

*Spirit Breathed;  
Spirit Blown*



---

2024 ASSEMBLY BINDER

---

Central States Synod, ELCA

JUNE 6, 2008  
EMBASSY SUITES  
10402 S Ridgeview Rd, Olathe, KS 66061

## **Table of Contents**

### **Section I – General Information**

Table of Contents	Page 1
Assembly Welcome – Bishop Candea	Page 3
Presiding Bishop Eaton’s Letter	Page 4
Synod Bishop and ELCA Representative	Page 5
Tentative Assembly Agenda	Page 6
Assembly Procedures and Voting Instructions	Page 8
Slido.com voting instructions	Page 11
Pre-assembly Special Hearings	Page 13
Synod Assembly Offering	Page 14
Synod Statistical Information for the Year	Page 15
Milestone Anniversaries	Page 17
Central States Synod Discernment Team	Page 18
Central States Synod Bishop's Report	Page 21
Special Thanks	Page 23

### **Section II – Nominations**

Nominations Information	Page 1
Nomination Slate	Page 2
Biographical Information on Synod Council Nominees	Page 3
Biographical Information on Churchwide Voting Member Nominees	Page 5
Nomination Form	Page 9
Background Check Disclosure Form	Page 10

### **Section III – Budget/Finance**

Treasurer’s Report	Page 1
Budget Worksheet	Page 5
Staff Compensation	Page 6
2024 Narrative Budget	Page 7
Salaries and Benefits FYE 2025	Page 10
Salaries and Benefits FYE 2026	Page 11
Congregational Giving	
Border Conference	Page 12
Central Kansas Conference	Page 13
Eastern Missouri Conference	Page 14
Osage Conference	Page 15
Western Kansas Conference	Page 16

# Central States Synod 2024 Synod Assembly

June 6-8, 2024

## Section IV – Compensation Guidelines

Summary of changes for 2025	Page 2
Message from Bishop	Page 3
Table of Contents	Page 4
Compensation Worksheet link	Page 4
Section 1: Compensation	Page 4
Section 2: Benefits	Page 7
Section 3: Disability and Leave	Page 11
Section 4: Other Matters	Page 12
Appendix A – Extended Leave	Page 13
Appendix B – Sample Family and Medical Leave Policy	Page 15

## Section V – Resolutions

2023 Synod Assembly Actions	Page 1
2024 Synod Assembly Proposed Resolutions Summaries	Page 2
Resolution SA24.01 – A Season of Global Awareness	Page 3
Resolution SA24.02 – Bethany College	Page 4
Resolution SA24.03 – Resolution to Become a Reconciling in Christ Synod	Page 5
Resolution SA24.04 – 2024 Resolution on Peace and Climate Justice	Page 7
Resolution SA24.05 – Pastoral Leadership Transitions in the Central States Synod	Page 9
Resolution SA24.06 – Thanksgiving for Ministry	Page 12

## Section VI – 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 11
Chapter 9: Nominations and Elections	Page 17
Chapter 10: Synod Council	Page 20
Chapter 11: Committees	Page 22
Chapter 12: Conferences, Coalitions, or Other Area Subdivisions	Page 24
Chapter 13: Congregations	Page 26
Chapter 14: Ministers of Word and Sacrament	Page 28
Chapter 15: Financial Matters	Page 34
Chapter 16: Indemnification	Page 35
Chapter 17: Adjudication	Page 36
Chapter 18: Amendments, Bylaws, and Continuing Resolutions	Page 37

## Assembly Welcome



Welcome to the Central States Synod Assembly. This year we are gathering under the theme ***Spirit Breathed. Spirit Blown.*** We are reminded that it is the Spirit who *breathes* the church into life – calls, gathers and enlightens the whole church and keeps us in the true faith, **united with Christ in baptism.** And it is the Spirit who empowers us to **travel the way of Jesus** and blows us out to **join God’s reign of justice and radical love for the world.**

We will spend time together focusing on the Spirit’s work among us and discerning where the Spirit is calling us as the church. We will do this through:

- Worship and Sharing Meals
  - Thursday evening, we will gather at St. Mark Lutheran Church in Olathe for a meal and opening worship. I will be preaching and presiding at this service.
  - Saturday we will close the assembly with worship at the hotel and Rev. Sara Cutter, our churchwide representative, will be preaching.
  - Throughout the assembly, we will pause for brief prayer and song.
  - Friday evening, we will have a banquet and celebrate milestone ordination anniversaries.
- Bible study and table discussions which will be led by:
  - Rev. Aimee Appell, Director for Evangelical Mission
  - Rev. Donna Simon, Director for Evangelical Mission
  - Rev. Dave Whetter, Bishop’s Associate
- Receiving reports about our work together as the church.
- Electing members to the synod council and as voting members to the churchwide assembly in 2025.
- Discussion and voting on the budget, compensation guidelines, and various resolutions that have been brought forth, including becoming a Reconciling in Christ Synod.

