51,386.50	9.40	\$64,101.76	\$57,176.00
Peace Ev. Lutheran Church	Manhattan	KS	\$6,000.00	\$6,000.00	2.90	\$6,975.00	\$6,000.00
Elim Lutheran Church	Marquette	KS	-	\$5,000.00		\$5,000.00	\$0.00
New Gottland Lutheran Church	McPherson	KS	\$6,900.00	\$6,900.00	7.00	\$8,087.25	\$6,900.00
Trinity Lutheran Church	McPherson	KS	-	\$35,594.81	11.00	\$72,795.20	\$35,000.00
Olsburg Lutheran Church	Olsburg	KS	\$6,500.00	\$5,801.83	9.20	\$5,801.83	\$6,500.00
New Hope Lutheran Church	Onaga	KS	-	\$295.00	0.50	\$445.00	\$540.00
St. Paul Lutheran Church	Peabody	KS	-	\$1,200.00	5.40	\$1,897.82	\$1,200.00
Immanuel Lutheran Church	Salina	KS	\$3,000.00	\$3,000.00	1.60	\$5,074.75	\$3,000.00
Peace Lutheran Church (New Cambria)	Salina	KS	-	-		-	
Redeemer Lutheran Church	Salina	KS	\$12,600.00	\$12,633.34	4.20	\$12,633.34	\$13,000.00
St. John Lutheran Church	Salina	KS	\$21,000.00	\$21,000.00	6.40	\$25,684.05	\$21,000.00
Amana Lutheran Church	Scandia	KS	-	-		-	
Salemsborg Lutheran Church	Smolan	KS	\$12,000.00	\$1,200.00	0.80	\$12,125.00	\$12,300.00
St. Paul Lutheran Church	Tescott	KS	\$1,200.00	\$1,060.00	16.30	\$1,160.00	\$1,200.00
Good Shepherd Ev. Lutheran Church	Washington	KS	\$2,400.00	\$2,200.00	4.20	\$2,585.00	\$2,400.00
St Mark Lutheran Church	Waterville	KS	\$5,000.00	\$5,428.00	6.70	\$5,453.00	\$5,000.00
St. John Ev. Lutheran Church	Wellington	KS	-	-		-	\$0.00

Central Kansas Conference Name of Congregations	City	State	Intent 2018	Total Mission Support	% of regular giving	Total benevolence	Intent 2019
Marion Hill Lutheran Church	White City	KS	-	\$2,400.00	8.20	\$2,600.00	\$0.00
Christ Lutheran Church	Wichita	KS	\$15,000.00	\$15,323.75	6.30	\$15,323.75	\$15,300.00
Gloria Dei Lutheran Church	Wichita	KS	\$16,798.00	\$16,423.76	4.00	\$16,423.76	\$16,242.00
Reformation Lutheran Church	Wichita	KS	\$42,840.00	\$40,137.40	0.90	\$41,307.40	\$41,850.00
St. Paul Lutheran Church	Wichita	KS	-	\$1,310.00		\$1,310.00	\$ 2,500.00
Partners (San Juan)	Wichita	KS	-				\$1,500.00
Andover Lutheran Church	Windom	KS	\$6,000.00	\$6,000.00	10.30	\$6,250.00	\$6,000.00

Border Conference Name of Congregations	City	State	Intent 2018	Total Mission Support	% of regular giving	Total benevolence	Intent 2019
St. Mark Lutheran Church	Atchison	KS	-	\$447.18	1.00	\$447.18	\$0.00
Lord of Love Lutheran Church	Belton	MO	\$9,500.00	\$9,504.00	6.60	\$9,504.00	\$9,504.00
St. John Lutheran Church	Bendena	KS	\$3,500.00	\$3,500.90	6.70	\$5,273.90	\$3,000.00
All Saints Lutheran Church	Blue Springs	MO	-	\$1,200.00	1.08	\$1,200.00	\$1,800.00
St. Mark Lutheran Church	Emporia	KS	-	\$14,442.00		\$14,467.00	\$13,667.00
Gathering Table	Kansas City	MO		\$0.00			\$1,000.00
Gloria Dei Ev. Lutheran Church	Kansas City	MO	\$29,846.00	\$27,757.67	6.00	\$27,757.67	\$27,878.00
Immanuel Lutheran Church	Kansas City	MO	\$27,300.00	\$28,100.00	7.00	\$29,140.00	\$30,000.00
Kansas City Oromo Lutheran	Kansas City	MO		\$0.00			\$120.00
St. James Lutheran Church	Kansas City	MO	\$8,400.00	\$8,511.10	3.20	\$8,511.10	\$8,400.00
St. Mark Hope & Peace Lutheran Church	Kansas City	MO	\$1,800.00	\$1,800.00		\$1,900.00	\$2,200.00
St. Martin Lutheran Church	Kansas City	KS	-	\$2,500.00	2.00	\$2,500.00	\$2,000.00
St. John Ev. Lutheran Church	Lancaster	KS	\$7,000.00	\$7,199.71	13.90	\$7,917.13	\$7,000.00
Good Shepherd Lutheran Church	Lawrence	KS	-	\$6,000.00	2.50	\$6,000.00	\$6,500.00
Trinity Lutheran Church	Lawrence	KS	\$19,050.00	\$24,934.14	6.50	\$40,680.94	\$19,306.00
Martin Luther Lutheran Church	Lee's Summit	MO	\$5,000.00	\$5,600.00	2.70	\$5,600.00	\$5,000.00
Kaw Prairie Community Church	Lenexa	KS	\$43,100.00	\$6,000.00		\$6,000.00	
Salem Lutheran Church	Lenexa	KS	\$27,700.00	\$27,400.00	6.50	\$27,767.00	\$25,320.00
Hosanna! Lutheran Church	Liberty	MO	\$7,200.00	\$7,200.00	3.00	\$7,300.00	\$4,000.00
First Lutheran Church	Mission Hills	KS	\$10,000.00	\$10,000.00	3.20	\$10,000.00	\$10,000.00
Advent Lutheran Church	Olathe	KS	\$74,000.00	\$63,100.00	10.00	\$65,185.00	\$67,650.00
Laotian Worshipping Community	Olathe	KS	\$1,200.00	\$700.00		\$700.00	
St. Mark Lutheran Church	Olathe	KS	\$20,000.00	\$17,088.00	6.80	\$17,088.00	\$20,000.00
Grace Ev. Lutheran Church	Osage City	KS	\$4,020.00	\$4,010.00		\$4,295.00	\$4,020.00
Atonement Lutheran Church	Overland Park	KS	\$58,020.00	\$58,487.00	4.30	\$60,262.00	\$58,500.00
Holy Cross Lutheran Church	Overland Park	KS	-	\$80,749.96		\$81,149.96	
Overland Park Lutheran Church	Overland Park	KS	\$10,000.00	\$2,024.96	2.30	\$3,261.07	\$2,000.00
Lutheran Church of the Resurrection	Prairie Village	KS	\$16,800.00	\$16,800.00	5.40	\$16,800.00	\$21,580.00
Blue Ridge Trinity Lutheran Church	Raytown	MO	\$5,100.00	\$5,350.00	5.20	\$8,863.00	\$5,100.00
Upper Wolf Lutheran Church	Robinson	KS	-	\$1,640.00		\$4,140.00	

Border Conference Name of Congregations	City	State	Intent 2018	Total Mission Support	% of regular giving	Total benevolence	Intent 2019
Hillside Community Lutheran Church	Spring Hill	KS	\$2,000.00	\$1,863.00	1.60	\$1,863.00	\$2,000.00
First Lutheran Church	St. Joseph	MO	-	\$2,045.00	0.90	\$2,255.00	\$2,000.00
South Sudanese Congregation	St. Joseph	MO	-	-		-	\$100.00
First Lutheran Church	Topeka	KS	\$39,914.00	\$45,692.19	12.50	\$49,247.53	\$38,919.00
Our Savior's Lutheran Church	Topeka	KS	\$23,902.00	\$23,587.93	9.40	\$23,751.93	\$22,715.00
Trinity Lutheran Church	Topeka	KS	\$5,200.00	\$5,633.29	4.00	\$5,758.29	\$5,200.00
St. Paul Lutheran Church	Valley Falls	KS	\$3,000.00	\$3,000.00	12.80	\$3,100.00	\$3,000.00

Southeast KS and Central MO Conference Name of Congregations	City	State	Intent 2018	Total Mission Support	% of regular giving	Total benevolence	Intent 2019
St. Matthew Lutheran Church	Butler	MO	-	\$3,568.53	8.40	\$3,568.53	\$4,000.00
Our Savior's Lutheran Church	Camdenton	MO	\$5,000.00	\$4,166.72	5.10	\$5,246.72	\$6,671.00
Immanuel Lutheran Church (Brauersville)	Cole Camp	MO	-	\$1,400.00	4.70	\$9,419.00	\$1,400.00
St. Paul Ev. Lutheran Church	Cole Camp	MO	\$6,000.00	\$8,324.49	4.10	\$19,091.89	\$15,500.00
United Ev. Lutheran Church	Cole Camp	MO	\$1,350.00	\$1,350.00	25.00	\$1,350.00	\$1,350.00
St. Andrew Lutheran Church	Columbia	MO	\$60,000.00	\$60,000.00	13.50	\$60,000.00	\$62,000.00
Community Lutheran Church	Eagle Rock	MO	\$2,500.00	\$2,500.00	9.60	\$2,500.00	\$1,500.00
Peace Lutheran Church	Hollister	MO	-	\$6,000.00	2.70	\$6,500.00	\$3,000.00
Our Savior Lutheran Church	Jefferson City	MO	\$9,300.00	\$9,325.00	4.60	\$9,325.00	\$9,300.00
Peace Lutheran Church	Joplin	MO	\$7,100.00	\$5,227.00	7.50	\$5,506.00	\$5,588.00
St. Paul Ev. Lutheran Church	Lohman	MO	\$14,500.00	\$14,529.00	9.70	\$16,010.73	\$14,800.00
St. Paul Lutheran Church	Nevada	MO	\$10,000.00	\$9,999.96	9.60	\$9,999.96	\$10,000.00
St. John Lutheran Church	Pittsburg	KS	\$6,000.00	\$6,500.00	5.00	\$7,045.00	\$6,000.00
Trinity Ev. Lutheran Church	Russellville	MO	\$4,800.00	\$4,800.00	5.30	\$4,950.00	\$0.00
Our Savior Lutheran Church	Salem	MO	-	\$600.00	2.60	\$600.00	\$600.00
Peace Lutheran Church	Salisbury	MO	-	\$1,725.00	12.80	\$1,725.00	\$1,800.00
Friends Home Lutheran Church	Savonburg	KS	\$6,600.00	\$6,600.00	24.00	\$8,737.50	\$6,600.00
Christ and Trinity Lutheran Church	Sedalia	MO	\$2,400.00	\$2,722.31	3.40	\$3,642.45	\$2,400.00
Messiah Lutheran Church	Springfield	MO	-	\$38,162.00	9.60	\$40,682.00	\$35,808.00
Prince of Peace Lutheran Church	Springfield	MO	\$12,484.00	\$13,496.79	7.20	\$16,428.10	\$14,426.00
Pymont Trinity Lutheran Church (Mora)	Stover	MO	\$800.00	\$100.00	0.40	\$100.00	\$0.00
Kent Memorial Lutheran Church	Sunrise Beach	MO	\$19,100.00	\$26,880.54	10.90	\$29,099.29	\$19,100.00
St. Paul Lutheran Church	West Plains	MO	\$1,440.00	\$1,140.00	4.50	\$1,710.00	\$1,040.00

Eastern MO Conference Name of Congregations	City	State	Intent 2018	Total Mission Support	% of regular giving	Total benevolence	Intent 2019
Unity Lutheran Church	Bel-Nor	MO	\$9,680.00	\$9,680.00	4.60	\$10,680.00	\$10,648.00
St. Mark Lutheran Church	Cape Girardeau	MO	-	\$500.00	0.30	\$500.00	\$6,378.00
Trinity Lutheran Church	Chesterfield	MO	\$82,900.00	\$34,375.00	5.40	\$36,375.00	\$82,900.00
St. Mark Ev. Lutheran Church	Clayton	MO	-	\$13,500.00	6.30	\$13,570.00	\$13,500.00
Holy Cross Lutheran Church	Creve Coeur	MO	\$18,000.00	\$18,000.00	5.60	\$23,000.00	\$31,600.00
Redeemer Lutheran Church	Desoto	MO	\$7,148.00	\$5,905.36	3.80	\$6,695.46	\$6,498.00
Zion Lutheran Church	Ferguson	MO	\$5,750.00	\$9,728.00	6.50	\$11,193.00	\$9,812.00
Lutheran Church of the Atonement	Florissant	MO	\$4,000.00	\$4,392.60	0.40	\$5,544.94	\$4,000.00
Lutheran Church of the Living Christ	Florissant	MO	\$15,575.00	\$14,103.18	7.70	\$14,403.18	\$15,642.00
Lutheran Church of the Good Shepherd	Hazelwood	MO	\$7,500.00	\$7,000.00	2.50	\$8,165.00	\$8,000.00
Family of Christ Lutheran Church	Imperial	MO	-	\$600.00	1.30		\$0.00
Trinity Ev. Lutheran Church	Kirkwood	MO	\$14,000.00	\$17,375.00	6.70	\$19,080.00	\$14,000.00
Living Lord Lutheran Church	Lake Saint Louis	MO	\$23,000.00	\$23,000.00	3.20	\$28,000.00	\$23,000.00
Good Shepherd Lutheran Church	Manchester	MO	-	\$65,725.00	3.70	\$83,703.00	\$71,700.00
St. Andrew Lutheran Church	Poplar Bluff	MO	-	\$500.00		\$500.00	
Hope Lutheran Church	Rolla	MO	\$4,500.00	\$3,868.53	10.8	\$3,968.53	\$4,500.00
Sargents Chapel Lutheran Church	Sedgewickville	MO	\$5,000.00	\$5,000.00	10.70	\$6,000.00	\$5,000.00
Sedgewickville Lutheran Church	Sedgewickville	MO	\$400.00	\$400.00	5.80	\$400.00	\$400.00
Shepherd of the Hills Lutheran Church	St. Ann	MO	\$1,200.00	\$1,200.00	0.70	\$1,200.00	\$1,545.00
Hope Lutheran Church	St. Charles	MO	\$7,250.00	\$7,350.38	2.10	\$7,350.38	\$9,376.00
The Bridge Market and Faith Community	St. Charles	MO	-	\$0.00		-	\$360.00
Bethel Lutheran Church (Univ. City)	St. Louis	MO	\$24,000.00	\$24,250.00	7.30	\$24,500.00	\$25,500.00
Gethsemane Lutheran Church	St. Louis	MO	\$22,200.00	\$24,703.00	9.30	\$25,203.00	\$22,620.00
Holy Trinity Lutheran Church	St. Louis	MO	-	\$1,200.00	1.30	\$1,200.00	\$1,200.00
Resurrection Lutheran Church	St. Louis	MO	-	-		-	
St. Philip Lutheran Church	St. Louis	MO	-	\$500.00		\$500.00	
St. Thomas / Holy Spirit Lutheran Church	St. Louis	MO	\$19,400.00	\$17,999.96		\$19,819.96	
Peace Lutheran Church	Sullivan	MO	-	\$4,200.00	9.60	\$4,980.00	\$4,200.00
Peace Lutheran Church	Washington	MO	\$10,500.00	\$11,375.00	8.00	\$11,375.00	\$10,500.00
Bethany Ev. Lutheran Church	Webster Groves	MO	-	\$1,500.00		\$1,500.00	
Christ Ev. Lutheran Church	Webster Groves	MO	-	\$29,000.00	7.10	\$29,000.00	\$28,000.00

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

**EVANGELICAL LUTHERAN CHURCH IN AMERICA
CENTRAL STATES SYNOD
COMPENSATION GUIDELINES 2020**

Compensation & Benefits for Rostered Ministers
Pastors and Deacons

Compensation Guidelines Task Force:

Pr. Mari Larson, Wichita, KS, Chair

Pr. Mark Fischer, Kansas City, KS

Dede Patterson, Herington, KS

Pr. Chris Deines, Butler, MO

Mary Halliburton, Columbia, MO

SYNOD STAFF:

The Rev. Susan Candea, Bishop's Associate

+

Guidelines for 2020

Presented for Approval by the Central States Synod Assembly, June 6-8, 2019

INTRODUCTION

Every congregation is concerned about fair and just compensation for their rostered ministers. By virtue of their educational requirements and expectations, rostered ministers are professionals and should be able to provide for their own economic needs and those of their families. At the same time, compensation should not exceed the community's ability to give according to their own needs. The contributions of individuals and families in a congregation come from their own hard work, labor, and time spent away from their families. All in the church need to find the appropriate balance in compensating rostered ministers. These guidelines are intended to be a tool that:

- Encourages dialog and honest discussion between the rostered minister and ministry leaders
- Is understandable and easy to use
- Allows for flexibility to address specific contexts and needs
- Promotes both accountability and good stewardship of the resources of both the rostered minister and the congregation

There are two rosters of ministers in the church, Ministers of Word and Sacrament (pastors) and Ministers of Word and Service (deacons.) The recommendation of these guidelines is that the compensation guidelines for deacons be the same as those for pastors with the exception that deacons do not qualify for a housing allowance or social security allowance. As all rostered ministers are called by a congregation, the same considerations for compensation are important including salary, benefits, and reimbursements.

