

2022 Central States Synod Assembly

June 9 – 11, 2022

United with Christ:



Table of Contents

Section I – General Information

Land Acknowledgement	Page 2
Assembly Welcome – Bishop Candea	Page 3
Bishop Eaton’s Letter	Page 4
Synod Bishop, ELCA Representative, and Speakers	Page 5
Tentative Assembly Agenda	Page 7
Assembly Procedures and Voting Instructions	Page 9
Issues of Conscience	Page 12
Special Hearings	Page 12
Bishop's Report	Page 13
Synod Statistical Information for the Year	Page 15
Milestone Anniversaries	Page 17
Synod Assembly Offering	Page 18
Helpful Information	Page 19
Travel Equalization	Page 19
Displays	Page 20
Special Thanks	Page 24

Section II – Nominations

Nominations Information	Page 1
Nomination Slate	Page 2
Biographical Information on Nominees	Page 3
Nomination Form	Page 4
Background Check Disclosure Form	Page 5

Section III – Constitution

Chapter 1: Name and Incorporation	Page 1
Chapter 2: Status	Page 1
Chapter 3: Territory	Page 1
Chapter 4: Confession of Faith	Page 2
Chapter 5: Nature of the Church	Page 2
Chapter 6: Statement of Purpose	Page 3
Chapter 7: Synod Assembly	Page 6
Chapter 8: Officers	Page 12
Chapter 9: Nominations and Elections	Page 18
Chapter 10: Synod Council	Page 21
Chapter 11: Committees	Page 23
Chapter 12: Conferences, Coalitions, or Other Area Subdivisions	Page 25
Chapter 13: Congregations	Page 27
Chapter 14: Ministers of Word and Sacrament	Page 30
Chapter 15: Financial Matters	Page 36
Chapter 16: Indemnification	Page 37
Chapter 17: Adjudication	Page 38
Chapter 18: Amendments, Bylaws, and Continuing Resolutions	Page 39

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Section IV – Budget/Finance

Treasurer’s Report	Page 1
Narrative Budget	Page 5
Budget Worksheet	Page 8
Compensation Guidelines	Page 12
Compensation Guidelines Worksheet	Page 26
Congregational Giving	Page 27

Section V – Resolutions

Resolutions Committee	Page 1
Resolution Motion Sheet	Page 1
2021 Central States Synod Assembly Actions	Page 2
Resolution SA 22.01 – Limitations of Bishops by Gender	Page 3
Resolution SA 22.02 – Rules for Retired Pastors	Page 4
Resolution SA 22.03 – The Congregation Disposition of Assets Plan	Page 5
Resolution SA 22.04 – A Season of Global Awareness	Page 6
Resolution SA 22.05 – Memorial Calling for the Just Transition from Greenhouse Gas Emissions	Page 7
Resolution SA 22.06 – Developing LGBTQIA+ Education and Cultural Competency as a Synod	Page 9
Resolution SA 22.07 – Discerning a Path Toward Becoming a Reconciling in Christ Synod	Page 11
Resolution SA 22.08 – Thanksgiving for Ministry	Page 13

Land Acknowledgement

The Central States Synod wishes to acknowledge and honor the *Kickapoo, Kaw, Osage and Sioux* peoples upon whose ancestral homelands we gather for Assembly. The Central States Synod is located on the original and ancestral homelands of the *Kickapoo, Kaw, Osage, Kiowa, Comanche, Pawnee, Sioux and Kaskaskia* peoples, and we give thanks for their presence here since time immemorial. We also wish to recognize and honor all our Indigenous siblings who have and continue to care for this place - this land - and call it their home.

Assembly Welcome

... that the creation itself will be set free from its bondage to decay and will obtain the freedom of the glory of the children of God. We know that the whole creation has been groaning in labor pains until now; and not only the creation, but we ourselves, who have the first fruits of the Spirit, groan inwardly while we wait for adoption, the redemption of our bodies. For in hope we were saved. (Romans 8:21-24a)

What a powerful, inspiring, and joyous truth – that humanity is deeply connected to and intertwined with all of creation, that we share a common hope of transformation and salvation, the freedom to reflect the glory of God. We are indeed all (all of creation) united with Christ through whom we receive our salvation. We come together within that truth as the Central States Synod to hear, to explore, to claim, and to commit ourselves in this year’s assembly:

United with Christ. All Creation Groans. All Creation Sings.

And so united with Christ, we will as the Central States Synod Assembly. . .



Gather for worship to be renewed in our unity in Christ, lament the groaning of creation, and celebrate the gift and commitment to care for creation.



Elect synod council members, pass a budget and compensation guidelines, consider various resolutions submitted by members of the synod.



Hear reports about ministries throughout our synod and from our churchwide representative, Mr. Nick Kiger.



Be challenged and inspired by Dr. Cynthia Moe-Lobeda who will help us explore our Lutheran theology and its connection to creation.



Participate in workshops that equip us to carry out our calling as God’s stewards.



Celebrate anniversaries of rostered ministers and Parish Ministry associates.



And be with one another for fellowship, conversation, singing, and prayer as we come together to be the church together!

And we will do all of this in the “greenest” way possible. *(Read more about our [green efforts.](#))* We will not be printing notebooks. Voting members can download the “binder” to their devices and information will be displayed on large screens. We encourage individuals to bring their own water bottles.

We will do all of this caring for one another as we gather for the first time since the pandemic began in 2020. *(Read more about our [covid protocols.](#))* I’m excited to see (actually SEE) everyone. This will be my first in-person synod assembly since being elected bishop. I know it will be a great assembly thanks to all those who have been working so hard on it. (See all those people listed on [page 18](#))

The Rev. Susan Candea, Bishop
Central States Synod, ELCA

From Presiding Bishop Elizabeth Eaton

*“And [Jesus] said to them, “Go into all the world and proclaim the good news to all creation”
(Mark 16:15).*

Dear siblings in Christ,

When I talk about our goal of engaging a million new, young, diverse people I get asked a lot, “I’m not new, young, or diverse. Am I not important to the church anymore?” My answer is always the same, “You’ve never been more important.”

When we committed to our new goal, we identified our purpose as “Activate each of us so more people know the way of Jesus and discover community, justice and love.” This goal does not happen without the people who are already part of this church. Theresa of Avila talked about the church as the hands and feet of Christ in the world, the very way God will work to engage new people.

Those aren’t easy things to do and certainly not ones that only a few of us can do alone. God has blessed us with so many resources to do this work: nearly 3.6 million people, 65 synods, and 350 ELCA Churchwide staff, plus colleges, universities, seminaries, social ministry organizations, and other affiliated organizations, and our separately incorporated ministries. We truly are a church of abundance.

So, what can you do right now?

- Pray. For our church. For one another. For those whom we have yet to meet.
- Find time to listen to people who are new to the ELCA, young, and/or diverse. Share the story of Jesus with them.

Along the way, don’t forget: You are important.

Grace and peace,



Synod Bishop, ELCA Representative and Speakers



The Rev. Susan Candea, Bishop, Central States Synod, ELCA

Susan Candea graduated from California Lutheran College, Thousand Oaks, CA in 1979 with a B.A. in Political Science and then attended Wartburg Theological Seminary in Dubuque, IA where she received her M.Div. in 1983. She was called to be a co-pastor at a two-point parish in western Kansas, St. John Lutheran Church, Ellis and Immanuel Lutheran, WaKeeney, and was ordained on September 25, 1983. In 1989, she accepted a call to be the solo pastor at Our Savior's Lutheran in Topeka, KS where she served for 17 years. She then was called to serve as the pastor of King of Glory Lutheran Church, Loveland, CO in 2006. She returned to the Central States Synod in 2013 to serve on the synod staff as a Bishop's Associate and later as a Director for Evangelical Mission. On June 8, 2019, she was elected to serve as the Bishop of the Central States Synod and began her term on September 1, 2019.

In May of 2020 she received an honorary doctorate degree from Wartburg Theological Seminary, her alma mater. She currently serves as the chair of the Leadership Committee of the Conference of Bishops, on the executive committee of the LSTC Board, and on the boards for Bethany College and Select Learning, and participates in the Lay School Network of the ELCA.

Over her 30 years of parish ministry in addition to her six and a half years serving on synod staff, Rev. Candea has been involved in many aspects of ministry throughout the church including advocacy work, campus ministry, youth gatherings, community organizing, interfaith and ecumenical work. She is passionate about preaching the gospel and connecting the radical and inclusive good news in ways that challenge us to live out our faith in public ways. She has three sons and two grandchildren and enjoys spending time with her family, going on hikes, and listening to audio books (good mystery stories) as she drives the many miles across the synod to be with congregations.



Nick Kiger, Director of Mission Support, ELCA

Nick Kiger is the Director for Mission Support with the ELCA churchwide expression. Nick lives and works from Columbus, OH where he is a member of Holy Trinity Lutheran Church. He is married to Misty, and they have a six-year-old daughter, Kara, and a two-year-old son, Cameron. Nick received his Bachelor of Arts in religious studies from Otterbein University and his Master of Theological Studies degree from Methodist Theological School in Ohio. Nick feels blessed to get to experience many different settings of the church. His work has taken him to oil fields, prisons, Native American reservations, store front churches, Latine congregations in the deep south and rural congregations in the Midwest. In all these places he has experienced the love of God and how we are truly church together for the sake of the world and has learned how the generosity of all three expressions of the ELCA, through Mission Support, makes our ministries possible.



Cynthia Moe-Lobeda, Ph.D., Professor of Theological and Social Ethics

Cynthia Moe-Lobeda, a well-known Lutheran ethicist, holds a joint appointment at Pacific Lutheran Theological Seminary and Church Divinity School of the Pacific. She is a member of the Core Doctoral Faculty of the Graduate Theological Union.

Dr. Moe-Lobeda has lectured or consulted in Africa, Asia, Europe, Latin America, and many parts of North America in theological ethics addressing matters of climate justice as related to race and class, economic globalization, moral agency and hope, public church, faith-based resistance to systemic injustice, and ethical implications of resurrection and incarnation. Her ethical approach weds Earth ethics to liberation theologies including eco-feminist theology.

Professor Moe-Lobeda is author or co-author of six volumes, one of which, *Resisting Structural Evil: Love as Ecological-Economic Vocation*, earned the Nautilus Book Award for social justice. She is one of three North Americans appointed to a global team to advise the World Council of Churches and Lutheran World Federation on their work toward a more equitable and ecological international financial and economic architecture. She is co-founder of Seattle University's Center for Environmental Justice and Sustainability and is Founding Director of the PLTS Center for Climate Justice and Faith. She was appointed theological consultant to the Presiding Bishop of the Evangelical Lutheran Church in America, and has served as a health worker/church worker in Honduras and as Director of the Washington, D.C. office of Augsburg College's Center for Global Education. More recently she has initiated an interdisciplinary and transdisciplinary project in public scholarship that examines the moral and public policy implications of climate change as a moral matter of race- and class-based climate debt, including climate debt owed by the Global North to the Global South. Moe-Lobeda has served on the editorial boards of the *Journal of the Society of Christian Ethics*, *Tikkun Magazine*, and *Dialog: A Journal of Theology*. Her numerous awards include the Provost's Outstanding Scholarship Award from California Lutheran University in 2019, the Outstanding Scholarship Award from Seattle University (College of Arts and Sciences) in 2013, appointment as Seattle University's Wisner Professor of Gender and Diversity Studies from 2011-2013, the Spirit of St. Francis Award from Earth Ministry, the Evergreen State Justice Award from the Lutheran Public Policy Office of Washington, and the Daniel Day Williams Award for Outstanding Work in Theology from Union Theological Seminary.

Having lived for many years in Seattle, she loves hiking in the woods and mountains, and relishes their life-giving beauty. Recently called to Pacific Lutheran Theological Seminary, she is eager to re-imagine, explore, and develop theological education for today's world.



Phoebe Morad, Executive Director, Lutherans Restoring Creation

Phoebe Morad is the Executive Director of [Lutherans Restoring Creation \(LRC\)](#). As a grassroots movement of clergy, lay people, campus ministers, outdoor camp staff, students, and seminary professors, LRC connects, empowers, and equips the people of the Evangelical Lutheran Church of America (ELCA) to care for creation. As a new Center for Climate Justice begins to take root out of the Pacific Lutheran Theological Seminary, LRC has been working in partnership to create a non-degree learning program for people across the globe who are fueled by faith to take concrete action according to their context. Phoebe is also Coordinator for this [Certificate in Climate Justice and Faith](#). For

the past two decades, Phoebe has been inviting various communities to action through the mediums of hands-on science, direct service, and faith-fueled outreach via global and local non-profits including Earthwatch Institute, Habitat for Humanity, and with her home church, House of Prayer in Massachusetts.

2022 Synod Assembly Agenda

Pre-assembly - (via Zoom)

Thursday – June 2

7:00 – 8:00 pm.

Budget Hearing

<https://us02web.zoom.us/j/88032460556?pwd=YW85UjZYc0p0OUdDSEtOcWUvSUZvdz09>

Meeting ID: 880 3246 0556

Passcode: 828057

Monday – June 6

7:00 – 8:00 pm.

Compensation Guidelines Hearing

<https://us02web.zoom.us/j/82694290547?pwd=RzE3K1RmMkJMNHcxSWtLOUo3YWR0UT09>

Meeting ID: 826 9429 0547

Passcode: 840446

Tuesday – June 7

7:00 – 8:00 pm.

Resolutions Hearing

<https://us02web.zoom.us/j/82920893976?pwd=R2JnRlprUDEwbThFZ1FrSjFwN3Zsdz09>

Meeting ID: 829 2089 3976

Passcode: 203550

Wednesday – June 8

7:30 – 8:30 pm

New Voting Member Orientation

<https://us02web.zoom.us/j/89224978931?pwd=MGkrVWhEUE1HYWZmT1czZ3REMtFjQT09>

Meeting ID: 892 2497 8931

Passcode: 788164

Assembly - (in-person)

Thursday – June 9, 2021

2:00 p.m.

Registration Opens

4:00 – 5:00 p.m.

New Voting Member Orientation

6:00 – 7:15 p.m.

Off – Site: Kaw Prairie Community Church

9421 Meadow View Dr.

Lenexa, KS 66227

BBQ Dinner

Opening Worship

Evening Social

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Friday – June 10, 2021

7:30 a.m.

Registration Opens

8:30 a.m.

Plenary Session I

Morning Prayer

Bishop's Report to the Synod

Keynote Presentation

Budget Report

Nominations Report

Churchwide Report

Synod Council Election

12:05 p.m.

Lunch Break

1:30 – 2:45 p.m.

Workshops Session I

1. Conversation with Dr. Cynthia Moe-Lobeda
2. Lutherans Restoring Creation: A Grassroots Network Cultivating Dedicated Stewards of the Earth
3. Sustainability Efforts in the ELCA
4. Composting for the Greener Good
5. Worship and Learning with Creation

3:15 – 4:30 p.m.

Workshops Session II

6. Exploring the Earth Charter and How it Works
7. Lutherans Restoring Creation: A Grassroots Network Cultivating Dedicated Stewards of the Earth
8. Stewards of the Soil: Rural Perspectives on Creation Care
9. Advocacy & Community Organizing to Address Climate Change
10. How Caring for Creation Coaching Helps Congregations Achieve Their Goals

6:00 p.m.

Anniversary Banquet

Saturday – June 11, 2021

7:30 a.m.

Registration Opens

8:30 a.m.

Plenary Session I

Election Results

Vice President's Report

Keynote Presentation

Compensation Guidelines

Resolutions

11:30 a.m.

Closing Worship

Assembly Procedures and Voting Instructions

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 to better conduct its business. Finally, time and experience has led to several 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 Wednesday, June 8 at 7:30 p.m. via Zoom, and again Thursday, June 9 at 4:00 p.m. in-person at the Embassy Suites (in Grand Salon F.) All voting members are invited to attend either of these orientations, 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. Dave Whetter, Bishop's Associate.

- All voting members will receive voting cards in their registration packet. When a vote is called, the bishop will ask in turn for all those in favor to raise their green card, then those opposed their red card and finally those abstaining to raise their white card. Please raise only the single card.
- Only motions made and seconded will be open for discussion. If a motion or resolution comes from the synod council or synod committee, no second is needed. The bishop will declare the motion is properly before the assembly and will ask if anyone wishes to speak.
- When a voting member wishes to speak, they may approach the microphone with a voting card indicating whether they wish to speak in favor (green), opposed (red), or have a question/wish to make an amendment (white.)
- When recognized for comment, please begin by stating your name and congregation. Keep comments short and focused on the motion before the assembly. A timekeeper may alert you if you have exceeded the agreed-upon time limit of three minutes per speaker.
- When making an amendment, you must first make the amendment and wait for a second before you can speak to your amendment. When possible, it is helpful and highly encouraged that the amendment is written down and provided to the secretary of the synod.
- If you believe it is time to end debate, proceed to a microphone with your white card, wait to be recognized, then move that the debate be closed. A second is required.
- Should an issue arise that makes it difficult to participate or prevents your participation in the debate and vote, such as too much noise, confusion over what is being voted on, or a breach of proper procedure, you may hold up your white card and interrupt the speaker. You must be recognized by the chair so that the matter can be addressed and clarified.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- When there are no further speakers wishing to comment, or the debate has been ended, the bishop will call for a vote, calling in turn for those in favor, those opposed and those abstaining.
- To cast your vote – hold up a single card to indicate your vote: green for yes, red for no, white to abstain.
- The bishop will announce whether the motion is adopted or defeated from the show of the cards. If the majority vote is unclear or particularly close, the bishop can ask that the votes be counted. Likewise, if an individual disagrees with the bishop’s decision, they can call for a “division of the house” and the cards will be counted. Instructions will be given on when and how to hold up cards until every vote has been counted.

The purpose of these rules is to ensure that all voting members can equally and easily participate in the debates and votes, so that the decisions made are given careful consideration and reflect the will of the assembly.

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.

ELECTION RUNNER – SYNOD COUNCIL ELECTIONS

Elections will take place utilizing the online service, Election Runner. Once the assembly is prepared to vote on the Synod Council nominations, the assembly team will publish the ballot. Each registered voting member will receive an email from noreply@electionrunner.com on behalf of Central States Synod. The email will be sent to the email address you provided during registration and will contain a unique Voter ID and Key. This is the reason voting members may not share a common email address.



