

Minutes from the
CENTRAL STATES SYNOD COUNCIL
October 11-12, 2019
at Atonement Lutheran Church
Overland Park, KS

Present: Bishop Susan Canda, Nancy Nagel (Vice President), Rev. Chad Langdon (Secretary), Scott Schulte (Treasurer), Susan Boxberger, Rev. David Strommen, Chelsea Deines, Dan Lilienkamp, Rev. Lorna Paulus, Terrance Freeman, Rev. Kristen Koch, Dallas Rakestraw, Theodore Keesee
Synod Staff Present: Rev. Dave Whetter, Rev. Christyn Koschmann, Rev. Donna Simon, Rev. Kendra Nolde, Tim Anderson, Dawne Bockelman. (The staff was present on Friday night, but not on Saturday.)

Also Present: Alice Burnett (from WELCA of CSS), Rev. Gary Teske (chair of the Companion Synod Team), and Emily Greble (from the Companion Synod Team). (Gary & Emily were present on Friday night, but not on Saturday.)

Council Members Absent: Linda Lockhart

Saturday, October 11, 2019

CALL TO ORDER

Nancy called the meeting to order at 5:06pm.

Bishop Canda led us in a devotion on Romans 12, talking about spiritual gifts. As part of it, she had us all introduce ourselves and talk about a gift that we bring to this ministry.

We had dinner at 5:30.

COMPANION SYNOD PRESENTATION

Rev. Gary Teske & Emily Greble made a presentation, sharing from their recent companion synod trip to Papua New Guinea. They shared that:

- The Companion Synod Team is looking for funds (about \$4500) to bring over 2 young people from Papua New Guinea to be camp counselors at Camp Tomah Shinga next summer.
- The Russian church is asking Manfred Brockman to retire at the end of the year. They are looking for pastors to serve on an interim basis for 3-6 months at a time.
- While in Papua New Guinea, they created a covenant reaffirming our partnership and commitment to each other.
- **SC 19.10.11A1 It was MSC (Kristin, Dan) to accept the Companion Synod Covenant presented by the Companion Synod Team.**

GET TO KNOW THE SYNOD & STAFF

We played some Central States Synod trivia and got to know the new synod staff.

We adjourned for the evening about 8:45pm.

Saturday, October 12, 2019

We reconvened at 8:30am. Bishop Candeia led us in prayer.

Nancy called the meeting to order at 8:40am.

INFORMATION AND CONSENT ITEMS

SECRETARY'S REPORT

Chad presented the minutes from the Executive Committee meetings on August 16 and September 17.

- **SC 19.10.12A2 It was MSC (Lorna, Dan) to approve the minutes from August 16 and September 17.**
- **SC 19.10.12A3 It was MSC (Kristin, Dallas) to ratify the members of the Executive Committee: Bishop Candeia, Nancy Nagel, Scott Schulte, Rev. Chad Langdon, Rev. David Strommen, Chelsea Deines, and Susan Boxberger.**

Nancy thanked the Executive Committee for their willingness to serve.

TREASURER'S REPORT

Scott presented the Treasurer's Report through August 31, 2019. Verbal highlights include:

- Our income has experienced quite a drop from last year. We've brought in \$850,724, which is 12.5% less than what was anticipated in our Revised Spending Budget and 6.2% less than what we received last year.
- Our contribution to Churchwide has decreased from last year due to our income decreasing.
- We have reduced our expenses and have spent \$498,686, which is 2.4% less than budgeted and 2.9% less than last year.
- Based on total revenue and expenditures, we currently have a net deficit of \$19,417, which is less of a deficit than we had last year at this time.
- We talked about staff transition and how we are paying for the transition costs. The funds that we have been saving for the last 6 years should cover all of the severance and benefits related to these recent transitions.
- In June we received a \$46,395 gift from Salem in Lenexa. Of this gift, 10% was given to Churchwide, 45% was given to the Mission Endowment Fund, and the remaining 45% went to operations to help cover our current year expenses. The amount that went to operations amounted to \$20,877.75).
- Dallas suggested looking into an Operating Endowment Fund.