As faith communities, we understand that this conversation is about more than dollars and cents, the fiscal bottom line. We recognize that a call is more than the amount of money earned, or the hours worked, and trust that all of us are called to faithful stewardship. We also recognize that there is often tension between the salary expectations as outlined in guidelines and the budgets of congregations. That is why it is crucial for pastors and deacons to work together with their congregations, to balance the need for just and fair compensation, providing a livable wage that recognizes the many demands on rostered ministers, as well as the realities and constraints of congregational budgets.

It is important that the process for determining compensation be open, honest, and gracious. Both rostered ministers and congregational councils should articulate their expectations clearly and develop a regular ministry evaluation process to articulate those expectations and goals, noting changes in both the goals and the needs of the rostered minister and congregation.

Though no guidelines, however carefully crafted, can give rostered ministers and congregations concise, and simple answers to what are inherently complex issues, these guidelines will be helpful in compensation guidelines. For this reason, we urge congregations to study these guidelines closely, understand that they are the standard recommendations and take them into consideration **each year in the budgeting process** as decisions are made regarding the compensation of rostered ministers.

TABLE OF CONTENTS

Introduction	2
Structuring a Compensation Package	5-9
Section 1 Defined Compensation	
Section 2 Benefits	
Section 3 Disability and Leave	
Section 4 Other Matters	
Appendix A: CSS Salary Guidelines 2020	10
Appendix B: Housing Allowance Declaration	11
Appendix C: Compensation and Cost Worksheet	12-13
Appendix E: Extended Leave (Sabbatical) Guidelines	14-15

STRUCTURING A COMPENSATION PACKAGE

Section 1: Defined Total Compensation (This is the term that is used when calculating benefits through Portico and represents the rostered minister's **total salary**.)

1. BASE SALARY

Guidelines for base salary are based on the number of years of congregational experience. Local conditions may require adjustments. Adjustments should be made for workload, additional education, advanced degrees, effectiveness, and accomplishments of the individual, including other career experience. Honoraria for weddings, funerals, etc., are never considered salary for tax purposes in establishing these guidelines.

2. HOUSING ALLOWANCE & PARSONAGE

The salary for rostered ministers includes an adequate parsonage or a housing allowance which is that portion of salary an ordained pastor designates to be applied toward their housing costs.

- A. There are special tax laws that apply to housing for ordained pastors. **(Deacons do not qualify for a housing allowance.)** The pastor's housing allowance is excludable from gross income for income tax purposes, but not for self-employment tax purposes, provided that those dollars are actually expended on housing costs and the overall requirements established by the IRS are met. (Go to www.irs.gov or see the IRS Publication 517 for more information.) Pastors who own or rent their homes must have an agreement on file clearly stipulating the amount of the housing allowance. **This is an IRS requirement.** (See Appendix B for a sample agreement.) The congregation council must designate the amount of the housing allowance when a call is extended **and renew this agreement each year in December prior to the new tax year.**
- B. Congregations that provide a parsonage rather than a housing allowance shall provide major appliances, regular maintenance and upkeep. Consideration should be given to reimbursing utility costs as well as providing insurance on the contents. Congregations that provide a parsonage may also designate a portion of the pastor's compensation as a furnishings allowance. This is a simple tax savings for the pastor that does not impose any financial burden on the congregation.
- C. It is also recommended that congregations that own a parsonage provide a "housing equity allowance" of 5% of the base salary. This allowance, invested through Portico Benefits, will compensate for the lack of equity that would accrue if the pastor were able to own a home. This equity would be available in the future whenever a pastor needs to purchase a home.

3. SOCIAL SECURITY

Since employers pay half of the total social security tax for employees, the same consideration should be given to the pastor's salary who are considered self-employed by the IRS. **Deacons are not considered self-employed and therefore the congregation as the employer pays the social security tax as they would for any lay employee.** Please note that a congregation cannot pay the pastor's social security tax directly, but designates the amount as an allowance, which is additional taxable income. The current rate of 7.65% is used in these guidelines for illustration purposes. For more information and to check the current rate go to:

<https://employerlink.porticobenefits.org/Home/Resources/SocialSecurityAllowance.aspx>

Section Two – Benefits

1. ELCA BENEFITS PLAN (PORTICO)

The congregation shall budget for and participate in the ELCA Retirement, Medical, Disability, and Life Insurance benefits (Portico). Medical insurance shall be provided for the rostered minister and their family, unless their spouse has separate medical insurance that covers the family and the rostered minister waives the coverage. Contribution rates vary to help share costs among organizations of greater and lesser means, and to support a national community of leaders and other church employees. Rates are based on geographic location and rate class, defined compensation, plan member age, health benefit option, and household coverage level. To determine the amount to be contributed go to *Employerlink.PorticoBenefits.org* and use the calculator tools provided on the website.

There are four health plan options, Platinum, Gold, Silver, and Bronze, that have different contribution rates, deductible amounts, and out-of-pocket limits, as well as the option of providing Flexible Spending Accounts (FSA) or Health Savings Accounts (HSA).

Each year in the fall, all employers (congregations) and plan members must go through open enrollment on the Portico website to choose the health plan they are going to provide and participate in. The health plan chosen cannot be changed during the next year, even if there is a transition in the call. For consistency across the synod, we recommend congregations in conversations with their rostered ministers offer the best possible health care plan. We recognize the importance of having healthy leaders.

The synod recommends a minimum 12% retirement contribution, regardless of the age of the rostered minister. Retirement contributions can be modified during the year. Congregations in consultation with their rostered ministers have the option of moving 2% of the recommended retirement contribution to help those rostered ministers reduce their student loan principal. Other options also include extra contributions to their continuing education and professional expenses funds.

2. AUTOMOBILE EXPENSE REIMBURSEMENT

Automobile expense and other work-related travel are business expenses of the congregation, and should not be considered by the congregation as part of the rostered minister's compensation. Automobile allowances should be sufficient to cover all congregation-related activities. Car expenses include actual expense plus depreciation. The Internal Revenue Service requires accurate records to support automobile expenses incurred in connection with congregation-related travel. The rostered minister is responsible for maintaining adequate records for every vehicle used for work-related travel. **Please note that new tax laws no longer allow non-reimbursed business expenses, including mileage, to be claimed on tax returns.**

Expenses for auto use may be handled in one of the following manners:

- A. The congregation purchases or leases a vehicle and assumes the total expense.
- B. The congregation provides a determined amount on an annual basis, based upon the number of anticipated miles that will be driven times the current IRS mileage rates. Actual expenses will need to be documented for the IRS. Allowance in excess of expenses is taxable income.

- C. The congregation reimburses for actual miles driven at a specific rate per mile. The rate might vary depending on where the vehicle is driven and how many miles are driven each year. The IRS allowance can be found on <http://www.irs.gov>

3. PROFESSIONAL EXPENSE ALLOWANCE

It is recommended that the congregation share professional expenses such as books, robes, periodicals, professional dues, entertaining, and hospitality costs incurred in the performance of the duties of the ministry as well as technology tools such as smart phones and tablet computers which are essential and necessary for the minister's calling. Here are three possible ways to fund this allowance:

- A. Pay amounts as they occur with no maximum.
- B. Set up a line item in the budget and pay these as the expenses occur.
- C. Set up a monthly or annual allowance.

4. VACATION

Because a rostered minister is "on call" day and night and carries heavy responsibilities daily, the recommended annual vacation time is four weeks, which includes four Sundays. The congregation should consider granting additional vacation time based on length of service in ministry. (For example, the congregation may consider granting five weeks, including five Sundays, for a rostered minister with ten years of service in ministry.) The length of vacation time, including the number of Sundays off and when vacation time is to be taken, are all matters which need to be discussed openly with your rostered minister and are an important part of their compensation. Vacation time should be used within the calendar year and not accumulated, except by special agreement with the congregation council. Vacation time is available during the first year of any call. Vacation time is a good investment in the health and well-being of the rostered minister and his/her family. Time spent in outdoor ministries and retreats with congregation youth and adults, or work on area ministry, synod, or ELCA committees should not be considered vacation time or educational leave.

5. DAYS OFF

At least one, and preferably two, full days off should be granted each week. It is understood that congregation emergencies may require a change in schedule from time to time.

6. HOLIDAYS

It should be noted that the rostered minister is seldom able to take advantage of three-day weekends and other holidays such as Christmas and Easter. Consideration is to be given and the rostered minister encouraged to take days off another time during the week to compensate for these holidays. Compensation time is not to be counted as vacation time.

7. CONTINUING EDUCATION (CE)

The Lutheran Church has a history of an educated and well-trained leadership. The congregation should expect its rostered ministers to be involved in continuing education programs which will provide opportunity for personal development, enrichment of devotional life, and growth in effectiveness and competency. The ELCA expects each rostered minister to participate in an average of 50 contact hours of CE annually. Continuing education is regarded as an essential ongoing process that assists the leader in maintaining and sharpening the professional skills

required for congregation clergy in a rapidly changing world. Congregation and synod staff should give consideration to a rostered minister's continuing education record when granting compensation increases and in the call process.

- A. Continuing education is understood to be "professional growth" and "self-renewal," as distinguished from program development, vacation, or a theological convocation. Both the rostered minister and the congregation will benefit from the minister's involvement in continuing education. It is therefore suggested that any continuing education program be mutually studied and agreed upon by the leader and the congregation council. Continuing education may include courses, seminary classes, workshops, or independent study when directed toward a goal.

Conferences and events provided by this synod (such as the annual Bishop's Convocation) are not to be considered as part of the continuing education leave or allowance.

The recommended continuing education time is two weeks (fourteen full days which include Sundays), plus a minimum of \$800 per year to fund the continuing education. It is also recommended that this amount accumulate in a separate fund so that the equivalent of three years funds is available and that the rostered minister use at least one week per year. Each congregation should develop an explicit written policy relating to the use of continuing education time and funds, especially relating to the termination of a call.

- B. **Sabbatical:** Where a rostered minister has served a congregation longer than five years, the congregation is encouraged to grant sabbatical leave to permit participation in a longer program of continuing education. The rostered minister should be encouraged to take at least a one- to three-month sabbatical leave for study every five years without reduction in compensation. *(See Appendix D.)*

In all study situations, it is important that the rostered minister be expected to plan a program of study and present a detailed plan to the congregation council for approval. The nature of the sabbatical is ultimately a matter of agreement between the rostered minister and council. The synod office is available to assist in planning and can offer guidelines. The synod staff and area ministry deans are also available to assist in securing pulpit supply. **In thinking about providing a sabbatical, it is important to add additional funds to the congregational budget to pay for pastoral coverage during the sabbatical time.**

Section Three: DISABILITY AND LEAVE

- A. **Temporary Disability:** In the case of disability due to accident, illness, surgery, maternity, etc., the congregation shall continue to pay the full compensation and housing for the first sixty days of disability, until the temporary disability benefits of the ELCA Portico Plan go into effect. The congregation will also provide for necessary vacancy supply. If approved, the ELCA Plan will pay 66% of "monthly defined compensation." **The congregation council and pastor should contact the synod office and Portico prior to taking actions related to disability.**

- B. **New Parent Leave.** Bringing children into a family, by birth or adoption, is an important time of adjustment. With changing parental roles, it is common for both parents to be actively engaged in their children's care-giving. Since each family's situation is unique, congregations are encouraged to be flexible and understanding in granting the necessary time for the rostered minister and his/her family to make this adjustment. The recommendation is that congregations grant six weeks paid leave. New Parent Leave is a good investment in the health and well-being of the rostered minister and his/her family as well as a positive way to lift up and model healthy familial commitments to the whole congregation.

Section Four: Other Matters

A. ADDITIONAL COMPENSATION

Congregations that would like to reward faithful ministers for their service might consider a variety of means of additional compensation and should ask their rostered minister what others types of compensation would be beneficial to them.

B. INTERIM AND PART TIME MINISTRIES

Because situations vary so greatly with interim and part-time ministries, guidance for structuring and compensating these ministries will be provided by the synod office staff as needed.

C. PULPIT SUPPLY

Pulpit supply is to be arranged for and paid for by the congregation (\$150 for one worship service, plus \$50 each additional service is a recommended minimum). A mileage rate should also be determined, usually based on the current IRS rate.