Central States Synod, ELCA has invited you to vote in the election: **Sample Ballot**

Voting is open from 04/29/21 4:00 pm to 05/01/21 3:00 pm (US/Central)

Login Information:	
Voter ID:	9C32XA4U
Voter Key:	UKZEATB9
Click Here to Vote	

(Clicking the above link will automatically log you in to vote)

The ballot will be active for 90 minutes during the assembly lunch break. Voting members are asked to click on the “Click Here to Vote” button which will then open their ballot.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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

Sample Election

Assembly Participation

INSTRUCTIONS
Select 1 option from the list below.

This is my first assembly

I have attended to 1 - 3 assemblies

I have attended more than 3 assemblies

My comfort level with technology

INSTRUCTIONS
Select 1 option from the list below. * Required

I consider myself an expert level computer user

I consider myself proficient

I can use basic programs but need assistance occasionally

I have limited proficiency and require frequent help

I don't use technology and allow others to manage it for me

Submit Ballot

Voting members may select up to one response for each position. You may skip any position for which you wish not to cast vote. Once you have made your selections, click the “Submit Ballot” button. Voting members may choose to use the Election Runner application available in the App Store (Apple devices) or Google play (Android devices)



When using the app, voting members first enter Central States Synod, ELCA in the “Find your organization” search bar.

electionrunner

Find your organization

Login to Vote

Voter ID

Voter Key

Login to Vote

Second, enter the Voter ID and Voter Key that you receive in the email once the ballot has launched. You will then be able to click on the ballot and make your selections.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

ISSUES AND AFFIRMATIONS OF CONSCIENCE TO BE VOICED AT THE 2022 ASSEMBLY

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

Any person who is certified as a voting member of the Synod Assembly may present an issue of conscience or concern. Each person desiring to voice a concern must submit his/her name, contact information and a statement of subject matter at the registration table by **12:30 p.m. on Friday, June 10, 2022.**

Special Hearings for the Assembly

The following hearings will be held prior to the start of the Assembly. These sessions are open to all members of the Central States Synod. Assembly registration is not required.

Pre-assembly - (via Zoom)

Thursday – June 2

7:00 – 8:00 pm.

Budget Hearing

<https://us02web.zoom.us/j/88032460556?pwd=YW85UjZYc0p0OUdDSEtOcWUvSUZvdz09>

Meeting ID: 880 3246 0556

Passcode: 828057

Monday – June 6

7:00 – 8:00 pm.

Compensation Guidelines Hearing

<https://us02web.zoom.us/j/82694290547?pwd=RzE3K1RmMkJMNHcxSWtLOUo3YWROUT09>

Meeting ID: 826 9429 0547

Passcode: 840446

Tuesday – June 7

7:00 – 8:00 pm.

Resolutions Hearing

<https://us02web.zoom.us/j/82920893976?pwd=R2JnRlprUDEwbThFZ1FrSjFwN3Zsdz09>

Meeting ID: 829 2089 3976

Passcode: 203550

Bishop's Report to the Synod

2022 Central States Synod Assembly

United in Christ. All Creation Groans. All Creation Sings.

Last assembly we introduced the synod's new mission statement: ***United with Christ in Baptism. Traveling the Way of Jesus. Joining God's Reign of Justice and Radical Love for the World.*** Following the assembly, I wrote monthly devotions that could be used by congregation councils and ministry boards. The devotions are still available on the [synod website \(www.css-elca.org/devotions\)](http://www.css-elca.org/devotions). During the season of Lent, my weekly reflections focused on what it means to travel the way of Jesus. In my Easter message to the synod, I reflected on God's radical love for the world. The mission statement has shaped not only the theme of this year's assembly but the work I have done throughout the year in my calling as bishop.

United in Christ: This truth has been challenging for us to live out. The strain and stress on our communities following more than two years of dealing with a worldwide pandemic cannot be understated. We are keenly aware of the different perspectives and divisions among us as we engage in the hard work of being the church, and what it means to proclaim and live the gospel in the public spaces of our society as we deal with issues such as climate change, immigration, racism, the impact of being LGBTQIA+ in our world. To remind us that we are indeed **United in Christ**, I have:

- ❖ Resumed my travel across the synod to preach and visit congregations. My goal is to visit every congregation of the synod in the next two years.
- ❖ Continued to use technology to connect with one another and do work together as the synod council, candidacy committee, mission endowment team, etc.
- ❖ Actively participated in the Conference of Bishops and churchwide conversations. I currently serve as the chair of the leadership committee, led a task force to revise the guidelines for Synod Authorized Ministers, and recently began work to review the candidacy process.

All Creation Groans: I am committed to listening to the "groans" and struggles of not only our siblings in Christ but all of creation. While the conversations have and continue to be challenging, we must examine how our climate is being affected by our actions and behaviors, how we all participate in systemic racism, and how our language can dismiss and diminish the identities of women, persons of color, and our LGBTQIA+ siblings. We must find ways to talk and listen respectfully to one another, to be courageous and compassionate as we address the pain of the world, knowing that God so loved this world.

- ❖ We hosted a Fall Theological Conference in October which invited us to see with new eyes what is "central to the faith" and how advocacy is gospel work.
- ❖ In response to the resolution on racial justice, we sponsored "Diversity Development" training for all rostered ministers and SAMs.
- ❖ We continue to participate in the Quality of Call Initiative, a grant-funded churchwide program, designed to listen to the call experiences of women in ministry and work to address the inequities.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

All Creation Sings: In the midst of the challenges, struggles, anxiety, and fear, we continue to be the church, to lean more deeply into our call to participate in God’s reign of justice and radical love so that all creation can indeed sing.

- ❖ During Holy Week, Rev. Dave Whetter and I participated in three worship services with the Episcopal Dioceses across the synod for Renewal of Ordination Vows and Affirmation of our Baptisms.
- ❖ We sponsored Called to Common Mission, an event that lifted up ways we can work together with the Episcopal Dioceses. We also continue to explore ways to work ecumenically to support the ministry of our congregations.
- ❖ Congregations are participating in Faithful Innovations - working in cohorts, to listen, act, and share, in Congregational Vitality - working to discern their purpose, and in Leadership Development - with councils to envision their future.
- ❖ We are gathering in person for the first time in three years for our synod assembly and will be gathering in conferences late this summer and early fall to explore, “What does this mean” to be the ELCA, the Central States Synod, and the church in your community.
- ❖ We rejoice that Rev. Barb Jones is the new Candidacy Manager for the synod, that Rev. Aimée Appell accepted the position as the Director of Evangelical Mission (DEM) working alongside Rev. Donna Simon, and while we will dearly miss her, we celebrate Dawne Bockelman who after 10 years serving on synod staff will be retiring on July 31, 2022.

I am here to listen and encourage people to reach out to me, as well as invite me to your congregation for conversation.

I continue to be so grateful and honored to live out my call as the bishop of the Central States Synod of the ELCA. Thank you for your support and for your partnership in this important ministry we do together as we hear the groaning of creation and work to bring out joy and singing for all. For we are indeed **United in Christ**.



Bishop Susan Candea

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Synod Statistical Information June 2021 thru May 2022

New People in the Synod	Effective Date
The Rev. Brian Bauer, retired, from Northern Texas/Northern Louisiana	7/8/2021
The Rev. Dan Baldwin from Southeast Iowa Synod to Lutheran Campus Ministry, Kansas University, Lawrence KS	8/1/2021
The Rev. Teri Sutherlin, first call to St. John Lutheran, Russell KS	8/22/2021
The Rev. Steven Haverlah, from Northern Texas/Northern Louisiana Synod to First Lutheran, Manhattan, KS	8/29/2021
The Rev. Alfi Wyatt, first call to St. Andrews Lutheran, Columbia MO	9/18/2021
The Rev. Sarah Pierce, first call to All Saints Lutheran, Blue Springs MO	9/25/2021
The Rev. Samantha Pfalzgraf from Northwestern Pennsylvania Synod to First Lutheran, St. Joseph MO	1/1/2022
The Rev. Benjamin Fulton, first call to Salemsborg Lutheran, Smolan KS and Falun Lutheran, Falun KS	1/8/2022
The Rev. Jealaine Marple, from Southeastern Iowa Synod, OLFC, Pleasant Valley MO	3/8/2022
The Rev. Kaylie Ines, first call to Olsburg Lutheran, Olsburg KS and Walsburg Lutheran, Leonardville KS	5/7/2022

Seminarians Assigned to the Synod

Max Franks from Luther Seminary, St. Paul MN as Word and Sacrament
Benjamin Fulton from Wartburg Theological Seminary, TEEM, Dubuque IA, as Word and Sacrament
Matt Helfrich, transferred onto the ELCA roster, as Word and Sacrament
Joanne Hickey, Lutheran School of Theology at Chicago IL, as Word and Service
Kaylie Ines from Pacific Lutheran Theological Seminary, Berkeley CA, as Word and Sacrament
Sarah Pierce from Luther Seminary, St. Paul MN, as Word and Sacrament
Susan Tarkka from Luther Seminary, St. Paul MN, as Word and Sacrament
Jacqueline Thornton from Wartburg Theological Seminary, Dubuque IA, as Word and Sacrament
Heather Yerion-Keck from Wartburg Theological Seminary, Dubuque IA as Word and Sacrament

Moves Within the Synod

The Rev. Laura Smith, from OLFC to New Gottland Lutheran, McPherson KS	9/1/2021
The Rev. Ashley Huber, from Univ. of Kansas Hospital to Bishop Spencer Retirement Center (Synod Council call as Chaplain)	11/8/2021
The Rev. Beverly Struckman, from OLFC to Living Lord Lutheran, Lake St. Louis MO	3/7/2022

Transfer out of the Synod

The Rev. Phillip E. (Mike) Brown, retired, to Kentucky-Indiana Synod	8/24/2021
The Rev. Mari Larson, OLFC, to Grand Canyon Synod	11/28/2021
The Rev. Roger Dennis, retired, to New England Synod	12/14/2021
Deacon Eva Creydt-Schulte, OLFC, to Northwest Washington Synod	2/1/2022
Deacon Mary Arie, retired, to Nebraska Synod	2/14/2022
The Rev. Walter Laughlin, retired, to Arkansas Oklahoma Synod	2/11/2022

Necrology

The Rev. Franklyn Pekarek, retired, Salina KS	7/10/2021
The Rev. Bruce W. Keck, retired, Coffeetown KS	9/29/2021
The Rev. Elwin Bergstraesser, retired, Lindsborg KS	10/22/2021
The Rev. J. Rolland Christenson, Lindsborg KS	10/23/2021
The Rev. Bill Pape, retired, Kansas City MO	11/13/2021
The Rev. Donald Love, retired, Lees Summit MO	11/18/2021
The Rev. Keith Klockau, retired, Kansas City MO	2/24/2022

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Synod Statistical Information June 2021 thru May 2022 (Continued)

On Leave From Call

The Rev. Elizabeth Kocher, from First Lutheran, Manhattan KS	6/17/2021
The Rev. Michael Malone, from St. Mark Lutheran, Cape Girardeau MO	11/1/2021
The Rev. Keith Hohly, as Interim Pastor from First Lutheran, St. Joseph, MO	1/1/2022
The Rev. Jennifer Thomas, as Interim Pastor from St. Mathew Lutheran, Butler MO and St. Paul Lutheran, Nevada MO	1/1/2022
The Rev. Kim Knowle-Zeller, granted a seventh year of parental leave, also required approval of ELCA Conference of Bishops, Cole Camp MO	1/1/2022
The Rev. Phil Vickers, from First Lutheran, Mission Hills KS	4/25/2022
The Rev. Alfi Wyatt, from St. Andrews Lutheran, Columbia MO	5/16/2022

Resigned Calls

The Rev. Elizabeth Kocher, from First Lutheran, Manhattan KS	6/16/2021
The Rev. John Kotovsky, from Lutheran Senior Services, St. Louis MO	6/30/2021
The Rev. William Yancey, from Bethel Lutheran, St. Louis MO	6/30/2021
The Rev. Roger Dennis, from St. John Lutheran, Russell KS	7/31/2021
The Rev. Kendra Nolde, from Central States Synod staff, St. Louis MO	7/31/2021
Deacon Rachel Wolf, from Our Savior Lutheran, Salem MO	7/31/2021
The Rev. Lorna Paulus, from Disciples of the Plains Parish, Kensington KS	9/30/2021
The Rev. Michael Malone, from St. Mark Lutheran, Cape Girardeau MO	10/31/2021
The Rev. Tim Meyer, from Christ Lutheran, Eureka KS	11/1/2021
The Rev. Ashley Huber, from University of Kansas Hospital (synod council call)	11/7/2021
Deacon Suzie Everingham, from Good Shepherd Lutheran, Manchester MO	12/31/2021
Deacon Mary Arie, from St. Mark Lutheran, Waterville KS and Trinity Lutheran, Greenleaf KS	1/15/2022
The Rev. John Reigstad, from Resurrection Lutheran, St. Louis MO	1/31/2022
The Rev. Phil Vickers, from First Lutheran, Mission Hills KS	4/24/2022
The Rev. Alfi Wyatt, from St. Andrews Lutheran, Columbia MO	5/15/2022

Resigned from Roster

Mr. Tim Meyer, Eureka KS	11/1/2021
Ms. Meggan Prosser-Gebhardt, Prairie Village KS	2/17/2022
Mr. Paul Kelly, Cole Camp MO	4/27/2022

Retirement

The Rev. John Kotovsky, from Lutheran Senior Services, St Louis MO	6/30/2021
The Rev. William Yancey, from Bethel Lutheran, St. Louis MO	7/1/2021
The Rev. Roger Dennis, from St. John Lutheran, Russell KS	8/1/2021
The Rev. Kendra Nolde, from Central States Synod staff – part-time DEM	8/1/2021
Deacon Rachel Wolf, from Our Savior Lutheran, Salem MO	8/1/2021
The Rev. Lorna Paulus, from Disciples of the Plains Parish, Kensington KS	10/1/2021
Deacon Suzie Everingham, from Good Shepherd Lutheran, Manchester MO	1/1/2022
The Rev. John Reigstad, from Resurrection Lutheran, St. Louis MO	2/1/2022
Deacon Mary Arie, from St. Mark Lutheran, Waterville KS and Trinity Lutheran, Greenleaf KS	2/1/2022

Congregational Changes

Resurrection Lutheran, St. Louis MO closed	1/31/2022
Trinity Lutheran, Great Bend KS withdrew from the ELCA	5/1/2022

Respectfully submitted
Dawne Bockelman

Synod Administrator

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Individuals Milestone Anniversaries

<p>5 Years The Rev. Elizabeth Kocher The Rev. Christyn Koschmann The Rev. Bethany Rutten- Kempees</p> <p>10 Years The Rev. Anna Ballan The Rev. Christopher Deines The Rev. Christopher Naig</p> <p>15 Years The Rev. Steven Cauley The Rev. Callista Isabelle The Rev. Phillip Vickers The Rev. David Whetter</p> <p>20 Years The Rev. Elvin Crosby The Rev. David Frerichs The Rev. S. Michael Malone The Rev. Alix Pridgen</p>	<p>25 Years The Rev. Victoria Brundage The Rev. Barbara Engelbrecht The Rev. Lorna Paulus The Rev. Karen Scherer The Rev. Joan Swander Deacon Carolyn Wilson</p> <p>30 Years The Rev. Beverly Jo Arnold The Rev. Michael Ide The Rev. Michael Peck The Rev. Charlotte Strecker-Baseler The Rev. John Strecker- Baseler</p> <p>35 Years The Rev. Kristine Dietzen The Rev. Brian Elster The Rev. Earl Henderson The Rev. Sandra Schlesselmann The Rev. Mary J. Schmidt Deacon Marianne Wilkinson</p> <p>40 Years The Rev. Elizabeth Backus The Rev. Roger Lenander The Rev. Kendra Nolde The Rev. Thomas Schoenherr</p>	<p>45 Years The Rev. Robert Dealey The Rev. Lou Flessner The Rev. John D. Kreidler The Rev. John Reigstad</p> <p>50 Years The Rev. Larry Block The Rev. Bary Hong The Rev. Christian Launer The Rev. Thomas Schindler</p> <p>60 Years The Rev. Frederick Giraud The Rev. Marvin Sackschewsky</p> <p>65 Years The Rev. Melvin Peterson</p>
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Congregational Milestone Anniversaries

<p>75 Years American Lutheran Church, Smith Center KS Trinity Lutheran Church, Kirkwood MO</p>	<p>125 Years Bethany Lutheran Church, Webster Groves MO Christ Lutheran Church, Webster Groves MO St. John Lutheran Church, Ellis KS</p>	<p>150 Years Friends Home Lutheran Church, Savonburg KS New Gottland Lutheran Church, McPherson KS</p>
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Congratulations to everyone who is celebrating an anniversary of note this year.

Synod Assembly Offering 2022

As part of our gathering each year, we receive Synod Assembly offerings from congregations and individuals to help fund ministries that are carried out in and through the Evangelical Lutheran Church in America (ELCA) and our synod. This year's Synod Assembly offering will be dedicated to the following three ministries:



Lutherans Restoring Creation (LRC) is a grassroots movement promoting care for creation in the ELCA. We accomplish this by cultivating a community of dedicated stewards of earth and neighbor who proclaim God's promise of hope and healing for all. LRC is driven by laity, pastors, lay professionals, synod leadership, and others who hold positions in the ELCA and its institutions.



Camp Tomah Shinga builds programs to grow faith in God as a ministry of the Central States Synod and the ELCA. Programming centers around the grace God provides us each day. Camp Tomah Shinga is a member of the Lutheran Outdoor Ministries Association of Kansas, or LOMAK, and strives to provide each camper the tools and opportunities they need to deepen their relationship with God. It has been serving the Central States Synod and beyond for over half a century.