This assembly, breathing in the Spirit, open to the direction the Spirit is blowing, will help us as we enter into intentional discernment in the coming year in preparation to call a new pastor to lead the synod at the Bishop’s Election in 2025. So let us breathe deeply this powerful Spirit that draws us together. Let us spread our minds, hearts, and arms wide to feel the wind of the Spirit blowing us out to be the church in this time and place.

In Christ,

A handwritten signature in cursive script that reads "Susan Candea".

The Rev. Susan Candea  
Bishop  
Central States Synod, ELCA

## From Presiding Bishop Elizabeth Eaton



April 8, 2024

*"We have known and believe the love that God has for us. God is love, and those who abide in love abide in God, and God abides in them" (1 John 4:16).*

Dear friends in Christ,

Thank you for your faithful and continuing partnership as we work together to help people discover the difference God's grace and love in Christ make for all people and creation.

Because God's grace and love have made a difference in our daily lives, we want others to experience that same love and acceptance. There are many in our communities who feel alone and are searching for love and connection. Sometimes we feel at a loss to know how to make a difference — what do we say, what can we do, how do we share God's love?

You share this love every day. When you invite others to join in your faith community, to worship, to participate in service activities, to pray together, to share their story — these are all ways our neighbors experience the love of God in community.

There are examples of God's love throughout our church as we work for healing, peace and justice to make a difference in the lives of those around us.

The Spirit is calling us to move together as one church to share the grace and love we experience every day. May God bless your time together.

In Christ,



The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

## **Synod Bishop and ELCA Representative**

**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. Since then, she has over 30 years of parish ministry experience and 6 years on synod staff before being elected bishop in 2019.

She 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 currently serves as chair of the Leadership Committee of the Conference of Bishops, and Bishops and Candidacy Leadership Development Working Group. She is an advisory bishop for the Quality of Call Initiative in the ELCA, and serves on the boards of LSTC, Bethany College, and Kansas Interfaith Action. In May of 2020 she received an honorary doctorate from Wartburg Theological Seminary.

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 audiobooks (good mystery stories) as she drives the many miles across the synod to be with congregations.

**The Rev. Sara Cutter,  
Senior Director for Operations in the Christian Community and Leadership Home Area, ELCA**



The Reverend Sara Cutter serves as the Senior Director for Operations in the Christian Community and Leadership Home Area of the ELCA's churchwide organization. In this role, she manages the operations of a variety of ministries engaged with supporting and nurturing ELCA congregations and growing their leaders. She is also a member of the Candidacy Leadership Development Working Group. Prior to serving the churchwide organization, she led three different parishes of varying sizes and locations. In Pastor Sara's earlier professional days she worked as an engineer and during that time earned an MBA. She is married to another pastor, the Reverend Todd Cutter. Together they have a delightful daughter, Amelia, and two persnickety dogs, Belle and Josie. She is an avid Ohio State Buckeyes fan.

**Central States Synod 2024 Synod Assembly**  
June 6-8, 2024

## 2024 Synod Assembly Hearings

### Pre-assembly - (via Zoom)

#### Tuesday – May 28

7:00 – 8:30 pm.

#### Compensation Guidelines Hearing

<https://us02web.zoom.us/j/84413639566?pwd=VFcwaTNzaCs4cWtqSW9tUjJxdnZXQT09>

Meeting ID: 844 1363 9566

Passcode: 117140

#### Wednesday – May 29

7:00 – 8:30 pm.

#### Resolutions Hearing

<https://us02web.zoom.us/j/88215797450?pwd=WnB0NlIiLOVRnL09NQXFvMzNJMm1QUT09>

Meeting ID: 882 1579 7450

Passcode: 200252

#### Thursday – May 30

7:00 – 8:30 pm

#### Budget Hearing

<https://us02web.zoom.us/j/88407808218?pwd=Ym82VlYwaTh2YXViOXBmcmI2UkFOQT09>

Meeting ID: 884 0780 8218

Passcode: 838350

## 2024 Synod Assembly Agenda

### Thursday – June 6, 2024

2:00 - 6:00 p.m.

Voting Member check-in

2:00- 6:00 p.m.

Display tables open

4:00 p.m.

Voting Member Orientation

5:30 p.m.

Dinner - St. Mark's Lutheran Church

**7:00 p.m.**

#### **Opening Worship - St. Mark's Lutheran Church**

21155 College Blvd, Olathe, KS 66061

(Overflow parking is available at Christ Community Church of the Nazarene,  
21385 College Blvd, Olathe, KS 66061 immediately to the West of St. Mark's)

## Central States Synod 2024 Synod Assembly

June 6-8, 2024

### Friday – June 7, 2024

8:00 a.m. Voting Member check-in

#### **8:30 a.m. Plenary I**

8:30 a.m. Morning Prayer

9:00 a.m. Bible Study and Table Conversation

9:30 a.m. Report from the Bishop & Vice President

10:15 a.m. Nominations

10:30 a.m. Break

11:00 a.m. Treasurer's Report & presentation of Budget

11:45 Elections

#### **12:00 p.m. Lunch**

Optional Table Discussions -

1. The Spirit Blows us out to advocate for justice.
2. The Spirit blowing the ELCA in a new direction.
3. The Spirit is blowing us together in collaboration.
4. The Spirit Breathing new life.

