

PROPOSED...A \* G \* E \* N \* D \* A...PROPOSED

MAY 2016

**THURSDAY, JUNE 2, 2016...AFTERNOON SESSION**

- |             |                                                                                                                                                                                                                                                                    |                                                                                      |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| 12:00pm     | Registration, Conference Center, East Peoria                                                                                                                                                                                                                       |                                                                                      |
| 1:00-1:30pm | Assembly Voting Member Orientation<br><b>Look for signs...</b> an opportunity to "come and go" format to ask questions                                                                                                                                             |                                                                                      |
| 1:00-1:40pm | <b>Choir Rehearsal for Thursday Evening Festival Worship<br/>meet in the plenary session area by the keyboard</b>                                                                                                                                                  |                                                                                      |
| 1:45pm      | Pedal for a Purpose Ride Finale Entrance                                                                                                                                                                                                                           |                                                                                      |
| 2:00pm      | Opening Devotion / Opening of Synod Assembly                                                                                                                                                                                                                       |                                                                                      |
| 2:15pm      | Announcements<br>Report of Credentials Committee<br>Adoption of Rules of Procedure<br>Adoption of Agenda<br>Appointment of Parliamentarian<br>Recognition of the Assembly Committees<br>Reference and Counsel<br>Local Arrangements<br>Worship<br>Assembly Manager | Registration<br>Elections<br>Youth Pages                                             |
| 2:45pm      | Ecumenical Greetings<br>Report on Roster of Congregations<br>Report on Roster of Pastors / Diaconal / AiMS<br>Introduction of Pastors New to C/SIS<br>Introduction of Seminarian Students                                                                          | Pastor Pam Mitcham<br>Pastor Pam Mitcham<br>Pastor Pam Mitcham<br>Pastor Pam Mitcham |
| 2:50pm      | Report of the Bishop<br>Introduction of Synod Staff<br>Approval of 2015 Assembly Minutes<br>Report of Synod Council<br>Report of the Treasurer                                                                                                                     | Bishop John Roth<br><br><br>Ms. Jeanne Rapp<br>Mr. Ken Finkle                        |
| 3:35pm      | Assembly Business<br>Nominating Committee Report<br>For Synod Council / Committees as Needed<br>Proposed Budget 2017, First Reading                                                                                                                                | <br><br><br>Pastor John Rothfusz                                                     |
| 4:00pm      | <b><u>Keynote Presentation #1</u></b><br><i>Shaped for Mission: A Personal Journey of Learning to Love Your Neighbor</i>                                                                                                                                           | Rev. Doug Cox                                                                        |
| 4:50pm      | Announcements / Dinner on your own                                                                                                                                                                                                                                 |                                                                                      |
| 6:15pm      | Choir Rehearsal and Worship Participant Instruction / Rehearsal<br>Location to be announced.                                                                                                                                                                       |                                                                                      |
| 8:00pm      | Festival Worship: St. Vincent de Paul Catholic Church,<br>Bishop S. John Roth, Preaching                                                                                                                                                                           |                                                                                      |



## **FRIDAY, JUNE 3, 2016...MORNING SESSION**

	Breakfast...on your own	
8:30am	Morning Devotion	
8:40am	General Announcements Report of Credentials Committee	
8:50am	Greetings from Lutheran Social Services of Illinois	
9:00am	Assembly Business Voting for Synod Council / Committees Reference and Counsel	
9:40am	Greetings from Portico Benefit Services	
9:45am	Break	
10:00am	Breakout for Forums	
11:15am	Report of the ELCA Churchwide Representative	Ms. Dana Dutcher
12:00-1:00pm	Lunch Recess...on your own	

## **FRIDAY, JUNE 3, 2016...AFTERNOON SESSION**

1:15pm	Breakout for Forums	
2:30pm	General Announcements Credentials Report	
2:35pm	Assembly Business Reference and Counsel Greetings from Lutheran Campus Ministry Lutheran Outdoor Ministry Center Proposed Budget Reading #2 / Action	Pastor John Rothfusz
3:15pm	<b><u>Keynote Presentation #2</u></b> <i>Lutheran Perspectives on Mission: Glimpses from Around the Globe in Honor of the 500<sup>th</sup> Anniversary of the Reformation</i>	Rev. Doug Cox
4:00pm	Break	
4:15pm	Bishop's Colloquy	
4:50pm	Announcements	
6:00pm	Banquet Hostess: Ms. Jeanne Rapp, synod lay vice-president Fellowship / Recognition of Anniversaries / Retirements	



## SATURDAY, JUNE 4, 2016...MORNING SESSION

## Breakfast...on your own

8:30am      General Announcements  
Report of Credentials Committee

8:35am **Keynote Presentation #3**  
*Partnering for Global Mission: One Body / Many Members*

Rev. Doug Cox

9:45am Making All Things New: Campaign for the ELCA  
Mission Support and Stewardship Education  
Social Ministry, Justice and Advocacy  
New and Renewing Congregations  
Global Mission

- Professional and Lay Leadership
- Candidacy
- Leadership Support
- Synodically Authorized Ministers
- Recognition of Committees
- Constitution
- Consultation
- Discipline

**Auxiliaries**  
 LYO, Lutheran Youth Organization  
 WELCA, Women of the ELCA  
 LMM, Lutheran Men in Mission

**Board Member Recognition**  
 Lutheran Social Services of Illinois  
 Lutheran Outdoor Ministry  
 Lutheran Campus Ministry

10:15am Break

10:30am	Reference and Counsel
---------	-----------------------

12:00-1:00pm Lunch Recess...on your own

## SATURDAY, JUNE 4, 2016...AFTERNOON SESSION

1:00pm      General Announcements  
Report of Credentials Committee  
Assembly Business  
                Courtesies

2:00pm      Adjournment / Sending Worship

**Key Bible Verse: 1 Peter 3:13-15**

Now who will harm you if you are eager to do what is good? But even if you do suffer for doing what is right, you are blessed. Do not fear what they fear, and do not be intimidated, but in your hearts sanctify Christ as Lord. Always be ready to make your defense to anyone who demands from you an accounting for the hope that is in you.