The Hollis Renewal Center is a place for prayer, reflection, learning, and renewal. It provides "a time and place apart" for individuals, small groups, and organizations to pause and reflect on their mission. It embodies hospitality and gives guests the time and space to be transformed from a collection of individuals into a community. Hollis takes very seriously the gifts of time, land, buildings, and resources and uses them wisely to care for their sustainability into the future.

In keeping with the Assembly theme of care for creation, Congregations are encouraged to use the link for online giving on the **Synod Assembly webpage** (<https://www.css-elca.org/assembly>).

Click on the GIVE button and designate Synod Assembly offering in the drop-down menu.

Or you may bring your offering to the Assembly to be given during one of the worship services. These offerings, which are above and beyond a congregation's regular giving, reflect our commitment not only to the ministries of our synod – the work we do together – but also reflect our hope and trust in God's abundant care.

Helpful Information

- Assembly registration and office: Embassy Suites/Olathe Conference Center lobby (10401 S. Ridgeview Road, Olathe KS 66061. 913-353-9280).
- Displays and Prayer room: Embassy Suites/Olathe Conference Center lobby. The prayer room will be open beginning 4:00 p.m. on Thursday. Please bring your prayer requests to the prayer room.
- Voting Member Registration:
 - Assembly voting member online registration is required and closes on May 20. Congregations may submit substitutions for voting members through Friday, May 27. There will be no onsite voting member registration.
 - Voting Member check-in)at assembly is Thursday afternoon, June 9 at 2:00-6:00 p.m. Registration tables will be at the Embassy Suites in the lobby outside of the Grand Salon. Registration will reopen on Friday morning from 7:00-8:00 a.m.
 - Voting member check-in will close ½ hour prior to each plenary session to allow for accurate credential reports. You only need to check-in once, but please do so as early as possible.
 - All voting members must have their own unique email address for voting purposes. If there is a change in email address, then please notify the registration desk at check-in.
 - If you need technical assistance with the voting app, please visit the Tech desk during Registration.
- Opening Worship and optional BBQ picnic: Thursday evening activities are offsite at Kaw Prairie Community Church, which is located at 9421 Meadow View Drive, Lenexa KS 66286. Kaw Prairie Community is just over five miles from Embassy Suites. Printed directions will be available at the Assembly Registration table.
- In keeping with the theme of All Creation Groans: All Creation Sings, we are implementing several green initiatives.
 - Recycling, please place all recycled goods in marked receptacles where available.
 - Voting members are Invited to bring their own reusable water bottle.
 - Hotel room service is being suspended, unless requested. You will be asked about this option upon check-in.
- Cell phones: Please turn off or set to vibrate during all sessions of the assembly
- 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 10) and one to sign out after the assembly closes on Saturday, June 11th, at the end of closing worship.
- Reimbursements will not be sent without a second signature.
- Checks will be mailed in July to the congregation's treasurer.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Displays

Bethany Village



Bethany Village is a continuing care retirement center offering independent and assisted living, long-term care and skilled nursing. We are a non-profit mission of the ELCA.

Website: www.bethanyvillageks.com
E-mail: marketing@bethanyhome.com
Phone: 785-227-2334

Camp Tomah Shinga



Camp Tomah Shinga is a member of the Lutheran Outdoor Ministries Association of Kansas, or LOMAK. It has been serving the Central States Synod and beyond for over half a century.

Website: www.camptomahshinga.com
E-mail: program.tomahshinga@gmail.com
Phone: 785-375-0137

Central States Synod - Companion Synod



Our Companion Synods give us the opportunity to engage with Companion Christians who live out their faith in different parts of the world. As we come together with our CoSyn Lutheran Christians in Papua New Guinea, Russia and other parts of the world, we both bless them and receive their blessings. We both teach and learn. We both encourage and are encouraged.

Website: www.css-elca.org/companion-synods
E-mail: teskimost@gmail.com

Central States Synod Congregational Vitality & Faithful Innovations



Purpose: To help our congregations view our changing culture as an opportunity and invitation to refocus energy and resources toward becoming communities of Jesus that nurture life-changing relationships with God, one another, and the world.*

Website: <https://www.css-elca.org/congregational-vitality>
E-mail: dsimon@css-elca.org
Phone: 913-948-9701

Central States Synod Hunger Team



Working with and through our congregations, in the United States, Puerto Rico and the U.S. Virgin Islands, Lutheran churches overseas and other partners, ELCA World Hunger is uniquely positioned to reach communities in need. From health clinics to microloans, water wells to animal husbandry, community meals to advocacy, your gifts to ELCA World Hunger make it possible for the ELCA to respond, supporting sustainable solutions that get at the root causes of hunger and poverty.

Website: <https://www.elca.org/Our-Work/Relief-and-Development/ELCA-World-Hunger>
E-mail: Knolde@gmail.com
Phone: 314-973-7531

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022



Racial Justice Team
Of the Central States Synod

Website:

E-mail:

Central States Synod Racial Justice Team

The Racial Justice Team encourages and provides resources for conversations in our congregations and ministry settings that educate members regarding: the connection between faith and racial justice work, the history of racism, its systemic realities, and its continued harmful and destructive impact. Calling and challenging our faith communities to be places of radical welcome and inclusion.

<https://www.css-elca.org/justice>

aappell@css-elca.org



Website:

E-mail:

Central States Women of the ELCA

As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

<https://www.css-elca.org/welca>

vickiedonnell@yahoo.com



God's work. Our hands.

Website:

E-mail:

Phone:

ELCA Foundation - LPG

The ELCA Foundation stands ready to assist you and your congregation, synod or other ELCA organization. We offer expertise as well as resources, financial education, and investment- and endowment-management services to help you make major or planned gifts to the ELCA ministries that have meant so much to you.

<https://www.elca.org/Give/ELCA-Foundation>

stephen.phelps@elca.org

314-703-6949



A FINANCIAL MINISTRY OF THE ELCA

Website:

E-mail:

Phone:

ELCA Mission Investment Fund

Investment and loan opportunities for congregations and ministries of the ELCA

www.mif.elca.org

janice.kibler@elca.org

773-326-7856

Hearts Across the Heartland

A grassroots organization of laity, clergy, and congregations in the Central States Synod that seeks to affirm LGBTQ+ persons in our church, to form communities of support within the Synod, and to advance the concerns of this community through education and advocacy.

E-mail:

Phone:

pr_andrew@topekatic.org

423-749-0022

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022



HOLLIS

Website:

www.holliscenter.org

E-mail:

dave@holliscenter.org

Phone:

913-206-4947

Hollis Renewal Center

A 501(c)3 Not for Profit Kansas Corporation and a member of the Lutheran Outdoor Ministry Network. 153 acres of secluded wooded land located 20 minutes west of downtown Kansas City with facilities for retreats, workshops, meetings, and outdoor activities. Over five miles of hiking trails crisscross the property and East Mission Creek flows from its north to south.



Website:

www.kansasinterfaithaction.org

E-mail:

mrieber@KansasInterfaithAction.org

Phone:

913-232-2336

Kansas Interfaith Action

Kansas Interfaith Action is a statewide, multi-faith issue-advocacy organization that “puts faith into action” by educating, engaging and advocating on behalf of people of faith and the public regarding critical social, economic, and climate justice issues.



Website:

www.css-elca.org/campus-ministries

E-mail:

pastorbaldwin16@gmail.com

Phone:

785-592-3443

Lutheran Campus Ministry

We are a church that is energized by lively engagement in our faith and life. The mission of campus ministry in the ELCA is to invite people in academic settings to engage more deeply with the teachings of Jesus Christ and the community that bears his name, so they may discover and fulfill their vocation as disciples.

Lutheran School of Theology

LST Mission Statement: Teachers and life-long learners in theological study together at a high level of excellence rooted in the Word of God.



Website:

www.lststl.org

E-mail:

administrator@lststl.org

Phone:

636-367-1987

Lutherans Restoring Creation Mission Table

A grass-roots effort designed to encourage the ELCA to incorporate care for creation into its full life and mission at all levels. The goal is to incorporate care for creation so that Earth-keeping and justice for all Earth community become integral to the identity and purpose of our church.



**Lutherans
Restoring Creation**
Cultivating Hope & Healing for All

Website:

www.css-elca.org/lrc

E-mail:

nonistrand@gmail.com

Phone:

785-822-7827

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022



Once We Were Refugees

We assist refugees in learning skills to improve employment opportunities in their new home. OWWR is a Missouri not-for-profit corporation.

Website: www.oncewewererefugees.org
E-mail: onewererefugees@gmail.com
Phone: 816-572-0711

Portico Benefit Services

Portico offers a holistic approach to benefits, with a focus on financial, emotional, and physical well-being. We support those who serve so they can serve well. Whether it's developing innovative health and wellness programs to help you attract and retain the right talent, or providing employees access to an employer-sponsored retirement plan that can enhance financial stability, our values and practices are rooted in service to others.



Website: www.porticobenefits.org
E-mail: jprinz@porticobenefits.org
Phone: 563-650-4122

The Bridge Fair Trade Market

The Bridge engages in a variety of service and justice projects, including Fair Trade sales, food drives, disaster response, and community events.



Website: www.thebridge-online.org
E-mail: erjohanna@aol.com
Phone: 636-443-9495

Thrivent



We're a holistic financial services organization driven by a higher purpose, helping you make the most of all you've been given.

Website: www.thrivent.com
E-mail: jennifer.thomas@thrivent.com
Phone: 913-269-9825

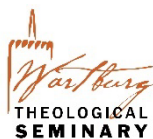
Vanco Faith



Vanco offers online payment processing services and innovative digital tools for tens of thousands of schools, churches and nonprofits.

Website: www.vancopayments.com
E-mail: kayla.Trettel@vanco.com
Phone: 612-710-2114

Wartburg Theological Seminary



Wartburg Theological Seminary is a seminary of the Evangelical Lutheran Church in America. Accredited by the Association of Theological Schools and the Higher Learning Commission. We are a not-for-profit organization.

Website: www.wartburgseminary.edu
E-mail: wpersaud@wartburgseminary.edu
Phone: 563-589-0306

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Special Thanks to...

- Dr. Cynthia Moe-Lobeda, and Mr. Nick Kiger for their participation in this assembly.
- Kaw Prairie Community Church for hosting our Thursday evening worship and providing the space for the BBQ dinner.
- Bishop Susan Candea and Vice President, Nancy Nagel for leading the synod assembly
- Ms. Phoebe Morad, for being a part of the assembly.
- Central States Lutherans Restoring Creation team for development of theme and workshop sessions: Gary Anderson, Marc Anderson, Larry Erickson, Ben Fulton, Kaylie Ines, Sharon Johnson, Jan Koch, Jane Meyerkord, Richard Monson, Richard Nelson, Noni Strand, Josh Thede, Dave Western, and Pam Western
- Everyone that took time to prepare and present the workshops Friday afternoon.
- Mr. Dave Mareske and Hollis Renewal Center for hosting our off-site learning opportunity.
- Secretary, Chad Langdon; Treasurer, Scott Schulte; and all synod council members
- Nominations Committee, and Pat Bjuland, Chair
- Resolutions Committee, and Phil Vickers, Chair
- Compensation Guidelines Committee and Mike Kern, Chair
- Ms. Sarah Thomas, Parliamentarian
- Members of the worship planning team: Austin English, David Lingenfelter, Sheryl Mehrhoff, Jim Peters, JoLana Pinon, and Bishop Susan Candea. We give thanks to all those who helped as musicians, lectors, and ushers for the worship services.
- Jim Peters for serving as Chaplain.
- Jill Whetter for planning and organizing the BBQ dinner and Thursday evening social.
- Melissa Woepfel for preparing the Anniversary crosses and celebration.
- Assembly planning committee members: Susan Boxberger, Max Dunavan, Kathy Hinkle, Cathy Hohl, Kaylie Ines, Keith Mundy, Nancy Nagel, Jill Whetter, Melissa Woepfel, Tim Anderson and Dawne Bockelman.
- Special thanks to Ms. Valorie Bratcher for her assistance and support.
- The MANY volunteers that assisted with registration, floors, technology, and displays.
- The members of all the synod teams and committees who prepared presentations and reports for the assembly.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

2022 Nominations for Central States Synod

Introduction

Each year the voting members of the Synod Assembly elect people who have been nominated to various positions, such as members of the Synod Council. Ultimately, the voting members of the Assembly are responsible for the nominations, but they are assisted by members of congregations, area ministry leaders, and the Nominating Committee. There are two stages to the nominating process, one before the assembly and one at the assembly. All Synod Council positions (except the youth positions) require a background check and therefore nominees need to submit a disclosure form along with the [nomination form](#).

Pre-Assembly

Early in the calendar year, the Nominating Committee works with conferences to fulfill its responsibility as described in the synod bylaws (S9.03.04). Nomination forms are to be submitted to the synod office no later than April 15, 2022. The chair of the Nominating Committee is Pat Bjuland, Atonement Lutheran Church, Overland Park, KS.

Phone: 816-674-0828. E-mail: pbjuland@sbcglobal.net.

At the Assembly

Nominations may also take place at the assembly as described in the synod bylaws (S9.03.05). People nominated from the floor need to provide information requested on the biographical form and in some cases, a disclosure form.

Participating in the Process

Whether you are a voting member of the assembly or not, if you have questions about how you can participate in the nominating process or would like to suggest someone for nomination, please contact your pastor, the chair of the Nominating Committee, Pat Bjuland, or Tim Anderson at the synod office (913-948-9701, tanderson@css-elca.org).

Helpful information:

Responsibilities for Synod Council members:

- Be the board of directors for the synod and serve as its interim legislative authority between meetings of the Synod Assembly.
- Carry out the resolutions of the assembly.
- Attend council meetings, ordinarily three times a year.
- Interpret the work of the synod through their conferences and across the synod.

The term "persons of color and/or person whose primary language is other than English" (PC/L*) is understood to mean African American, Black, Arab, and Middle Eastern, Asian and Pacific Islander, Latino, Native American, and Alaska Native people.

The term "youth" means a voting member of a congregation who has not reached the age of 18 at the time of election.

The term "young adult" means a voting member of a congregation between the ages of 18 and 30 at the time of election.

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. (S6.04.B09. Adopted by 2009 Churchwide Assembly)

Central States Synod 2022 Synod Assembly
June 9 – 11, 2022

Pre- Assembly Nominations 2022

The Nominating Committee offers the following nominations:

Synod Council Members (3-year term except where noted)

At Large – Female, POC	Tullia Brown-Hamilton
Deacon (incumbent eligible)	Mindy Tillberg*
At Large – Youth/Young Adult (incumbent eligible)	Joanie Saltzman*
At Large – Male Lay (incumbent eligible)	William Meyerkord Dallas Rakestraw*

* **Incumbent**

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Biographical Information—Nominees

Synod Council Members

Position: At Large Female, POC **Name:** Ms. Tullia Brown-Hamilton
Congregation membership: Bethel, University City, MO
Congregational Activities: Worship Committee, Lector, Transition Team
Synodical/Churchwide Activities:
Community Activities: EarthDance Farm (board member), West End Neighborhood Association.
YOUTH: No **YOUNG ADULT:** No **POC/LOE:** Yes

Position: Deacon **Name:** Ms. Mindy Tillberg
Congregation membership: Immanuel, Salina, KS
Congregational Activities: Deacon of Youth & Education and Office Administration
Synodical/Churchwide Activities: Currently serving on Synod Council in Deacon position, Synod Coordinator for ELCA Youth Gathering (multiple cycles), volunteer Property Manager for Synod Day at the ELCA Youth Gathering (multiple cycles), member of the ELCA Youth Ministry Network, member of the Synod Youth Ministry Band of Leaders (SYMBOL).
Community Activities: Ell-Saline Elementary Community-Parent-Teacher Association, Ell-Saline Middle/High School Booster Club, Central Kansas District 4-H volunteer.
YOUTH: No **YOUNG ADULT:** No **POC/LOE:** No

Position: At Large, YA **Name:** Mx. Joanie Saltzman
Congregation membership: St. Mark Hope and Peace, Kansas City, MO
Congregational Activities: Worship Team
Synodical/Churchwide Activities: Synod Council, Churchwide Voting Member
Community Activities: Community support for adults with mental illness
YOUTH: No **YOUNG ADULT:** Yes **POC/LOE:** No

Position: At Large, Male Lay **Name:** Mr. William Meyerkord
Congregation membership: Lutheran Church of the Atonement, Florissant, MO
Congregational Activities: Assisting Minister, Head Usher, Past Council/Congregational President, Past Elder, Retired Youth Minister, Youth Counselor, Sunday School Superintendent, Sunday School Teacher.
Synodical/Churchwide Activities
Community Activities: Deliver Meals on Wheels, Leadership Team for Feed My Starving Children.
YOUTH: No **YOUNG ADULT:** No **POC/LOE:** No

Position: At Large, Male Lay **Name:** Mr. Dallas Rakestraw
Congregation membership: Reformation Lutheran, Wichita, KS
Congregational Activities: Youth and Adult Sunday School Teacher, Learning Board Member, Council Member (past), PMA
Synodical/Churchwide Activities: Synod Council (Executive Committee)
Community Activities: Board of Directors at Camp Wood YMCA, Board of Directors Child Advocacy Center of Sedgwick County, Wichita Bar Association Ethics Committee.
YOUTH: No **YOUNG ADULT:** No **POC/LOE:** No

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

2022 Nomination Biographical Information

Anyone accepting nomination for a Synod Council position must have a background check and therefore fill out a disclosure form.

Conference _____

Position Nominated for: _____

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Phone: _____ E-mail: _____

Congregational membership (include city/state): _____

Congregational activities: _____

Synodical/churchwide activities: _____

Community activities: _____

Person of color/language other than English?	___ yes	___ no
Youth (younger than 18 years old)	___ yes	___ no (DOB _____)
Young Adult (between 18 & 30 years old)	___ yes	___ no (DOB _____)

Nominated by:

_____ (name and contact information)

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Disclosure Form

DISCLOSURE

As part of the election process for Synod Council members, except for youth, the Central States Synod of the Evangelical Lutheran Church in America, is required by continuing resolution S9.12.A08 to obtain a background check of all nominees. Please return this form directly to Rev. Dave Whetter, Bishop’s Associate by e-mail to dwhetter@css-elca.org. (Those nominated to the Discipline and Consultation Committees do NOT need a background check.)