BISHOP'S REPORT

Bishop Candeia presented a written Bishop's Report. Verbal highlights include:

- She's been busing with staffing, training, and transitions. Most of the staff-related duties are now being covered, however there are two areas where responsibility still needs to be identified. These duties that still need to be covered include:
 - Database management
 - PMA Coordination

- There are several upcoming visits & events on her agenda, including Bishop's Convocation, the Installation Service, seminary visits, and ordinations.

VICE PRESIDENT'S REPORT

Nancy gave some brief comments about her excitement to be serving in this role.

REPORTS FROM SYNOD TEAMS AND COMMITTEES

It was noted that there are more written reports than we have previously had, which is appreciated. It was also noted that Tim Anderson has done a great job posting these reports. In addition to the written reports, some verbal updates included:

- Campus Ministry:
 - LCM-St. Louis is going through a pastoral transition.
 - LCM-K-State just moved into a new property and have had some significant unexpected expenses related to that move.
- Camp Tomah Shinga has a new Executive Director in Jacob Spilker, and they have recruited an almost entirely new board of directors over the last 6 months.

NEW BUSINESS

ROSTER REPORT

Bishop Candea presented a written roster report.

The synodical calls for mission development and specialized ministry were discussed.

- **SC 19.10.12A4 It was MSC to renew the call for Melaku Tizazu as a mission developer, effective January 1, 2020 – December 31, 2020.** He is serving the Oromo Community, which meets at Gloria Dei, Kansas City, MO.
- **SC 19.10.12A5 It was MSC to renew the call for Ann Rundquist as a mission developer, effective January 1, 2020 – December 31, 2020.** She is serving the Gathering Table, Kansas City, MO.
- **SC 19.10.12A6 It was MSC to renew the call for Odir Flores as a mission developer, effective January 1, 2020 – December 31, 2020.** He is serving Iglesia Luterana Sagrado Corazon De Jesus, Garden City, KS and Parroquia El Divino Nino, Dodge City, KS.
- **SC 19.10.12A7 It was MSC to issue a call to Callista Isabelle for specialized ministry, effective August 20, 2019.** She will be serving as the Director of Religious, Spiritual, and Ethical Life at Washington University, St. Louis.
- **SC 19.10.12A8 It was MSC to issue a call to Phil Hett for specialized ministry, effective October 26, 2019.** He will be serving as the chaplain at Bethany Home, Lindsborg, KS.

The synodical calls for interim ministry were discussed.

- **SC 19.10.12A9 It was MSC to issue the following calls to these people for interim ministry at these locations and effective for these dates: (Dan Lilienkamp recused himself from the vote.)**
 - Elizabeth Backus, serving as interim at Gethsemane, St. Louis, effective January 1, 2020 – December 31, 2020.
 - John Backus, serving as interim at Gethsemane, St. Louis, effective January 1, 2020 – December 31, 2020.

- Peter Muschinske, serving as interim for Lutheran Campus Ministry in St. Louis, effective September 1, 2019 – December 31, 2020.
- Russ Glaser, serving as interim at Grace, Osage City, KS, effective January 1, 2020 – December 31, 2020.
- Peter Rehwaldt, serving as interim at St. Mark, Emporia, KS, effective January 1, 2020 – December 31, 2020.
- Cynthia Schnaath, serving as interim at Salem, Lenexa, KS, effective January 1, 2020 – December 31, 2020.
- Dean Apel, serving as interim at Assaria, KS, effective January 1, 2020 – December 31, 2020.
- John Kreidler, serving as interim at Peace, Manhattan, KS, effective January 1, 2020 – December 31, 2020.

Requests for changes in status to On Leave From Call, Disability, and Retirement were discussed.