Appendix A – CSS Salary Guidelines

Years of Service	Base w/ COL Increase		Housing 30%		FICA 7.65%		Total Defined Compensation	
	Low	High	Low	High	Low	High	Low	High
1	\$ 34,628	\$ 37,917	\$ 10,388	\$ 11,375	\$ 3,444	\$ 3,519	\$ 48,460	\$ 52,811
2	\$ 35,128	\$ 38,417	\$ 10,538	\$ 11,525	\$ 3,493	\$ 3,569	\$ 49,159	\$ 53,511
3	\$ 35,628	\$ 38,917	\$ 10,688	\$ 11,675	\$ 3,543	\$ 3,619	\$ 49,859	\$ 54,210
4	\$ 36,128	\$ 39,417	\$ 10,838	\$ 11,825	\$ 3,593	\$ 3,668	\$ 50,559	\$ 54,910
5	\$ 36,628	\$ 39,917	\$ 10,988	\$ 11,975	\$ 3,643	\$ 3,718	\$ 51,258	\$ 55,610
6	\$ 37,128	\$ 40,417	\$ 11,138	\$ 12,125	\$ 3,692	\$ 3,768	\$ 51,958	\$ 56,309
7	\$ 37,628	\$ 40,917	\$ 11,288	\$ 12,275	\$ 3,742	\$ 3,818	\$ 52,658	\$ 57,009
8	\$ 38,128	\$ 41,417	\$ 11,438	\$ 12,425	\$ 3,792	\$ 3,867	\$ 53,358	\$ 57,709
9	\$ 38,628	\$ 41,917	\$ 11,588	\$ 12,575	\$ 3,842	\$ 3,917	\$ 54,057	\$ 58,409
10	\$ 39,128	\$ 42,417	\$ 11,738	\$ 12,725	\$ 3,891	\$ 3,967	\$ 54,757	\$ 59,108
11	\$ 39,628	\$ 42,917	\$ 11,888	\$ 12,875	\$ 3,941	\$ 4,016	\$ 55,457	\$ 59,808
12	\$ 40,128	\$ 43,417	\$ 12,038	\$ 13,025	\$ 3,991	\$ 4,066	\$ 56,157	\$ 60,508
13	\$ 40,628	\$ 43,917	\$ 12,188	\$ 13,175	\$ 4,040	\$ 4,116	\$ 56,856	\$ 61,208
14	\$ 41,128	\$ 44,417	\$ 12,338	\$ 13,325	\$ 4,090	\$ 4,166	\$ 57,556	\$ 61,907
15	\$ 41,628	\$ 44,917	\$ 12,488	\$ 13,475	\$ 4,140	\$ 4,215	\$ 58,256	\$ 62,607
16	\$ 42,128	\$ 45,417	\$ 12,638	\$ 13,625	\$ 4,190	\$ 4,265	\$ 58,955	\$ 63,307
17	\$ 42,628	\$ 45,917	\$ 12,788	\$ 13,775	\$ 4,239	\$ 4,315	\$ 59,655	\$ 64,006
18	\$ 43,128	\$ 46,417	\$ 12,938	\$ 13,925	\$ 4,289	\$ 4,365	\$ 60,355	\$ 64,706
19	\$ 43,628	\$ 46,917	\$ 13,088	\$ 14,075	\$ 4,339	\$ 4,414	\$ 61,055	\$ 65,406
20	\$ 44,128	\$ 47,417	\$ 13,238	\$ 14,225	\$ 4,388	\$ 4,464	\$ 61,754	\$ 66,106
21	\$ 44,628	\$ 47,917	\$ 13,388	\$ 14,375	\$ 4,438	\$ 4,514	\$ 62,454	\$ 66,805
22	\$ 45,128	\$ 48,417	\$ 13,538	\$ 14,525	\$ 4,488	\$ 4,563	\$ 63,154	\$ 67,505
23	\$ 45,628	\$ 48,917	\$ 13,688	\$ 14,675	\$ 4,538	\$ 4,613	\$ 63,854	\$ 68,205
24	\$ 46,128	\$ 49,417	\$ 13,838	\$ 14,825	\$ 4,587	\$ 4,663	\$ 64,553	\$ 68,905
25	\$ 46,628	\$ 49,917	\$ 13,988	\$ 14,975	\$ 4,637	\$ 4,713	\$ 65,253	\$ 69,604

Notes:

Beyond 25, add a minimum of \$500 per year.

The increase in salaries reflects the average inflation rate for 2018, 2.4% according to the website: www.usinflationcalculator.com/inflation/current-inflation-rates.

FICA (7.65%) is not part of a deacon's compensation and should be subtracted from the Total Defined Compensation amounts. (See Appendix C for Deacons compensation worksheet.)

Appendix B – Housing Allowance Declaration

Congregations that pay their pastors a housing allowance must complete a form similar to this prior to the beginning of each calendar year. Both pastor and congregation should keep a copy for their files. The original should be in the records of the congregation.

Council Secretary: _____

Date: _____

Resolution of _____ Lutheran Church, _____ (location)

The congregation council of _____ Lutheran Church on _____ (date), after discussing the amount to be paid to the Rev. _____ (name) as housing allowance, on a motion duly made and, seconded, adopted the following resolution. **RESOLVED**, that the Rev. _____ (name) will receive compensation of \$(amount) for the calendar year 20____, and a housing allowance of \$(amount) for the calendar year 20____.

Date: _____

(Council Secretary Name), Secretary

Original: Congregation Council Records

Copy: The Rev. _____ (name)

Note:

A housing allowance declaration needs to be submitted to the congregation council and voted on prior to the end of the calendar year. Only ordained clergy qualify for the tax benefits of a housing allowance. See IRS publication 517.

The amount of the housing allowance listed here need not agree with the amount listed in the Church budget. Be sure to make this amount large enough that it will cover all possible housing costs for the coming year. (Example: the budget may show a compensation of \$30,000 and a housing allowance of \$10,000 for a total of \$40,000. This document might show a compensation of \$25,000 and a housing allowance of \$15,000 for a total of \$40,000. The actual total amount is the same. The total Defined Compensation allocated between Housing and Base Compensation may vary yearly depending on individual circumstances of the pastor).

Appendix C
Salary & Cost Worksheets

For ordained pastors (housing allowance)

Income	2019 Budget	2020 Guidelines	Recommended 2020 Budget
Total Salary (defined compensation)			
Housing allowance portion			
Remaining salary portion			
ELCA Benefits (Portico)			
Retirement (12%)			
Health Insurance			
Administrative costs, disability, etc.			
Total Portico Benefits			
Business Expenses			
Auto			
Professional expenses			
Continuing Education			
Other			
TOTAL COMPENSATION PACKAGE			

(For ordained pastors living in parsonage)

Income	2019 Budget	2020 Guidelines	Recommended 2020 Budget
Salary			
Utility/furnishings allowance if Provided			
Total Salary (defined compensation)			
ELCA Benefits (Portico)			
Calculated by adding 30% to total salary			
Retirement (12%)			
Health Insurance			
Administrative costs, disability, etc.			
Total Portico Benefits			
Business Expenses			
Auto			
Professional expenses			
Continuing Education			
Other			
TOTAL COMPENSATION PACKAGE			

For Deacons (if parsonage provided, subtract 30% from recommended total salary)

Income	2019 Budget	2020 Guidelines	Recommended 2020 Budget
Total Salary (defined compensation)			
ELCA Benefits (Portico)			
Retirement 12%			
Health insurance			
Administrative costs, disability, etc			
Total Portico Benefits			
Business Expenses			
Auto			
Professional expenses			
Continuing education			
Other			
TOTAL COMPENSATION PACKAGE			
Congregations FICA contribution 7.65 % of total salary			
TOTAL CONGREGATIONAL BUDGET AMOUNT			

Appendix D

Extended Study Leave (Sabbatical) Guidelines

Central States Synod

PREFACE

The Biblical witness is the story of God's continuing faithfulness to invest the Gospel into human hands and lives. The Apostle Paul speaks of it as pouring God's love into earthen vessels: "We have this treasure in earthen vessels to show that the transcendent power belongs to God and not to us." (11 Cor. 4-2). Earthen vessels are meant to be filled and emptied, again and again. But care must be taken that, once emptied, the vessels can be filled once again.

St. Paul cautions us that spiritual strength essential to effective ministry comes from God and does not come from ourselves. Both in the strength and in the filling, it is a transcendent power given to us, poured into us as God's people. This is true for all the baptized. It is equally true, perhaps even to a greater degree, of those we look to for filling and spiritual nurture, the rostered ministers who serve among us: pastors and deacons.

The concept of wholeness and wellness in ministry is an important principle in the life of the Church. Healthy congregations and healthy rostered ministers are essential to a healthy community of faithful people. It is our belief that an extended time of study and inward renewal for rostered ministers is an expression of mutual care for one another. The Central States Synod has developed the following guidelines for congregations, institutions, and agencies of the church to make a sabbatical leave possible for the rostered persons who serve among us.

An extended sabbatical leave provides an opportunity for rostered ministers to reflect on their call to ministry and relationship to God. While continuing education on an annual basis provides regular short-term opportunities for growth in learning, an extended sabbatical leave provides the needed opportunity for in-depth learning and renewal, free from current responsibilities, following a length of service to the congregation, agency, or institution. An extended sabbatical leave should be holistic, including time for prayer, reflection, relaxation, and refreshment of body and spirit, as well as further developing gifts for future ministry.

EXTENDED SABBATICAL LEAVE GUIDELINES

1. An extended sabbatical leave of one to three months be granted to rostered ministers ordinarily after serving in a ministry site for five years.
2. The rostered minister is normally expected to serve the congregation, agency, or institution for at least one year following completion of the sabbatical leave.
3. An Extended Sabbatical Leave Covenant is the centerpiece of the sabbatical leave plan and experience. It is developed through conversation with key leaders: executive committee, staff support committee, supervisor, or others that relate to the rostered minister's continuing education needs in light of the ministry emphases of the congregation, institution, or agency.

- a. Identify ministry highlights and give thanks for ministry accomplished.
 - b. Determine the ministry priority most affected by the rostered minister's leadership and ministry and explore how s/he can become an even more effective leader through further study and renewal.
 - c. Develop a specific education plan and focus for the sabbatical. The focus of the sabbatical leave should be for in-depth study on one or two topics directly related to the regular call of the rostered minister and should include time for personal and familial reflection.
 - d. An outline of financial implications for the sabbatical leave and funding arrangements.
 - e. Identify a specific means through which the congregation, agency, or institution will share in the success of the sabbatical experience upon its completion.
4. The rostered minister will submit a report to the congregation, agency, or institution s/he serves within a mutually agreed-upon period of time following completion of the study leave.
 5. The congregation, institution, or agency is encouraged to provide the rostered minister full pay and benefits during the extended sabbatical leave.
 6. Proposals for extended sabbatical leave shall be presented to the congregation council or governing body of the agency or institution not less than twelve (12) months prior to the beginning of the proposed leave. Careful consideration shall be given to all aspects of the proposal and implications for the congregation, agency, or institution and the rostered person.
 7. Expenses incurred during the sabbatical leave will be borne by the rostered person (i.e., tuition, books, supplies, travel, living expenses, etc.). Continuing education funds would normally be used to cover some of the expenses.
 8. Realizing the congregation, agency, or institution will be without the services of its regularly called person, it should consult with the synodical bishop regarding possible options for continuing coverage during the period of the sabbatical leave.
 9. It is understood that the extended sabbatical leave and the terms of the covenant are a mutually negotiated agreement between the rostered person and the congregation, agency, or institution. The covenant will be completed and filed with the synod office ordinarily at least three months prior to the beginning date of the sabbatical leave.

*The above extended Sabbatical Leave Guidelines were amended by the
Synod Council Meeting on March 18, 2017*

Overland Park, Kan. • June 6-8

Ms. Connie Harris, Emanuel, Hutchison, KS
Mr. Jonathan Heerboth, Christ, Webster Groves, MO
Rev. Kristin Ross – Overland Park, Overland Park, KS
Rev. Tom Wehrman– St. John, Pittsburg, KS
Chair – Rev. Phil Vickers First Mission Hills, KS
Parliamentarian - Mr. Dallas Rakestraw, Reformation, Wichita, KS
Staff Liaison – Rev. Susan Candea

The agenda of the Synod Assembly will allow up to one half hour for individuals to voice issues of conscience and concern. Each person speaking shall be allowed up to three minutes to voice a concern. There shall be no response to any speaker or discussion of any issue following the presentations.

Motion Sheet - 2019 Central States Synod Assembly

[illegible]

Central States Synod 2019 Synod Assembly

Overland Park, Kan. • June 6-8

2018 Central States Synod Assembly Actions

Number	Subject	Action
SA 18.01	Resolution to become “Green Congregations” Congregations encouraged to become “green Congregations” by forming Green team that will <ol style="list-style-type: none"> Evaluate building and grounds & take at least two steps each year to reduce impact on environment Education & encourage members to help care for God’s creation Encourage person “green discipleship” and actions Communicate with & respond to work of CSS LRC Mission Table	Adopted – work with LRC for communication plan and resources
SA 18.02	Season of Global Awareness – Remembering Companion Synods Designate Epiphany Season – Season of Global Awareness Designate one Sunday in Epiphany – Sunday of Celebration for the Global Church Designate Sunday, October 7, 2019 – Sunday of solidarity with Companion Synod in Russia Designate Sunday, May 5, 2019 – Sunday of solidarity with Companion Synod in Papua New Guinea	Adopted – work with Companion Synod Team for a communication plan
SA 18.03	Lutheran Family & Children Services of Missouri Resolved to use bulletin insert on weekend of May 11 & 12, 2019 and include in prayers	Adopted - information received from LFCS and sent out through synod communications
SA18.04	Memorial on ELCA 50th Anniversary of Ordination of Women Transmit memorial to 2019 Churchwide assembly Call upon congregations to participate in 50 th anniversary Renew efforts in education on sins of sexism Urge congregations, synods, churchwide in 2020 to conduct gender analysis Establish goals and strategies for ordained women & transgendered individual to have comparable compensation to male colleagues by 2025 Establish goals and & strategies for ordained women of color to receive 1 st & 2 nd calls and address debt Request Presiding Bishop provide update in 2025 Request all church publications plan features in 2020 on ordination of women	Adopted – transmitted memorial to churchwide office
SA 18.05	Lutheran Senior Services Provide bulletin inserts and prayer petitions for September 15-16, 2018	Adopted – information to be sent out through synod communications
SA18.06	Congregations that have left the ELCA Express appreciation for ministry of Trinity, Abilene KS, Salem, Axtell, KS, and Our Savior’s, Norway, KS	Adopted – Chaplain offered prayer
SA18.07	Congregations that have closed Faith, Prairie Village, KS Children’s Memorial, Kansas City, MO	Adopted – Chaplain offered prayer
SA18.08	Retirements Express appreciation for those who served	Adopted - Assembly stood and gave applause
SA18.09	Faithful Departed Express appreciation for the lives of the ministers who have died	Adopted – Assembly stood and sang

Resolution SA 19.01

Lutherans Restoring Creation

Submitted by Lutherans Restoring Creation Mission Table

As children of God, formed of the very soil of Earth and called to serve and protect all that God has made (Genesis 2:4b-15), we live in gratitude as a part of all Creation. As people of faith, we care deeply about our children and generations to come, the provision of sufficient and pure water for people, animals, and crops, clean air to breathe, and access to life-giving, healthy environments for all God's creatures, including humans. We recognize how interconnected we are with all of Creation and how our actions impact the present and future health of the planet.

We acknowledge that humanity has contributed to the harm of God's Creation through pollution, excess consumption, wasteful behaviors, and greed. We see the effects of climate change around the world and in our own communities in flooding, drought, wildfires, and the frequency and intensity of storms. We seek to learn together how we can live now and move into the future in ways that are more sustainable and life-giving for all. We seek God's guidance to move forward together in faith, not fear, to love God, Earth, and our neighbors.

Therefore, be it resolved that the congregations of the Central States Synod will

- continue to commit to become "green congregations" with the formation of Green Teams (or Creation Care Teams),
- educate members about new partnerships between the ELCA and ecoAmerica through its Blessed Tomorrow program (<https://elca.org/Our-Work/Publicly-Engaged-Church/Advocacy/Environment>) and between the Central States Synod and Kansas Interfaith Action (<https://www.kansasinterfaithaction.org/news>),
- utilize those partnerships to provide guidance, resources, and empowerment for advocacy and action on behalf of those most affected by the effects of climate change,
- connect with the CSS Lutherans Restoring Creation Mission Table* to share your stories as we continue to create a network of Creation Care across the Synod,
- and strengthen our personal and communal commitments as stewards of God's Creation.

*Be sure to stop by the LRC Mission Table display table for more information as we support one another. Also, visit <https://lutheransrestoringcreation.org/> for lots of resources and inspiration.

Resolution SA 19.02
Lutheran Senior Services

Lutheran Senior Services was built by generous hearts who gave of their time, their talents, and their financial resources. Throughout a history of caring which has stretched through 160 years, countless individuals have been partners in serving the needs of seniors in Missouri and Illinois. Lutheran Senior Services is a faith-inspired, mission-driven, not-for-profit network that specializes in enhancing life for seniors ages 62-plus, as they help them “Live Life to the Fullest.” Lutheran Senior Services has 21 locations in Missouri and Illinois for quality senior living and exceptional healthcare.