AUTHORIZATION

During the nominating and election process and at any time during the tenure of any position as a synod officer or Synod Council member to which I may be elected, I hereby authorize First Advantage Background Services, Corporation, P.O. Box 105292, Atlanta, GA 30348, 1-800-845-6004, on behalf of the Central States Synod of the Evangelical Lutheran Church in America to verify my social security number and do a check of the national criminal data base for any convictions. I understand that I may request a complete and accurate disclosure of the nature and scope of the background verification.

Nominee Name (Please print and include middle name)

Address

Nominee Signature

Date

Social Security Number *

Date of Birth

*For Identification Purposes Only

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

CONSTITUTION, BYLAWS and CONTINUING RESOLUTIONS

Central States Synod

Evangelical Lutheran Church in America

Amended at synod assembly on June 5, 2021

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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- †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 10.01.03

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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- †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. This synod, in cooperation 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- d. Interpret the work of this church to congregations and to the public on the territory of the synod.
- †S6.03.01.** 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-synod 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-synod committees;
 - 4) authorizing ordinations and ordaining 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 relationships with other synods in the region;

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 supportive funding;
- d. supporting relationships with and providing supportive funding on behalf of colleges, universities, and campus ministries;
- e. maintaining relationships with and providing supportive 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 companions
- 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, at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and at least 45 percent shall be men; and that, where possible, the representation of ministers of Word and Sacrament shall include both men and women. 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 synod 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 following the Assembly.

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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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.I.21

On those years when the assembly is held in person, 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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.
 - 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, typically one of whom shall be a man and one of whom shall be a woman, 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 at least 45 percent of the lay members of the assembly shall be women and at least 45 percent shall be men.
 - 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** If a special assembly is called and voting members at the previous assembly are unable to serve as voting members, where permitted by state law, the congregation through the Congregation Council may elect new members who shall continue to serve until the next Synod Assembly.
- S7.21.03.** The formula established by the Synod Council to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation shall be as follows:
- a. A minimum of two lay members elected by each congregation related to this synod, shall be voting members. Additional lay representation from congregations shall be on

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

the basis of the number of baptized members as reported in the most recently published parochial reports. Congregations having 500-1500 baptized members shall have 4 voting members; 1501-2500 baptized members shall have 6 voting members; and over 2500 baptized members shall have 8 voting members. No more than 50 percent of the voting members from a congregation shall be of the same gender.

- b. In the event that a congregation is unable to adhere to S.7.21.03a 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 no more than 50 percent of the lay members of the assembly shall be of the same gender. 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 their 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 the churchwide organization as may be designated by the presiding bishop 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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.A. 21** A Synod Authorized Minister_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.
- †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 worshiping 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.** Synod Authorized Worshiping Communities 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 the Synod Assembly.
- S7.32.** Robert's Rules of Order, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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. Ordain (or provide for the ordination 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;

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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) Be a member of the Conference of Bishops and Consult regularly with other synod 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 synod 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 synod 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 their retired or disability status took effect:
 - 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,
 - 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 roster 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 synod 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 secretary of this church. The appointment continues until resignation or until a successor is appointed. The Synod Attorney provides legal advice and counsel to the synod-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 synod 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 synod-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 synod bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod 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 synod-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 synod 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 rostered minister.

†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 rostered minister.

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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 as follows:

- 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. The officer shall serve until his or her successor takes office.
- c. The treasurer of this synod shall be elected to a four-year term and may be re-elected. The treasurer shall serve until his or her successor take office.

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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 of as a member of a congregation of this church.
- a. Proceedings for the recall or dismissal of a synod 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 synod-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 synod 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

include those set forth in ELCA bylaws 20.22.01 and as defined under the process described in the ELCA constitutional provisions 20.21 and 20.22 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 20.23.01 and as defined under the process described in the ELCA constitutional provisions 20.21 and 20.22 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 20.22.14 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:

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- a. The names, telephone numbers, e-mail addresses, and conference 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, conference, 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 synod 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.A21.** The Synod Council Executive Committee shall provide for background checks for persons nominated, including nominations for an additional term, for positions as synod 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, 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. 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 stated in †S6.04.02. One 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.
- †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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 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, at least 45 percent of the lay members shall be women and at least 45 percent shall be men.
- 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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.
 - 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 is a member 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,

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 entities, 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 affiliates.

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 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

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);, Saint Francis, KS (Salem); Sharon Springs, KS (Sharon); Smith Center, KS (American); Stuttgart, KS (Emmanuel); WaKeeney, KS (Bethlehem); WaKeeney, KS (Emanuel); WaKeeney, KS

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

(Immanuel); WaKeeney, KS (Zion); Wilson, KS,(Excelsior); Wilson, KS (Immanuel);
Winona, KS (Bethesda)

2) Central Kansas

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 (Emanuel); Hutchinson, KS (Zion);
Junction City, KS (Faith); Leonardville, KS (Walsburg); 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

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, (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) Osage

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); Rolla, MO
(Hope);Russellville, MO (Trinity); Salem, MO (Our Savior); Salisbury, MO (Peace);

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Savonburg, KS (Friends Home); Sedalia, MO (Christ & Trinity); Springfield, MO (Messiah); Springfield, MO (Prince of Peace); Stover, MO (Pyrmont Trinity); Sunrise Beach, MO (Kent Memorial); West Plains, MO (St. Paul)

5) Eastern Missouri

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); 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 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 rostered Minister 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- †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 roster 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 constitution and bylaws of this church.
 - 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 this church 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 leadership 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 contact the ELCA synod bishop or staff where the congregation is located. The synod bishop or synod staff where the transferring or independent congregation is located shall confer with the congregation to assure its understanding and acceptance of commitment to and affiliation with this church.
- 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 roster of congregations.
- †S13.02 It shall be the responsibility of each congregation of this synod 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- S13.12.** A congregation under financial obligation to its former rostered minister shall make satisfactory settlement of the obligation before calling a successor.
- †S13.20** 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.
- †S13.21.** 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.
- †S13.22.** 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 constitution of this church 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.** The Synod Council, itself or through trustees appointed by it, may take charge and control of the property of a congregation of this synod to hold, manage, and convey the same on behalf of this synod, if any of the following apply:
- The congregation has disbanded, ceased to worship, or otherwise ceased to exist as a congregation.
 - The congregation has abandoned its property.
 - The remaining members of the congregation decide that it is no longer possible to function as a congregation or that they are unable to provide required governance.
 - The Synod Council determines that the membership of a congregation has become so scattered or so diminished in numbers that it cannot provide required governance or that it has become impractical for the congregation to fulfill the purposes for which it was organized.
 - The Synod Council determines that it is necessary for this synod to protect and preserve the congregation's property from waste and deterioration.
- The congregation shall have the right to appeal any such decision to the next 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 *Constitution, Bylaws, and Continuing Resolutions of the*

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Evangelical Lutheran Church in America. The synod's involvement in and responsibility for such disciplinary processes shall be as set forth in that chapter.

S13.40. Synod-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 ministry in 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;
- 3) 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 available channels of effective communication;
- 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 and
- 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 the pastor's death or, following consultation with the synod 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 with disability status. 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 synod-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 ordination of those persons properly called to ministry in 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 this church 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. The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:

- 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 the deacon's death or, following consultation with the synod 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 with disability status. 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- 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 synod 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 expressions that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support of the whole church. The gifts and offerings of the members of ELCA are given to support all parts of this church, the unity of 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 supportive 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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 synod bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synod 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 synod bishop and the Executive Committee of the Synod Council shall be available to give counsel when disputes arise within this synod.
- †S17.02. The synod bishop and the Executive Committee of the Synod Council shall receive expressions of concern from rostered ministers 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 a concern relates directly to the synod bishop, the vice-president will lead the Executive Committee's efforts at resolving the matter. When the matter at issue cannot be resolved in this manner, the applicable 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 between or among congregations of this synod on a substantive issue that cannot be resolved by the parties, the council of an affected congregation may petition the synod bishop for a consultation after informing the other affected congregation(s) of its intent to do so. If this consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the issue(s), the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The decision of the Synod Council shall be final.
- †S17.04. When conferences, clusters, coalitions, or area subdivisions of this synod have a disagreement on a substantive issue that they cannot resolve, the aggrieved party or parties may petition the

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

synod bishop and the Executive Committee of the Synod Council requesting a consultation after informing the other affected parties of their intent to do so. 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 between or among factions within a congregation on a substantive issue which cannot be resolved by the parties, members of the congregation may petition the synod bishop for consultation after informing the president of the Congregation Council of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The Synod Council's 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. Introduced with the support of at least 15 voting members and having been approved by a two-thirds vote of the voting members present and voting at a regular meeting of the Synod Assembly, an amendment may be adopted unchanged by a two-thirds vote at the next 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.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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.

Treasurer's Report

In my report I'll provide a review of the recently completed fiscal year and some brief comments on the current year. I'll also comment on the proposed budget for 2023. Continuing with what we started several years ago, I'll provide two versions of the proposed budget: a narrative version explaining what ministries are supported in each area, along with a spreadsheet style format containing all the detailed amounts.

Financial status at the close of the recently completed fiscal year

As we all know, many aspects of our lives continued to be impacted by the pandemic in 2021. As a result, we all continued to operate in uncharted territory for a second year.

This was certainly true for the finances of the synod. In 2020, we experienced a surprising increase in giving from our congregations given all the sudden changes thrust upon every congregation. Would this level of giving continue as we slowly began to return to worship in person and resumed other congregational events?

When we ended the fiscal year in January 2022, we could see that the answer to that question was no. While that might be disappointing, it is not a surprise. As you'll see on a graph later in this report, over the last 20 years, an increase in support is always followed by a decrease. Plus, many of our congregations are struggling because of the pandemic and this impacts their contributions to the synod as well. With that said, I again want to thank all our congregations for their support in our shared mission.

On a more positive note, the pandemic also continued to curtail some of the synod's expenses. Because of that, our expenses were lower than budgeted. The lower expenses allowed us to avoid utilizing some of the 2020 budget surplus as we had planned. This is good news! We saved these funds and will use them to support the ministries of the synod in future years.

Income vs. Expenditures

Total Expenditures for 2021 were \$1,634,038. Total Revenue & Support was \$1,634,478, which was \$58,090 less than anticipated and \$58,293 less than the previous year. The synod ended the year with a \$440 surplus in our operating budget, as compared to a \$143,482 surplus in 2020.

As I mentioned previously, synod spending was lower than budgeted. The lower expenses were in the following areas: Travel, Synod staff compensation, Operations, Candidacy, Leadership/Ministry Development, and Area Conferences support.

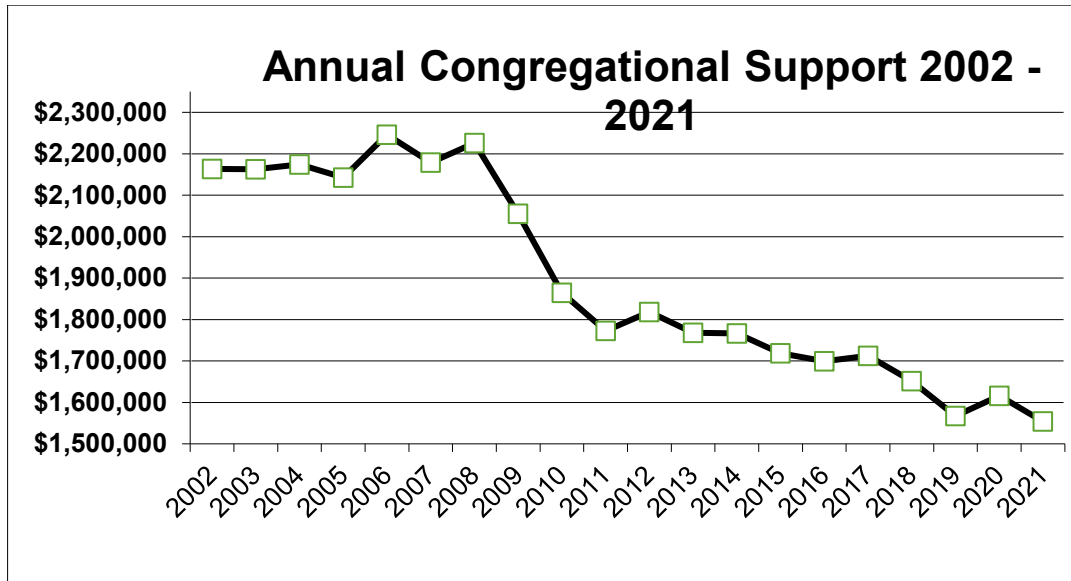
A detailed listing of the actual income and expenditures for 2021 is included in the attached budget spreadsheet. Refer to the "FYE 1/31/2022 Actual" column.

Congregational Support

The synod experienced a 3.9% decrease of \$62,250 in congregational support from the previous year, decreasing from \$1,616,056 to \$1,553,806. The following graph shows this as well as the giving trend over the past 20 years.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022



A report detailing the support received in 2021 from each congregation of the synod is attached as a part of this report.

ELCA Churchwide

In 2021, the synod continued to contribute to the Churchwide organization at a 50% rate. This means that half of the donations received from our congregations are shared with the larger church. The total contributed was \$776,903, which was a decrease of \$31,125 or 3.9% from the previous year.

Annual Audit

As a part of managing our cash flow during the pandemic, the annual audit of our accounts and practices for the 2019 fiscal year was delayed to later in 2020. This led to a domino effect and both the 2019 and 2020 audits were delayed. The 2019 audit is now complete, and the auditors will deliver the 2020 audit to the Executive Committee at its August meeting. We will then work with our auditors to complete the 2021 audit prior to the end of the year. When the audited financial statements for all these years are available, they will be posted on the synod web site.

Current fiscal year budget, calendar year 2022

The Synod Council revised the approved budget for the current fiscal year to create a “spending budget” that considers additional or revised information received since last year’s assembly. This spending budget is included in the attached detailed budget spreadsheet as the “Revised” column for 2022 (FYE 1/31/2023).

Last year we placed the surplus from 2020 into a temporarily restricted account. It is still our intention to use some of these funds to augment our Support & Revenue over the next couple of years to share this surplus with our congregations and other ministry partners. You will see this show up in several areas of the approved budget for the 2022 fiscal year.

For the 2022 spending budget, the following key changes were made:

- a. Increased the amount expected for the Annual Appeal to \$15,000 based on the generous results we have experienced over the past several years.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

- b. Altered the formula for determining the amount of congregational giving to be shared with the Churchwide organization. Going forward, we will exclude the amounts received for the Annual Appeal.
- c. Decreased the amount to support the Candidacy process by \$1,000 to reflect reduced amounts spent for this in recent years.
- d. Implemented a net increase in Synod Salaries & Benefits resulting from several changes, including an addition to the staff of a Candidacy coordinator, a new compensation support arrangement for our new part-time DEM, an increase for the bishop and bishop's assistant based on the synod guidelines, and a 2% increase for the remainder of the staff
- e. Reduced the amount allocated for Travel. The amount spent will likely increase from last year but is unlikely to reach what had been budgeted.
- f. Increased the amount for Operations to reflect that we will be incurring costs for the completion of three audits this year, instead of the usual one. We are spending funds that were not spent for these audits in 2020 and 2021.
- g. Reduced the grant amount to support congregations in enhancing the technology needed to support their outreach and evangelism ministries from \$10,000 to \$5,000. We believe that most congregations so inclined have already take advantage of this grant. I encourage every congregation that has a need to take advantage of this grant opportunity if they have not already done so. We are providing grants of up to \$500 per congregation. Please contact the synod office for instructions on how to apply.

Proposed budget for calendar year 2023, Fiscal Year Ending January 31, 2024

The proposed budget for the fiscal year ending on January 31, 2024, is shown in the attached detailed budget spreadsheet for your consideration. This is shown in the "Proposed" column for the year 2023 (FYE 1/31/2024) in the attached budget spreadsheet. This budget will be presented at the synod assembly for approval.

The budget presented is targeting congregational giving of \$1,550,000, which is the same as the budget for the previous three years. In this budget, our Total Support & Revenue will support our anticipated Total Expenses of \$1,648,779. This is a decrease from the amount budgeted for 2022 of approximately \$32,000.

There are a few significant changes in this proposed budget:

1. The amount to be released from the temporarily restricted fund containing the 2020 surplus has been reduced to \$33,579.
2. The Leadership Training grant has been reduced by \$5,000.
3. Synod Salaries & Benefits were increased to \$505,454 to reflect a 2% salary increase for the staff and an increase in benefits costs.
4. Travel costs were increased by \$2,500 to reflect greater travel opportunities as we emerge from the pandemic.
5. The grants amount for Bethany College and the seminaries were reduced by \$5,000 a piece, so that each organization will receive \$10,000 for the year.
6. The amount for Operations was reduced to \$46,000 with the expectation that we will have completed all the backlogged financial audits.
7. The technology enhancement grants for the Conferences and the congregations were terminated, as was planned.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Mission Endowment Fund

Authorized by the 1999 Synod Assembly, the Mission Endowment Fund has been providing financial support for over 20 years 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 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 their good work throughout the year. I want to especially lift up our synod bookkeeper, Barbara Beadle, who is retiring this year. She has been part of the bookkeeping team supporting the synod since it was formed, and she will be sorely missed.

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

2023 Narrative Budget

Continuing with our practice of recent years, we are presenting this narrative budget as a supplement to the usual spreadsheet style budget also included in the assembly binder material. This approach helps relate the dollar figures in the budget to specific ministry plans for the coming year. The dollar figures are summations of the specific line items in the budget proposal.

Let's walk through how we will spend our money in 2023!

We are Church Together (\$775,000)

Half of all contributions received by the Central States Synod are shared with the Churchwide organization of the ELCA. 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.)

The Ministry Entrusted to the Synod. (\$33,000)

Walking together does not always mean seeing exactly where the other person goes. Different interests and responsibilities exist even among those who walk together.