- **SC 19.10.12A10** It was MSC to grant Marie Sager OLFC status, effective November 18, 2019.
- **SC 19.10.12A11** It was MSC to grant Jerry Reynolds OLFC status, effective October 1, 2019.
- **SC 19.10.12A12** It was MSC to grant Greg Eidell disability status effective October 15, 2019.
- **SC 19.10.12A13** It was MSC to grant Donna Florio retirement status effective November 1, 2019.

Other information reflected in the written Roster Report were discussed, including:

- Transfers into the synod:
 - Rev. Nicki McIntyre (retired)
 - Rev. Joan Swander (retired)
- Transfers out of the synod:
 - Rev. Janai Robinson-Makarov (OLFC) to North/West Lower Michigan Synod, effective September 23, 2019.
 - Rev. Bill Peterson (retired) to Nebraska Synod, effective September 23, 2019.
- Assignments:
 - Joel Hinck received a restricted assignment and will be receiving a call to serve Holy Cross, Overland Park as their mission developer at their second campus.
 - Emily McQuillan received a restricted assignment and is interviewing with a congregation.
 - Phil Hett received a restricted assignment and has been called to serve as the chaplain at Bethany Home.
 - Joanne Hickey, deacon candidate, was assigned to our synod.

Questions were asked and answered about the status of Tom Gear & Ivan Gonzalez.

HOUSING ALLOWANCES

Regarding housing allowances for 2020:

- **SC19.10.12.A14** It was MSC to approve \$40,000 of Rev. Dave Whetter's 2020 salary as the housing allowance.
- **SC 19.10.12.A15** It was MSC to approve \$8,000 of Rev. Christyn Koschmann's 2020 salary as the housing allowance.
- **SC 19.10.12.A16** It was MSC to approve \$20,000 of Bishop Susan Canda's 2020 salary as the housing allowance.

- **SC 19.10.12.A17** It was MSC to approve \$20,000 of Rev. Shawn Norris' 2020 salary as the housing allowance.
- **SC 19.10.12.A18** It was MSC to approve \$17,000 of Rev. Kevin Clark's 2020 salary as the housing allowance.

END-OF-YEAR FINANCIAL APPEAL

Rev. Christyn Koschmann is planning a year-end financial appeal and has set a goal to raise \$10,000.

UPDATE ON SYNOD PROPERTY

The synod owns the property at 5001 Independence Ave. where The Gathering Table meets. We have not received any updates on their building improvements at this time, but we need to have these updates by our next meeting. We did have a discussion about some of the concerns involved with continuing to own this property. Next steps include getting an appraisal on the building, gathering some more information about this property and ministry, and exploring possible other locations for this ministry. Rev. Kendra Nolde will be working with Rev. Ann Rundquist to move forward on some of this.

NEW MINISTRIES

Written reports were presented on our Synodically Authorized Worshipping Communities.

- **SC 19.10.12.A20** It was MSC to reauthorize the following ministries as Synodically Authorized Worshipping Community for 2020:
 - Iglesia Luterana Sagrado Corazon de Jesus, Garden City, KS
 - Parroquia El Divino Nino, Dodge City, KS
 - South Sudanese Congregation, St. Joseph, MO
 - Mision San Juan de Dios, Wichita, KS
 - The Bridge in New Town, St. Charles, MO
 - Kansas City Oromo Mission, Kansas City, MO
 - Gathering Table, Kansas City, MO
 - Hope Local Site, Kansas City, KS

CONSTITUTION CHANGES

Holy Trinity in St. Louis has been working hard on their updating their constitution.

- **SC 19.10.12.A21** It was MSC to approve the constitution changes for Holy Trinity Lutheran Church in St. Louis.

The 2019 Churchwide Assembly approved some changes to the model constitution for synods. Bishop Candea, Dallas & Chad will form a small committee to review these changes and update our synod's constitution to reflect the new model. It was also discussed to make some other updates, including:

- **SC 19.10.12.A22** It was MSC to change continuing resolution S12.01.A18b in the following ways:
 - Delete United Emmanuel, Russell, KS (they have left the ELCA),
 - Delete Denmark Lutheran, Lincoln, KS from conference 2 (because they were also listed in another conference),
 - Move Hope Lutheran, Rolla, MO from conference 5 to 4 (because it was incorrectly listed).