But even  
*if you do*  
**Suffer**  
for doing what  
is right,  
*you are*  
**blessed.**

1 Peter 3:14



THE UNIVERSITY OF CHICAGO

DEPARTMENT OF CHEMISTRY

PHYSICAL CHEMISTRY

PROFESSOR OF CHEMISTRY

CHICAGO, ILL.

1911

1911

1911

1911

1911

1911

1911

1911

1911

1911

1911

1911

1911



1911

1911

1911

1911



# RESOLUTION 2016.01

Title	Student Debt Reduction
Moved	Synod Council
Seconded	None required

WHEREAS God gifts the Central/Southern Illinois Synod with clergy and lay rostered leaders for "Word and Sacrament" and "Word and Service" ministries in the Central/Southern Illinois Synod, and

WHEREAS many of these rostered leaders enter ministry with debt from student loans taken out to pay for their preparation for ministry, and

WHEREAS debt reduction assistance for our rostered leaders in their early years of ministry would enhance the ministry of the Central/Southern Illinois Synod and of the Evangelical Lutheran Church in America to glorify God, build up the body of Christ, and proclaim Christ to the world, and

WHEREAS the 2016 Pedal for a Purpose is committed to using its funds raised in 2016 for this student debt reduction,

THEREFORE BE IT

RESOLVED that the 2016 Assembly of the Central/Southern Illinois Synod affirms, embraces, and supports the goal of raising funds sufficient to expend \$100,000 over the next five years to reduce student debt carried by rostered leaders in the Central/Southern Illinois Synod in their first seven years of called ministry, and be it further

RESOLVED that the Assembly expresses its gratitude to God for Pedal for a Purpose – its organizers, publicists, riders, and supporters.







Central/Southern Illinois Synod  
**2015 Synod Assembly**  
Synod Assembly Minutes

Thursday, June 4, 2015

OPENING DEVOTION

Called to order at 2:12 p.m. by Assembly Chair, Bishop S. John Roth.

REPORT OF CREDENTIALS COMMITTEE

Report given by Ms. Debbie Hertenstein

**VOTED:** Motion carried.

SA15.06.01 **To approve** the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	193	Official Observers	0
Clergy Voting Members	98	Visitors	48
Associates in Ministry	3		
Diaconal Ministers	0		
Total Voting Members	294	Total Attendance	342

ADOPTION OF THE 2015 RULES OF ORGANIZATION AND PROCEDURE ...

ROBERTS RULES OF ORDER, CURRENT EDITION

**VOTED:** Motion carried.

SA15.06.02 **To approve** the 2015 Rules of Organization and Procedures for the 2015 Synod Assembly.

ADOPTION OF AGENDA

**VOTED:** Motion carried.

SA15.06.03 **To approve** the agenda with permission of the Chair to adjust as necessary.

APPOINTMENT OF PARLIAMENTARIAN

**VOTED:** Motion carried.

SA15.06.04 **To approve** the seating of Mr. Daniel Simmons as 2015 Assembly Parliamentarian.

RECOGNITION OF ASSEMBLY COMMITTEES

RECOGNITION OF ECUMENICAL PARTNERS

The Rev. Felipe Martinez, Transitional General Presbyter and Stated Clerk, from Presbytery of Great Rivers, Peoria, IL

RECOGNITION OF ELCA CHURCH COUNCIL REPRESENTATIVE

Introduction of C/SIS member, Mr. Vernon Veal, as ELCA Church Council representative.

STATISTICS OF CONGREGATIONS/ROSTER

Synod Statistics as of May 30, 2015

Congregations	130
Baptized Membership	43,611
Confirmed Membership	36,973
Average Sunday Worship Attendance	11,933
Clergy on the Roster (as of May 15, 2015)	
Active, Called to Congregations	82
Active, Called to Specialized Ministry	13
On Leave from Call	6



Retired	63
Medical Disability	1
Associates in Ministry	
Active, Called to Congregations	3
Active, Called to Specialized Ministry	0
On Leave from Call	1
Retired	4
Diaconal Ministers	
Active, Called to Congregations	0
Active, Called to Specialized Ministry	1
On Leave from Call	1

#### **Excused absences to 2015 Synod Assembly**

Pastor Kathryn Bielfeldt	Pastor Jonathan Berg	Pastor John Constable
Pastor Roger Digges	Pastor Nathan Frambach	Pastor Connie Frase
Pastor Harold Grafe	Pastor Ruth Hansen	Carol Manley, AiM
Pastor Wilbur McCasky	Pastor Eylse Nelson Winger	Pastor Ronald Neustadt
Pastor Harold Skillrud	Pastor Knight Wells	

#### **INTRODUCTION OF PASTORS NEW TO THE SYNOD**

Pastor Brian Deckinger from Sierra Pacific Synod to Resurrection, Bloomington  
 Pastor Terry Edwards from Virginia Synod to Prince of Peace, Mt. Vernon  
 Pastor Pete Hagglund from Southeast Iowa Synod to Christ, Nauvoo  
 Pastor John Sipf from Nebraska Synod to specialized ministry  
 Pastor Daniel Stalker from Northern Illinois Synod, retired  
 Pastor Amy Zietlow from Texas-Louisiana Gulf Coast Synod to Holy Cross, Decatur

#### **INTRODUCTION OF SEMINARIANS STUDENTS ORDAINE.**

Patrick Monroe	Bradley Eidson	Candice Stone
Mauricio Vieira	Collen Winkler	

#### **APPROVAL OF 2014 ASSEMBLY MINUTES**

**VOTED:** Motion carried.

SA15.06.05 **To approve** the 2014 Synod Assembly minutes as presented.