#### **1:30 p.m. Plenary II**

1:30 p.m. Bible Study and Table conversation

2:00 p.m. Election Results

2:15 p.m. Churchwide Report

3:00 p.m. Break

3:15 p.m. Resolutions

4:00 p.m. Reflecting Together, Synod Discernment

4:45 p.m. Afternoon prayer

5:00 p.m. Break

#### **6:30 p.m. Dinner & Anniversary Banquet**

8:00 p.m. Evening Prayer

### Saturday, June 8

#### **8:30 a.m. Plenary III**

8:30 a.m. Morning Prayer

8:45 a.m. Bible Study and table conversation

9:10 a.m. Bethany Village

9:20 a.m. Compensation Guidelines and unfinished business

10:15 a.m. Break

#### **10:30 a.m. Closing Worship**

11:30 a.m. Assembly concludes



## **Voting Member Information regarding Assembly Procedures**

### **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, 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. Please know that these rules and procedures have been thought out and evaluated by synod leadership as well as other synods conducting assemblies and gatherings. The intent is to allow the assembly to reliably conduct the business of the synod in the most equitable and accessible format possible.

The chart and notes which follow are a first opportunity for you to understand the procedures of this assembly so that you may fully and actively participate. Another opportunity is the **Voting Members' Orientation** which will be held on Thursday, June 6 at 4:00 p.m. at the Embassy Suites Ballroom. Although oriented towards new voting members, these sessions will be helpful information for all voting members as we will again be utilizing an electronic voting process for elections. Finally, during the assembly, if you have any questions, please feel free to communicate with the synod's officers, council members; Sarah Thomas, assembly parliamentarian; or the Rev. Dave Whetter, Bishop's Associate.

**Central States Synod 2024 Synod Assembly**  
June 6-8, 2024

## Voting Member Information

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

# Central States Synod 2024 Synod Assembly

June 6-8, 2024

## RULES OF PROCEDURE FOR CENTRAL STATES SYNOD ASSEMBLY

### Prior to the assembly

- Each voting member must register and include a unique email address. (**For voting purposes, voting members may not share the same email address.**)
- Elections will be done using Slido. Voting members will need to access the Slido app through their smartphone, tablet, or computer. Slido can be accessed at [www.slido.com](http://www.slido.com) or through either the Apple App Store or Google Play. A QR code will also be available.
- Hearings for the budget, resolutions, and compensation guidelines will take place the week of May 28 – 30. (See the assembly material for the schedule.) These hearings are open to any member of the synod, not only voting members.

### During the assembly

- **To speak to a motion before the assembly**, voting members are asked to come to the microphone with their voting cards to indicate:
    - **GREEN - For** (wish to speak in favor of the item being discussed)
    - **RED - Against** (wish to speak in opposition to the item being discussed)
    - **WHITE - Question** (have a question regarding the item being discussed)
    - **WHITE - Amend** (would like to make an amendment)
    - **WHITE - Call the question** (request that the debate be closed)
  - Wait to be recognized by the chair and then introduce yourself, include the name and location of your congregation before speaking.
  - The chair will call upon individuals in the order in which they appear at the microphones (alternating when possible, those in favor and those opposed). Each person will have up to **two minutes** to speak once recognized by the chair. Voting members are reminded to always begin their comments with their name and their congregation's name and location.
  - When making an amendment voting members will be asked to submit the written amendment to the synod secretary at the front of the room if possible. When at the microphone, state your amendment, then **wait for the bishop to receive a second**. Once a second has been received, you can speak to why you are making the amendment.
  - When no further speakers wish to comment, or the debate has been ended, the bishop will call for a vote.
  - **Voting** on general business will be done using the voting cards.
    - In favor – hold up the green card
    - Opposed – hold up the red card
    - Abstain – hold up the white card
- Hold up only the card that reflects your vote** until the chair asks that it be lowered.
- The bishop will announce the results. If the vote is too close to call, the bishop will call for a count of the votes. Please follow the instructions to hold your cards up, until the counters come by each table to tally the votes. The bishop will announce the results.
  - **Elections** will be done using Slido. After nominations are closed and the ballot is ready, voting members will be instructed to use the app to cast their ballot.

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 well-being of our synod.

**Central States Synod 2024 Synod Assembly**  
June 6-8, 2024

## SLIDO.COM VOTING INSTRUCTIONS

Voting members have multiple options for accessing the Slido voting platform.

### USING A WEB BROWSER

- Using a web browser, navigate to [www.slido.com](http://www.slido.com). At the top of the page is the option for “Joining as a participant.” Enter the event code **2024CSS-assembly**.