At all residential communities, plus a Hospice program, at least one chaplain offers pastoral care and leadership to both residents and staff. Lutheran Senior Services is owned by 105 Lutheran congregations from both the Evangelical Lutheran Church in America and the Lutheran Church Missouri Synod as an example of cooperation between our church bodies. Additionally, Lutheran Senior Services provides over \$10,000,000 a year in benevolent charity care for those older adults who have outlived their resources.

Because all congregations of the Central States Synod are made up of people who either have older adults in their family relations or are older themselves, knowledge and information regarding their choices for Senior Services and choices of living arrangements is important. Our congregations and their leaders can also be both references and advocates to seniors needing information.

Therefore, Be it Resolved, all congregations of the Central States Synod will use the provided bulletin inserts and the suggested intercessory prayer on the third weekend of September 2019 as a way of informing our brothers and sisters in Christ of how God is at work through this ministry with seniors.

And be it further resolved that we offer a loud and boisterous “Because Jesus Lives, We Love and Serve! Alleluia!” for the work of ministry being done through Lutheran Senior Services.

SIGNED:

Roy Christell, Living Lord Lutheran Church (Lake Saint Louis, MO)

Resolution SA 19.03

Designation of Bethany Lutheran Home Association Sunday

Bethany Home was established by the Augustana Lutheran Synod Convention held at Elim Lutheran Church in Marquette, Kansas, in November of 1911. The Bethany Home Association Board of Directors hereby acknowledges the gift(s) of love and financial support awarded as a result of previous Bethany Home Sundays, and are grateful for all of the prayers and support given by the people of the Central States Synod.

In an effort to enhance the gifts given by our Central States Synod congregations and take advantage of Match Madness matching gift opportunities in the Salina, Lindsborg, and McPherson area, the Board requests your continued prayers and financial support, and

Further, the Board requests adoption at the 2019 Central States Synod Assembly that Bethany Home Sunday be observed on March 1, 2020, in support of our mission as a ministry partner of the ELCA.

Submitted by Pastor James A. Strasen, President of the Bethany Home Association Board of Directors

Resolution SA 19.04
A SEASON OF GLOBAL AWARENESS
Remembering our Companion Synods

Because it is vitally important for the people, the congregations, and the leadership of the Central States Synod to be aware that we are part of a world-wide community of faith that is called to bear one another's burdens, share our unique gifts with one another, and both share and receive the unique witness to the gospel that is present in the church as it is embodied in the many different countries, cultures, and languages around the world, the Companion Synod Team calls upon the Voting members of the Central States Synod Assembly to adopt the following resolution.

Be it resolved that the Epiphany Season be designated as a **Season of Global Awareness** for all congregations within the Central States Synod and that congregations intentionally lift up the church around the world through prayer, song, publicity and in any way appropriate to the context of the congregation.

Be it also resolved that the congregations of the Central States Synod designate at least one Sunday during the Epiphany Season as a **"Sunday of Celebration for the Global Church."** This Sunday would focus not only on our Companion Synods in Papua New Guinea and Russia, but also the Global Ministry we share in through the Global Mission Arm of the ELCA such as Missionary Sponsorship, Young Adults in Global Mission, and our support of Projects that promote the witness of the Gospel, works of compassion and Justice ministry around the world.

Be it also resolved that **Sunday, October 6th, 2019** shall be designated as a Sunday of solidarity with and prayer for our Companion Synod in Russia, the "Evangelical Lutheran Church of the Urals, Siberia and Far East" (ELCUSFE) with a special focus on the Far Eastern Deanery. *This date was chosen because the first Sunday in October is widely observed by the churches in Russia as a harvest Sunday when they give thanks and celebrate the completion of the fall harvest.*

Be it also resolved that **Sunday, April 26th, 2020** be designated as a Sunday of solidarity with, and prayer for our Companion District, the Kotte District of the Evangelical Lutheran Church in Papua New Guinea (ELCPNG). *This date is chosen because it is Easter 3 when the story of the Walk to Emmaus is often read, a story often used to illustrate the Accompaniment Model of Global Mission. Another lesson often read is the story of Jesus having breakfast with Peter and the Disciples on the shore of lake Tiberias and calling on Peter to "Feed my sheep." This is also a lesson that reminds us of our vocation to feed God's sheep throughout the world.*

The Central States Synod Companion Synod Team will provide resources for mission education and worship for the Epiphany Season, and additionally, prayer requests, recent news and communications from our Companion Churches prior to the two Companion Synod Sundays to help us to "accompany one another" in our journey as followers, servants and witnesses to Jesus Christ in our respective parts of God's world.

The Companion Synod Team of the Central States Synod – ELCA

Ms. Rebecca Blocksome
Rev. Jon Brudvig
Mr. Jim Cooper
Rev. Susan Candea
Ms. Emily Greble
Rev. Keith Holste

Rev. Penny Holste
Mr. Gary Kallansrud
Mr. Alex Lang
Mr. Daniel Lilienkamp
Ms. Peggy Schaefer
Rev. Gary Teske

Resolution SA 19.05
Memorial for Increased Accountability in Cases of Sexual Misconduct

Rationale:

“Nothing is covered up that will not be uncovered, and nothing secret that will not become known.” (Luke 12:2)

In 2007, Tarana Burke sparked the #metoo movement, which sought to bring light to incidents of sexual misconduct while also seeking to support the victims of said misconduct, particularly in underprivileged communities. This movement took off in 2017 with allegations against and revelations about highly visible individuals within society. The list of perpetrators also includes multiple public members of the church at large.

In light of the #metoo movement, how instances of sexual misconduct are handled is decidedly important to maintaining public trust so that the church can continue our faithful proclamation of the Gospel. As followers of Christ, we acknowledge that we are all broken people living in a broken world. We are called as the church, by virtue of our baptism, to act in ways that maintain the public trust so that our proclamation of the good news of the redemptive work of Jesus Christ can continue to be spread to all nations. This call includes fostering a community where victim's stories can be heard and believed without fear of recrimination as well as where victims can find advocates to help them navigate what it means for perpetrators to have forgiveness while still being held properly accountable and called to repentance.

Resolved:

Be it resolved that the Central States Synod of the Evangelical Lutheran Church in America (ELCA) clearly and explicitly renounces sexism and sexual misconduct in all its forms and its continued impact on the church and the communities that we serve. Further, we repent of all the ways in which we have been complicit, either explicitly or implicitly, in acts of sexism and sexual misconduct. We also commit to higher standards of accountability for those who commit acts of sexism or sexual misconduct, thus fulfilling the promise of Jesus that the truth has the power to set us free of the powers of sin and evil that attempt to bind us.

Be it further resolved that the Central States Synod memorializes the 2019 Churchwide Assembly of the ELCA to clearly and explicitly renounce sexism and sexual misconduct in all its forms as well as its continued impact on the church and the communities that we serve.

Be it further resolved that the ELCA Churchwide Assembly is called upon to repent of all the ways in which we have been complicit, either explicitly or implicitly, in acts of sexism and sexual misconduct and then commit to higher standards of accountability for those who commit acts of sexism or sexual misconduct, by enacting the following measures:

- Direct the crafting of “Trustworthy Servants of the People of God” so that it frees and empowers victims of sexual misconduct, who are either in candidacy or rostered, to come forward without fear of being removed from the candidacy process/roster or experiencing other forms of recrimination.
- Direct the seminaries and colleges/universities of the ELCA to take steps to increase the visibility of Title IX policies. (Title IX of the Education Amendments of 1972 is a federal law that provides: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance.)
- Commit to a renewed diligence on matters pertaining to sexual misconduct which prevents misconduct from being dismissed or hidden.

Submitted by The Rev. Micha Sievenpiper, Immanuel Lutheran Church, Kansas City, Missouri

Resolution SA 19.06

RETIREMENTS

The following persons have served the Church faithfully, using their gifts and abilities to build up the Body of Christ, and have now retired from active ministry on the roster of the Church since the last Central States Synod Assembly;

The Rev. Bruce Freeman

The Rev. Bruce Adamson

The Rev. David Miller

The Rev. Brian Elster

The Rev. Steven Little

The Rev. David Fulton

The Rev. Kendra Nolde

The Rev. James Bennett

The Rev. Lawrence Block

Resolved, That the Central States Synod in Assembly expresses appreciation to the above-named retired persons by standing and giving applause in thanksgiving for them and their service to the Church.

Submitted by: Resolutions Committee

Resolution SA 19.07

FAITHFUL DEPARTED

Baptized, we welcome one another as fellow members of the Body of Christ and workers with us in the Kingdom of God. Our merciful God gives us particular companions to know and to love in our pilgrimage here on earth. Since our last convening:

The Rev. Donald Fallon
The Rev. A. Karl Boehmke
The Rev. Kenneth J. Knutson
The Rev. Sally Fahrenthold
The Rev. Gerald Buss
The Rev. Henry Liskey
The Rev. John Mann
The Rev. Edward Schroeder
The Rev. Raymond A. Mai

have passed through the gates of death to life eternal, and we remember them before God with reverence and affection, thanking God for their faithful service.

Resolved, That the Central States Synod in Assembly stands to sing praise for our faithful departed rostered leaders, in the words of the hymn, "Lord, Whose Love in Humble Service" verses 1 & 4.

Submitted by: Resolutions Committee

Lord, Whose Love in Humble Service

1 Lord, whose love in hum-ble ser-vice bore the weight of hu-man need,
 4 Called by wor-ship to your ser-vice, forth in your dear name we go,

who up-on the cross, for-sak-en, worked your mer-cy's per-fect deed:
 to the child, the youth, the a-ged, love in liv-ing deeds to show;

we, your ser-vants, bring the wor-ship not of voice a-lone, but heart;
 hope and health, good-will and com-fort, coun-sel, aid, and peace we give,

con-se-crat-ing to your pur-pose ev-'ry gift which you im-part.
 that your ser-vants, Lord, in free-dom may your mer-cy know and live.

Text: Albert F. Bayly, 1901–1984

Music: BEACH SPRING, *The Sacred Harp*, Philadelphia, 1844; arr. *Selected Hymns*, 1985

Text © 1961 Oxford University Press.

Arr. © 1985 Augsburg Fortress.

CONSTITUTION, BYLAWS and CONTINUING RESOLUTIONS
Central States Synod
Evangelical Lutheran Church in America
Amended by Synod Council on March 23, 2015
Amended with Required provisions from 2016 Churchwide assembly
Amendments approved by synod council on November 11, 2017
And by the synod assembly on June 8, 2018

Chapter 1
NAME AND INCORPORATION

- †S1.01. The name of this synod, as determined by the Churchwide Assembly, shall be the Central States Synod of the Evangelical Lutheran Church in America.
- †S1.02. For the purposes of this constitution and the accompanying by-laws, the Central States Synod of the Evangelical Lutheran Church in America is hereafter designated as “this synod” or “the synod.”
- †S1.11. This synod shall be incorporated. Amendments to the articles of incorporation of this synod shall be submitted to the Church Council for ratification before filing.
- †S1.21. The seal of this synod is a cross with three united flames emanating from the base of the cross and three entwined circles beside the cross. The name of this synod and the year of its constituting convention form the circular outer edge of the seal.

Chapter 2
STATUS

- †S2.01. This synod possesses the powers conferred upon it, and accepts the duties and responsibilities assigned to it, in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, which are recognized as having governing force in the life of this synod.
- †S2.02. The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.
- †S2.03. No provision of this constitution shall be inconsistent with the constitution and bylaws of this church.

Chapter 3
TERRITORY

- †S3.01. The territory of this synod, as determined by the Churchwide Assembly, shall be the States of Missouri and Kansas.
- S3.01.01. The exceptions shall be those congregations which are assigned to an adjacent synod and including those congregations from an adjacent state which are assigned to this synod, all in accordance with the constitution and bylaws and continuing resolutions of the Evangelical Lutheran Church in America.

- †3.02. “Determined by the Churchwide Assembly” as stipulated by †S3.01., is understood to include the reported changes in synod relationship made by any congregation in a border area agreed under ELCA bylaws 10.01.01 and 10.02.02.

Chapter 4 CONFESSION OF FAITH

- †S4.01. This synod confesses the Triune God, Father, Son, and Holy Spirit.
- †S4.02. This synod confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
- a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
 - b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
 - c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.
- †S4.03. This synod accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
- †S4.04. This synod accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this synod.
- †S4.05. This synod accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- †S4.06. This synod accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.
- †S4.07. This synod confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

Chapter 5 NATURE OF THE CHURCH

- †S5.01. All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this synod are to be carried out under his rule and authority.
- †S5.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.

- †S5.03.** The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.
- †S5.04.** This church, inspired and led by the Holy Spirit, participates in the Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.

Chapter 6

STATEMENT OF PURPOSE

- †S6.01.** The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- †S6.02.** To participate in God's mission, this synod as a part of the Church shall:
- a. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - b. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
 - c. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
 - d. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
 - e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
 - f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.
- †S6.03.** Each synod, in partnership with the churchwide organization, shall bear primary responsibility for the oversight of the life and mission of this church in its territory. In fulfillment of this role and consistent with policies and procedures of this church, the synod shall:
- a. Provide for pastoral care of congregations and rostered ministers in the synod;

- b. Plan for, facilitate, and nurture the mission of this church through congregations;
- c. Strengthen interdependent relationships among congregations, synods, and the churchwide organization, and foster relationships with agencies and institutions affiliated with or related to this church as well as ecumenical partners.
- d. Interpret the work of this church to congregations and to the public on the territory of the synod.

†S6.03.01. In providing for pastoral care of congregations and rostered ministers in the synod, the responsibilities of the synod include the following:

- a. providing for pastoral care of congregations, ministers of Word and Sacrament, and ministers of Word and Service, including:
 - 1) approving candidates for the ministry of Word and Sacrament in cooperation with the appropriate seminaries of this church, which may be done through multi-synodical committees;
 - 2) authorizing ordinations and ordaining ministers of Word and Sacrament on behalf of this church;
 - 3) approving ministers of Word and Service, which may be done through multi-synodical committees;
 - 4) authorizing ministers of Word and Service on behalf of this church; and
 - 5) consulting in the calling process for rostered ministers
- b. providing for leadership recruitment, preparation, and support in accordance with churchwide standards and policies, including:
 - 1) nurturing and supporting congregations and lay leaders;
 - 2) seeking and recruiting qualified candidates for the rostered ministries of this church;
 - 3) making provision for pastoral care, call review, and guidance;
 - 4) encouraging and supporting persons on the rosters of this church in stewardship of their abilities, care of self, and pursuit of continuing education to undergird their effectiveness of service; and
 - 5) supporting recruitment of leaders for this church's colleges, universities, seminaries, and social ministry organizations.
- c. providing for discipline of congregations, ministers of Word and Sacrament and ministers of Word and Service: as well as for termination of call, appointment, adjudication, and appeals consistent with Chapter 20 of this church's constitution.
- d. providing for archives in conjunction with other synods.

†S6.03.02. In planning for, facilitating, and nurturing the mission of this church through congregations, the responsibilities of the synod include the following:

- a. developing of new ministries, redevelopment of existing ministries, and support and assistance in the conclusion, if necessary, of a particular ministry;

- b. leading and encouraging of congregations in their evangelism efforts;
- c. assisting members of its congregations in carrying out their ministries in the world;
- d. encouraging congregations to respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society;
- e. providing resources for congregational life;
- f. grouping congregations in conferences, clusters, coalitions, or other area subdivisions for mission purposes.