#### **REPORT OF THE BISHOP** *(written report submitted)*

Bishop S. John Roth

#### **REPORT OF THE SYNOD COUNCIL**

Vice President Jeanne Rapp introduced members of Synod Council. Recognition given to Synod Council members who are completing their terms this year. Thanks offered to all who serve/have served on program or covenant committees this year. A C/SIS working group has been established to aid in the synod's participation in "Always Being Made New – Campaign for the ELCA." This is a five-year campaign in support of ongoing and new ministry opportunities of the ELCA. Update given on the working group's activities.

#### **TREASURER'S REPORT**

**VOTED:** Motion carried.

SA15.06.06 **To approve** the report of the Treasurer and place it on file.

Financial reports for fiscal year 2014 have been made available online. The yearly audit has been completed and is available online for review.



## **ASSEMBLY BUSINESS**

### **REPORT OF NOMINATING COMMITTEE**

Ms. Jeanne Rapp, Synod Vice President

Pastor Lisa Goodwin, Chair of Nominating Committee

#### **Synod Council Officers**

##### **Secretary**

*One (1) to be elected / Four (4) year term*

Pastor Pamela Mitcham

Bishop Roth declares

Pastor Pamela Mitcham elected.

##### **Treasurer**

*One (1) to be elected / Four (4) year term*

Mr. Kenneth Finkle

Bishop Roth declares

Mr. Kenneth Finkle elected.

#### **Lay Synod Council Representatives**

##### **Lay Male**

*One (1) to be elected / Three (3) year term*

Mr. Tom Anderson

Mr. Henry Harms

##### **Lay Male**

*One (1) to be elected / Three (3) year term*

Mr. Larry Dodd

Mr. Larry Saler

##### **Lay Female**

*One (1) to be elected / Three (3) year term*

Ms. Mabel Hayes

Ms. Debbie Peterson

##### **Lay Youth Representative**

*Male or Female / Two (2) Year Term*

Ms. Mary Corkery

Mr. Broden Wileman

#### **Discipline Committee**

*Two (2) to be elected*

*Two (2) year term to fulfill 6-year term ending 2017*

Pastor Stephen Goodwin

Mr. Charles Hurliman

*Four to be elected /*

*Six (6) Year term ending 2021*

Ms. Pam Arcaro

Pastor Micah Garnett

Pastor Candida Turner

Mr. John Ziah

#### **Churchwide Voting Members**

##### **Clergy**

*Three (3) to be elected*

Pastor Greg Busboom

Pastor Philip Lund

Pastor Wayne Shelksohn

Pastor Glen VanderKloot

Pastor Amy Zietlow

##### **Lay Female**

*Three (3) to be elected*

Ms. Kim Alberts

Ms. Patricia Caley

Ms. Lori Fremder

Ms. Cindy Hindman

Ms. Sandy McAuley

Ms. Beth Roegner

Ms. Lynne Smith

##### **Lay Male**

*Four (4) to be elected*

Mr. Jason Fisher

Mr. Henry Harms

Mr. Robert Mueller

Mr. A.J. Mike Schwindenhammer, Jr.

Mr. Mathew Spencer

Mr. Robert Tyler

#### **PROPSOED 2015 BUDGET**

**First Reading,** Pastor John Rothfusz

Income: \$1,450,000

ELCA: \$ 812,000

CSIS: \$ 638,000

Miscellaneous: \$ 9,500

Total Available to C/SIS \$ 647,500

#### **KEYNOTE PRESENTATION #1 – Faithful Discipleship**

The Rev. Dr. James Thomas, Associate Professor of Church and Ministry

Director of African American Ministries, Lutheran Theological Southern Seminary.

Session declared in recess.



**Friday, June 5, 2015 – Morning**

**MORNING DEVOTIONS**

Assembly called to order at 8:33 a.m. by Assembly Chair, Bishop S. John Roth.

**REPORT OF CREDENTIALS COMMITTEE**

Report given by Pastor Mike Thomas

**VOTED: Motion carried.**

SA15.06.07 To approve the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	203	Official Observers	0
Clergy Voting Members	114	Visitors	59
Associates in Ministry	3		
Diaconal Ministers	0		
Total Voting Members	320	Total Attendance	379

**ASSEMBLY BUSINESS**

**FIRST BALLOT, VOTING FOR SYNOD COUNCIL**

\*denotes elected

**Synod Council**

**Lay Female**

*One (1) to be elected / Three (3) year term*

124 Ms. Mabel Hayes

\*149 Ms. Debbie Peterson

**Lay Male**

*One (1) to be elected / Three (3) year term*

108 Mr. Tom Anderson

\*170 Mr. Henry Harms

**Lay Male**

*One (1) to be elected / Three (3) year term*

96 Mr. Larry Dodd

\*183 Mr. Larry Saler

**Lay Youth Representative**

*Male or Female / Two (2) Year Term*

137 Ms. Mary Corkery

\*146 Mr. Broden Wileman

**MISSION SUPPORT AND STEWARDSHIP EDUCATION COMMITTEE REPORT**

Pastor Bob Dealey

**SOCIAL MINISTRY, JUSTICE AND ADVOCACY**

Ms. Ellen Davis

**ELCA PORTICO BENEFIT SERVICES**

Ms. Jennifer Prinz

**ASSEMBLY FORUMS**

**REPORT OF THE ELCA**

**State of the Church Address**

Bishop Elizabeth Eaton

**ANNOUNCEMENT**

Festival Offering to benefit Madagascar ministries: \$7,025.69. So far, Pedal for a Purpose has raised approximately \$11,000.

Session declared in recess.



**Friday, June 5, 2015 – afternoon**

Assembly called to order at 2:16 p.m. by Assembly Chair, Bishop S. John Roth.