**Joining as a participant?**

#2024CSS-assembly



- On the next page, enter the email address and full name you used to register for the assembly. (Voting members may not share the same email address.) Click “I agree to use my profile details” and Join Event.



- A four-digit access code will be sent to your email address. Enter the code and confirm.
- You will then be entered into 2024 Synod Assembly.

### SCANNING THE QR CODE

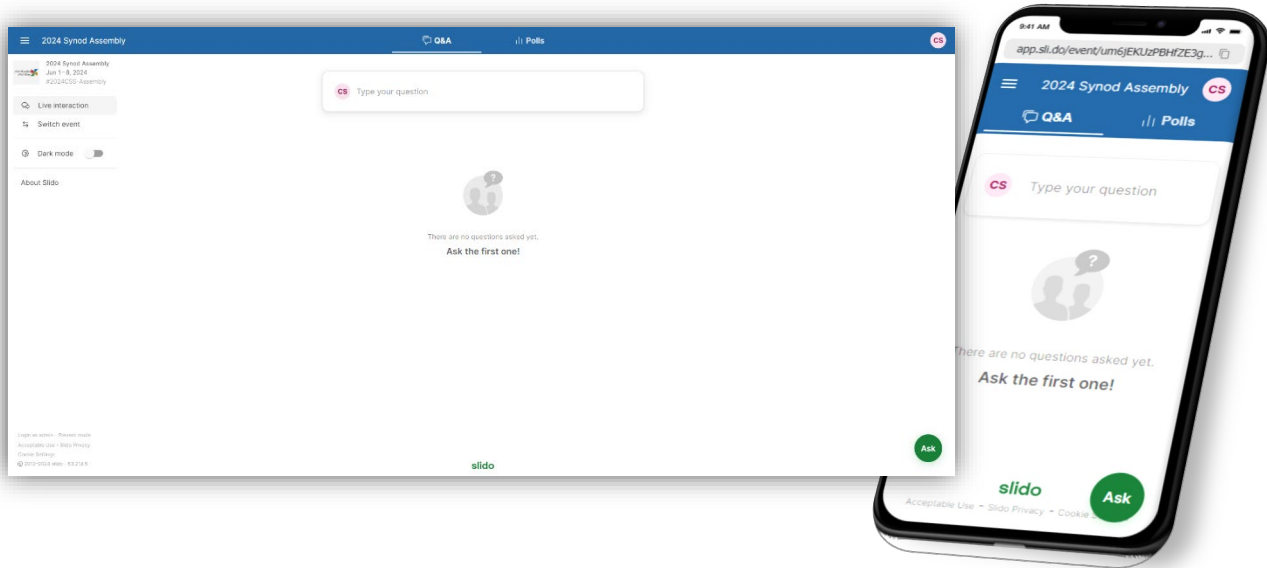
- Voting Members may use a smartphone or tablet by scanning the QR code.
- At the log in screen, enter your email address and full name.
- A four-digit access code will be sent to your email address. Enter the code and confirm.
- You will then be entered into 2024 Synod Assembly



# Central States Synod 2024 Synod Assembly

June 6-8, 2024

## NAVIGATING SLIDO



- At the top of the page, you will see Q&A and Polls. By default, you will be in Q&A mode. You can ask questions or make announcements and seek technical support. Simply type your request in the dialogue box and click the green “Ask” button at the lower right.
- When voting occurs, the Polls will become active, and you can enter your vote on the business before the assembly.

## Central States Synod 2024 Synod Assembly

June 6-8, 2024

### 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)

##### **Tuesday – May 28**

7:00 – 8:30 pm.

##### **Compensation Guidelines Hearing**

<https://us02web.zoom.us/j/84413639566?pwd=VFcwaTNzaCs4cWtqSW9tUjJxdnZXQT09>

Meeting ID: 844 1363 9566

Passcode: 117140

##### **Wednesday – May 29**

7:00 – 8:30 pm.

##### **Resolutions Hearing**

<https://us02web.zoom.us/j/88215797450?pwd=WnB0NllLOVRnL09NQXFvMzNJMm1QUT09>

Meeting ID: 882 1579 7450

Passcode: 200252

##### **Thursday – May 30**

7:00 – 8:30 pm

##### **Budget Hearing**

<https://us02web.zoom.us/j/88407808218?pwd=Ym82VlYwaTh2YXViOXBmcmI2UkFOQT09>

Meeting ID: 884 0780 8218

Passcode: 838350

## Central States Synod 2024 Synod Assembly

June 6-8, 2024



### Synod Assembly Offering 2024

*For I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me. – Matthew 25:35*

God richly provides for daily bread — the earth can produce enough food for everyone. Yet, many of our sisters and brothers still go hungry.