This area of the budget supports the work of Camp Tomah Shinga and Hollis Renewal Center. These ministries provide outdoor ministry space, so our kids and congregations have places to go for retreat and to get in touch with God's creation. **(\$15,000)**

We will support advocacy agencies in both Kansas and Missouri as a part of working ecumenically to voice our concerns on matters importance to all the corners of the synod. **(\$5,000)**

Do you enjoy having a pastor or Parish Ministry Associate to lead you? That's due to the work of the Candidacy Committees or the PMA Team, who have shepherded those interested in the ministry along the way. **(\$7,000)**

To help share in our responsibilities we will continue a new effort to develop strong, innovative, and transformational leaders. **(\$5,000)**

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 occasionally incur expenses to facilitate the work that they do. **(\$1,000)**

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

The Ministry of Oversight and Pastoral Care (\$697,954)

When you walk together, you need someone to lean on from time to time.

The ministry of Oversight and Pastoral Care includes the salaries for Synod Staff, who work tirelessly to “be there” when called upon. They lend support and encouragement to congregations and to leaders, in all the “highs” and “lows” of life together. They sometimes take the brunt of anger and frustration as the powers and principalities of this present age cause friction in human community. These are leaders committed to “being there” in whatever the circumstances. **(\$505,454)**

This area of the budget also supports the salaries of Campus Ministers, who greet new students at Campus ministry sites in both states. **(\$145,000)**

This budget area provides help for your congregation in time of a call process, in both staff hours and support of call committees through process ministers. **(\$1,000)**

This budget area also includes travel expenses, the annual Fall Theological gathering of leaders, and legal fees as needed to protect our journey together. **(\$46,500)**

The Ministry of ELCA Partnerships (\$53,825)

A good walk sometimes calls for some specific guidance or expertise. No one goes off on a mountain hike without first investing in a good geographic contour map. It helps you plan the route, know about twists, turn and inclines, and can prepare you for the unexpected.

In the same way, our ELCA Partnership Ministries through Region IV, Bethany College, our Seminaries at Chicago and Dubuque, and our Planned Giving Partnerships help us anticipate and navigate through a changing landscape in the world. It’s not a large portion of the budget, but it’s an important one.

Region IV helps give us a “bird’s eye” view of things changing and affecting a wider area of adjacent Synods, coordinating ministry. **(\$1,200)**

Planned Giving Services help individuals, congregations and institutions better use resources, investing them, advising, and helping people do estate planning that assures a future for the things we value. **(\$22,625)**

Our Seminaries and Bethany College help shape and train leaders for the church of tomorrow with an eye toward the heritage of the past. **(\$30,000)**

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

The Ministry of Place and Property (\$74,000)

“Foxes have holes and birds of the air have nests, but the Son of Man has no place to rest his head...” Jesus says, but then Jesus didn’t have to keep files to satisfy legal obligations and didn’t have a photocopier. There are some necessary things about administering a synod, and part of that is having a place to gather for meetings, to “hang one’s hat” when one is not out visiting congregations and leaders.

The Central States Synod offices are strategically located in Kansas City, right in the middle of our two-state footprint. In 2019, we decided to share office space with the local diocese of the Episcopal Church. They have been great partners with us and the space we have fulfills the needs of the staff and provides for good meeting space, when needed, for various team and committees. You are encouraged to stop by and see your offices anytime. **(\$24,000)**

There are also the usual costs for running an office for any kind of an organization: a copier, paper, phone services, financial audits and computers. All those things that the staff needs to conduct the “business” of the synod. **(\$50,000)**

The Ministry of Leadership and Outreach (\$14,500)

As we walk together, we need to support those that lead us by helping them communicate and providing them with the tools that they need. The same is true for enabling our congregations to reach outward to those in need of hearing the good news.

There are funds for Synod Council Meetings, Conference and Deans’ gatherings, and a set aside for bishop transition, so that we anticipate the turnover of staff in election years. **(\$14,500)**

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. **(\$1,550,000)**

Individuals, families, and congregations may designate gifts for the Synod Assembly offering and in response to the Annual Appeals or other special project needs. **(\$15,000)**

We will once again use some of the surplus that we realized in 2020 to help support the work of the synod if we don’t receive the offerings or donations needed. **(\$33,579)**

In addition, the synod receives grants from the Churchwide organization for specific synod missions and reimbursements from a variety of agencies. **(\$50,000)**

To support all of these ministries, as a synod we will spend a total of \$1,648,779 in 2023!

2023 Budget Worksheet

	2023 FYE 1/31/2024 Proposed		2022 FYE 1/31/2023		2021 FYE 1/31/2022		
			Revised	Approved	Actual	Revised	Approved
SUPPORT AND REVENUE							
1 Congregations	1,550,000.00	1,550,000.00	1,550,000.00	1,550,000.00	1,553,806.01	1,550,000.00	1,550,000.00
2 Annual Appeal	15,000.00	15,000.00	15,000.00	10,000.00	16,166.60	10,000.00	10,000.00
3 Shared Mission	0.00	0.00	0.00	700.00	0.00	700.00	1,000.00
4 Interest	200.00	200.00	200.00	200.00	174.17	200.00	151.00
5 Temp. Restricted Funds Released	33,579.00	65,116.00	65,116.00	63,634.00		81,668.00	
6 Reimbursement/Other Income	50,000.00	50,000.00	50,000.00	50,000.00	64,331.04	50,000.00	60,892.00
Total Support & Revenue	1,648,779.00	1,680,316.00	1,674,534.00		1,634,477.82	1,692,568.00	1,622,043.00
EXPENDITURES							
7 ELCA CHURCHWIDE MINISTRY	775,000.00	775,000.00	780,000.00		776,903.01	780,000.00	780,000.00
SYNOD MINISTRY							
A. Agencies & Institutions							
8 Camp Tomah Shinga	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
9 Hollis Center-Outdoor Ministry	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	3,500.00
10 Kansas Interfaith Action Coalition	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	
11 Missouri Voices of Faith	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	
Total Agencies/Institutions	20,000.00	20,000.00	20,000.00		20,000.00	20,000.00	13,500.00
B Teams and Task Forces							
29 Candidacy	7,000.00	7,000.00	8,000.00	8,000.00	1,926.50	8,000.00	8,000.00
31 Parish Ministry Associates	500.00	1,000.00	1,000.00	1,000.00	515.62	1,000.00	1,000.00
34 Faith Innovations	0.00	0.00	0.00	0.00	10,000.00	10,000.00	
35 Leadership Training	5,000.00	10,000.00	10,000.00	10,000.00	6,443.87	10,000.00	
39 Teams & TF Expenses (Shared)	1,000.00	2,000.00	2,000.00	2,000.00	0.00	2,000.00	2,000.00
Total Teams and Task Forces	13,500.00	20,000.00	21,000.00		18,885.99	31,000.00	11,000.00

Central States Synod 2022 Synod Assembly
June 9 – 11, 2022

C. Oversight & Pastoral Care							
41	Synod Salaries & Benefits	505,454.00	498,491.00	486,709.00	463,427.67	478,743.00	490,718.00
42	Campus Ministry Salaries & Ben	145,000.00	145,000.00	145,000.00	144,999.99	145,000.00	130,000.00
43	Fall Theological Conference	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00
48	Travel (Synod Staff)	42,500.00	40,000.00	45,000.00	35,372.32	45,000.00	45,000.00
55	Call Process Ministries	1,000.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
59	Legal Fees (Discipline)	0.00	0.00	0.00	0.00	0.00	0.00
	Total Oversight/Pastoral Care	697,954.00	688,991.00	681,209.00	647,949.98	674,243.00	671,218.00
D. ELCA Partnerships							
61	Region IV	1,200.00	1,200.00	1,200.00	0.00	1,200.00	1,200.00
62	Bethany College	10,000.00	15,000.00	15,000.00	15,000.00	15,000.00	10,000.00
63	Seminaries (STC & Wartburg)	20,000.00	30,000.00	30,000.00	30,000.00	30,000.00	20,000.00
64	Planned Giving Partnership	22,625.00	22,625.00	22,625.00	22,625.00	22,625.00	22,625.00
	Total ELCA Partnerships	53,825.00	68,825.00	68,825.00	67,625.00	68,825.00	53,825.00
E. Office							
65	Rent & Occupancy	24,000.00	24,000.00	24,000.00	26,000.00	24,000.00	24,000.00
67	Depreciation	4,000.00	4,000.00	4,000.00	2,037.12	4,000.00	4,000.00
68	Operations - Total	46,000.00	55,000.00	46,000.00	40,061.55	46,000.00	46,000.00
	Total Office	74,000.00	83,000.00	74,000.00	68,098.67	74,000.00	74,000.00
F. Synod Council							
70	Meetings	2,000.00	2,000.00	3,500.00	389.48	3,500.00	3,500.00
	Total Synod Council	2,000.00	2,000.00	3,500.00	389.48	3,500.00	3,500.00
G. Conferences Support							
71	Dean's Meetings	2,500.00	2,500.00	1,000.00	2,454.62	1,000.00	5,000.00
72	Tech Enhancements & Communications	0.00	5,000.00	5,000.00	0.00	10,000.00	
73	Enhanced Outreach & Evangelism	0.00	5,000.00	10,000.00	21,731.20	20,000.00	
	Total Conferences Support	2,500.00	12,500.00	16,000.00	24,186.82	31,000.00	5,000.00
H. Contingency							
77	Contingency	0.00	0.00	0.00	0.00	0.00	0.00
I. Bishop Transition Set Aside							
78	Bishop Transition Set Aside	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
	TOTAL SYNOD MINISTRY	873,779.00	905,316.00	894,534.00	857,134.94	912,568.00	842,043.00
	TOTAL EXPENDITURES	1,648,779.00	1,680,316.00	1,674,534.00	1,634,037.95	1,692,568.00	1,622,043.00
	NET REVENUE OVER OR (UNDER) EXPENSES	0.00	0.00	0.00	439.87	0.00	0.00

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 1/31/2023

Synod Salaries & Benefits detail for the year ending 1/31/23 is:

Description	Bishop	Clergy Staff	Non-Clergy Staff	Total Compensation
Base Salary	89,357.00	151,209.00	187,107.33	427,673.33
Employer's Social Security (1)	0.00	0.00	11,224.04	11,224.04
Pension (2)	12,509.98	13,553.28	14,198.20	40,261.46
Basic medical	15,444.00	42,234.00	37,548.83	95,226.83
Plan Administration & Disability	1,965.85	2,484.77	3,123.61	7,574.23
Continuing Education	1,000.00	2,000.00	0.00	3,000.00
LDR Grant for Deployed Staff	0.00	0.00	(59,059.29)	(59,059.29)
DEM Purchase of Services	0.00	(47,410.00)	0.00	(47,410.00)
Anticipated Portico Increases for January 2023	3,244.00	8,870.00	7,886.00	20,000.00
Total Compensation Prior to Reimbursements	123,520.83	172,941.05	202,028.72	498,490.60

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 2022 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	1.87
Non-clergy Staff	<u>3.75</u>
Total	<u>6.62</u>

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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 1/31/2024

Synod Salaries & Benefits detail for the year ending 1/31/24 is:

Description	Bishop	Clergy Staff	Non-Clergy Staff	Total Compensation
Base Salary	89,857.00	190,873.30	153,695.06	434,425.36
Employer's Social Security (1)	0.00	0.00	8,606.21	8,606.21
Pension (2)	12,579.98	18,249.96	10,776.20	41,606.14
Basic medical	5,400.00	63,678.00	22,742.04	91,820.04
Plan Administration & Disability	1,976.85	3,345.83	2,370.76	7,693.44
Continuing Education	1,000.00	2,000.00	0.00	3,000.00
LDR Grant for Deployed Staff	0.00	(101,697.00)	0.00	(101,697.00)
DEM Purchase of Services	0.00	(47,410.00)	0.00	(47,410.00)
Anticipated Portico Increases for January 2023	1,176.00	13,870.00	4,954.00	20,000.00
Total Compensation Prior to Reimbursements	111,989.83	190,320.09	203,144.27	505,454.19

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 2022 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	1.87
Non-clergy Staff	<u>3.75</u>
Total	<u>6.62</u>

COMPENSATION GUIDELINES FOR 2023

Compensation & Benefits for Rostered Ministers

Pastors and Deacons



CENTRAL STATES SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

COMPENSATION GUIDELINES TASK FORCE:

Dede Patterson, Herington, KS

Pr. Chris Deines, Lindsborg, KS

Pr. Mike Kern, Liberty, MO

Dennis Kemper, Bel-Nor, MO

David Stock, Holts Summit, MO

SYNOD STAFF:

The Rev. Dave Whetter, Bishop's Associate

2023 GUIDELINES FOR APPROVAL

by the Central States Synod Assembly, June 9-11, 2022

A MESSAGE FROM THE BISHOP OF THE SYNOD . . .

Dear Ministry Partners,

Determining appropriate compensation is both challenging and important for the well-being of the rostered minister as well as the health and ministry of the congregation and ministry setting. We want to provide fair and just compensation to our rostered ministers while working within the realities of congregation budgets! That is why it is vital that determining appropriate compensation be done **in conversation** with both the rostered minister and the congregation's leadership.

Instead of a chart that provides a salary range based upon years of experience, there is now a worksheet that **requires** councils or leadership boards to figure out a fair compensation package by looking at the different circumstances and situations of their rostered minister as well as their own context. I cannot emphasize enough how important it is to have this conversation, recognizing the needs, experience, abilities of the rostered minister as well as the setting in which they are serving.

You will notice additional changes for the 2023 Compensation Guidelines:

- Updated language that explains the reason for sabbaticals – “rest and renewal.” (See page 20 and appendix A on page 23)
- “New Parent Leave” has been changed to “Family and Medical Leave.” (See page 21 and appendix B on page 25)
- Pulpit supply rates have increased to \$160 for one service plus \$55 for each additional service. (See page 22)

The Compensation Guidelines Task Force has developed a worksheet to assist with the process. You can access the proposed worksheet [here](#).

The changes on the worksheet include:

- Calculations for deacons as well as pastors
- An increase of 4.7% in the baseline figure to reflect the inflation rate
- An additional tab to help treasurers fill out W-2 forms.

I deeply appreciate all the hard work of the committee! They continue to make improvements to provide you with the very best resource. Please use this resource as you do your work in providing appropriate compensation to your rostered ministers. And don't forget that in addition to looking at compensation each year, it is equally important to look at expectations, goals, and challenges each year by doing a performance review with your rostered minister.

We are here to help. Thank you for all the ways in which you support the ministry we do together as the church.



The Rev. Susan Candea, Bishop
Central States Synod
Evangelical Lutheran Church in America

SECTION 1: COMPENSATION

A. APPROPRIATE COMPENSATION

Determining appropriate compensation is difficult! Rostered ministers (pastors and deacons) are not always paid what they should be paid. By virtue of their educational requirements and congregational/ministry site expectations, rostered ministers are professionals. They bring to their congregations or ministry sites many gifts, and should be compensated according to their education, ability, and responsibility, and in line with the incomes of professionals in comparable positions. Some synods define this as high school principals; others compare it with rostered leaders of other denominations. Based on their compensation, rostered ministers should be able to provide for their own economic needs as well as those of their spouse and/or children.

The Central States Synod cannot provide specific tax or legal advice to rostered ministers, congregations, or specialized ministries. If you have questions about tax matters or legal issues, contact a qualified tax adviser or attorney. Information provided by the IRS specifically for churches and religious organizations can be found at: <http://www.irs.gov/pub/irs-pdf/p1828.pdf>

Just as the rostered minister ought to be paid a livable wage, 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 loved ones. All in the congregation need to find the appropriate balance in compensating rostered ministers and church professionals. Mission, ministry, and expectations must be clearly articulated if rostered ministers are to be held accountable for their service. A Congregation Council or specialized ministry governing board is expected to annually review the joint ministry expectations of the congregation or ministry and its professional ministers. Constructive adjustments in expectations and/or direction can be made at this time. For the financial health of the community, compensation packages ought to be annually reviewed as well. Realistic expectations and adequate compensation are critical to the future wellbeing of the whole community.

Everyone must remember that the process for determining compensation must be open, honest, and gracious conversation. Both professional ministers and ministry representatives, (whether the Congregation Council, a staff support committee, or personnel committee), should articulate their expectations clearly and develop a regular ministry evaluation process to note changes as program directions shift or as the rostered minister's skills or needs change. Honest assessment leads to healthy ministry. Not even carefully crafted guidelines can give congregations or specialized ministries automatic, concise and simple answers to what are inherently complex issues. Following the criteria set forth in the Rostered Minister Recommended Salary Worksheet will be helpful in ministry assessment and compensation discussions.

While the focus of these guidelines applies only to rostered ministers, the principles apply to other church workers. Youth directors, secretaries, custodians, choir directors, organists, teachers and others also deserve fair compensation, and the responsibility of the congregation to these persons is no less than to the rostered minister.

IMPORTANT NOTE: Housing and Social Security allowances (Sections 2,3, and 4 below) are provided for pastors only. All other recommended guidelines in this document apply to all rostered ministers (pastors and deacons).

If current compensation is below a level agreed to be fair, moving to a level of adequate compensation may involve patience on the part of rostered ministers as a ministry works to achieve that goal. It will also involve a ministry's determined effort in stewardship and education to reach that level. For example, if the compensation is 10% below the guideline, the ministry might make the commitment to increase the rostered minister's salary by 6% - 8% per year for three years to reach the appropriate compensation guideline three years hence. Finally, adequate and fair compensation encourages good morale on the part of professional ministers and the congregation or specialized ministry as they work together to do ministry and mission in the name and spirit of Jesus Christ. See Section 4. Part A. for a list of non-cash compensation options. If the congregation or specialized ministry is already ABOVE the appropriate compensation guideline, a cost of living increase equivalent to the CPI-W for the West Urban United States should be considered (www.bls.gov/news.release/cpi.t06.htm), since the failure to provide a cost of living salary increase is, in effect, a salary cut. In addition, merit increases should be considered for all rostered ministers.

B. HOUSING ALLOWANCE FOR PASTORS

Pastors called to congregational or specialized ministries may designate a portion of their compensation as a "housing allowance." This is a significant tax advantage giving pastors the ability to exclude from federally taxable income that part of compensation that is used to provide a home (Internal Revenue Code section 107). Please remember that this designation does not change the total defined compensation paid to a pastor. This is also not an exclusion for income used in determining Social Security or SECA tax obligations.