**REPORT OF CREDENTIALS COMMITTEE**

Report given by Pastor Mike Thomas

**VOTED: Motion carried.**

SA15.06.08 To approve the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	203	Official Observers	0
Clergy Voting Members	114	Visitors	59
Associates in Ministry	3		
Diaconal Ministers	0		
Total Voting Members	320	Total Attendance	379

**ASSEMBLY BUSINESS**

**FIRST BALLOT, VOTING FOR DISCIPLINE COMMITTEE and CHURCHWIDE VOTING MEMBERS**

Pastor Linda Murray

\*declared elected

**Discipline Committee**

*Two (2) to be elected*

*Two (2) year term to fulfill 6-year term ending 2017*

\*273 Pastor Stephen Goodwin

\*281 Mr. Charles Hurliman

*Four(4) to be elected*

*Six (6) year term ending 2021*

\*275 Ms. Pam Arcaro

\*279 Pastor Micah Garnett

\*276 Pastor Candida Turner

\*282 Mr. John Ziah

**Churchwide Voting Members**

**Clergy**

*Three (3) to be elected*

\*185 Pastor Greg Busboom

150 Pastor Philip Lund

138 Pastor Wayne Shelksohn

137 Pastor Glen VanderKloot

\*246 Pastor Amy Zietlow

**Lay Female**

*Three (3) to be elected*

135 Ms. Kim Alberts

123 Ms. Patricia Caley

64 Ms. Lori Fremder

108 Ms. Cindy Hindman

\*160 Ms. Sandy McAuley

113 Ms. Beth Roegner

131 Ms. Lynne Smith

**Lay Male**

*Four (4) to be elected*

\*207 Mr. Jason Fisher

140 Mr. Henry Harms

\*163 Mr. Robert Mueller

155 Mr. A.J. Mike

Schwindenhammer, Jr.

\*256 Mr. Mathew Spencer

\*165 Mr. Robert Tyler

**Ballot # 2**

**Churchwide Voting Members**

**Clergy**

*One (1) to be elected*

Pastor Philip Lund

Pastor Wayne Shelksohn

**Lay Female**

*Two (2) to be elected*

Ms. Kim Alberts

Ms. Patricia Caley

Ms. Beth Roegner

Ms. Lynne Smith

**ASSEMBLY BUSINESS**

**REFERENCE AND COUNSEL**

Pastor Robert Rasmus

**Resolution 2015.03**

Title Companion Synod Financial Partnership Plan

Submitted by Synod Council

Seconded by None required



**VOTED:** Motion failed.  
SA15.06.09 **To table** this motion.

**VOTED:** Motion carried.  
SA15.06.10 **To Approve** Resolution 2015.03

**Resolution 2015.03**

Title Companion Synod Financial Partnership Plan  
Submitted by Synod Council  
Seconded by None required

WHEREAS Bishop Roth proposed to the Global Mission Committee of the Central/Southern Illinois Synod (C/SIS) a 5-year Companion Synod Financial Partnership Plan that is intended to serve as a minimum level of financial partnership with the Ambovombe-Androy Synod and the Ft. Dauphin Synod of the Malagasy Lutheran Church through 2019, and  
WHEREAS the Global Mission Committee recommended to the Synod Council that this Companion Synod Financial Partnership Plan be adopted by the C/SIS, and  
WHEREAS the Synod Council by Resolution SC15.01.05 approved this Companion Synod Financial Partnership Plan and recommended that it be forwarded to the 2015 Assembly of the C/SIS,

THEREFORE BE IT

RESOLVED that the Companion Synod Financial Partnership Plan listed below be adopted as a minimum level of financial partnership with the Ambovombe-Androy Synod and the Ft. Dauphin Synod of the Malagasy Lutheran Church through 2019.

<b>Companion Synod Financial Partnership Plan</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Malagasy Lutheran Church Companion Synod Support Commitments from the Central/Southern Illinois Synod					
Ambovombe-Androy Synod					
Mahavelo Bible School for Catechists	\$3,000	\$4,000	\$4,000	\$5,000	\$5,000
Seminary Student Scholarships	\$1,800	\$1,800	\$2,000	\$2,200	\$2,200
Fort Dauphin Synod					
Manatantely Bible School for Catechists	\$3,000	\$4,000	\$4,000	\$5,000	\$5,000
Seminary Student Scholarships	\$1,800	\$1,800	\$2,000	\$2,200	\$2,200
Bezaha Regional Seminary	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
<b>TOTAL Commitments</b>	<b>\$11,600</b>	<b>\$13,600</b>	<b>\$14,000</b>	<b>\$16,400</b>	<b>\$16,400</b>
Funding Sources for Companion Synod Support					
Synod Budget	\$1,000	\$1,500	\$1,500	\$2,400	\$2,400
Synod Assembly Offerings	\$3,000	\$3,500	\$3,500	\$3,500	\$3,500
Congregations making Malagasy Student Scholarship Contributions	\$1,200	\$1,500	\$2,000	\$2,500	\$2,500
Congregations making Malagasy Companion Synod Support Contributions	\$-0-	\$3,500	\$4,000	\$4,500	\$4,500
Existing Resources in Madagascar Project Restricted Fund	\$4,400	\$2,100	\$2,000	\$3,500	\$3,500
Bishop's Fund	\$2,000	\$1,500	\$1,000	\$-0-	\$-0-
<b>TOTAL Funding</b>	<b>\$11,600</b>	<b>\$13,600</b>	<b>\$14,000</b>	<b>\$16,400</b>	<b>\$16,400</b>
Surplus/(Shortfall)	\$-0-	\$-0-	\$-0-	\$-0-	\$-0-



### **Resolution 2015.01**

Title: Always Being Made New: The Campaign for the ELCA

Submitted by Synod Council

Seconded by None needed.

**VOTED:** Motion carried.

SA15.06.11 **To approve** Resolution 2015.01

### **Resolution 2015.01**

Title Always Being Made New: The Campaign for the ELCA

Submitted by Synod Council

Seconded by None required

WHEREAS "Always Being Made New: The Campaign for the ELCA" is a five-year campaign approved by the 2013 ELCA Churchwide Assembly, seeking to raise \$198 million in support of new and expanded Churchwide ministries above and beyond those supported by our regular weekly offerings; and

WHEREAS This goal--\$198 million--represents a 64 percent increase in designated funding for these ministries over the next five years; and

WHEREAS Gifts may be designated for any of the priorities or applied where the need is greatest.