As members of the ELCA, we are called to respond. We are a church that rolls up our sleeves and gets to work. Fifty years ago, Lutherans in the United States launched the World Hunger appeals to stand with their neighbors experiencing hunger. Now a core ministry of the church, ELCA World Hunger embodies our hope in God’s promise and our faith that God is revealed in the neighbors we accompany together.

The Central States Synod is honoring this milestone and is committed to the ministry. That is why we have selected ELCA World Hunger as the recipient of our 2024 Synod Assembly Offering. You can give now online or present your offering during the assembly, June 6-8.

Congregations are encouraged to use the link for online giving on the [Synod Assembly webpage \(https://www.css-elca.org/assembly\)](https://www.css-elca.org/assembly).

Click on **Assembly Offering** and designate Synod Assembly offering in the drop-down menu.

Or you may mail your offer to the synod office.

Central States Synod  
420 W 14<sup>th</sup> St  
Kansas City, MO 64105

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.

**Central States Synod 2024 Synod Assembly**  
June 6-8, 2024

## Synod Statistical Information June 2024 - May 2024

### Seminarians in Candidacy –

Richard Ashley from Wartburg Theological Seminary, Dubuque, IA, as Word and Sacrament  
 Elizabeth Carr from Wartburg Theological Seminary, Dubuque IA, as Word and Sacrament  
 Sarah Freyermouth from Lutheran School of Theology at Chicago IL, as Word and Sacrament  
 Jennelle Hinck from United Lutheran Seminary, Philadelphia PA, as Word and Sacrament  
 Eric Jenson from Lutheran School of Theology at Chicago IL, as Word and Sacrament  
 Megan Mong from Lutheran School of Theology at Chicago IL, as Word and Sacrament  
 Joel Pike from Luther Seminary, St. Paul MN, as Word and Sacrament  
 Lisa Simmelink from Luther Seminary, St. Paul MN as Word and Sacrament

### People New to the Synod –

	<b>Effective Date</b>
Rev. Paul Helege, retired, from Pacifica Synod	July 13, 2023
Rev. Scott Benolkin from Northern Illinois Synod to Bethel Lutheran, St. Louis, MO	August 24, 2023
Rev. Ethan Feistner, from NE Synod, synod council call, Camp Tomah Shinga	September 5, 2023
Rev. Jordan Stone, first call, to Atonement Lutheran Church, Overland Park, KS	September 10, 2023
Deacon Glenda Pearson, retired, from NE Synod	September 21, 2023
Rev. Delaney Schlake-Kruse from Greater Milwaukee Synod to Lutheran Church of the Atonement	March 4, 2024

### Moves Within the Synod –

	<b>Effective Date</b>
Rev. Ashely Masoni Huber, Synod Council call to specialized ministry	August 14, 2023
Rev. Brenda Rodger, candidate to First Lutheran, Dorrance, KS & Trinity, Hays, KS	August 17, 2023
Rev. Kimberly Knowle-Zeller, from OLFC to non-stipendiary Synod Council call	October 1, 2023
Rev. Joanne Hickey, candidate to Synod Council call to specialized ministry	October 22, 2023
Rev. Brenda Ulrich from Synod Council call to Grace Lutheran, Osage City KS	January 21, 2024
Rev. Anita Strommen from OLFC to Marion Hill, White City, KS	March 1, 2024

### On Leave From Call -

	<b>Effective Date</b>
Rev. Bethany Rutten Kempes, 4 <sup>th</sup> year of OLFC	September 10, 2023
Rev. Jim Peters, 2 <sup>nd</sup> year of OLFC	February 19, 2024
Rev. Alfie Wyatt, 3 <sup>rd</sup> year of OLFC	May 14, 2024
Rev. Jeff Alvestad, from Trinity Lutheran Church, Lawrence, KS, 1 <sup>st</sup> year of OLFC	June 1, 2024

### Transfer out of the Synod –

	<b>Effective Date</b>
Rev. Dan Baldwin, KU Campus Ministry to Northeastern Iowa Synod	August 15, 2023
Rev. Michael Ide, retired to Southeastern Iowa Synod	August 16, 2023
Rev. Andrew Patty from Trinity Lutheran, Topeka, KS to Metropolitan New York Synod	December 31, 2023
Rev. Dan McKnight from Kaw Prairie, Lenexa, KS to Metropolitan Chicago Synod	March 25, 2024

### Resigned or Removed from Roster –

	<b>Effective Date</b>
Rev. Melaku Tizazu, Synod Council Call, Mission Developer	July 1, 2023
Rev. Anna Ballan, Church Council call	August 18, 2023
Rev. Rick Raymer from Zion Lutheran, Beloit, KS	August 28, 2023



## **Synod Statistical Information June 2024 - May 2024 (continued)**

**Retirement –**

	<b>Effective Date</b>
Rev. Richard Mueller	August 1, 2023
Rev. Cynthia Schnaath	August 1, 2023
Deacon Cherri Jestmore	August 1, 2023
Rev. Glenda Pearson	September 12, 2023
Rev. Mike Malone	November 1, 2023
Rev. Linda Bollenbach	October 1, 2023
Rev. Katherine Hayes	February 1, 2024
Rev. Barb Jones	March 1, 2024
Rev. Merle Brockhoff	April 1, 2024
Rev. Randy Chapman	April 1, 2024