Portico Benefit Services provides helpful information on housing allowance. Please contact them for more information.

Congregations that pay their pastors a housing allowance must approve a resolution 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. See page two of the worksheet for a sample resolution.

The following kinds of expenses can be used when calculating the housing allowance.

- Mortgage or rent payments
- Real estate taxes
- Property Insurance
- Down Payment on a home
- Utilities
- Furnishings & Appliances (purchase & repair)
- Remodeling & repairs
- Yard maintenance & improvements

Only the lowest of the following can be used when a pastor files their federal income tax return:

- The fair rental value of the home (including all expenses listed above)
- The amount actually spent to provide a home
- The amount officially designated as the housing allowance

The housing allowance amount is always excluded from federal income. This means that the congregation or specialized ministry excludes this amount from Box 1 of the W-2. The amount will, however, be entered in Box 14 of the W-2, which is merely an information item. A pastor should always check with her or his own tax advisor for personal questions or concerns about the housing allowance or other tax issues.

C. MINISTRY-PROVIDED HOUSING (PARSONAGES)

Where a congregation provides a parsonage, the congregation should assume all costs for maintenance and utilities. The congregation may pay these costs directly or give an allowance to the pastor sufficient to cover the expenses. In addition to these costs, the congregation should provide and maintain major appliances in the parsonage. While living in a parsonage has many advantages, it does not build home equity for retirement. If a parsonage is provided, the congregation is encouraged to provide the pastor a Housing Equity Allowance. It is helpful for the congregation to pay directly to a tax deferred plan which delays the income tax due until the funds are actually withdrawn for use; this can be done by making additional employer contributions with Portico Benefit Services. It is recommended that these contributions total at least 3% of the defined compensation (Salary & Cash Value of Parsonage). When housing is provided for a pastor couple, a 30% housing allowance for *each* spouse must be included when calculating defined compensation for Portico Benefit Services.

D. SOCIAL SECURITY ALLOWANCE FOR PASTORS

While most pastors are employees for federal income tax reporting purposes, they all are self-employed for social security purposes. This means that pastors are not subject to "FICA" taxes, even though they report their income taxes as employees and receive a W-2 from their church. Rather, they pay the "self-employment tax" (SECA – Self-Employed Contributions Act) of 15.30% of their salary and housing allowance. Since congregations are required to pay 7.65% of a lay employee's salary for social security benefits, it is fair and recommended to pay this amount as a Social Security allowance to the pastor. Many congregations provide an allowance for all or part of this expense. This allowance, if provided, is part of the taxable income for the pastor. Deacons and lay ministers are considered to be employees of the congregation and congregations are required to pay Social Security taxes and file federal tax W-2 or 1099 forms, as appropriate.

SECTION 2: BENEFITS

A. 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. 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 and see the four health plan options.

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 reallocating 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.

Portico Benefit Services, the nonprofit benefit ministry of the ELCA, provides the benefit program for rostered ministers, lay employees, and their families. Portico provides health, dental, prescription drug, retirement, disability, and group life insurance benefits in one bundled program.* This program is designed to address the needs of rostered ministers and provide seamless benefits during change of call, leave from call, and other events unique to ministry. A bundled approach helps ensure rostered ministers and lay employees are protected against significant financial loss from a variety of risks. Through Portico, congregations** in this synod and across the country pool their collective purchasing power to provide benefits in a cost-effective manner. For more information, see the ELCA Philosophy of Benefits at PorticoBenefits.org/philosophy.

Congregations and plan members share the cost of benefits. Congregations are expected to support the well-being of their covered plan members by paying all or a significant portion of the contributions for benefits. Plan members are expected to participate in the cost of utilizing the benefits (e.g., deductibles, coinsurance, and copays).

The ELCA Church Council has approved a balance of cost-sharing between congregations and plan members. Portico offers a choice of ELCA-Primary health benefit options that fit this approved balance. Each fall, congregations in this synod should select one of these approved options to offer their sponsored plan members for the following year. During annual enrollment, Portico will notify congregations which options fit within the range that the ELCA Church Council has approved. Congregations should engage in conversation with their rostered minister to determine the option that best fits their needs. Current

contribution rates are available on at EmployerLink/PorticoBenefits.org or by calling Portico at 800.352.2876.

* A plan member may waive health coverage if they have access to valid medical insurance coverage through their spouse or another employer.

** “Congregations” may also refer to multi-point parishes or other non-parish ministry agencies such as Bible camps, long-term care facilities, hospitals, campus ministries, etc.

B. 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 reimbursements 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. The rostered minister is responsible for maintaining adequate records for every vehicle used for work-related travel. Because new tax laws no longer allow non-reimbursed business expenses, including mileage, to be claimed on tax returns, we recommend congregations use one of the options below rather than providing an automobile allowance:

- The congregation purchases or leases a vehicle and assumes the total expense.
- 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 current IRS reimbursement rate can be found on <http://www.irs.gov>
- The Central States Synod does not recommend that congregations provide an automobile allowance.

C. PROFESSIONAL EXPENSE REIMBURSEMENT

It is recommended that the congregation share professional expenses such as books, clerical apparel, periodicals, professional dues, software, entertaining, and hospitality costs incurred in the performance of the duties of the ministry as well as technology tools such as phones and tablets which are essential and necessary for the minister’s calling. The Central States Synod recommends that this be set as a line item in a budget.

D. VACATION

Because a rostered minister is “on call” day and night and carries heavy responsibilities daily, the recommended minimum 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. 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.

E. 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. Days off due to illness shall not be subtracted from vacation time.

F. 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 and national holidays. Compensation time is not to be counted as vacation time.

G. CONTINUING EDUCATION

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. Continuing education is regarded as an essential ongoing process that assists the leader in maintaining and sharpening the professional skills required for congregation rostered leader in a rapidly changing world. The ELCA expects each rostered minister to participate in an average of 50 contact hours of annually. Congregation and synod staff should consider a rostered minister's continuing education record when granting compensation increases and in the call process.

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 continuing education.

The recommended continuing education time is two weeks (fourteen full days which include Sundays), plus the recommendation of \$1,000 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. Unless a congregation has an explicit written policy relating to the use of continuing education funds, upon beginning a new call within the ELCA, those funds will transfer to the new congregation.

H. SABBATICAL

When a rostered minister has served longer than five years and has served for at least three years in their current call, the congregation is encouraged to grant sabbatical leave of three to six months. Further sabbaticals shall be granted every five years. Compensation during sabbatical leave shall remain unchanged for the pastor or deacon. The congregation is responsible for the costs of pulpit supply and emergency coverage, or the salary of an interim pastor, during a sabbatical leave. The purpose of sabbatical leave is for rest and renewal of rostered minister. *See Appendix A.*

SECTION 3: DISABILITY AND LEAVE

A. TEMPORARY DISABILITY

In the case of disability due to injury, or physical or mental health condition, the congregation shall continue to pay the full compensation and housing for the first sixty days of disability, until the temporary disability benefits of Portico Benefit Services go into effect. Disability benefits under the ELCA Disability Benefits Plan provide monthly income, health and survivor coverage, and contributions to the ELCA Retirement Plan. These benefits are designed to help rostered ministers adapt and recover from disabling illness and injury until they can return to work, if possible. The congregation council and rostered minister should contact the synod office and Portico prior to taking actions related to disability.

B. FAMILY AND MEDICAL LEAVE POLICY

The Central States Synod and the ELCA seek to provide compensation and benefit policies that meet the needs of all rostered ministers. As such this synod recommends that all congregations create a Family and Medical Leave policy that supports the needs and health of the rostered minister.

- Family leave is defined as leave for rostered ministers to provide care for a family member during illness, injury, or other needs.
- Parental Leave is defined as leave for rostered ministers adding a family member.

Since each family's situation is unique, congregations are encouraged to be flexible and understanding in granting the necessary time for the rostered minister to meet the needs of their family situation. Family and Parental Leave is a good investment in the health and well-being of the rostered minister and their family as well as a positive way to lift up and model healthy familial commitments to the whole congregation. **The recommendation is that congregations grant a minimum of six weeks paid leave.** (A sample "Leave Policy" is included in Appendix B)

SECTION 4: OTHER MATTERS

A. ADDITIONAL COMPENSATION

Congregations who are unable to meet compensation guidelines or would like to reward faithful ministers for their service might consider a variety of means of additional compensation. They should ask their rostered minister what other types of compensation would be beneficial to them. Congregations are invited to think creatively about this. Examples vary by congregation, but some have provided:

- Additional vacation and/or continuing education time
- Additional continuing education funds
- Services from congregation members: licensed daycare, haircuts, car service, dry cleaning, lawn care, snow blowing, etc.
- Additional retirement contributions (above 12%)

B. INTERIM AND PART-TIME MINISTRIES

Because situations vary 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 and paid for by the congregation. \$160 for one worship service, plus \$55 each additional service is a recommended minimum. If additional responsibilities are requested, such as service planning, visitation, faith formation, etc., additional compensation should be considered. Mileage reimbursement should be provided, usually based on the current IRS rate.

APPENDIX A - Extended Leave (Sabbatical Guidelines)

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." (2 Cor. 4:7). 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 sabbatical leave for rostered ministers is an expression of mutual care for one another.

Sabbatical Leave should be considered by both clergy and congregation as an integral feature of clergy's life and ministry. The clergy and congregation should plan together a definite sabbatical schedule which provides benefits in ministry for both. Sabbatical leave is a privilege granted by a congregation to its leader. It is an opportunity the congregation provides its leader to experience a renewal of oneself and of one's mission. It is a time for reflection, spiritual re-encounter, renewal, and community.

The distinct benefits of a sabbatical leave are twofold:

- a) The mission of the congregation benefits from the opportunity to be re-empowered through caring for the ministry of the congregation in the absence of a rostered leader in addition to the presence following sabbatical leave of rostered leaders whose skills and creativity have been renewed or enhanced through a time for reflection, spiritual re-encounter, renewal, and community.
- b) The ministry of rostered leaders benefits from the personal renewal that comes from an extended time for reflection, spiritual re-encounter, renewal, and community.

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. An extended sabbatical leave should be holistic, including time for prayer, reflection, relaxation, and refreshment of body and spirit.

EXTENDED SABBATICAL LEAVE GUIDELINES

1. An extended sabbatical leave of three to six months be granted to rostered ministers. To be eligible for sabbatical leave, leaders shall have been (a) in rostered ministry for five years and (b) at least three years in their current call. Following their first sabbatical, rostered leaders shall be eligible for sabbatical leave every five years.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

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. The congregation, institution, or agency shall maintain the defined compensation (base salary, housing, and Social Security allowance) and ELCA Retirement and Benefits program be maintained at the current budget level. Rostered leaders and congregations are encouraged to apply for outside funding support when available.
4. 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.
5. Expenses incurred by the rostered leader during the sabbatical leave will be borne by that leader. Continuing education funds would normally be used to cover some of the expenses.
6. 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.
7. It is understood that the extended sabbatical leave is a mutually negotiated agreement between the rostered person and the congregation, agency, or institution. The extended sabbatical leave agreement will be 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 Executive Committee Meeting on May 13, 2022.

APPENDIX B: Sample Family and Medical Leave Policy

[Name of Congregation/Ministry] is committed to a culture that helps our rostered leaders and employees meet the demands of family and employment responsibilities. Offering our rostered leader(s) and employees the option of taking paid time off when they or a family member is sick is not just good for our rostered leader(s) and their families, it's good for our faith community.

Therefore, it is our policy to provide up to [#] weeks of paid family and medical leave in a 12-month period to eligible rostered leaders as defined below.

Eligibility

To be eligible for paid Family and Medical leave (PFML), a rostered leader or employee must:

1. Have been employed by [Name of Congregation/Ministry] as full-time or part-time (as defined by [Name of Congregation/Ministry]) for [#] months before leave is to begin, and
2. Require leave from work for a reason covered by the Federal Family and Medical Leave Act, as explained below.

Reasons for Leave

An eligible rostered leader/employee can take PFML for any of the following reasons:

- For the employee's own serious health condition.
- For the birth of the employee's child, and to care for the newborn child.
- For the placement of a child with the employee for adoption or foster care; or
- To care for the employee's spouse, domestic partner, child, or parent who has a serious health condition.

Use of PFML, Rate of Pay and Benefits While on Leave

PFML will be subject to the following general requirements:

1. Generally, employees are entitled to take up to [#] weeks of leave in a single 12-month period for the reasons specified above. For the purposes of this policy, [Name of Congregation/Ministry] will calculate the amount of PFML available to an employee using a "rolling" 12-month period.
2. Any PFML taken for the birth/adoption/foster care placement of a child must be completed within one year after the date of birth or placement.
3. Full-time rostered leader(s)/employees will be compensated at the regular, base weekly rate of pay. The compensation rate of those who are parttime will be pro-rated based on an average number of hours worked in the [#] months before leave begins.
4. If the reason for PFML also is covered by the [Name of Congregation's/Ministry's] short-term benefits policy (or other policies), benefits will run concurrently. However, [Name of Congregation/Ministry] will supplement the employee's pay so that the employee receives 100 percent compensation during the period of leave.
5. To the extent applicable, PFML will run concurrently with federal FMLA and any leave provided under state or local law.
6. If a rostered leader/employee is enrolled in group health insurance or other insurance benefits, these benefits will continue as if the employee had not taken leave.

How to Request PFML?

If a rostered leader/employee requests leave for a reason that the employee believes qualifies under this policy, the employee must comply with [Name of Congregation/Ministry] notification policy [include reference to handbook page here if congregation has one]. Failure to comply with [Name of Congregation's/Ministry's]

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

notification policies and procedures or to provide documentation or information requested may result in delay or denial of requested time off.

Reinstatement

When the rostered leader/employee timely returns from PFML and used the leave for the stated purpose, the rostered leader/employee will be reinstated to the same position held when leave began.

Before returning to work from PFML for the employee's own serious health condition, the employee may be required to submit certification from a health care provider that the employee is able to resume work.

Compliance with State and Local law

[Name of Congregation/Ministry] recognizes the co-existence of state and/or local laws regarding family and medical leave. Where such laws apply and provide greater family and medical leave rights than this policy,

[Name of Congregation/Ministry] will comply with those laws.

Please note that the information provided, while research-based, is not guaranteed for accuracy and legality.

Please seek legal assistance, or assistance from state or federal governmental resources, to make certain your legal interpretation and decisions are correct. This information is for guidance, ideas, and assistance.

The Compensation Guidelines Task Force has developed a worksheet to assist with the process. You can access the proposed worksheet [here](#).

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Congregational Giving (FYE 1-31-2022)

Western Kansas Conference Name of Congregation	City	State	Mission Support	Other Benevolence	Total
Peace Lutheran Church	Albert	KS	\$ 3,000.00	\$ -	\$ 3,000.00
St. John Lutheran Church	Bird City	KS	\$ -	\$ -	\$ -
Our Saviors Lutheran Church	Brewster	KS	\$ 3,000.00	\$ -	\$ 3,000.00
First Lutheran Church	Dorrance	KS	\$ 3,542.00	\$ 923.00	\$ 4,465.00
Emanuel Lutheran Church (Ogallah)	Ellis	KS	\$ -	\$ -	\$ -
St. John Lutheran Church	Ellis	KS	\$ 1,650.00	\$ 736.85	\$ 2,386.85
St. Paul Lutheran Church	Galatia	KS	\$ 1,007.00	\$ 1,410.00	\$ 2,417.00
Iglesia Luteran Sagrado Corazon de Jesus,	Garden City	KS	\$ 1,350.00	\$ -	\$ 1,350.00
Parroquia El Divino Nino	Garden City	KS	\$ -	\$ -	\$ -
St. James Lutheran Church	Garden City	KS	\$ 1,200.00	\$ 153.94	\$ 1,353.94
Garfield Lutheran Church	Garfield	KS	\$ 133.35	\$ -	\$ 133.35
St. Mark Lutheran Church	Great Bend	KS	\$ 2,485.00	\$ 50.00	\$ 2,535.00
Trinity Lutheran Church	Hays	KS	\$ 5,000.00	\$ 100.00	\$ 5,100.00
Emmanuel Lutheran Church	Hoisington	KS	\$ 650.00	\$ -	\$ 650.00
St. John Lutheran Church	Kensington	KS	\$ 8,800.00	\$ 175.00	\$ 8,975.00
Denmark Ev. Lutheran Church (Sylvan Grove)	Lincoln	KS	\$ 300.00	\$ -	\$ 300.00
Gloria Dei Lutheran Church	Lucas	KS	\$ 2,715.00	\$ 478.00	\$ 3,193.00
Our Redeemer Lutheran Church	Ness City	KS	\$ 600.00	\$ -	\$ 600.00
Faith Lutheran Church	Oberlin	KS	\$ 2,100.00	\$ 100.00	\$ 2,200.00
Trinity Lutheran Church	Otis	KS	\$ 5,000.00	\$ 8,950.00	\$ 13,950.00
Zion Ev. Lutheran Church	Phillipsburg	KS	\$ 7,200.00	\$ 75.00	\$ 7,275.00
Hope Lutheran Church	Rush Center	KS	\$ 2,500.00	\$ -	\$ 2,500.00
St. John Lutheran Church	Russell	KS	\$ 19,500.00	\$ 5,267.98	\$ 24,767.98
Sharon Lutheran Church	Sharon Springs	KS	\$ 1,720.00	\$ 830.00	\$ 2,550.00
American Lutheran Church	Smith Center	KS	\$ 6,000.00	\$ -	\$ 6,000.00
Salem Lutheran Church	St. Francis	KS	\$ -	\$ -	\$ -
Emmanuel Ev. Lutheran Church	Stuttgart	KS	\$ 13,782.73	\$ 250.00	\$ 14,032.73
Bethlehem Lutheran Church	Wakeeney	KS	\$ 5,000.00	\$ 840.00	\$ 5,840.00
Immanuel Lutheran Church	Wakeeney	KS	\$ 585.32	\$ -	\$ 585.32
Zion Lutheran Church	WaKeeney	KS	\$ 3,329.14	\$ 50.00	\$ 3,379.14
Excelsior Lutheran Church	Wilson	KS	\$ 1,100.00	\$ -	\$ 1,100.00
Immanuel Lutheran Church	Wilson	KS	\$ 5,686.06	\$ 200.00	\$ 5,886.06
Bethesda Lutheran Church	Winona	KS	\$ 1,500.00	\$ 500.00	\$ 2,000.00