Congregations \$16 million

- Equip 1,000 congregations in renewal efforts
- Plant more congregations in United States and Caribbean
- Expand ministries with people living with disabilities

Leadership \$19 million

- Grow the permanent endowment fund for future leaders through the ELCA Fund for Leaders
- Expand ministries with youth and young adults

Hunger and Poverty \$130 million

- Support work in nearly 60 countries and expand support to communities including the United States through the ELCA World Hunger program
- Work to overcome malaria in 13 countries in Africa

Global Church \$33 million

- Support missionaries and 200 additional young adults in Global Mission
- New evangelism projects in Africa, Asia, and Latin America
- Scholarships and educational opportunities for 200 additional women, and

WHEREAS This campaign will expand our mission capacity and achieve things on a scale and scope that we could never do alone; and

WHEREAS we are called to do more, and in responding to this call, will continue to live out God's promise of always being made new; and

WHEREAS We are called to use our hands—and all that we have been given—to do God's work,  
**THEREFORE BE IT**

**RESOLVED** That the congregations of our Central/Southern Illinois Synod and the members of these congregations: affirm, embrace, and support "Always Being Made New: The Campaign for the ELCA" by sharing individual and congregational gifts, encouraging multi-year pledges, planned and electronic giving, and telling the stories of our common mission.

### **ASSEMBLY BUSINESS**

### **REFERENCE AND COUNSEL**

Pastor Ben Fiore



Resolution 2015.04

Title Criminal Justice Awareness

Mover Pastor Robert Rasmus, St. Matthew Lutheran Church, Urbana

Second Pastor Tom Hillertz, Good Shepherd Lutheran Church, Champaign

Discussion held.

Postponed further debate.

### **ECUMENICAL GREETINGS**

The Most Rev. Thomas John Paprocki, Archbishop, Diocese of Springfield

### **KEYNOTE PRESENTATION #2** - Deep Engagement with the Narrative

The Rev. Dr. James Thomas

### **PROPOSED 2015 BUDGET**

**Second Reading**, Pastor John Rothfusz

Moved and seconded that all seminary scholarship money be given to the students from our synod who are training to be new pastors.

Chair declares the motion out of order.

**VOTED:** Motion carried.

SA15.06.12 **To amend** the budget to increase the budget by \$1,500 to benefit seminary scholarships.

Moved that \$50,000 be transferred from the Reserves to a fund for the benefit of Malagasy Lutheran church.

Chair declares motion out of order since it addresses current spending, not the budget for 2016.

**VOTED:** Motion failed.

SA15.06.13 **To increase** the budget so as to facilitate that \$50,000 be put in a fund (Global Mission: Companion Synod Programs) to benefit the Malagasy Lutheran Church, funds to be used at the bishop's discretion and in consultation with the leaders of our companion synods.

**VOTED:** Motion carried.

SA15.06.14 **To approve** the 2016 Proposed Budget as amended.

<i>Income from Congregations</i>	\$1,475,000
Ministry through ELCA (56%)	\$812,000
Ministry through CSIS (44%)	\$638,000
Interest & Misc. Income	\$9,500
<b>TOTAL AVAILABLE TO C/SIS</b>	<b>\$647,500</b>

#### Outflow C/SIS

#### Agencies and Institutions

Lutheran Social Services of Illinois	\$51,421
Colleges	\$2,000
Seminaries	\$40,000
Campus Ministries	\$49,500
Lutheran Outdoor Ministry Center	\$6,750
Region 5 Support	\$3,008
Illinois Conference of Churches	\$3,600
<b>TOTAL AGENCIES AND INSTITUTIONS</b>	<b>\$156,279</b>

#### C/SIS Program Committees

Global Mission	\$4,300
Social Ministry, Justice, and Advocacy	\$8,000



Professional and Lay Ministry	
Candidacy Subcommittee	\$17,000
S.A.M. Subcommittee	\$3,500
Leadership Support	\$4,000
Mission Support and Stewardship	\$1,000
New and Renewing Congregations	\$7,050
Constitution/Miscellaneous	-0-
<b>TOTAL C/SIS PROGRAM COMMITTEES</b>	<b>\$44,850</b>
<u>C/SIS Congregation/Clergy Services</u>	
Salaries/Housing	\$293,584
Benefits	\$80,261
Continuing Education	\$4,500
Bishop's Fund	\$1,000
<b>TOTAL C/SIS CONG/CLERGY SERVICES</b>	<b>\$379,345</b>
<u>C/SIS Office Administration</u>	
Staff Travel	\$19,000
Operations	\$56,695
Equipment	\$4,500
Furniture	\$2,200
Automobile	\$3,000
Communication	\$750
<b>TOTAL C/SIS OFFICE ADMINISTRATION</b>	<b>\$86,155</b>
<u>C/SIS Synod Administration</u>	
Synod Assembly	\$25,000
Nominating Committee	-0-
Synod Council	\$5,000
Restructuring Task Force	-0-
<b>TOTAL C/SIS SYNOD ADMINISTRATION</b>	<b>\$30,000</b>
<b>TOTAL SYNOD OUTFLOW</b>	<b>\$696,710</b>
<b>Total Outflow</b>	<b>\$1,507,119</b>
Total inflow over total outflow	(49,119)
 Reserves available end of year	 \$188,415

#### **LUTHERAN SOCIAL SERVICES OF ILLINOIS**

Mr. Mark Stutrud, Executive Chairman

#### **LUTHERAN CAMPUS MINISTRY OF ILLINOIS**

Pastor Matthew Geerdes and Pastor Amy Thoren

#### **LUTHERAN OUTDOOR MINISTRY CENTER**

Mr. Jesse Klosterboer, Development Director

Session declared in recess.

#### **Saturday, June 6, 2015 – Morning**

Assembly called to order at 8:32 a.m. by Assembly Chair, Bishop S. John Roth.