†S6.03.03. In strengthening interdependent relationships among congregations, synods, and the churchwide organization, and in fostering relationships with agencies and institutions affiliated with or related to this church as well as with ecumenical partners, the responsibilities of the synod include the following:

- a. promoting interdependent relationships among congregations, synods, and the churchwide organization, and entering into partnership with other synods in the region;
- b. fostering organizations for youth, women, and men, and organizations for language or ethnic communities;
- c. developing relationships with social ministry organizations and ministries, participating in their mission planning, and providing partnership funding;
- d. supporting relationships with and providing partnership funding on behalf of colleges, universities, and campus ministries;
- e. maintaining relationships with and providing partnership funding on behalf of seminaries and continuing education centers;
- f. fostering supporting relationships with camps and other outdoor ministries;
- g. fostering supporting relationships with preschools, elementary schools, and secondary schools operated by congregations of the synod;
- h. fostering relationships with ecumenical and global partners;
- i. cooperating with other synods and the churchwide organization in creating, using, and supporting regions to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.

†S6.03.04. In interpreting the work of this church on the territory of the synod, the responsibilities of the synod include the following:

- a. encouraging financial support for the work of this church by individuals and congregations;
- b. participating in churchwide programs;
- c. interpreting social statements in a manner consistent with the interpretation given by the churchwide unit or office which assisted in the development of the

statement, and suggestion of social study issues;

d. providing ecumenical guidance and encouragement.

†S6.04. Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be lay persons; and that, as nearly as possible, 50 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be female and 50 percent shall be male; and that, where possible, the representation of ministers of Word and Sacrament shall be both male and female. This synod shall establish processes that will enable it to reach a minimum goal that 10 percent of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.

†S6.04.01. It is the goal of this synod that 10 percent of the membership of Synod Assemblies, councils, committees, boards, and/or other organizational units be persons of color and/or persons whose primary language is other than English.

†S6.04.02. It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. The Synod Council shall establish a plan for implementing this goal. For purposes of the constitution, bylaws, and continuing resolutions of this synod, the term "youth" means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term "young adult" means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.

†S6.05. Each assembly, council, committee, board, commission, task force, or other body of this synod or any synodical units shall be conclusively presumed to have been properly constituted, and neither the method of selection nor the composition of any such assembly, council, committee, board, commission, task force, or other body may be challenged in a court of law by any person or be used as the basis of a challenge in a court of law to the validity or effect of any action taken or authorized by any such assembly, council, committee, board, commission, task force, or other body.

†S6.06. References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God's mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 7

SYNOD ASSEMBLY

†S7.01. This synod shall have a Synod Assembly, which shall be its highest legislative authority. The powers of the Synod Assembly are limited only by the provisions in the Articles of Incorporation, this constitution and bylaws, the assembly's own resolutions, and the constitutions and bylaws of the Evangelical Lutheran Church in America.

†S7.11.¹ A regular meeting of the Synod Assembly shall be held at least triennially.

- S7.11.01.** A regular meeting of the Synod Assembly shall be held annually. The time and place of the synod assembly shall be determined by the synod council.

S7.11.B.18 TRAVEL EQUALIZATION

That the Central States Synod at its 1991 Synod Assembly approves the following plan for travel equalization among Congregations who send official voting members to Synod Assemblies beginning in 1992.

- a. All congregations shall be treated the same; any congregation further than 100 miles (one way) from the Assembly site is eligible to submit a voucher for travel equalization.
- b. An Equalization Fund be established for each Assembly by adding a specified amount to each congregational voting member's registration fee. This fee will vary, depending upon Assembly site.
- c. Reimbursement will be at the Synod Rate or (if the Fund does not permit) at a rate calculated by the total Fund divided by the total miles submitted.
- d. Reimbursement will be for travel by one car per congregation or by other public conveyance at the same rate as a car.
- e. The Travel Equalization sheet must be signed at the end of the Assembly's closing worship, and checks made out to congregations which qualified and signed for the equalization reimbursement will then be processed ~~on the Monday~~ following the Assembly.

S7.11.E04. SYNOD ASSEMBLY LOCATION

That beginning next year, 2000, and every third year after that, beginning in 2003, the Synod Assembly will be at Bethany College in Lindsborg, KS. On the other years, the Synod Assembly will be located in Missouri or elsewhere in Kansas.

S7.11.H.18 RESOLUTIONS COMMITTEE

That the Synod Council shall appoint a Resolutions Committee.

- a. The Committee shall consist of 6 persons.
 - 1) Members of the Committee need not be voting members of the corresponding Synod Assembly.
 - 2) One person will be appointed from each Conference, in consultation with that Conference's leadership.
 - 3) One person, to serve as Committee Chair, shall be an at-large appointment
 - 4) Appointments shall be by the synod council for a term of three years, Members shall be limited to no more than two consecutive terms on the Committee.

- 5) Members of the Committee who are not voting members of the Assembly shall have voice, but not vote.
- b. The functions of the Resolutions Committee are to:
 - 1) Ensure that resolutions submitted for consideration to the Synod Assembly are in the proper form;
 - 2) Eliminate duplication when similar resolutions are offered;
 - 3) Present resolutions in a logical sequence to allow adequate consideration of each; and
 - c. Resolutions for consideration by the Synod Assembly will be regarded as properly received when:
 - 1) The resolution is submitted by a synodical committee, team, or conference of the Central States Synod; by an individual who is a voting member of a congregation of this Synod; or by an agency or institution recognized by the Synod.
 - 2) The resolution is received in the Synod office:
 - a) No less than 45 days prior to the opening of the Assembly; or
 - b) No less than seven days prior to the opening of the Assembly if it directly relates to an item of business on the published proposed Assembly agenda; or
 - c) No less than seven days prior to the opening of the Assembly if it is of such an urgent nature that it clearly cannot be postponed until the next Assembly.
 - d. Properly received resolutions will be considered by the Committee.
 - 1) The Resolutions Committee will convene after the 45 day deadline to consider all properly received resolutions. The meeting will be scheduled to ensure that the resolutions will be available to Assembly voting members as part of the pre-Assembly material.
 - 2) The Resolutions Committee may meet prior to the beginning of the Assembly to consider resolutions that were properly received according to c.2).b). and c.2).c).
 - 3) The Resolutions Committee may meet during the Assembly to serve the Assembly as directed by the Assembly or the officers of the Synod.
 - 4) All those submitting resolutions will be contacted by a member of the resolutions committee to address any concerns or questions regarding the resolution.
 - e. The Resolutions Committee will take action on every properly received resolution. The Committee may take the following actions:
 - 1) The Committee may report the resolution to the Assembly as submitted.

- 2) By a three-quarters majority vote of the Committee, the Committee may act to not report the resolution (withholding it from consideration by the Assembly). The properly received resolution will be made available to the Assembly members, and the Committee chair will announce that the resolution is not reported. The Assembly may direct the Committee to report the resolution according to the provisions of *Robert's Rules of Order*.
- 3) Where more than one properly received resolution deals with the same concern, the Committee may consolidate the substance of the resolutions in one resolution. In doing so, the original resolutions will be included as background. By a majority vote, the Assembly may direct the Committee to present the originally submitted resolutions rather than considering the consolidated resolution.
- 4) The Committee may submit an alternative resolution or may choose to make substantive changes to the submitted resolution. In doing so, the original resolution(s) will be included as background. By a majority vote, the Assembly may direct the Committee to present the originally submitted resolution(s) rather than considering the alternative resolution.
- 5) The Committee Chair may present the resolution to the Assembly and move that the matter be referred by the Bishop to an appropriate synodical committee, team, or task force, or that it be referred to legal counsel.
- 6) In fulfilling its role, the Committee may deem it necessary to present a resolution drafted by the Committee. The Assembly, Committees of the Assembly, or the Presiding Officer of the Assembly may direct the Committee to present a resolution drafted by the Committee.
- 7) Together with one of the other allowed actions, by a three-quarters majority vote of the Committee, the Committee chair may move to limit debate on a specific resolution.

S7.11.I18 Planning for Synod Assemblies will provide opportunities for the youth voting members to get together for fellowship, be oriented to the purpose and procedures of the assembly, and be fully engaged in the assembly.

S7.12. Special meetings of the Synod Assembly may be called by the bishop with the consent of the Synod Council, and shall be called by the bishop at the request of one-fifth of the voting members of the Synod Assembly.

- a. The notice of each special meeting shall define the purpose for which it is to be held. The scope of actions to be taken at such a special meeting shall be limited to the subject matter(s) described in the notice.
- b. If the special meeting of the Synod Assembly is required for the purpose of electing a successor bishop because of death, resignation, or inability to serve, the special meeting shall be called by the Synod Council after consultation with the presiding bishop of the Evangelical Lutheran Church in America.

S7.13. Notice of the time and place of all meetings of the Synod Assembly shall be given by the secretary of this synod.

S7.14. One-half of the voting members of the Synod Assembly, as defined by †S7.21., S7.24., S7.27., shall constitute a quorum.

†S7.21. The membership of the Synod Assembly, of which at least 60 percent of the voting membership shall be composed of laypersons, shall be constituted as follows:

- a. All ministers of Word and Sacrament under call on the roster of this synod in attendance at this Synod Assembly shall be voting members.
- b. All ministers of Word and Service under call, on the rosters of this synod shall be voting members in the Synod Assembly, in addition to the voting membership of lay members of congregations provided in item †S7.21.c.
- c. A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to this synod, normally one of whom shall be male and one of whom shall be female, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation. The Synod Council shall seek to ensure that, as nearly as possible, 50 percent of the lay members of the assembly shall be female and 50 percent shall be male. Additional members from each congregation normally shall be equally divided between male and female.
- d. Voting membership shall include the officers of this synod.

†S7.21.01. Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until voting members are seated at the next regular Synod Assembly.

S7.21.02.

- a. A minimum of two lay members elected by each congregation related to this synod, one of whom shall be male and one of whom shall be female, shall be voting members. Additional lay representation from congregations shall be on the basis of the number of baptized members as reported in the most recently published ELCA Yearbook. Congregations having 500-1500 baptized members shall have 4 voting members (2 male, 2 female); 1501-2500 baptized members shall have 6 voting members (3 male, 3 female); and over 2500 baptized members shall have 8 voting members (4 male, 4 female). Additional members from each congregation shall be divided between male and female except that the odd-numbered member, if any, may be either male or female.
- b. In the event that a congregation is unable to adhere to S.7.21.01.a. at their annual meeting, the congregation may request a waiver to be filed with the Synod Office by March 1. Such a request for waiver must state in detail the process followed to elect the voting members and the reasons for requesting a waiver. The Synod Council shall rule upon the request at their spring meeting. The Synod Council in acting on these waiver requests shall seek to ensure that, as nearly as possible, 50 percent of the lay members of the assembly shall be female and 50 percent shall be male. The Synod Council will report their decision back to the congregation in a timely manner.
- c. Any congregation may elect an additional lay voting member from its membership to the Synod Assembly provided that the person is a person of color or whose primary language is other than English.

- d. Any congregation may elect a youth from its voting membership as an additional lay voting member to the Synod Assembly provided that the person has not yet reached his or her 18th birthday at the time of election and otherwise meets the requirements to be a voting member.

S7.22. This synod may establish processes that permit retired-or those designated as disabled or on leave from call on the roster of the synod to serve as voting members of the Synod assembly, consistent with †S7.21.c. above. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

S7.22.01. All retired ministers, and those designated as disabled on the rosters of this synod shall serve as voting members of the Synod Assembly. All registration fees (not including housing and meals) will be waived for all retired ministers on the rosters of this synod. In the event at least 60 percent of the assembly membership is not lay, the retired ministers of word and sacrament together with the ministers of word and sacrament on leave from call will caucus and elect the appropriate representation.

S7.22.02. All rostered ministers on the roster of the synod who are on leave from call, may serve as voting members of the Synod Assembly, consistent with †S7.21.c. In the event at least 60 percent of the assembly membership is not lay, the retired ministers of word and sacrament together with the ministers on leave from call will caucus and elect the appropriate representation.

S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of this church as may be designated from time to time by the Church Council shall have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.

S7.23.A18 A rostered minister of the Evangelical Lutheran Church who is rostered in a synod other than the Central States Synod who is serving as interim pastor in a congregation of the Central States Synod, shall have the privilege of voice, but not vote, at the Central States Synod Assembly. This pastor shall have the privilege of sitting on the floor with the voting members of the congregation the pastor is serving.

S7.24. Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly so long as they remain under call and so long as their names appear on the rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.

S7.24.A18 A Parish Ministry Associate of the Central States Synod serving under a covenant by authority of the Bishop of the Central States Synod shall have the privilege of voice and vote at assemblies of the Central States Synod effective with the 2005 Synod Assembly.

†S7.25. Except as otherwise provided in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.

S7.26. This synod may establish processes through the Synod Council that permit representatives of congregations under development and authorized worshipping communities of the synod, which have been authorized under ELCA bylaw 10.02.03., to

serve as voting members of the Synod Assembly, consistent with †S7.21.

- S7.26.01.** Synodically Authorized Worshiping Communities and Congregations Under Development in ~~of~~ the Synod, shall have one lay member as their representative and voting member at the Synod Assembly.
- S7.27.** This synod may establish processes through the Synod Council to grant an ordained minister from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America the privilege of both voice and vote in the Synod Assembly during the period of that ordained minister's service in a congregation of this church.
- S7.27.01.** Consistent with the language of 8.72.14 of the Constitution and Bylaws of the Evangelical Lutheran Church in America, an ordained minister from a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America will be granted the privilege of both voice and vote in the Synod Assembly during the period of that ordained minister's service in a congregation of this synod, in accord with ELCA churchwide by-law 8.72.12.
- S7.28.** Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Assembly under †S7.21 shall be granted the privilege of both voice and vote as members of the Synod Assembly.
- †S7.31.** Proxy and absentee voting shall not be permitted in the transaction of any business of this synod.
- S7.32.** Robert's Rules of Order, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.
- S7.33.** "*Ex officio*" as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

Chapter 8 OFFICERS

- †S8.01.** The officers of this synod shall be a bishop, a vice-president, a secretary, and a treasurer.
- S8.10. Bishop**
- †S8.11.** The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.
- †S8.12.** As this synod's pastor, the bishop shall I:
- a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.
 - b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament and its ministers of Word and Service.
 - c. Exercise solely this church's power to ordain (or provide for the ordination by

another synodical bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).

- d. Consecrate (or provide for the consecration of approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service.
- e. Attest letters of call for persons called to serve congregations in this synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.
- f. Install (or provide for the installation of rostered ministers whose calls the bishop has attested.
- g. Exercise leadership in the mission of this church and in doing:
 - 1) Interpret and advocate the mission and theology of the whole church;
 - 2) Lead in fostering support for and commitment to the mission of this church within this synod;
 - 3) Coordinate the use of the resources available to this synod as it seeks to promote the health of this church's life and witness in the areas served by this synod;
 - 4) Submit a report to each regular meeting of the Synod Assembly concerning the synod's life and work; and
 - 5) Advise and counsel this synod's related institutions and organizations.
- h. Practice leadership in strengthening the unity of the Church and in so doing:
 - 1) Exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;
 - 2) Be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers and congregations of this synod;
 - 3) Be the chief ecumenical officer of this synod;
 - 4) Consult regularly with other synodical bishops and the Conference of Bishops;
 - 5) Foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;
 - 6) Cultivate communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod, and
 - 7) Be *ex officio* a member of the Churchwide Assembly.