PERSONNEL POLICIES

After a review, we need to make some changes and updates to our Staffing Handbook.

- **SC 19.10.12.A23** **It was MSC to update the Staffing Handbook (version October 2015) by changing it to version October 2019 and:**
 - **On page 14, changing the retirement contributions to be listed as 12% contribution for rostered leaders, and 10% contribution for all lay staff.**
 - **On page 7, deleting the line: “On an annual basis, the Bishop shall report staff progress toward personal and programmatic goals to the Synod Council.”**
 - **On page 6, deleting the line: “Rostered include the Bishop, pastor, associates in ministry, deaconesses, and diaconal ministers.”**
 - **On page 6, under Regular Staff, changing the language about pension and dental plans to read, “except for retirement, and medical plan...”**

It was also suggested to look at how we classify full and part-time employees.

COMPANION SYNOD

On behalf of the Companion Synod Team, the following resolution was presented for discussion and approval of the Council:

“Be it resolved that the Evangelical Lutheran Church in America Central States Synod (ELCA-CSS) will enter into a partnership with the Evangelical Lutheran Mission in Lower Saxony (ELW), Hermannsburg, Germany and the Evangelical Lutheran Church of America Global Mission Office (ELCA-GM) to support, with both personnel and funds, the pastoral transition from Pastor Manfred Brockman to new pastoral leadership at St. Paul’s Lutheran Church, Vladivostok, Russian Far East Deanery of the Evangelical Lutheran Church of the Urals, Siberia, and the Far East (ELCUSFE), over the course of the next three years, in accordance with the concept note submitted by Pastor Bradn Buerkle, interim Dean of the ELCUSFE/Russian Far East.”

After discussion, action on this resolution was tabled until our next Synod Executive Committee so that it can be clarified with and communicated to the Companion Synod Team about where these funds will be coming from. It is the understanding of the Council that funding this project will come from the work and under responsibility of the Companion Synod Team and will not be included in our regular operating budget. Once this funding issue is clarified, the Synod Executive Committee will act on this resolution.

SYNOD COUNCIL OPENINGS

We had a discussion about the current openings on Synod Council. Nothing was decided, but we want keep working to fill these openings.

SEXUAL MISCONDUCT / HARASSMENT POLICY

We discussed the current Sexual Misconduct/Harassment Policy and it was noted that it needs to be updated.

- **SC 19.10.12.A24** **It was MSC (Kristin, Susan B.) for Bishop Candea to appoint a task force to update the Sexual Misconduct/Harassment Policy.**

VISIONING/STRATEGIC PLANNING

We had a discussion about creating a visioning/purpose statement, and using this process to help flesh out our priorities and goals. Bishop Candea will be working to get this going.

BISHOP EMERITUS STATUS

- **SC 19.10.12.A25** **It was MSC (David, Lorna) to confer Bishop Emeritus status upon Rev. Roger Gustafson.**

BANK ACCOUNT SIGNERS

- **SC 19.10.12.A26** **It was MSC (Scott, Kristin) to authorize Bishop Candeia, Scott Schulte and Barbara Beadle to be the signers on our bank accounts.**

UPCOMING DATES

- Budget Committee (in Kansas City) January 9, 2020
- Executive Committee (in Kansas City) January 10, 2020
- Synod Council (in Kansas City) March 27-28, 2020
- Synod Council (in St. Louis) June 4, 2020
- Synod Assembly (in St. Louis) June 4-6, 2020

ADJOURNMENT

- **SC 19.10.12.A27** **It was MSC (Susan B, Chelsea) to adjourn.**

Bishop Candeia closed the meeting in prayer and we adjourned at 12:10pm.

Respectfully submitted,

Rev. Chad Langdon

Central States Synod Secretary