#### **KEYNOTE ADDRESS #3 - Engagement with the World**

The Rev. Dr. James Thomas



## **REPORT OF CREDENTIALS COMMITTEE**

Report given by Pastor Mike Thomas

**VOTED:** Motion carried.

SA15.06.15 **To approve** the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	204	Official Observers	0
Clergy Voting Members	116	Visitors	63
Associates in Ministry	3		
Diaconal Ministers	0		
Total Voting Members	323	Total Attendance	386

## **ASSEMBLY BUSINESS**

### **REFERENCE AND COUNSEL**

Pastor Ben Fiore

Discussion resumed on Resolution 2015.04 – Criminal Justice Awareness

**VOTED:** Motion carried.

SA15.06.16 **To amend** by striking language from the final Resolve as follows:

RESOLVED that members of congregations encourage their lawmakers to support criminal justice legislation that focuses on the restoration of offenders to society ~~and to oppose punitive measures that make it difficult for offenders to make successful return to society.~~

*As to amended Resolution 2015.04*

**VOTED:** Motion carried.

SA15.06.17 **To approve** Resolution 2015.04 as amended

### **Resolution 2015.04**

Title Criminal Justice Awareness

Mover Pastor Robert Rasmus, St. Matthew Lutheran Church, Urbana

Second Pastor Tom Hillertz, Good Shepherd Lutheran Church, Champaign

WHEREAS Illinois prisons operate at 172.6% of design capacity, and are second only to Alabama in terms of being overcrowded;

WHEREAS Cook County Jail serves as the largest mental health care provider in the United States;

WHEREAS almost 70 percent of all Illinois inmates are in prison for non-violent crime;

WHEREAS because budget cuts have eliminated services and educational programs that would prepare inmates for their reentry to society;

WHEREAS offenders face great obstacles when they return to society which make it difficult to secure housing and employment resulting in a recidivism rate higher than the U.S. average: in 2011, 51.7% of released prisoners returned to prison within three years versus the national average of 43.3%;

WHEREAS both the General Assembly and the Governor recognize the need for comprehensive reform: the Joint Criminal Justice Reform Committee was created in the last session and was reconstituted in this session; and Governor Rauner has appointed a 28-member Criminal Justice Reform Commission;

WHEREAS Lutheran Advocacy connects faith with public life, endeavors to further God's work in our world by advancing the common good, and represents a valuable tool to members of the ELCA as we do advocacy;

WHEREAS the Social Statement on **The Church and Criminal Justice: Hearing the Cries** was adopted in 2013 at the 13<sup>th</sup> biennial Churchwide Assembly and gives direction for action;  
THEREFORE BE IT



- RESOLVED that congregations be encouraged to read and study the Social Statement *The Church and Criminal Justice: Hearing the Cries*; and be it further,
- RESOLVED that congregations and members discuss how they might serve those involved in the Criminal Justice system, whether offenders or victims; and be it further,
- RESOLVED that congregations become acquainted with the criminal justice ministries provided by Lutheran Social Services Illinois; and be it further,
- RESOLVED that members of congregations be encouraged to join Lutheran Advocacy in order to engage in this ministry more effectively; and be it further,
- RESOLVED that members of congregations encourage their lawmakers to support criminal justice legislation that focuses on the restoration of offenders to society.

## **NEW AND RENEWING CONGREGATIONS**

Pastor Ed Hudelson

## **GLOBAL MISSION COMMITTEE**

Pastor Wayne Shelksohn

## **RECOGNITION OF ASSEMBLY GUESTS**

Representative from Lutheran School of Theology at Chicago

Mr. Michael Dixon, Regional Gift Planner for the ELCA Foundation

Pastor Ramie Bakken – Region 5 Coordinator for Candidacy

## **PROFESSIONAL AND LAY LEADERSHIP COMMITTEE**

### **Candidacy Subcommittee**

Pastor Elise Rothfusz

## **PROFESSIONAL AND LAY LEADERSHIP COMMITTEE**

### **Synodically Authorized Ministry Subcommittee**

Pastor David Hofer

## **ASSEMBLY BUSINESS**

### **REFERENCE AND COUNSEL**

Pastor Ben Fiore

### **Resolution 2015.05**

Title Trusting the Promise of the Holy Spirit for Continual Renewal of Christ's Church  
 Mover Pastor Kurt Hoover, St. Peter's Lutheran Church, Dwight  
 Seconded Pastor Ed Hudelson, Trinity Lutheran, Chenoa and Community Lutheran, Cornell

**VOTED:** Motion carried.

SA15.06.18 **To approve** Resolution 2015.05

### **Resolution 2015.05**

Title Trusting the Promise of the Holy Spirit for Continual Renewal of Christ's Church  
 Mover Pastor Kurt Hoover, St. Peter's Lutheran Church, Dwight  
 Seconded Pastor Ed Hudelson, Trinity Lutheran, Chenoa and Community Lutheran, Cornell

- WHEREAS many members of congregations in the C/SIS experience anxiety and even depression on account of declining or aging attendance of the membership of their congregations;
- WHEREAS Members of our Synod New and Renewing Congregations Committee have attended ELCA training in Transformational Ministry, and established a team prepared to train congregational leaders for renewal of vitality within their congregations;
- WHEREAS the Apostle Paul's words continue to encourage the church today to believe and therefore speak and act according to our faith, so that more and more people may have life in Christ: "Because we know that the one who raised the Lord Jesus will raise us also



with Jesus, and will bring us with you into his presence. Yes, everything is for your sake (the other), so that grace, as it extends to more and more people, may increase thanksgiving, to the glory of God." 2 Corinthians 4:14-15;

WHEREAS the measure of congregational vitality is not children and young families alone, rather the empowering work of the Holy Spirit flowing outward from the hearts, hands, and in the voices of believers making visible the Body of Christ on earth;

WHEREAS strength and vitality of neighboring congregations encourages the larger church and draws inactive believers back again to be a part of what God is doing in and through the community of believers;

THEREFORE BE IT

RESOLVED The 2015 assembly of the Central Southern Illinois Synod encourage all congregations of our body to seek and renew practices of unity and welcoming renewal through the Holy Spirit including encouraging congregational leaders to participate in opportunities like "Discovering God's Mission Introduction" September 26, 2015 at St. Luke's Lutheran, Campbell Hill and November 7, 2015 at Immanuel Lutheran in Lincoln.