- I. Oversee and administer the work of this synod and in so doing:
- 1) Serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;
 - 2) Preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council and the council's Executive Committee;
 - 3) Ensure that the constitution and bylaws of this synod and the churchwide organization are duly observed within the synod, and that the actions of this synod in conformity therewith are carried into effect;
 - 4) Exercise supervision over the work of the other officers;
 - 5) Coordinate the work of all synodical staff members;
 - 6) Appoint all committees for which provision is not otherwise made;
 - 7) Be a member of all committees and any other organizational units of this synod, except as otherwise provided in the constitution;
 - 8) Provide for preparation and maintenance of synodical rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which they become retired or disabled; and
 - 9) Annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;
 - 10) Provide for prompt reporting to the secretary of this church:
 - a) additions to and subtractions from the rosters of this synod and the register of congregations;
 - b) the issuance of certificate of transfer for rostered ministers in good standing who have received and accepted a properly issued, duly attested, regular letter of call under the jurisdiction of another synod; and
 - c) the entrance of the names of such persons for whom proper certificates of transfer have been received;
 - 11) Provide for preparation and maintenance of a register of the congregations of this synod and the names of the laypersons who have been elected to represent them; and
 - 12) Appoint a statistician of the synod, who shall secure the parochial reports

of the congregations, and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.

†S8.13. The synodical bishop may appoint an attorney, admitted to the bar within the territory of the synod or the state where the synod is located, to be Synod Attorney. The appointment must be approved by the Synod Council and reported to the Synod Assembly and to the ELCA secretary. The appointment continues until resignation or until a successor is appointed. The Synod Attorney provides legal advice and counsel to the synodical officers and the Synod Council. The Synod Attorney is expected to be familiar with the governing documents and policies of the synod and, as necessary, to attend meetings of the Synod Council. The Synod Attorney serves without salary but may be retained and compensated for specific legal services requested by the synod.

S8.14. The bishop may have such assistants as this synod shall from time to time authorize.

†S8.15. The presiding bishop of this church, or the appointee of the presiding bishop, shall install into office, in accord with the policy and approved rite of this church, each newly elected synodical bishop.

†S8.16. **Conflicts of Interest**

†S8.16.01. The following procedures shall govern matters of potential conflicts of interest for synodical bishops:

- a. Whenever a synodical bishop determines that a matter of the kind described in †S8.16.01.b. may require his or her determination or action with respect to a related individual as defined in †S8.16.01.c., the synodical bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synodical bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.
- b. Matters include any proceedings under Chapter 20, proceedings under provision 7.46. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (†S14.13.), candidacy, reinstatement, and similar matters where determinations or actions by the synodical bishop could change, limit, restrict, approve, authorize, or deny the related individual's ministry on one of the official rosters of this church.
- c. A related individual is one who, with respect to the synodical bishop, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).

S8.20. **Vice President**

†S8.21. The vice president shall be elected by the Synod Assembly. The vice president shall be a layperson. The vice president shall be a voting member of a congregation of this synod. The vice-president shall not receive a salary for the performance of the duties of the office.

- S8.22.** The vice president shall chair the Synod Council.
- S8.22.01.** The vice president shall chair the Executive Committee.
- S8.22.02.** The vice president is an ex officio member of synod teams, committees, and task forces. “Ex officio” as used herein means membership with full rights of voice and vote unless otherwise expressly limited.
- S8.22.A04.** The vice president shall be a voting member of the Churchwide Assembly.
- S8.23.** In the event of the death, resignation, or disability of the bishop, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the conduct of the duties of the bishop until a new bishop shall be elected or, in the case of temporary disability, until the bishop resumes full performance of the duties of the office.
- S8.30. Secretary**
- †S8.31.** The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this synod. The secretary may be either a layperson or a minister of Word and Sacrament.
- †S8.32.** The secretary shall:
- a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for the printing and distribution of such minutes, and perform such other duties as this synod may from time to time direct.
 - b. Be authorized and empowered, in the name of this synod, to attest all instruments which require the same, and which are signed and sealed by the bishop.
 - c. In consultation with the bishop, classify and arrange all important papers and documents and deposit them in the archives of this synod.
 - d. Submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly.
- S8.32.01.** The secretary shall provide information to the Synod Council and the Nominations Committee regarding positions to be elected and goals for ensuring diversity in filling elected positions (cf. S9.03.02. and S10.07.05.).
- S8.40. Treasurer**
- †S8.41.** The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or a minister of Word and Sacrament.
- S8.42.** The treasurer shall provide and be accountable for:
- a. Management of the monies and accounts of this synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of this synod.

- b. Investment of funds upon the authorization of the Synod Council.
- c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by this synod for the general work of this church.
- d. Maintenance of a regular account with each congregation of this synod and informing the congregation, at least quarterly, of the status of this account.
- e. Rendering at each regular meeting of the Synod Assembly a full, detailed, and duly audited report of receipts and disbursements in the several accounts of this synod for the preceding fiscal year, together with the tabulation, for record and publication in the minutes, of the contributions from the congregations.
- f. Giving of corporate surety in the amount determined by the Synod Council, which shall be in the custody of the secretary, and the premium therefore shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.

S8.50. General Provisions

†S8.51. The terms of office of the officers of this shall be:

- a. The bishop of this synod shall be elected to a term of six years and may be reelected.
- b. The vice president and secretary of this synod shall be elected to a term of four years and may be re-elected.
- c. The treasurer of this synod shall be elected to a four-year term and may be re-elected.

S8.52. The terms of the officers shall begin on the first day of the third month following election or, in special circumstances, at a time designated by the Synod Council.

†S8.53. Each officer shall be a voting member in a congregation of this synod, except that the bishop need not be a member of a congregation of this synod at the time of election.

†S8.54. Should the bishop die, resign, or be unable to serve, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the appropriate care of the responsibilities of the bishop until an election of a new bishop can be held or, in the case of temporary disability, until the bishop is able to serve again. Such arrangements may include the appointment by the Synod Council of an interim bishop, who during the vacancy or period of disability shall possess all of the powers and authority of a regularly elected bishop. The term of the successor bishop, elected by the next Synod Assembly or a special meeting of the Synod Assembly called for the purpose of election, shall be six years with the subsequent election to take place at the Synod Assembly closest to the expiration of such a term and with the starting date of a successor term to be governed by constitutional provision S8.52.

- S8.55.** Should the vice president, secretary, or treasurer die, resign, or be unable to serve, the bishop, with the approval of the Executive Committee, shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or, in the case of temporary disability, until the officer is able to serve again. The term of the successor officer, elected by the next Synod Assembly, shall be four years.
- †S8.56.** The Executive Committee of the Synod Council shall determine whether an officer is unable to serve; the officer may appeal the decision of the Executive Committee by requesting a hearing before the Synod Council. A meeting to determine the ability of an officer to serve shall be called upon the request of at least three members of the Executive Committee and prior written notice of the meeting shall be given to the officer in question at least ten calendar days prior to the meeting.
- †S8.57.** The recall or dismissal of an officer and the vacating of office may be effected for willful disregard or violation of the constitutions, bylaws, and continuing resolutions of this church; for such physical or mental disability as renders the officer incapable of performing the duties of office; for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.
- a. Proceedings for the recall or dismissal of a synodical bishop shall be instituted by written petition by:
 - 1) The Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) The Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;
 - 3) at least 10 synodical bishops; or
 - 4) the presiding bishop of this church.
 - b. Proceedings for the recall or dismissal of an officer of a synod, other than the synodical bishop, shall be instituted by written petition by:
 - 1) The Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) The Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;
 - 3) the synodical bishop
 - c. The petition shall be filed with the chair of the committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.
 - d. Upon the filing of a written petition, the Executive Committee of the Synod Council may temporarily suspend the officer from service in the synod without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee of the synod.
 - e. In the case of alleged physical or mental incapacity of an officer of the synod, the procedures outlined in †S8.56 shall be followed and such officer shall comply with the decision of the Synod Council. If such officer fails or refuses to comply, the Synod Council may proceed to petition for recall or dismissal as follows:
 - 1) The Synod Council will submit a written report of their findings and the basis of their decision to the Committee on Appeals,
 - 2) The Committee on Appeals, other than those who are disqualified, shall review the findings and decision of the Synod Council and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.
 - f. If the synod officer is a minister of Word and Sacrament, grounds for recall or dismissal include those set forth in ELCA bylaws 20.21.01. and as defined under the process described in the ELCA constitutional provisions 20.20. and 20.21 as grounds

for discipline. If the officer is a minister of Word and Service grounds for recall or dismissal include those set forth in ELCA bylaw 20.22.01. and as defined under the process described in the ELCA constitutional provisions 20.20 and 20.21.as grounds for discipline.

- g. If the officer is a layperson, grounds for recall or dismissal includes those set forth in the ELCA bylaws 20.41.01. as grounds for discipline.
- h. If the case of alleged and willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:
 - 1) The petition shall be referred to the Committee on Appeals, which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in the ELCA bylaw 20.21.16. except to the extent that those rules are in conflict with the provisions of this bylaw; and
 - 2) The members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.
- i. Written notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the affected officer and to the Synod Council and the office shall be vacated.

†S8.58. If the bishop is to be temporarily absent from the synod for an extended period, the bishop, with the consent of the Synod Council, may appoint as acting bishop for such period a minister of Word and Sacrament of this church. Except as limited by action of the Synod Council, an acting bishop shall possess all of the powers and authority of a regularly elected bishop other than authority to ordain or to authorize the ordination of properly approved candidates for ordination.

Chapter 9

NOMINATIONS AND ELECTIONS

- †S9.01.** The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.
- †S9.02.** In all elections by the Synod Assembly, other than for the bishop, a majority of the legal votes cast shall be necessary for election.
- S9.03.** There shall be a Nominating Committee consisting of not less than five or more than fifteen members who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee.
 - S9.03.01.** The Nominating Committee shall consist of five members with one member from each Conference. One of the members will serve as chair of the Nominating Committee.
 - S9.03.02.** At the time of the appointment and acceptance of the members of the Nominating Committee, the Secretary of this Synod shall cause the following information to be published in the publication(s) of this Synod:
 - a. The names, telephone numbers, and area ministry of each member of the Nominating Committee;
 - b. The positions open for nomination/election with the specific characteristics and term of office of each.

- S9.03.03.** At the first meeting of the Nominating Committee, the Secretary of this Synod shall provide the chairperson of the Nominating Committee with a list of all positions open for nomination/election and the specific category, area ministry, and characteristics for each position.
- S9.03.04.** Every attempt shall be made by the Nominating Committee to obtain at least one nominee for each open position on the Synod Council and other elective positions. In no case where the plan for inclusive representation lists specific characteristics shall nominees with differing characteristics be placed in nomination for the same position in order to fill this requirement.
- S9.03.05.** Persons may be nominated from the floor of the Assembly for all positions on the ballot providing:
- a. The person nominated fulfills the specific characteristics for that position;
 - b. The nominee has consented to nomination in writing and that written consent is submitted at the time of nomination.
- S9.03.06.** Should the Nominating Committee be unable to find a candidate for a position that meets all of the requirements for that position, the Nominating Committee shall:
- a. search for a person of the other gender to fill the position,
 - b. search for a person of the same gender but with a differing racial characteristic.
- S9.04.** The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal 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. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.
- S9.05.** The Nominating Committee shall nominate at least one person for vice president; additional nominations may be made from the floor.
- S9.06.** The Synod Council shall nominate at least one person for secretary; additional nominations may be made from the floor.
- S9.07.** If the treasurer is elected, the Synod Council shall nominate at least one person for treasurer; additional nominations may be made from the floor.
- S9.08.** In all elections, except for the bishop, the names of the persons receiving the highest number of legal votes, but not elected by a majority of the legal votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. On any ballot when only two names appear, a majority of the legal votes cast shall be necessary for election.
- S9.09.** The result of each ballot in every election shall be announced in detail to the assembly.

- †S9.10.** When notified by the secretary of this church, on behalf of the Nominating Committee of the Churchwide Assembly, the Synod Assembly shall nominate two persons in the specified categories for possible election by the Churchwide assembly to the Church Council.
- †S9.12.** Background checks and screening shall be required and completed for persons nominated as synodical officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.
- S9.12.A08.** The Synod Council Executive Committee shall provide for background checks for persons nominated, including nominations for an additional term, for positions as synodical officers and current officers beginning in 2008 and for synodical officers and Synod Council members, with the exception of youth members or nominees who are still regarded as minors or juveniles according to prevailing law, beginning in 2009 prior to the Synod Assembly at which the election will take place or as soon as possible after the Synod Assembly for newly elected synod officers and Synod Councils members nominated from the floor. The process shall be as follows:
- a. Prior to the Synod Assembly appropriate notice of the background check requirement and protocol will be provided to voting members, potential nominees, and others as directed by the Synod Council.
 - b. Nominees and newly elected synod officers and Synod Council members are required to provide written consent to a background check and all information necessary to complete a background check, which should be completed prior to the Synod Assembly with respect to nominees identified before the assembly and prior to installation for newly elected synod officers and Synod Council members and officers nominated from the floor, if possible.
 - c. The Synod Council's Executive Committee shall designate one member of the Synod Council's Executive Committee to obtain the background checks and to ensure proper records maintenance. All records regarding elected officers and Synod Council members shall be maintained for at least five years following the person's leaving office or no longer serving on the Synod Council. Records may be retained longer as determined by the Synod Council Executive Committee on an individual basis. One synod staff person may be designated to assist in obtaining and maintaining records as directed by the designated Synod Council Executive Committee member.
 - d. All background checks for nominees and newly elected synod officer and Synod Council members will entail a criminal background check. A financial background check will be completed for nominees for treasurer and newly elected bishops. The Executive Committee shall decide whether additional types of background checks are appropriate for each synod officer and Synod Council member position.
 - e. The background check results shall be provided to that nominee or elected synod officer or Synod Council member and to the Synod Council's Executive Committee. Further disclosure of the results may be determined by the Executive Committee but should ordinarily be restricted to matters of public record.

- f. The Synod Council Executive Committee may adopt other procedures or protocols as are necessary to provide for background checks for nominees and newly elected synod officers and newly elected Synod Council members and shall report such actions to the Synod Council.

Chapter 10

Synod Council

- †S10.01.** The Synod Council consisting of the four officers of the synod, 10 to 24 other members, and at least one youth and at least one young adult, shall be elected by the Synod Assembly.
 - a. Each person elected to the Synod Council shall be a voting member of a congregation of this synod, with the exception of ministers on a roster of this synod who reside outside the territory of this synod. The process for election and the term of office when not otherwise provided shall be specified in the bylaws. A member of the Church Council of the Evangelical Lutheran Church in America, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.
 - b. The term of office of members of the Synod Council, with the exception of the officers and the youth members, shall be three years.
- S10.01.01.** For the purposes of this chapter, “youth” and “young adult” are defined as state in †S6.04.B09. Two youth and one young adult shall be elected as members of the Synod Council.
- S10.01.02.** The youth member shall be elected for a term of two years. The position will alternate between male and female youth.
- †S10.02.** The Synod Council shall be the board of directors of the synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions which are not in conflict with actions taken by the Synod Assembly or which are not precluded by provisions of this constitution or the constitution and bylaws of the Evangelical Lutheran Church in America.
- S10.03.** The functions of the Synod Council shall be to:
 - a. Exercise trusteeship responsibilities on behalf of this synod.
 - b. Recommend program goals and budgets to the regular meetings of the Synod Assembly.
 - c. Carry out the resolutions of the Synod Assembly.
 - d. Provide for an annual review of the roster of ministers, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of ELCA, and make a report to the Synod Assembly of the Synod Council's actions in this regard.
 - e. Issue letters of call to rostered ministers as authorized by Chapter 7 of the constitution and bylaws of ELCA.