Central States Synod 2022 Synod Assembly
June 9 – 11, 2022

Central Kansas Conference Name of Congregation	City	State	Mission Support	Other Benevolence	Total
Assaria Lutheran Church	Assaria	KS	\$ 12,000.00	\$ -	\$ 12,000.00
American Lutheran Church	Belleville	KS	\$ 5,000.00	\$ 100.00	\$ 5,100.00
Zion Lutheran Church	Beloit	KS	\$ 9,000.00	\$ -	\$ 9,000.00
Hebron Lutheran Church	Burdick	KS	\$ 3,000.00	\$ 50.00	\$ 3,050.00
Concordia Lutheran Church	Concordia	KS	\$ 14,103.71	\$ 124.00	\$ 14,227.71
Ada Lutheran Church	Courtland	KS	\$ -	\$ 2,650.00	\$ 2,650.00
Cross of Glory Lutheran Church	Derby	KS	\$ 2,640.00	\$ 50.00	\$ 2,690.00
Christ Lutheran Church	Eureka	KS	\$ -	\$ -	\$ -
Falun Lutheran Church	Falun	KS	\$ 3,500.00	\$ 150.00	\$ 3,650.00
St. Paul Lutheran Church	Gasco	KS	\$ 6,000.00	\$ -	\$ 6,000.00
Trinity Lutheran Church	Greenleaf	KS	\$ 100.00	\$ -	\$ 100.00
St. John Lutheran Church (Lanham)	Hanover	KS	\$ 2,000.00	\$ -	\$ 2,000.00
Zion Lutheran Church	Hanover	KS	\$ 2,000.00	\$ -	\$ 2,000.00
Resurrection Lutheran Church	Haysville	KS	\$ 3,840.55	\$ 5,440.00	\$ 9,280.55
St. Paul Lutheran Church	Herington	KS	\$ 13,846.65	\$ 127.49	\$ 13,974.14
Zion Lutheran Church	Hollenberg	KS	\$ 562.00	\$ -	\$ 562.00
Emanuel Lutheran Church	Hutchinson	KS	\$ 30,000.00	\$ 125.00	\$ 30,125.00
Zion Lutheran Church	Hutchinson	KS	\$ -	\$ -	\$ -
Faith Ev. Lutheran Church	Junction City	KS	\$ 3,840.00	\$ -	\$ 3,840.00
Walsburg Ev. Lutheran Church	Leonardville	KS	\$ 3,556.00	\$ 1,074.44	\$ 4,630.44
Bethany Ev. Lutheran Church	Lindsborg	KS	\$ 20,500.00	\$ 15,778.35	\$ 36,278.35
Messiah Ev. Lutheran Church	Lindsborg	KS	\$ 4,353.18	\$ 2,150.00	\$ 6,503.18
First Lutheran Church	Manhattan	KS	\$ 50,389.12	\$ 10,282.51	\$ 60,671.63
Peace Ev. Lutheran Church	Manhattan	KS	\$ 5,000.00	\$ -	\$ 5,000.00

Central States Synod 2022 Synod Assembly
June 9 – 11, 2022

Central Kansas Conference Name of Congregation	City	State	Mission Support	Other Benevolence	Total
Elim Lutheran Church	Marquette	KS	\$ 5,000.00	\$ -	\$ 5,000.00
New Gottland Lutheran Church	McPherson	KS	\$ 6,900.00	\$ -	\$ 6,900.00
Trinity Lutheran Church	McPherson	KS	\$ 33,000.00	\$ 12,766.00	\$ 45,766.00
Olsburg Lutheran Church	Olsburg	KS	\$ 6,412.54	\$ -	\$ 6,412.54
New Hope Lutheran Church	Onaga	KS	\$ 1,500.00	\$ 450.00	\$ 1,950.00
St. Paul Lutheran Church	Peabody	KS	\$ 1,200.00	\$ -	\$ 1,200.00
Immanuel Lutheran Church	Salina	KS	\$ 3,250.00	\$ 874.45	\$ 4,124.45
Peace Lutheran Church (New Cambria)	Salina	KS	\$ 100.00	\$ -	\$ 100.00
Redeemer Lutheran Church	Salina	KS	\$ 13,500.00	\$ -	\$ 13,500.00
St. John Lutheran Church	Salina	KS	\$ 26,000.00	\$ 5,126.00	\$ 31,126.00
Amana Lutheran Church	Scandia	KS	\$ -	\$ -	\$ -
Salemsborg Lutheran Church	Smolan	KS	\$ 1,290.00	\$ 11,610.00	\$ 12,900.00
St. Paul Lutheran Church	Tescott	KS	\$ 1,317.00	\$ -	\$ 1,317.00
Good Shepherd Ev. Lutheran Church	Washington	KS	\$ 2,400.00	\$ 102.72	\$ 2,502.72
St. Mark Lutheran Church	Waterville	KS	\$ 5,000.00	\$ -	\$ 5,000.00
St. John Ev. Lutheran Church	Wellington	KS	\$ -	\$ -	\$ -
Marion Hill Lutheran Church	White City	KS	\$ 2,400.00	\$ -	\$ 2,400.00
Christ Lutheran Church	Wichita	KS	\$ 19,310.14	\$ 1,297.45	\$ 20,607.59
Gloria Dei Lutheran Church	Wichita	KS	\$ 18,640.84	\$ -	\$ 18,640.84
Partners/Mision San Juan de Dios Ministry	Wichita	KS	\$ -	\$ -	\$ -
Reformation Lutheran Church	Wichita	KS	\$ 38,000.00	\$ 250.00	\$ 38,250.00
St. Paul Lutheran Church	Wichita	KS	\$ 2,700.00	\$ 3,200.00	\$ 5,900.00
Andover Lutheran Church	Windom	KS	\$ 6,000.00	\$ -	\$ 6,000.00

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Border Conference Name of Congregation	City	State	Mission Support	Other Benevolence	Total
St. Mark Lutheran Church	Atchison	KS	\$ 548.40	\$ -	\$ 548.40
Lord of Love Lutheran Church	Belton	MO	\$ 2,400.00	\$ -	\$ 2,400.00
St. John Lutheran Church	Bendena	KS	\$ 4,525.00	\$ 1,515.00	\$ 6,040.00
All Saints Lutheran Church	Blue Springs	MO	\$ 1,200.00	\$ -	\$ 1,200.00
St. Mark Lutheran Church	Emporia	KS	\$ 15,518.00	\$ 50.00	\$ 15,568.00
Gathering Table	Kansas City	MO	\$ -	\$ -	\$ -
Gloria Dei Ev. Lutheran Church	Kansas City	MO	\$ 24,000.00	\$ -	\$ 24,000.00
Immanuel Lutheran Church	Kansas City	MO	\$ 23,100.00	\$ -	\$ 23,100.00
Immanuel Oromo Christian Church	Kansas City	MO	\$ 100.00	\$ -	\$ 100.00
St. James Lutheran Church	Kansas City	MO	\$ 7,071.78	\$ -	\$ 7,071.78
St. Mark Hope & Peace Lutheran Church	Kansas City	MO	\$ 2,950.00	\$ 301.76	\$ 3,251.76
St. Martin Lutheran Church	Kansas City	KS	\$ 2,500.00	\$ -	\$ 2,500.00
St. John Ev. Lutheran Church	Lancaster	KS	\$ 8,544.76	\$ 688.00	\$ 9,232.76
Good Shepherd Lutheran Church	Lawrence	KS	\$ 7,200.00	\$ -	\$ 7,200.00
Trinity Lutheran Church	Lawrence	KS	\$ 17,202.78	\$ 3,555.00	\$ 20,757.78
Martin Luther Lutheran Church	Lee's Summit	MO	\$ 6,000.00	\$ -	\$ 6,000.00
Kaw Prairie Community Church	Lenexa	KS	\$ -	\$ -	\$ -
Salem Lutheran Church	Lenexa	KS	\$ 18,535.00	\$ -	\$ 18,535.00
Hosanna! Lutheran Church	Liberty	MO	\$ 4,000.00	\$ -	\$ 4,000.00
First Lutheran Church	Mission Hills	KS	\$ 10,000.00	\$ -	\$ 10,000.00
Advent Lutheran Church	Olathe	KS	\$ 50,000.00	\$ 500.00	\$ 50,500.00
St. Mark Lutheran Church	Olathe	KS	\$ 24,750.00	\$ 1,758.54	\$ 26,508.54
Grace Ev. Lutheran Church	Osage City	KS	\$ 4,020.00	\$ 1,000.00	\$ 5,020.00
Atonement Lutheran Church	Overland Park	KS	\$ 58,834.00	\$ 1,774.07	\$ 60,608.07
Holy Cross Lutheran Church	Overland Park	KS	\$ 75,000.00	\$ 500.00	\$ 75,500.00
Overland Park Lutheran Church	Overland Park	KS	\$ 1,722.24	\$ 1,026.14	\$ 2,748.38
Lutheran Church of the Resurrection	Prairie Village	KS	\$ 18,000.00	\$ 150.00	\$ 18,150.00
Blue Ridge Trinity Lutheran Church	Raytown	MO	\$ -	\$ -	\$ -
Upper Wolf Lutheran Church	Robinson	KS	\$ 1,640.00	\$ 1,100.00	\$ 2,740.00
Hope Local Worshipping Community	Shawnee	KS	\$ 2,500.00	\$ -	\$ 2,500.00
Hillside Community Lutheran Church	Spring Hill	KS	\$ -	\$ -	\$ -
First Lutheran Church	St. Joseph	MO	\$ 3,378.54	\$ 722.97	\$ 4,101.51
South Sudanese Congregation	St. Joseph	MO	\$ -	\$ 150.00	\$ 150.00
First Lutheran Church	Topeka	KS	\$ 42,073.94	\$ 3,326.66	\$ 45,400.60
Our Savior's Lutheran Church	Topeka	KS	\$ 22,662.34	\$ 1,155.00	\$ 23,817.34
Trinity Lutheran Church	Topeka	KS	\$ 8,219.00	\$ -	\$ 8,219.00
St. Paul Lutheran Church	Valley Falls	KS	\$ 1,800.00	\$ -	\$ 1,800.00

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Osage Conference Name of Congregation	City	State	Mission Support	Other Benevolence	Total
St. Matthew Lutheran Church	Butler	MO	\$ 3,969.91	\$ -	\$ 3,969.91
Our Savior's Lutheran Church	Camdenton	MO	\$ 4,166.70	\$ 1,100.00	\$ 5,266.70
Immanuel Lutheran Church; Brauersville	Cole Camp	MO	\$ 1,400.00	\$ 6,877.00	\$ 8,277.00
St. Paul Ev. Lutheran Church	Cole Camp	MO	\$ 7,091.55	\$ 12,277.75	\$ 19,369.30
United Ev. Lutheran Church	Cole Camp	MO	\$ -	\$ -	\$ -
St. Andrew Lutheran Church	Columbia	MO	\$ 66,000.00	\$ -	\$ 66,000.00
Community Lutheran Church	Eagle Rock	MO	\$ -	\$ -	\$ -
Peace Lutheran Church	Hollister	MO	\$ -	\$ 500.00	\$ 500.00
Our Savior's Lutheran Church	Jefferson City	MO	\$ 10,200.00	\$ 500.00	\$ 10,700.00
Peace Lutheran Church	Joplin	MO	\$ 4,291.00	\$ -	\$ 4,291.00
St. Paul Ev. Lutheran Church	Lohman	MO	\$ 15,314.00	\$ 910.00	\$ 16,224.00
St. Paul Lutheran Church	Nevada	MO	\$ 6,276.16	\$ -	\$ 6,276.16
St. John Lutheran Church	Pittsburg	KS	\$ 6,000.00	\$ 155.00	\$ 6,155.00
Hope Lutheran Church	Rolla	MO	\$ 3,505.84	\$ -	\$ 3,505.84
Trinity Ev. Lutheran Church	Russellville	MO	\$ 6,000.00	\$ 205.00	\$ 6,205.00
Our Savior Lutheran Church	Salem	MO	\$ 600.00	\$ -	\$ 600.00
Peace Lutheran Church	Salisbury	MO	\$ 1,800.00	\$ -	\$ 1,800.00
Friends Home Lutheran Church	Savonburg	KS	\$ 7,150.00	\$ 2,250.00	\$ 9,400.00
Christ and Trinity Lutheran Church	Sedalia	MO	\$ 3,155.00	\$ 282.00	\$ 3,437.00
Messiah Lutheran Church	Springfield	MO	\$ 34,719.00	\$ 4,007.50	\$ 38,726.50
Prince of Peace Lutheran Church	Springfield	MO	\$ 12,464.97	\$ 1,420.00	\$ 13,884.97
Pyrmont Trinity Lutheran Church	Stover	MO	\$ 600.00	\$ 100.00	\$ 700.00
Kent Memorial Lutheran Church	Sunrise Beach	MO	\$ 23,057.00	\$ 1,235.30	\$ 24,292.30
St. Paul Lutheran Church	West Plains	MO	\$ 1,040.00	\$ 520.00	\$ 1,560.00

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Eastern Missouri Conference Name of Congregation	City	State	Mission Support	Other Benevolence	Total
Unity Lutheran Church	Bel-Nor	MO	\$ 12,876.00	\$ 3,695.00	\$ 16,571.00
St. Mark Lutheran Church	Cape Girardeau	MO	\$ 450.00	\$ -	\$ 450.00
Trinity Lutheran Church	Chesterfield	MO	\$ 28,944.00	\$ 1,372.00	\$ 30,316.00
St. Mark Ev. Lutheran Church	Clayton	MO	\$ 13,500.00	\$ 168.00	\$ 13,668.00
Holy Cross Lutheran Church	Creve Coeur	MO	\$ 21,067.00	\$ -	\$ 21,067.00
Redeemer Lutheran Church	Desoto	MO	\$ 5,841.14	\$ 1,789.00	\$ 7,630.14
Zion Lutheran Church	Ferguson	MO	\$ 10,131.00	\$ 925.00	\$ 11,056.00
Lutheran Church of the Atonement	Florissant	MO	\$ 4,181.47	\$ -	\$ 4,181.47
Lutheran Church of the Living Christ	Florissant	MO	\$ 9,360.00	\$ 1,870.00	\$ 11,230.00
Lutheran Church of the Good Shpeherd	Hazelwood	MO	\$ 8,639.00	\$ 300.00	\$ 8,939.00
Family of Christ Lutheran Church	Imperial	MO	\$ 800.00	\$ 300.00	\$ 1,100.00
Trinity Ev. Lutheran Church	Kirkwood	MO	\$ 14,000.04	\$ 1,500.00	\$ 15,500.04
Living Lord Lutheran Church	Lake Saint Louis	MO	\$ 27,000.00	\$ 2,000.00	\$ 29,000.00
Good Shepherd Lutheran Church	Manchester	MO	\$ 67,470.00	\$ -	\$ 67,470.00
St. Andrew Lutheran Church	Poplar Bluff	MO	\$ -	\$ -	\$ -
Sargents Chapel Lutheran Church	Sedgewickville	MO	\$ 5,000.00	\$ 1,000.00	\$ 6,000.00
Sedgewickville Lutheran Church	Sedgewickville	MO	\$ 200.00	\$ -	\$ 200.00
Shepherd of the Hills Lutheran Church	St. Ann	MO	\$ 1,450.00	\$ 124.88	\$ 1,574.88
Hope Lutheran Church	St. Charles	MO	\$ 11,637.14	\$ 536.00	\$ 12,173.14
Bethel Lutheran Church	St. Louis	MO	\$ 21,500.00	\$ 250.00	\$ 21,750.00
Gethsemane Lutheran Church	St. Louis	MO	\$ 21,895.00	\$ -	\$ 21,895.00
Holy Trinity Lutheran Church	St. Louis	MO	\$ 1,500.00	\$ 2,255.00	\$ 3,755.00
St. Philip Lutheran Church	St. Louis	MO	\$ 500.00	\$ -	\$ 500.00
St. Thomas / Holy Spirit Lutheran Church	St. Louis	MO	\$ 8,999.98	\$ 1,725.00	\$ 10,724.98
Peace Lutheran Church	Sullivan	MO	\$ 4,200.00	\$ 200.00	\$ 4,400.00
Peace Lutheran Church	Washington	MO	\$ 10,500.00	\$ 250.00	\$ 10,750.00
Bethany Ev. Lutheran Church	Webster Groves	MO	\$ -	\$ -	\$ -
Christ Ev. Lutheran Church	Webster Groves	MO	\$ 26,500.00	\$ -	\$ 26,500.00

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

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

2021 Central States Synod Assembly Actions

Number	Subject	Action
SA 21.01	<p>A Season of Global Awareness – Remembering our Companion Synods Designate Epiphany Season – Season of Global Awareness Designate Sunday, October 3, 2021 – Sunday of solidarity with Companion Synod in Russia Designate Sunday, April 24, 2022 – Sunday of solidarity with Companion Synod in Papua New Guinea</p>	<p>Adopted – work with Companion Synod Team for a communication plan</p>
SA 21.02	<p>Embracing the Earth Charter Encourage congregations to . . .</p> <ul style="list-style-type: none"> • become acquainted with the Earth Charter and its principles • consider joining the Earth Charter implementation initiative in our Synod • consider what actions to take to become better stewards of Creation • partner and communicate with the CSS Earth Charter Leadership Team, CSS Earth Charter congregations and ministry sites, and Lutherans Restoring Creation Mission Table to implement actions on behalf of God’s Creation, and present and future generations. 	<p>Adopted – work with Lutherans Restoring Creation and Earth Charter team to implement.</p>
SA 21.03	<p>Calling for a Social Statement on Child Protection Read and study the “Rationale for a Social Statement on Child Abuse and Child Protection” Developing effective and enforceable child protection and child maltreatment policies at every level. Encourage ELCA seminaries to provide education on recognizing and responding to child abuse, including appropriate spiritual care, and to provide continuing education on child maltreatment for pastors, deacons and other faith leaders in the field. Encourages its congregations to offer opportunities for dialogue and education on effective discipline of children including Bible studies on the Christian obligation to discipline children without the use of corporal punishment. The Central States Synod memorializes the ELCA to develop and adopt a social statement on Child Abuse and Child Protection.</p>	<p>Adopted – transmitted memorial to churchwide office. Partnered with SafeGatherings for background checks and training.</p>
SA 21.04	<p>Racial Justice Resolution for the Central States Synod Commit to being communities of repentance and transformation. Provide Resources for rostered leaders and SAMs to receive training every two years. Recognize Juneteenth, commemorating the emancipation of enslaved people in the United States. Empower the Racial Justice Team of the synod to provide resources to individual congregations.</p>	<p>Adopted – Work with Racial Justice team to share resources and arrange initial anti-racism training.</p>
SA 21.05	<p>Thanksgiving for Ministry Recognized and expressed appreciation for the ministry of deceased rostered leaders, leaders that have retired, congregations that have left the ELCA and congregations that closed.</p>	<p>Adopted – Assembly stood and gave applause. Chaplain offered a prayer</p>

Resolution SA 22.01

Limitations of Bishops by Gender

Though properly submitted this resolution will not be put to the vote as it has been deemed unconstitutional given that the synod does not have the authority to limit or dictate the election of rostered ministers to the office of Bishop.