**Deaths –**

	<b>Effective Date</b>
Rev. Gerald Leaf	December 6, 2023
Rev. George Campbell	December 28, 2023
Rev. Ray Otto	January 12, 2024
Rev. Len Dale	January 22, 2024
Rev. Roger Gieschen	January 23, 2024
Rev. Chris Launer	February 12, 2024

**Congregational Changes –**

	<b>Effective Date</b>
Zion Lutheran, Wakeeney, KS disaffiliated	June 25, 2023
Zion Lutheran, Beloit, KS disaffiliated	August 27, 2023
El Nino Divino, Garden City, KS, closed	September 1, 2023
Trinity Lutheran, Otis KS, disaffiliated	December 3, 2023

**Central States Synod 2024 Synod Assembly**  
June 6-8, 2024

**Individuals Milestone Anniversaries**

<p align="center"><b>5 Years</b></p> <p>The Rev. Andrew Baumgartner The Rev. Joel Hinck Mr. Dennis Kemper (PMA) The Rev. Melissa Woepfel</p> <p align="center"><b>10 Years</b></p> <p>The Rev. Joshua Brecht Mr. John Dumler (PMA) Ms. Andrea Hodges (PMA) Deacon Cherri Jestmore The Rev. Micah Sievenpiper Ms. Sarah Thomas (PMA)</p> <p align="center"><b>15 Years</b></p> <p>Ms. Mary Lou Anderson (PMA) Mr. Phil Knox (PMA) Ms. Ann McConkey (PMA) Ms. Betty Beijan Schaefer (PMA) The Rev. Delvin Strecker</p> <p align="center"><b>20 Years</b></p> <p>Deacon Sandra Everingham Ms. Tammy Jahnke (PMA) The Rev. Chad Langdon Ms. Kathy Ouellette (PMA) Ms. Angie Sundell (PMA)</p>	<p align="center"><b>25 Years</b></p> <p>The Rev. Gregory Eidell The Rev. James Erdman Ms. Nancy Mitchell (PMA)</p> <p align="center"><b>30 Years</b></p> <p>The Rev. David Carlson The Rev. Linda Diepenbrock The Rev. Evelyn Phillips The Rev. Anita Strommen The Rev. David Strommen Deacon Diane Wagner</p> <p align="center"><b>35 Years</b></p> <p>The Rev. Peter Jacobson The Rev. Peter Rehwaldt The Rev. Cynthia Schnaath</p> <p align="center"><b>40 Years</b></p> <p>Deacon Ruth Blundell The Rev. James Brandt The Rev. William Yancey</p>	<p align="center"><b>45 Years</b></p> <p>The Rev. John Backus II The Rev. James Banner The Rev. Randall Chapman The Rev. Randall Gibbs The Rev. Russell Glaser The Rev. Jimmy Gleason The Rev. William McKay The Rev. George Pejakovich</p> <p align="center"><b>50 Years</b></p> <p>The Rev. Arthur Wienandt The Rev. Elwyn Luber The Rev. Gary Teske The Rev. James Lohmeyer The Rev. Keith Wiens The Rev. Keith Holste The Rev. Michael Haar</p> <p align="center"><b>55 Years</b></p> <p>The Rev. James Beaty The Rev. Jeffrey Lindgren The Rev. Jerome Egel The Rev. John Davis The Rev. John Binder Jr The Rev. William Bullock</p> <p align="center"><b>60 Years</b></p> <p>The Rev. Donald Thuss The Rev. Eugene Moll</p>
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

**Congregational Milestone Anniversaries**

<p><b>75 Years</b> Good Shepherd Lutheran Church, Washington, KS</p> <p><b>100 Years</b> Emmanuel Lutheran Church, Hoisington KS</p> <p><b>125 Years</b> Immanuel Lutheran Church, Kansas City, MO</p> <p><b>150 Years</b> Zion Lutheran Church, Hanover KS</p> <p><b>175 Years</b> Immanuel Lutheran Church, Cole Camp MO</p>
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Congratulations and God's blessings to everyone who is celebrating an anniversary of note this year.

## CENTRAL STATES SYNOD DISCERNMENT TEAM



**2025 Bishop Election**  
*Reflecting Together in Mindful Preparation*

### **The Discernment Team's Purpose**

In early 2024, anticipating the Bishop Election at the 2025 Central States Synod Assembly, the Synod Council established a Discernment Team to:

- design and carry out a process to invite the Central States Synod into a time of discernment concerning the needs, hopes and realities of our life together as the body of Christ in the Central States; and
- design and carry out a process for congregations and voting members to learn consistent biographical information about those discerning a call to be considered as bishop, who agree to share that information.