- f. Fill vacancies until the next regular meeting of the Synod Assembly except as may otherwise be provided in the constitution or bylaws of this synod, and determine the fact of the incapacity of an officer of the synod.
 - g. Report its action to the regular meeting of the Synod Assembly.
 - h. Perform such other functions as are set forth in the bylaws of this synod, or as may be delegated to it by the Synod Assembly.
- S10.03.01.** The Synod Council shall provide for review of constitutions and bylaws of congregations in accord with †C17.03 and †C17.04 of the *Model Constitution for Congregations* and for review of area ministry constitutions. Similar review of constitutions shall be made available to auxiliary organizations.
- S10.04.** Any proposal to appropriate funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council, shall require a two-thirds vote for adoption.
- S10.05.** No elected member of the Synod Council shall receive compensation for such service.
- S10.06.** If a member of the Synod Council ceases to meet the requirements of the position to which she or he was elected, the office filled by such member shall at once become vacant.
- S10.06.01.** When a Synod Council member has been absent without valid reason from two consecutive meetings of the Synod Council, a member of the Executive Committee shall contact that member. If it is determined that the Synod Council member is unable to carry out the term of office, a letter of resignation shall be requested. If a resignation is not submitted, the Executive Committee can, through vote, take action to dismiss the member. The Executive Committee shall, in writing, inform the individual of the formal action.
- S10.07.** The composition of the Synod Council, the number of its members, and the manner of their selection, as well as the organization of the Synod Council, its additional duties and responsibilities, and the number of meetings to be held each year shall be set forth in the bylaws.
- S10.07.01.** To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.
- S10.07.02.** Members of the Synod Council (other than the officers) shall begin their terms at the close of the Synod Assembly at which they are elected. Members of the Synod Council (other than the officers and youth) shall serve for three years or until their successors are elected, and may be re-elected for one consecutive term.
- S10.07.03.** Terms of two years or more shall be considered as a full term.
- S10.07.04.** One of the 10-24 members shall be a minister of word and service.
- S10.07.05.** The 10 to 24 members of the Synod Council who are not elected officers of the Synod and who are not elected to youth positions as provided in S10.01.02. shall be:
- a. One rostered minister of Word and Sacrament or one layperson from each Conference

- b. An additional 5 to 7 members elected at large by the Synod Assembly will include one youth, one young adult, one minister of word and service and two persons of color or primary language other than English.
- c. At any given time, at least 60 percent of the members (other than officers) so elected shall be laity with an equal number of males and females.

S10.07.06. The Secretary of this Synod, in consultation with the Synod Council, shall maintain a chart of the individual characteristics of each position on the Synod Council and shall instruct the Nominating Committee of the characteristics of each position open for nomination and election.

S10.07.07. The Synod Council shall meet at least twice a year.

S10.07.08. In the situation of a vacancy on the Synod Council, the Executive Committee is empowered to appoint a person to fill that vacancy using the guidelines set forth in †S6.04 and S11.11. At the Synod Council meeting following such an appointment, the Council shall vote to ratify the appointee to fill the unexpired term.

S10.07.09. The following procedures shall apply to appointment to vacated positions on the Synod Council:

- a. Where the person elected fits all of the characteristics of that position as detailed by the plan for inclusive representation:
 - 1) the person(s) on the original ballot shall be approached first;
 - 2) should a. 1) be ineffective, the appointed personnel shall have the same characteristics as the person vacating the position;
 - 3) should a. 1) and 2) prove impossible, any person may be appointed within the restrictions of rostered minister of word and sacrament or layperson as they apply to the position.
- b. Where the person occupying the position does not fit the characteristics for that position as detailed by the plan for inclusive representation;
 - 1) the original characteristics for that position shall be in force;
 - 2) should b. 1) be ineffective, the procedure outlined in a. shall apply.
- c. When a person occupying a position as a geographical representative moves to another area ministry, he/she shall remain in office to fulfill the elected term and the plan of representation shall be reviewed and adjusted to reflect this new representation.
- d. Following appointment and completion of a single term, a position shall revert to the original characteristics for that position in the nomination/election process.

Chapter 11 COMMITTEES

†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 this constitution or 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.

- S.11.01.01.** The Executive Committee shall be composed of the four elected officers plus three others ratified by the Synod Council from its body.
- a. The Executive Committee shall serve as the interim authority for the Synod Council between meetings of the Synod Council. It may make decisions which are not in conflict with the actions taken by the Synod Council or by the Synod Assembly or which are not precluded by provisions of this constitution or the constitution and bylaws of the Evangelical Lutheran Church in America.
 - b. The Executive Committee may act on other specific issues when given authority to do so by the Synod Council.
 - c. The Executive Committee shall execute its responsibilities as found elsewhere in this constitution, which are required by the ELCA Model Constitution. These are specified in the following paragraphs; †S6.03.e (8), S.8.22.02., S8.55, †S8.56, S10.06.01, S10.07.04, †S11.01, †S11.04, †S17.01, †S17.02, †S17.03, and †S17.04.

S11.01.A18 The Synod Council shall establish and appoint such teams and committees as deemed necessary to carry out the mission and ministry of this synod.

- a. As much as possible, the composition of all teams or committees shall conform to †S6.04 of this constitution.
- b. The terms of office, normally 2 to 5 years, shall be determined by the Synod Council. Members of teams and committees may be re-appointed unless otherwise directed by this constitution.
- c. The Bishop shall assign staff responsibility for each team or committee to provide advice, support and counsel.
- d. Meetings of the teams and committees shall be public and ordinarily notice of each meeting shall be published in advance of the meeting date.
- e. Each team and committee shall report annually to the Synod Council.

†S11.02. The Consultation Committee of this synod shall consist of at least 6 persons and not more than 12 persons, of whom half shall be ministers of Word and Sacrament 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 shall consist of six persons.

†S11.03. The Committee on Discipline of this synod shall consist of 12 persons of whom 6 shall be ministers of Word and Sacrament and 6 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 four committee members (2 clergy and 2 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 Executive Committee may act as the Mutual Ministry Committee.

†S11.05. The Audit Committee of this synod shall consist of three to six persons, none of whom are members of the synod staff. Up to half of the committee members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be 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.

S11.10. General Provisions

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.

Chapter 12

CONFERENCES, CLUSTERS, COALITIONS, OR OTHER AREA SUBDIVISIONS

†S12.01. This synod may establish conferences, clusters, coalitions, area subdivisions, and networks as appropriate within its territory and in collaboration with other synods and partners, as specified in the bylaws and continuing resolutions. The purpose of such groupings shall be to foster interdependent relationships for missional purposes among congregations, synods, the churchwide organization, and other partners.

S12.01.A.18 Beginning July 1, 2018 the synod shall be divided into five Conferences

- a. The purposes of the Conference are to:
 - 1) Strengthen each congregation's mission in its setting.
 - 2) Encourage cooperation among congregations within each Area conference. -

- 3) Strengthen the care and nurture of rostered persons and their families.
 - 4) Connect congregations, synod ministries, and churchwide resources to one another in order to equip laity and rostered ministers for ministry.
- b. All congregations, synod agencies and institutional ministries are encouraged to relate to any or all Conferences as best serves this church's mission. Rostered ministers serving a specialized ministry will associate with the Conference of the congregation where they hold membership.

The names of and congregations in the Conferences are:

1) Western Kansas (formerly Area Ministries 1 & 2)

Albert, KS (Peace); Bird City, KS (St. John); Brewster, KS (Our Savior); Dodge City, KS (Parroquia El Divino Nino); Dorrance, KS (First); Ellis, KS (St. John); Galatia, KS (St. Paul); Garden City, KS (Iglesia Luterana Sagrado Corazon de Jesus); Garden City, KS (St. James); Garfield, KS (Garfield); Great Bend, KS (St. Mark); Great Bend, KS (Trinity); Hays, KS (Trinity); Hoisington, KS (Emmanuel); Kensington, KS (St. John); Lincoln, KS (Denmark); Lucas, KS (Gloria Dei); Ness City, KS (Our Redeemer); Oberlin, KS (Faith); Otis, KS (Trinity); Phillipsburg, KS (Zion); Rush Center, KS (Hope); Russell, KS (St. John); Russell, KS (United Emmanuel); Saint Francis, KS (Salem); Sharon Springs, KS (Sharon); Smith Center, KS (American); Stuttgart, KS (Emmanuel); WaKeeney, KS (Bethlehem); WaKeeney, KS (Emanuel); WaKeeney, KS (Immanuel); WaKeeney, KS (Zion); Wilson, KS, (Excelsior); Wilson, KS (Immanuel); Winona, KS (Bethesda)

2) Central Kansas (formerly Area Ministries 3,4, & 5)

Assaria, Ks (Assaria); Belleville, KS (American); Beloit, KS (Zion); Burdick, KS (Hebron); Concordia, KS, (Concordia); Courtland, KS (Ada); Derby, KS (Cross of Glory); Eureka, KS (Christ); Falun, KS (Falun); Glasco, KS (St. Paul), Greenleaf (Trinity); Hanover, KS (St. John); Hanover, KS (Zion); Haysville, KS (Resurrection); Herington, KS (St. Paul); Hollenberg, KS (Zion); Hutchinson, KS (Emanuel); Hutchinson, KS (Zion); Junction City, KS (Faith); Leonardville, KS (Walsburg); Lincoln, KS, (Denmark) Lindsborg, KS (Bethany); Lindsborg, KS (Messiah); Manhattan, KS (First); Manhattan, KS (KSU Campus Ministry); Manhattan, KS (Peace); Marquette, KS (Elim); McPherson, KS (Trinity), McPherson, KS (New Gottland); New Cambria, KS (Peace); Olsburg, KS (Olsburg); Onaga, KS (New Hope); Peabody, KS (St. Paul); Salina, KS (Immanuel); Salina, KS (Redeemer); Salina, KS (St. John); Scandia, KS (Amana); Smolan, KS (Salemsborg); Tescott, KS (St. Paul); Washington, KS (Good Shepherd); Waterville, KS (St. Mark); Wellington, KS, (St. John) White City, KS (Marion Hill); Wichita, KS (Christ); Wichita, KS (Gloria Dei); Wichita, KS (Partners); Wichita, KS (Reformation); Wichita, KS (St. Paul); Windom, KS (Andover);

3) Border (formerly Area Ministries 6 & 7)

Atchison, KS (St. Mark); Belton, MO (Lord of Love); Bendena, KS (St. John); Blue Springs, MO (All Saints); Emporia, KS (St. Mark); Kansas City, KS (St. Martin); Kansas City, MO (The Gathering Table); Kansas City, MO (Gloria Dei); Kansas City, MO (Immanuel); Kansas City, MO (Oromo Mission); Kansas City, MO (St. James); Kansas City, MO (St. Mark Hope and Peace); Lancaster, KS (St. John); Lawrence, KS (KU

Campus Ministry); Lawrence, KS (Good Shepherd); Lawrence, KS (Trinity); Lee's Summit, MO (Martin Luther); Lenexa, KS (Kaw Prairie); Lenexa, KS (Salem); Liberty, MO (Hosanna!); Mission Hills, KS (First); Olathe, KS (Advent); Olathe, KS (Laotian Ministry); Olathe, KS, (St. Mark); Osage City, KS (Grace); Overland Park, KS (Atonement); Overland Park, KS (Holy Cross); Overland Park, KS (Overland Park); Prairie Village, KS (Lutheran Church of Resurrection); Raytown, MO (Blue Ridge Trinity); Robinson, KS. (Upper Wolf); Saint Joseph, MO (First); Saint Joseph, MO (South Sudanese); Spring Hill, KS (Hillside); Topeka, KS (First); Topeka, KS (Our Savior); Topeka, KS (Trinity); Valley Falls, (St. Paul).

4) Southeast Kansas & Central Missouri (formerly Area Ministries 8 & 9)

Butler, MO (St. Matthew American); Camdenton, MO, (Our Savior); Cole Camp, MO (Immanuel Brauersville); Cole Camp, MO (St. Paul); Cole Camp, MO (United); Columbia, MO (St. Andrew); Eagle Rock, MO (Community); Hollister, MO (Peace); Jefferson City, MO (Our Savior); Joplin, MO (Peace); Lohman, MO (St. Paul); Nevada, MO (St. Paul); Pittsburg, KS (St. John); Russellville, MO (Trinity); Salem, MO (Our Savior); Salisbury, MO (Peace); Savonburg, KS (Friends Home); Sedalia, MO (Christ & Trinity); Springfield, MO (Messiah); Springfield, MO (Prince of Peace); Stover, MO (Pymont Trinity); Sunrise Beach, MO (Kent Memorial); West Plains, MO (St. Paul)

5) Eastern Missouri (formerly Area Ministry 10)

Bel-Nor, MO (Unity); Cape Girardeau, MO (St. Mark); Chesterfield, MO (Trinity); Clayton, MO (St. Mark); Creve Coeur, MO (Holy Cross); Desoto, MO (Redeemer); Ferguson, MO (Zion); Florissant, MO (Lutheran Church of the Atonement); Florissant, MO (Lutheran Church of the Living Christ); Hazelwood, MO (Lutheran Church of the Good Shepherd); Imperial, MO (Family of Christ); Kirkwood, MO (Trinity); Lake St. Louis, MO (Living Lord); Manchester, MO (Good Shepherd); Poplar Bluff, MO (St. Andrew); Rolla, MO (Hope); Saint Ann, MO (Shepherd of the Hills) Saint Charles, MO (The Bridge); St. Charles, MO (Hope); Saint Louis, MO (Bethel); Saint Louis, MO (Gethsemane); Saint Louis, MO (Holy Trinity); Saint Louis, MO (Resurrection); Saint Louis, MO (St. Louis Campus Ministry); Saint Louis, MO (St. Thomas-Holy Spirit); St. Louis, MO (St. Phillip) Sedgewickville, MO (Sargent's Chapel); Sedgewickville, MO (Sedgewickville); Sullivan, MO (Peace); Washington, MO (Peace); Webster Groves, MO (Bethany); Webster Groves, MO (Christ)

- c. Each Conference shall organize itself to plan and implement its mission purposes, and in consultation with the Bishop's office to develop a plan to strengthen pastoral care for rostered ministers and their families.

- 1) The Conference Deans shall be a ministers of Word and Sacrament appointed by the Bishop.

The Conference Deans shall:

- a) Communicate with the Bishop and/or synod staff regarding pastoral care needs and emergencies among rostered persons and their families.
- b) Meet with the Bishop and other Deans at least once per year.

- c) Communicate with Conference congregations, agency and institutional ministries and rostered ministers regarding synod and Conference events and programs.
- 2) Conference Synod Council Member shall be a lay or a Minister of Word and Sacrament-elected by the Synod Assembly and serve terms as specified in the Synod Constitution.

The Conference Synod Council Member shall:

- a) Fulfill the responsibilities of a Synod Council member.
- b) Communicate between the Synod Council and the Conference their respective mission needs and challenges.

Chapter 13 CONGREGATIONS

†S13.01. Each congregation, except those certified as congregations of the Evangelical Lutheran Church in America by the uniting churches, prior to being listed in the register of congregations of this synod, shall adopt the *Model Constitution for Congregations* or one acceptable to this synod, which is not in contradiction to the constitution and bylaws of the ELCA.

- a. **New Congregations.** A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:
 - 1) Accept the criteria for recognition and reception as a congregation of this church, fulfill the functions of the congregation, and accept the governance provisions as provided in Chapter 9 of the ELCA constitution and bylaws.
 - 2) Adopt governing documents that include fully and without alterations the Preamble, Chapter 1, where applicable, and all required provisions of Chapters 2, 3, 4, 5, 6, 7, 8, 9, 15, 16, 17, 18 and 19 in the *Model Constitution for Congregations* consistent with requirements the constitutions, bylaws, and continuing resolutions of this church. Bylaws, appropriate for inclusion in these chapters and not in conflict with these required provisions in the *Model Constitution for Congregations*, the constitution of this synod, or the *Constitution, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America*, may be adopted as described in Chapter 16 and 18 of the *Model Constitution for Congregations*.
 - 3) Accept the commitments expected of all congregations of the ELCA as stated in *C6.01., *C6.02., and *C6.03. of the *Model Constitution for Congregations*.
- b. **Congregations from another church body.** If a congregation is a member of another church body, the leaders of the congregation first should consult with the appropriate authorities of that church body before taking action to leave its current church body. After such consultation, leaders of the congregation should make contact with the ELCA synod bishop or staff where the congregation is located.