#### **Resolution 2015.06.**

Title Seminary Scholarship Reformation  
 Mover Pastor Bradley Eidson, Trinity Lutheran Church, Golden  
 Second Pastor Candice Wassell Stone, Faith Lutheran Church, O'Fallon

Moved that the final Resolved be amended by addition: THAT AT A MINIMUM the entire...

Motion died for lack of a second

**VOTED:** Motion carried.

SA15.06.19 **To amend** the first Resolved by addition ... \$1500 minimum every academic year FOR A MAXIMUM OF FOUR (4) YEARS.

**VOTED:** Motion carried.

SA15.06.20 **To amend** the first Resolved as follows:  
 RESOLVED, that EACH STUDENT IN THE CADNDAICY PROCESS OF THE CENTRAL/SOUTHERN ILLIONIS SYNOD will receive \$1,500 minimum every academic year for a maximum of four (4) years.

**VOTED:** Motion carried.

SA15.06.21 **To amend** the second Resolved as follows:  
 Resolved, that the entire Seminary Scholarship budget line is to be faithfully distributed by the C/SIS Candidacy Committee to ~~seminarians from the C/SIS~~ STUDENTS IN THE C/SIS CANDIDCY PROCESS, regardless of the number of students for that year.

*To Call the Question*

**VOTED:** Motion carried.

SA15.06.22 **To call** the question.

*As to Resolution 2015.06, as amended*

**VOTED:** Motion carried.

SA15.06.23 **To approve** Resolution 2015.06 as amended.

#### **Resolution 2015.06**

Title Seminary Scholarship Reformation  
 Mover Pastor Bradley Eidson, Trinity Lutheran Church, Golden  
 Second Pastor Candice Wassell Stone, Faith Lutheran Church, O'Fallon

WHEREAS Seminary presidents, Bishops, and the Presiding Bishop all acknowledge the problem of rising Seminary costs.



- WHEREAS, The current cost for a full-time student at Trinity Lutheran Seminary is estimated to be \$34,986 for an on-campus student and \$37,776 for an off-campus student for one academic year.
- WHEREAS, The cost for student health insurance coverage through Trinity Lutheran Seminary is \$3,556.
- WHEREAS, Candidacy Committees recognize the fact that high student loan debt is an overwhelming burden for pastors on a first call salary, and thus discourage candidates from pursuing rostered ministry based on high student loan debt figures during the candidacy process.
- WHEREAS, Concerns surrounding seminary student debt have sparked dialogue on how to best resolve this issue. While there has been much dialogue concerning student debt, meaningful solutions have not yet come to fruition.
- THEREFORE BE IT
- RESOLVED, that each student in the candidacy process of the C/SIS will receive \$1,500 minimum every academic year for a maximum of four (4) years.
- RESOLVED, that the entire Seminary Scholarship budget line is to be faithfully distributed by the C/SIS Candidacy Committee to students in the C/SIS candidacy process, regardless of the number of students for that year.

## **PROFESSIONAL AND LAY LEADERSHIP COMMITTEE**

### **Leadership Support Subcommittee**

Mr. Bob Mueller

## **REPORTS OF AUXILIARIES**

Women of the ELCA of C/SIS, Mary Plymire, President  
Lutheran Youth Organization, Mr. Broden Wileman

## **ASSEMBLY BUSINESS**

### **Report of the Nominating Committee**

Pastor Linda Murray

### **Results of Ballot #2 for 2016 Churchwide Voting Members**

#### Clergy

*One (1) to be elected*

- \*177 Pastor Philip Lund
- 93 Pastor Wayne Shelksohn

#### Lay Female

*Two (2) to be elected*

- \*150 Ms. Kim Alberts
- 107 Ms. Patricia Caley
- 101 Ms. Beth Roegner
- \*187 Ms. Lynne Smith

## **ASSEMBLY BUSINESS**

### **REFERENCE AND COUNSEL**

Pastor Ben Fiore

### **Resolution 2015.02**

Title                      Courtesies  
Mover                     Reference and Counsel  
Second                    None needed.

Moved and seconded to approve Resolution 2015.02 by acclamation.  
Chair rules motion out of order.

**VOTED:**                Motion carried.  
SA15.06.24    **To approve** Resolution 2015.02



## **RESOLUTION 2015.02**

Title           Courtesies  
Mover          Reference and Counsel  
Second       None needed

- WHEREAS       as the Father has sent Jesus, so Jesus sends us;  
                  THEREFORE BE IT
- RESOLVED     that we give thanks to the voting members, rostered, laity and youth, as they have taken time from busy schedules to come together to do the business of the church, worship, learn, and fellowship; and, be it further
- RESOLVED     that the Assembly Committees be recognized for their tireless efforts in organizing, planning and presenting the Twenty-eighth Annual Central/Southern Illinois Synod Assembly; and, be it further
- RESOLVED     that the assistants to the bishop Pastor Ken Sandlin, Pastor Wayland Middendorf, Pastor Maureen Stein, Pastor James Reents, Director for Evangelical Mission, Pastor Robert Dealey, and support staff, Cindy Koonce, and Glenna Senters, be recognized for all their efforts in supplying the Assembly and our synod with material and information; and, be it further
- RESOLVED     that the Assembly pages be recognized for their ongoing support and steadfast faithfulness; and, be it further
- RESOLVED     that the Northwest Conference be thanked for its gracious work of hosting and assistance with the planning of the Assembly; and, be it further
- RESOLVED     that we are thankful to the Rev. Dr. James Thomas for inspiring messages and his gracious proclamation of the gospel, and, be it further
- RESOLVED     that we thank Presiding Bishop Elizabeth Eaton for her contribution to the spirit of the Assembly in informing us of the State of the Church and sharing the Gospel at the Festival Worship Service, and, be it further
- RESOLVED     that all forum leaders be thanked for their encouragement in presenting educational opportunities for ministry; and, be it further
- RESOLVED     that we give thanks to Pat Caley and volunteers for time in organizing and overseeing the Fair Trade Fair; and be it further
- RESOLVED     that the Synod Council, Synod Committees, and all those who volunteered their time, energies, and talents toward the work of our synod receive the Assembly's appreciation for their dedication to the ministry of the Central-Southern Illinois Synod; and, be it further
- RESOLVED     that we give thanks for the ELCA and its partnership ministry which allows us to carry out Christ's command to "*Go therefore and make disciples of all nations....*"; and, be it further
- RESOLVED     that thanks be given to those Synod Council and Synod Committee members whose terms end this year but who have accompanied the work of our synod living the mission: *God's Work. Our Hands*, through their years of dedicated service; and, be it further
- RESOLVED     that Bishop S. John Roth receive our appreciation for leadership in our synod and that we would daily hold him in prayer for strength, health, wisdom and courage.