At the last ELCA convention the model constitution was changed to limit the number of male gender members to 45% of the voting congregation and the number of female gender voting members to 45% of the congregation.

This change to constitutions of the 106 congregations of the Central States Synod will be required at the next annual meeting of the congregations. All other Synod congregations will also have to comply with the change to maintain model constitutions.

The ELCA has 65 Bishops and one presiding Bishop for a total of 66 Bishops.

This Resolution calls for the limitation of female gender Bishops to 45% of the total Bishops and the male gender Bishops to 45% of the total Bishops in the ELCA

Passing this resolution will put the Administration of the ELCA church in compliance with the changes in the model Constitutions required of all the individual congregations of the ELCA

Please present this Resolution action to the next annual meeting of the ELCA for a vote to change and comply.

Resolution submitted by Robert W. Kent

Resolution SA 22.02

Rules for Retired Pastors

Though properly submitted this resolution will not be put to the vote as it has been deemed unconstitutional given that the synod does not have the authority to override the rules for rostered ministers as dictated by the Rostered Leaders Manual of the ELCA.

This resolution calls for a change in the Synod rules of activity for Retired Rostered Ministers.

It is requested that the Synod allow Retired Rostered Ministers to preside over Funerals of formerly served congregants provided that:

The deceased congregant or his/her family requests the specific serves of the former Pastor.

Provided that:

The former Pastor ministered to the deceased congregant for five years or more at the congregant's Lutheran Church and

- 1) The funeral service takes place at a mortuary, cemetery, grave site, or other private or public place other than the ELCA church where the Pastor and Congregant attended.
- 2) The former Pastor agrees to perform the service.

The purpose of this change is to allow the deceased congregant and his/her family to have a meaningful last service in the Lutheran Faith with a Pastor that has an established relationship with the family without undermining the authority or responsibilities of the existing current Pastor of the former Pastor's Church.

Submitted by Robert W. Kent

Resolution SA 22.03

The Congregation Disposition of Assets Plan

Though properly submitted this resolution will not be put to the vote as it has been deemed unconstitutional given that the synod does not have the authority to dictate to congregations this or any other financial action.

This resolution calls for all 106 congregations in the Central States Synod to prepare a contingency “Disposition of Assets Plan” and submit it to the Synod within (12) twelve months.

The plan will define the congregation’s wishes regarding the disposition of its physical assets in the face of natural or financial disaster or other shortcomings making the continuation of the Church as an ongoing religious organization untenable.

This will allow the Synod to plan better for those Churches facing dwindling congregations or other causes which may result in the sudden title of the properties having to be assumed by the Synod.

It also will require the existing congregations to make better decisions as to their wishes for the disposition of their “Estate” just as every family does in planning for the succession of their family assets.

The recent demise of the Resurrection Church in St. Louis is an example of the synod suddenly being thrust into the position of taking title to a property 350 miles from the Synod offices with little advance notice.

Submitted by Robert W. Kent.

Resolution SA 22.04

A SEASON OF GLOBAL AWARENESS

Remembering our Companion Synods and ELCA ministries around the world

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 give 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 congregations within the Central States Synod and that congregations intentionally lift up the church around the world through prayer, song, educational events and in any way appropriate to the context of the congregation. The focus would be 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 2nd, 2022 shall be designated as the Sunday to remember, lift up and celebrate our companion church relationship with 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 23rd, 2023 be designated as the Sunday to remember, lift up and celebrate our companion church relationship with the Kote District of the Evangelical Lutheran Church in Papua New Guinea (ELCPNG). We chose this Sunday because the Gospel lesson is Luke 24:13-35 which is the account of Jesus walking with two disheartened disciples on the road to Emmaus is a story that is a wonderful illustration of the way we are to walk with our companion Christians in Papua New Guinea and Russia that Jesus might be revealed through our interactions.

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

Andrew Beers

Rebecca Blocksome

Jon Brudvig

Jim Cooper

Emily Greble

Keith Holste

Penny Holste

Gary Kallansrud

Alex Lang

Daniel Lilienkamp

Doug Reed

Peggy Schaefer

Gary Teske

Resolution SA 22.05

Memorial Calling for the Just Transition from Greenhouse Gas Emissions

In this time of great concern for our fragile Mother Earth, we as the Lutherans Restoring Creation and the Racial Justice Team of the Central States Synod call the church to be mindful and to act against the destruction of our environment due to pollution created by humans that cause greenhouse gas emissions.

In scripture, we know that God created and blessed all of creation giving us the charge to protect and preserve the Earth (Genesis 1:28) that was affirmed in the 1993 ELCA Social Statement Caring for Creation: Vision, Hope, and Justice. We are called in the Earth Charter adopted in the 2019 Churchwide Assembly that “the global environment with its finite resources is a common concern of all peoples. The protection of the Earth vitality, diversity, and beauty is a sacred trust.” Global warming has become a pressing issue for us all as we have experienced record-breaking wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss at an accelerated pace compared to previous generations. As a country, the United States has been one of the largest contributors to greenhouse gas emissions and we have a calling to do our part in changing our society to improve our environment.

Climate change is also leading to the increase in destruction of communities from natural disasters, the displacement of people around our globe, and amplified food scarcity as arable land decreases while populations grow. We acknowledge these burdens fall often on communities of poverty. This also disproportionately affects Black, Indigenous, Latino, and other communities of color within our country. We stand with our siblings in the Indigenous communities that continue to fight for the rights to preserve their lands and waters. We also advocate with our Black and Latino siblings whose communities due to racism have been segregated and forced into neighborhoods that are close to sites of pollution exposure through industrial zoning and hazardous waste facilities.

In conclusion, we are calling for a just transition away from fossil-fuel based economy that will lead to a world with better health, creation of new jobs from renewable energy sources, and promote clean air and water so that all of creation may thrive as God blessed. In this, we will create a safer and sustainable future for all people and for the future of humanity.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Be it resolved that the Central States Synod to take the following actions:

- Memorialize the 2022 Churchwide Assembly of the ELCA that they call upon the leadership of the United States to reduce greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050.
- Encourage our Synod and congregations to reduce their greenhouse gas emissions in line with the above timetable
- Support investment and education of our Synod and congregations about the urgency of the climate crisis both locally and globally and equip our leaders to accomplish our goals to reduce our greenhouse gas emissions.
- Develop partnerships and projects in our Synods and congregations that work with communities of color that are disproportionately impacted by the cost of pollution and climate change and advocate that churchwide, in consultation with the ELCA Advocacy Office, designate up to 40% of their mission funds designated for environmental concerns for this purpose.
- Seeking that congregations in our Synod include prayers for our environment and those effected at least once a month and that we designate one Sunday a year to increased awareness around our stewardship of creation.
- Encourage Congregations and households to decrease their fossil fuel consumption by 10% per year for each of the next three years.

This Resolution is being presented by the following members of Lutherans Restoring Creation and the Racial Justice Team:

Lutherans Restoring Creation

Cindy Gross
Kaylie Ines
Noni Strand
Melissa Woeppel

Racial Justice Team

Chris Deines
Jill Duis
Darlene Hopkins
Meagan McLaughlin
Andrew Patty
Jennifer Thomas
Sharon Yelton
Ruth Zimmerman

Resolution SA 22.06

Developing LGBTQIA+ Education and Cultural Competency as a Synod

In Human Sexuality: Gift and Trust (2009), the ELCA Churchwide Assembly “called upon all congregations, pastors, and other rostered leaders to reach out in welcome to all in accordance with previous Churchwide Assembly actions as affirmed by the 2005 Churchwide Assembly (CA05.05.18), and to assist members to understand what it means to be hospitable to all in the name of Christ regardless of sexual orientation.” Since that time, we as a church and society have developed new questions and issues pertaining to the full inclusion of LGBTQIA+ people. Same-sex marriage was granted as a right under Obergefell v. Hodges by the Supreme Court in 2015 opening up marriage for the first time to many of our members and congregations. Some of the most pressing political questions of our current time are laws written against our transgender siblings around participation in sports and access to medical needs that have particularly been focused on children. Our church in 2009 could not have anticipated our current reality and the issues that we face today.

Therefore, if we are called to be a church that is “hospitable to all in the name of Christ,” this means that we as a synod need to develop educational materials and support for our congregations and rostered leaders to understand what that means in our current time. We need to develop and sustain continued awareness of these issues in our church and society. The hope of this resolution is that we can create awareness and support the development of LGBTQIA+ educational materials and cultural competency that is complementary to our existing mission teams around environmentalism and racial justice. We hope that this resolution will help us as a synod live into our commitments made at Churchwide Assembly 2009 and support our congregations and rostered leaders in creating communities of faith where all are welcome.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Therefore, we resolve that the Central States Synod take the following actions:

- Designate Hearts Across the Heartland (a grassroots organization of LGBTQIA+ affirming members, pastors, and congregations of the synod) as a ministry partner and LGBTQIA+ social justice team for the CSS. This group was formed in 2019 by Kansas City ELCA members and congregations organizing around having a presence at KC Pride and has become a bi-monthly zoom fellowship of those interested in creating a more inclusive church. We are currently co-led by Rev. Meagan McLaughlin (St. Louis and Central Missouri) and Rev. Andrew C. Patty (Kansas City and Kansas) assisting congregations in their areas.
- Direct Hearts Across the Heartland to develop educational materials on LGBTQIA+ issues and concerns that are being faced in our society for congregations and rostered leaders in partnership with Hearts Across the Heartland.
- Direct Hearts Across the Heartland to create resources and practices to make our synod meetings and spaces more welcoming for LGBTQIA+ persons
- Add sexual identity and gender expression to our current diversity training of rostered leaders.
- Partner with Kansas Interfaith Action and other community groups to raise awareness and advocate for the rights of LGBTQIA+ persons.

This Resolution is being presented by Hearts Across the Heartland through the following members of the Central States Synod:

Congregations (affirmed by Councils)

All Saints Lutheran (Blue Springs, MO)
Martin Luther Lutheran (Lee's Summit, MO)
Salem Lutheran (Lenexa, KS)
St. James Lutheran (Kansas City, MO)
St. Mark Hope and Peace Lutheran (Kansas City, MO)
Trinity Lutheran (Topeka, KS)
Unity Evangelical Lutheran (Bel Nor, MO)

Rostered Leaders

Aimee Frye Appell
Dan Baldwin
John Brudvig
Meagan McLaughlin
Andrew Patty
Sarah Peirce
Tina Reyes
Cynthia Schnaath
Micah Sievenpiper
Donna Simon
Rich Wolf

Resolution SA 22.07

Discerning a Path Toward Becoming a Reconciling in Christ Synod

The American Lutheran Church in their 1970 statement called Sex, Marriage, and Family approved the first statement in our Lutheran heritage that attempted to show pastoral care toward LGBTQIA+ members in the church and society. Since this time, as a community of faith we have wrestled with our positions around sexuality and gender expression in the church. In 1974, Lutherans Concerned for Gay People was formed to advocate for LGBTQIA+ members in the church and the first Reconciling in Christ (RIC) congregations started in 1984. The 1990s and 2000s brought the challenges of blessing same sex marriages and the role of LGBTQIA+ persons in ordained ministry. During this period, our own church expelled and suspended many of our members, pastors, and congregations for standing with our LGBTQIA+ siblings. In 2009, the ELCA Churchwide Assembly approved Human Sexuality: Gift and Trust which allowed for pathways for congregations to bless same-sex marriages and for LGBTQIA+ pastors to become rostered leaders in the ELCA. While over a decade has passed since that social statement, it continues to be a point of disagreement within the church.

The ELCA continues to progress on issues related to LGBTQIA+ equality in the church. Churches and pastors that were once expelled have returned to the roster. LGBTQIA+ pastors have been called and ordained for ministry. Many of our lifelong members have finally had their marriage vows affirmed in their local churches. In our church, bishops have been called that represent gay, lesbian, and transgender identities and more than half of the 65 Synods of the ELCA have become RIC Synods.

In our own synod, at least 15 churches and 3 campus ministries of the Synod have been designated RIC or are in the process of becoming RIC congregations. Both of our seminary partners, LSTC and Wartburg, have joined as RIC communities. This also means as a synod, we are starting to experience that change in the calling of LGBTQIA+ pastors to be leaders in our congregations. As a synod, we are becoming a more diverse community of faith through the movement of our congregations and faith leaders. Therefore, we are at a critical moment when as a synod we need to ask what our stance will be on this important topic of faith. This resolution presents a process for discerning whether the Central States Synod should become an RIC synod and what that would look like for us. In this, we hope that all voices across the Synod can be heard over this next year and clear results can be presented on our stance.

Central States Synod 2022 Synod Assembly

June 9 – 11, 2022

Therefore, we resolve that the Central States Synod take the following actions:

- Partner with an LGBTQIA+ social justice team to organize listening sessions in each conference. These sessions should provide both education and conversations about the various beliefs held within the church. Additionally, at least one online session will be provided for accessibility with opportunity for breakout sessions with each conference.
- Direct the LGBTQIA+ social justice team to write a report that provides insights from the listening sessions held in each conference that reflect the views of the members of our synod and recommend a path forward.
- Direct the LGBTQIA+ social justice team to present the findings of the report to the Bishop and Synod Council for consideration for the Synod Assembly 2023. If the results present an affirmation of joining the RIC process, the Synod Council should recommend and present that to a vote of the Synod Assembly.

Addendum for Resolution Cost	
Hotel Rooms for Conference Meetings	\$600-800
Fuel Reimbursement for Travel	\$300-400
Snacks and Other Items for Meetings	\$600-700
Highest Total Estimated Cost	\$1500-1900

This Resolution is being presented by Hearts Across the Heartland through the following members of the Central States Synod:

Congregations (affirmed by Councils)

All Saints Lutheran (Blue Springs, MO)
Martin Luther Lutheran (Lee's Summit, MO)
Salem Lutheran (Lenexa, KS)
St. James Lutheran (Kansas City, MO)
St. Mark Hope and Peace Lutheran (Kansas City, MO)
Trinity Lutheran (Topeka, KS)
Unity Evangelical Lutheran (Bel Nor, MO)

Rostered Leaders

Aimee Frye Appell
Dan Baldwin
John Brudvig
Meagan McLaughlin
Andrew Patty
Sarah Peirce
Tina Reyes
Cynthia Schnaath
Micah Sievenpiper
Donna Simon
Rich Wolf

Resolution SA 22.08

Thanksgiving for Ministry

Baptized, we welcome one another as fellow members of the Body of Christ and workers with us in the reign of God. Our merciful God gives us particular companions to know and to love in our pilgrimage here on earth. Since the last assembly, the following rostered ministers, whom we remember with thanksgiving and reverence, have died:

The Rev. Franklyn Pekarek, retired, Salina KS (7/10/2021)
The Rev. Bruce W. Keck, retired, Coffeetown KS (9/29/2021)
The Rev. Elwin Bergstraesser, retired, Lindsborg KS (10/22/2021)
The Rev. J. Rolland Christenson, Lindsborg KS (10/23/2021)
The Rev. Bill Pape, retired, Kansas City MO (11/13/2021)
The Rev. Donald Love, retired, Lees Summit MO (11/18/2021)
The Rev. Keith Klockau, retired, Kansas City MO (2/24/2022)

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. John Kotosky, from Lutheran Senior Services, St Louis MO (6/30/2021)
The Rev. William Yancey, from Bethel Lutheran, St. Louis MO (7/1/2021)
The Rev. Roger Dennis, from St. John Lutheran, Russell KS (8/1/2021)
The Rev. Kendra Nolde, from Central States Synod staff – part-time DEM (8/1/2021)
Deacon Rachel Wolf, from Our Savior Lutheran, Salem MO (8/1/2021)
The Rev. Lorna Paulus, from Disciples of the Plains Parish, Kensington KS (10/1/2021)
Deacon Suzie Everingham, from Good Shepherd Lutheran, Manchester MO (1/1/2022)
The Rev. John Reigstad, from Resurrection Lutheran, St. Louis MO (2/1/2022)
Deacon Mary Arie, from St. Mark Lutheran, Waterville KS and Trinity Lutheran, Greenleaf KS (2/1/2022)

The body of Christ gathers as congregations to proclaim the gospel, share the means of grace, and empowered to carry out God's mission in the world. The following congregation disaffiliated from the ELCA, discerning that they were called to participate in God's mission through other denominations:

Trinity Lutheran Church, Great Bend, KS (5/1/22)

After many years of faithful ministry, the following congregation closed, trusting that in the midst of death, there is always resurrection, and the mission of the church continues:

Resurrection Lutheran, St. Louis MO (1/31/2022)

Therefore, be it resolved that we recognize and give thanks for the ministry of these ministers and these congregations by requesting the assembly chaplain to offer a prayer of thanksgiving.