- c. **Recognition and reception.** Recognition and reception into this church of transferring or independent congregations by the Evangelical Lutheran Church in America is based on the judgment of the synod and action by the synod through the Synod Council and Synod Assembly. The synod bishop shall provide for prompt reporting of such additions to the secretary of this church for addition to the register of congregations.
- †S13.02. It shall be the responsibility of each congregation of this synod annually to choose from among its voting members laypersons to serve as members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, or coalition of which it is a member. The number of persons to be elected by each congregation and other qualifications shall be as prescribed in guidelines established by this synod.
- S13.11. When a rostered minister resigns, the Congregation Council shall receive the letter of resignation, report it to the congregation, and at once notify the bishop of this synod.
- S13.12. A congregation under financial obligation to its former rostered minister shall make satisfactory settlement of the obligation before calling a successor.
- †S13.19. A congregation considering a relocation shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.
- †S13.20. A congregation considering development of an additional site to be used regularly for worship shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.
- S13.21. The alignment of congregations in pastoral charges, and all alterations in any alignment, shall be subject to approval by the Synod Assembly or by the Synod Council.
- †S13.22. Each congregation of the Evangelical Lutheran Church in America within the territory of this synod, except those which are in partnership with the Slovak Zion Synod, shall establish and maintain a relationship with this synod.
- †S13.23. Provision 9.71. of the ELCA constitution shall govern the relationship of this synod and a congregation of this synod regarding the property of the congregation. This synod may transfer or convey property to a congregation of the synod, subject to restrictions accepted by the congregation, including provision that if the Synod Council, in its sole and exclusive discretion, determines (1) that the property is not being used to serve the missions and ministry needs of this church, or (2) that the congregation has transferred, encumbered, mortgaged, or in any way burdened or impaired any right, title, or interest in the property without prior approval of the Synod Council, then title to the property shall revert to the synod, and the congregation, upon written demand, shall reconvey the property to the synod.
- S13.24. If any congregation of this synod has disbanded, or if the members of a congregation agree that it is no longer possible for it to function as such, or if it is the opinion of the Synod Council that the membership of a congregation has become so scattered or so diminished in numbers as to make it impractical for such a congregation to fulfill the purposes for which it was organized or that it is necessary for this synod to protect the congregation's property from waste and deterioration, the Synod Council, itself or through trustees appointed by it, may take charge and control of the property of the

congregation to hold, manage, and convey the same on behalf of this synod. The congregation shall have the right to appeal the decision to the Synod Assembly.

S13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence.

S13.30. Discipline

†**S13.31.** Congregations and members of congregations are subject to discipline in accordance with the provisions of Chapter 20 of the ELCA constitution.

S13.40. Synodically Authorized Worshiping Communities

S13.41. Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

Chapter 14

S14.10 MINISTERS OF WORD AND SACRAMENT

†**S14.11** The time and place of the ordination of those persons properly called to congregations or non-congregational service of this synod shall be authorized by the bishop of this synod.

†**S14.12.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,

a. Every minister of Word and Sacrament shall:

- 1) preach the Word;
2. administer the sacraments;
- 6) conduct public worship;
- 4 provide pastoral care;
- 5) Seek out and encourage qualified persons to prepare for the ministry of the Gospel
- 6) Impart knowledge of this church and its wider ministry through the distribution of its communications and publications
- 7) Witness to the Kingdom of God in the community, in the nation, and abroad, and
- 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

b. Each pastor with a congregational call shall, within the congregation:

- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;

- 2) relate to all schools and organizations within the congregation;
- 3) install regularly elected members of the Congregation Council; and
- 4) with the council, administer discipline
- 5) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and of this synod.

S14.13. The pastor shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, and shall submit a summary of such statistics annually to this synod. The pastor shall be a member of the congregation that has extended the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

S14.14. Whenever members of a congregation move to such a distance that regular attendance at its services becomes impractical, it shall be the duty of the pastor to commend them, upon their consent, to the pastoral care of a Lutheran congregation nearer to their place of residence.

S14.15. Each minister of Word and Sacrament on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

†S14.16 When a congregation of this church desires to call a pastor or a candidate for the ministry of Word and Sacrament of this church:

- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective pastor.
- b. For issuance of a letter of call to a pastor or pastoral candidate by a congregation of this synod in accord with ELCA constitutional provision 7.41., a two-thirds vote shall be required of voting members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
- c. When the congregation has voted to issue a call to a prospective pastor, the letter of call shall be submitted to the bishop of the synod for this bishop's signature.

S14.17. No minister of word and sacrament shall accept a call without first conferring with the bishop of this synod. A minister of Word and Sacrament shall respond with an answer to acceptance or declination to a letter of call within thirty days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the chair of the Congregation Council of the congregation issuing the call, an additional fifteen days may be granted to respond to a letter of call.

†S14.18. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregation shall be as follows,

- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:

- 1) mutual agreement to terminate the call or the completion of a call for a specific term;

2)resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;

3)inability to conduct the pastoral office effectively in that congregation in view of local conditions;

4)physical disability or mental incapacity of the pastor;

5)suspension of the pastor through discipline for more than three months;

6)resignation or removal of the pastor from the roster of ministers of Word and Sacrament of this church;

7)termination of the relationship between this church and the congregation;

8)dissolution of the congregation or the termination of a parish arrangement; or

9)suspension of the congregation through discipline for more than six months.

b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,

1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.

c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of ministers of Word and Sacrament as disabled. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.

- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

†S14.19 Ministers of Word and Sacrament shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.

†S14.21 The parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before:

- a. installation in another call, or
- b. approval of a request for change in roster status.

†S14.22 The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another call, or
- b. approval of a request for change in roster status.

†S14.23 During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any rostered minister who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the parochial records, for the period for which the interim pastor was responsible, are in order.

†S14.24. With the approval of the synodical bishop expressed in writing which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.18., a congregation may call a pastor for a specific term of years. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.18.

- S14.25.** All ministers of word and sacrament under a call shall attend meetings of the Synod Assembly, and the pastors of congregations shall also attend the meetings of the conference, cluster, or coalition, to which the congregation belongs.
- S14.30. Ministers of Word and Service**
- †S14.31.** The time and place of the consecration of those persons properly called to congregations or non-congregational service of this synod shall be authorized by the bishop of this synod.
- †S14.32.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every Ministers of Word and Service shall:
- a. Be rooted in the Word of God, for proclamation and service;
 - b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;'
 - c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in community, the nation, and abroad;
 - d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
 - e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
 - f. Practice stewardship that respects God's gift of time, talents, and resources;
 - g. Be grounded in a gathered community for ongoing diaconal formation;
 - h. Share knowledge of the ELCA and its wider ministry of the gospel and advocate for the work of all expressions of the church; and
 - i. Identify and encourage qualified persons to prepare for ministry of the gospel.
- †S14.41** When a congregation of this church desires to call a minister of Word and Service or a candidate for the ministry of Word and Service of this church:
- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective minister of Word and Service.
 - b. For issuance of a letter of call to a minister of Word and Service or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.71., a two-thirds vote shall be required of members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
 - c. When the congregation has voted to issue a call to a prospective minister of Word and Service, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.
- †S14.43.**
- a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;

- 3) inability to conduct the office effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the minister of Word and Service;
 - 5) suspension of the minister of Word and Service through discipline for more than three months;
 - 6) resignation or removal of the minister of Word and Service from the roster of ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the minister of Word and Service under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant and the minister of Word and Service shall be listed on the roster of ministers of Word and Service as disabled. Upon removal of the disability and the restoration of the minister of Word and Service to health, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee must address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.

- e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

†S14.44. Ministers of Word and Service shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the Congregation Council.

†S14.45. The minister of Word and Service shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another call, or
- b. approval of a request for change in roster status.

†S14.46. With the approval of the synodical bishop expressed in writing which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.43., a congregation may call a minister of Word and Service for a specific term.. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the minister of Word and Service and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.43..

Chapter 15

FINANCIAL MATTERS

†S15.01. The fiscal year of this synod shall be February 1 to January 31.

†S15.11. Since the congregations, synods, and churchwide organizations are interdependent units that share responsibly in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support program of the whole church. The gifts and offerings of the members of ELCA are given to support all parts of this church and thus partnership in this church should be evidenced in determining each part's share of the gifts and offerings. Therefore:

- a. The mission of this church beyond the congregation is to be supported by such a proportionate share of each congregation's annual budget as each congregation determines. This synod shall develop guidelines for determining "proportionate share," and shall consult with congregational leaders to assist each congregation in making its determination.
- b. This synod shall receive the proportionate share of the mission support from its

congregations, and shall transmit that percentage or amount of each congregation's mission support as determined in consultation with the churchwide organization and approved by the Synod Assembly as part of its budget consideration.

- c. Should the Synod Assembly not approve the proportionate share of mission support determined in consultation with the churchwide organization, a new consultation with the churchwide organization shall take place. The Synod Council is authorized to amend the budget adopted by the Synod Assembly to reflect the results of this consultation.

- †S15.12. The annual budget of this synod shall reflect the entire range of its own activities and its commitment to partnership funding with other synods and the churchwide organization.
- S15.13. On the basis of estimated income, the Synod Council shall authorize expenditures within the budget for the fiscal year. Expenditure authorizations shall be subject to revision, in light of changing conditions, by the Synod Council.
- †S15.31. This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm recommended by the synod Audit Committee and approved by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod. The financial reports shall be in the format approved from time to time by the Office of the Treasurer.
- †S15.32. This synod shall maintain adequate, continuous insurance coverage in accordance with standards recommended by the churchwide organization. Insurance programs offered or endorsed by the churchwide organization shall be deemed to fulfill this obligation.

Chapter 16 INDEMNIFICATION

- †S16.01. Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Synod Council member, officer, employee, or committee member of this synod shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification of any person by reason of that person's capacity as a director, officer, employee, or committee member of any other organization, regardless of its form or relationship to this synod, is subject to the provisions of section †S16.02.
 - a. The term "proceeding" means a threatened, pending, or completed lawsuit, whether civil or criminal, an administrative or investigative matter, arbitration, mediation, alternative dispute resolution, or any other similar legal or governmental action. Except as otherwise required by law, the term "proceeding" does not include (a) any action by this synod against the individual seeking indemnification, or (b) subject to †16.04., a disciplinary hearing or related process described in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
 - b. The term "indemnification" includes reimbursement and advances of costs and expenses for judgments, penalties, fines, settlements, excise taxes, reasonable attorneys' fees, disbursements, and similar required expenditures.
- †S16.02. Whenever a person who, while a Synod Council member, officer, committee member, or employee of this synod, is or was serving at the request of this synod as (or whose duties in that position involve or involved service in the capacity of) a director, officer,

partner, trustee, employee, or agent of another organization, is or was made or threatened to be made a party to a proceeding by reason of such capacity, then such person shall be entitled to indemnification only if (a) the Synod Council has established a process for determining whether a person serving in the capacity described in this section shall be entitled to indemnification in any specific case, and (b) that process has been applied in making a specific determination that such person is entitled to indemnification.

- †S16.03. This synod may purchase and maintain insurance on behalf of itself or any person entitled to indemnification pursuant to this chapter against any liability asserted against and incurred by this synod or by such other person in or arising from a capacity described in section †S16.01. or section †S16.02.
- †S16.04. When written charges against a rostered minister of this church are made in disciplinary proceedings under Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* by the synodical bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synodical bishop, and the discipline hearing committee determines that no discipline shall be imposed, then if such determination is not reversed or set aside on appeal, indemnification shall be made by the synod to the accused for reasonable attorney's fees and other reasonable expenses related to the defense of the charges. The determination of the reasonableness of such fees and expenses shall be decided by the Synod Council.

Chapter 17

ADJUDICATION

- †S17.01. The synodical bishop and the Executive Committee of the Synod Council shall be available to give counsel when disputes arise within this synod.
- S17.02. The synodical bishop and the Executive Committee of the Synod Council shall receive expressions of concern from ordained ministers, associates in ministry, or other persons on the official lay roster of this church, congregations, and organizations within this synod; provide a forum in which the parties concerned can seek to work out matters causing distress or conflict; and make appropriate recommendations for their resolution. When the matter at issue cannot be resolved in this manner, the prescribed procedures for investigation, decision, appeal, and adjudication shall be followed. Allegations or charges that could lead to the discipline of an ordained minister or a person on the official roster of this church shall not be addressed by the Executive Committee but shall be resolved through the disciplinary process set forth in the *Constitution and Bylaws of the Evangelical Lutheran Church in America*.
- †S17.03. When there is disagreement among units of this synod on a substantive issue that cannot be resolved by the parties, the aggrieved party or parties may appeal to the synodical bishop and the Executive Committee of the Synod Council for a consultation. If this consultation fails to resolve the issue, a petition may be addressed by the parties to the Synod Council requesting it to arbitrate the issue. The decision of the Synod Council shall be final.
- †S17.04. When a component or beneficiary of the synod has a disagreement on a substantive issue that it cannot resolve, it may address an appeal to the synodical bishop and the Executive Committee of the Synod Council. In this case the decision of the Executive Committee shall prevail, except that upon the motion of a member of the Synod Council, the decision shall be referred to the Synod Council for final action.
- S17.10. **Adjudication in a Congregation**

- †S17.11. When there is disagreement among factions within a congregation on a substantive issue that cannot be resolved by the parties, members of a congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of this synod shall consider the matter. If the Consultation Committee of this synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Chapter 18

AMENDMENTS, BYLAWS, AND CONTINUING RESOLUTION

- †S18.10. Amendments to Constitution
- †S18.11. Certain sections of this constitution incorporate and record therein required provisions of the constitution and bylaws of this church. If such provisions are amended by the Churchwide Assembly, corresponding amendments shall be introduced at once into this constitution by the secretary of this synod upon receipt of formal certification thereof from the secretary of the Evangelical Lutheran Church in America.
- †S18.12. Whenever the secretary of the Evangelical Lutheran Church in America officially informs this synod that the Churchwide Assembly has amended the *Constitution for Synods*, this constitution may be amended to reflect any such amendment by a majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. An amendment that is identical to a provision of the *Constitution for Synods* shall be deemed to have been ratified upon its adoption by this synod. The Church Council, through the secretary of this church, shall be given prompt notification of its adoption.
- †S18.13. Other amendments to this constitution may be adopted by this synod through either of the following procedures:
- a. An amendment may be adopted by a two-thirds vote at a regular meeting of the Synod Assembly after having been presented in writing at the previous regular meeting of the Synod Assembly over the signatures of at least fifteen (15) members and having been approved by a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.
 - b. The Synod Council may propose an amendment, with notice to be sent to the congregations of this synod at least six months prior to the next regular meeting of the Synod Assembly. Such an amendment shall require for adoption a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.

All such amendments shall become effective upon ratification by the Churchwide Assembly or by the Church Council.

†S18.20. Amendments to Bylaws

- †S18.21. This synod may adopt bylaws not in conflict with this constitution or with the constitution and bylaws of the churchwide organization. This synod may amend its bylaws at any meeting of the Synod Assembly by a two-thirds vote of voting members of the assembly present and voting. Newly adopted bylaws and amendments to existing bylaws shall be reported to the secretary of this church.

†S18.30. Amendments to Continuing Resolutions

†S18.31. This synod may adopt continuing resolutions not in conflict with this constitution or its bylaws or the constitution, bylaws, and continuing resolutions of the churchwide organization. Such continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.