### **The Team's Work and Schedule**

To that end, the Team began publishing monthly devotions in April 2024. That series, which recognizes our need for the Spirit's guidance, will continue through the 2025 Synod Assembly. The Team also developed questions designed to guide Synod conversations that identify our common understandings about the Synod's ministries, values, challenges, and needs. This will enable rostered ministers, in turn, to discern whether they are open to the call of serving as the Synod's next Bishop.

### **The Team's remaining timeline is:**

- June 2024 - August 2024:
  - Voting members at the Assembly participate in table conversations using the discernment questions (included on page 20).
  - Individuals, congregations, and regional groups respond to the discernment questions through various means currently under development. (Voting members are encouraged to participate in these subsequent conversations.)
- August 2024 - December 2024:
  - The Team collates the responses along with statistical data provided by Synod Staff to develop a description of the Synod and its future calling.
  - The Team develops a set of common biographical questions for use by those who discern they are open to being called to serve as the next Bishop, and develops a process to collect the completed forms.
- January 2025 - March 2025:
  - Rostered ministers review the Synod description and, if they discern an openness to being called as the next Bishop, complete and submit the biographical form.
- June 2025:
  - Nominations may be made at the 2025 Synod Assembly through the ecclesiastical ballot process.
  - Bishop election.

**CENTRAL STATES SYNOD DISCERNMENT TEAM**



**2025 Bishop Election**  
*Reflecting Together in Mindful Preparation*

**The Team's Members**

The Team, facilitated by Cathy Hohl (Lutheran Church of the Atonement, Florissant, MO) and Rev. Lee Bennight (Disciples of the Plains, Stuttgart, KS), includes:

- Rev. Merle Brockhoff – Retired
- Rev. David Frerichs – St. Andrew's Lutheran Church, Columbia, MO
- Andrea Keese – Disciples of the Plains, Stuttgart, KS
- Rev. Kim Knowle-Zeller – St. Paul's Lutheran Church, Cole Camp, MO
- Bill Lang – Emmanuel Lutheran Church, Hutchinson, KS
- Nancy Nagel – Vice-President, Central States Synod, Peace Lutheran Church, Washington, MO
- Debbie Schroeder-Saulnier – Living Lord Lutheran Church, Lake St. Louis, MO



## 2025 Bishop Election

Reflecting Together in Mindful Preparation

### Discernment Questions

#### REFLECT

Use these questions to describe the current activities of the Central States Synod.

- What three words describe God's activity within the Central States Synod?
- What three words describe the Central State Synod's contribution to its member congregations?
- What does the current situation require of members of the Central States Synod?

#### MISSION

The church must constantly adapt to effectively proclaim the Gospel as the world changes. In this section, discuss your dreams for the Central States Synod mission over the next five years.

- How will the Holy Spirit use the Central States Synod to proclaim the Gospel over the next five years? Where is the Holy Spirit calling us to minister?
- What unique gifts do the (a) congregations; and (b) people in the Central States Synod have to support that mission?
  - What will occur if these gifts are used effectively?
- What obstacles must be overcome to fulfill this mission?

#### LEADERSHIP

Use the questions below to consider the Central States Synod leadership and organizational structure.

- What are the most important gifts for ministry that the incoming Bishop should exhibit to guide the Central States Synod in fulfilling its mission?
- Without identifying a specific person, what type of person is the Holy Spirit looking for to lead us in this mission?
- What organizational structure will best support collaboration throughout the Central States Synod in fulfilling the Holy Spirit's call?

#### CLOSING

Use these questions to highlight what's most important.

- What question wasn't asked? (You may also offer an answer, at your option.)
- How, if at all, will the Central States Synod change as a result of these conversations?
- What do you want the incoming Bishop to have heard loudly and clearly?

**BISHOP'S REPORT FOR THE 2024 SYNOD ASSEMBLY**



As we continue to live out our call to join **God's reign of justice and radical love for the world** by **traveling the way of Jesus**, knowing that we are **united with Christ in baptism**, the questions I have been asking this past year are:

- What's church got to do with it?
- How does being the church enable us to participate in God's mission?
- Why do we need the church?

At our Fall Theological conference, Dr. Cheryl Peterson helped me reframe those questions by asking: **Who is the church?** The answer lies with the Spirit. The church is the community of faith brought to life by the breath of the Spirit who blows us out to serve God's world. In the ELCA, we live out this identity in an interdependent relationship as congregations, the synod, and the churchwide expression. As the bishop of the synod, I have worked with these three expressions this year in the following ways:

### **Congregations**

- Preached and participated in worship at 35 congregations across the synod, celebrating anniversaries and installations or simply visiting and being present.
- Had conversations with Trinity Lutheran in Otis, KS, about their concerns regarding the ELCA prior to their vote to disaffiliate in December of 2023.
- Have been working with volunteers, city officials, attorneys, and real estate brokers to sell the property of Bethany Lutheran Church in Webster Groves after the synod assumed administration of the property and closed the congregation. We were finally able to sell the property to another church. **This serves as a reminder that every congregation should develop a plan should they no longer be able to fulfill their purpose as a congregation; they, and not the synod, can make decisions about their property and legacy.**
- 34 of our congregations are served by Parish Ministry Associates or Synod Authorized Ministers – trained lay leaders who preside at communion by my authorization as bishop as an extension of my responsibility as the pastor of the synod. I am deeply grateful for the ministry of these individuals. In August, I conducted two online classes for individuals serving these congregations, lifting up the gifts of Lutheran Theology and how they inform our preaching and presiding at the sacraments.
- My associate, Rev. Dave Whetter, and I work with congregations to help them clarify their purpose and find pastoral leaders. This continues to be a challenge because of the shortage of rostered candidates and the inability of some of our congregations to afford a full-time or even part-time rostered minister.

## Central States Synod 2024 Synod Assembly

June 6-8, 2024

**Synod** – We, all the congregations and ministries, are the synod!

- Led online presentations in the fall entitled, **What's Church Got To Do With It?** lifting up the importance of our interdependent relationship with all expressions of the church.
- Launched the Synod's **Ministry Lab**, which provides resources and education for congregations regarding:
  - Good Order – leadership
  - Means of Grace – how to read Scripture through a Lutheran lens.
  - Living Faith – how to do ministry collaboratively.

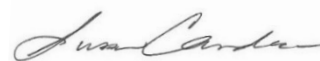
Check out the synod website at [www.css-elca.org/lab](http://www.css-elca.org/lab) for upcoming offerings.)

- Hosted the **Fall Theological Conference** for rostered and synod-authorized ministers. Dr. Cheryl Peterson was our speaker, helping us understand the identity of the church in connection to the work of the Spirit.
- Designed and presented boundary education workshops entitled **A Sacred Trust. All rostered and synod-authorized ministers** actively serving a congregation or ministry were expected to attend. There were five opportunities to attend, including three in-person and two online sessions.
- Worked with the synod council, an amazing group of leaders, to address the budget in light of the continued decrease in mission support received from congregations, as well as other matters, such as the decision to sponsor a resolution to become a **Reconciling in Christ Synod**, which will be presented at this assembly. I hosted conversations with rostered and synod-authorized ministers in early April and then with lay members in May to talk about what it means for the synod.
- I serve on the board of the Kansas Interfaith Action Coalition, which is our synod's public policy office through the ELCA.

### Churchwide Expression of the ELCA

- I serve as the chair of the leadership committee of the Conference of Bishops, which meets in person twice a year.
- I am chairing a churchwide task force charged with revising the candidacy process by which individuals become pastors and deacons to make it simpler, more consistent, and more flexible to meet the needs of the candidates and the church. We have been meeting for two years. Our goal is to complete our work by the churchwide assembly in 2025.
- I participate on the boards of the Lutheran School of Theology in Chicago and Bethany Lutheran College in Lindsborg.
- Seven synods in the mid-west, including ours, are participating in a grant through the ELCA to improve the Quality of Calls for Women in Ministry. Our synod acts as the fiscal agent of this grant, and I supervise the project manager.

I deeply appreciate all the ways in which I am able to serve in and through this **one, holy, Catholic, and apostolic church, and continue to breathe** in the wisdom and power of the Spirit to guide my call.



*Bishop Susan Candea*

## Central States Synod 2024 Synod Assembly

June 6-8, 2024

### Special Thanks to...

- St. Mark's Lutheran Church for hosting our opening worship and providing space for the Thursday evening dinner.
- Rev. Sara Cutter for joining us from Churchwide.
- Bishop Susan Candea for leading the assembly.
- Rev. Aimée Appell, Rev. Donna Simon, and Rev. Dave Whetter for leading our Bible studies.
- Vice President, Nancy Nagel; Secretary, Rev. Chad Langdon; Treasurer, Scott Schulte; and all of the synod council members for their leadership
- The members of the Synod Discernment Team; Rev. Lee Bennight and Cathy Hohl (facilitators) Rev. Merle Brockhoff, Rev. David Frerichs, Andrea Keese, Rev. Kim Knowle-Zeller, Bill Lang, Nancy Nagel, and Debbie Schroeder-Saulnier
- Members of the Nominations Committee
- Members of the Resolutions Committee
- Members of the Compensation Guidelines Committee
- Ms. Sarah Thomas, Parliamentarian
- The members of all the synod teams and committees who prepared presentations and reports for the assembly.
- The 2024 Synod Assembly Planning Team; Rev. Peter Rehwaldt, Rev. Cynthia Schnaath, Rev. Donna Simon, Rev. Noni Strand, Rev. Jennifer Thomas, Sarah Thomas, and Rev. Melissa Woepfel
- Jill Whetter, for her coordination of the Thursday dinner and the beautiful decorations of the assembly hall.