## **ADJOURNMENT**

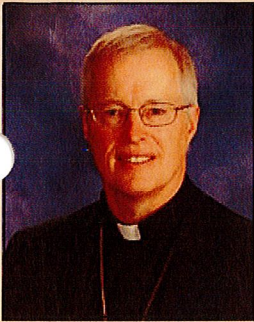
**VOTED:**       Motion carried.

SA15.06.25   **To adjourn** contingent upon the closing worship service.

Assembly declared closed at 11:37 a.m.

Respectfully submitted,  
The Rev. Patty Heath  
C/SIS





# Bishop's Report to the Assembly, 2016

*Bishop S. John Roth  
Central/Southern Illinois Synod  
Evangelical Lutheran Church in America*

## **Revisiting Foundational Questions**

Many of you are aware that I have urged congregations, Synod Council, and synod committees to consider three foundational questions:

Who are we?

Why are we here?

What then shall we do?

Feedback that I have received suggests that there has been fruitful discussion around the synod on these three questions. I'm grateful for the extent to which these three questions have helped congregations visualize their identity, mission, and ministry.

However, I think that it is time to revisit and revise the three foundational questions. To introduce this, let me lay a little groundwork before suggesting reworded foundational questions.

St. Augustine's *On Christian Doctrine* is his guide to interpreting Scripture. Augustine begins by stating the goal of all biblical interpretation: biblical interpretation, in keeping with the nature of the Scriptures themselves, ultimately seeks in all of its study to honor, to glorify, and to know God.

According to Augustine, the true object of enjoyment is the Trinity: the Father and the Son and the Holy Spirit. The Trinity is our highest good, our greatest delight. The triune God is the only thing to be loved for its own sake. Love of anything and everything else is to be a lower order of love. All the lower loves are truly loved. But they are loved not for their own sake; rather, they are loved for the sake of God, our truest and highest love.

The order of love immediately below love of God is love of ourselves and love of neighbor; however, we are not to love ourselves for our own sake or to love our neighbor for our neighbor's sake, but rather to love ourselves and others for the sake of God who is the true object of enjoyment.

The third order of love is the rest of God's creation: all the created beauty in the earth and the heavens: animals, plants, everything.

There are, then, says Augustine, "four kinds of things that are to be loved,—first, that which is above us; second, ourselves; third, that which is on a level with us; fourth, that which is beneath us." The two great commandments encompass the first three of these four kinds of things: "Love the Lord your God with all your heart and soul and mind; and love your neighbor as yourself."

Quoting further from Augustine (and please forgive the non-inclusive language of this dated translation), "Now he is a man of just and holy life who forms an unprejudiced estimate of things, and keeps his affections also under strict control, so that he neither loves what he ought not to love, nor fails to love what he ought to love, nor loves that more which ought to be loved less, nor loves that equally which ought to be loved either less or more, nor loves that less or more which ought to be loved equally."

Here is my point for making taking this brief excursion into Augustine's discussion of ordered loves. The foundational questions (Who are we? Why are we here? and What then shall we do?) while fruitful, may bend our focus to ourselves, and not directly bind our answers to God. So, I am going to start asking three foundational questions differently:

Who is God?

Why has God put us in this place at this time?

What then do we do to live out our God-given calling?



## 2016 Bishop's Report to the Assembly

I expect that, in part, we as individuals, all of our congregations, and all of us together as the synod (and the ELCA) will all begin with the same answers. For example,

Who is God?

God is the triune God who, incarnate in Jesus, has rescued us from sin, death, and the power of the devil in the crucifixion and resurrection of Jesus Christ.

Why has God put us in this place at this time?

Wherever we are, God has put us in this place at this time to love, glorify, honor, and delight in God - first and foremost; moreover, God has put us in this place to love ourselves, our neighbor, and all of God's creation, in proper order, so that we, our neighbors, and all creation can delight in God.

What then do we do to live out our God-given calling?

We worship and serve, responding in Christ's name to our specific, local circumstances, and to our global opportunities.

Of course, we will expand our answers to these three foundational questions to emphasize aspects of our confessional commitments and to address our specific contexts for life in the body of Christ.

My hope is that conversations over these three restated foundational questions can help us with perspective and direction in all sorts of areas: stewardship, evangelism, engagement with our community, social ministry in our community, what it means to be a church community, self-care, spiritual direction, ecumenical relations, shared ministry, and on and on.

Our Assembly speaker, Pastor Doug Cox, and the ELCA Churchwide Representative to our Assembly, Ms. Dana Dutcher, will draw us into further reflection on living out our God-given calling.

I will continue to visit as many of you as I can, in your congregations and in your communities. I find great joy in worshipping with you, joining in your special gatherings, celebrating congregational anniversaries, installing your pastors, dreaming together about Christ's ministry in this place, and exploring creative ways to turn challenges into God-given opportunities wherever Christ is sending us.

## **Synod Council**

The Synod Council meets four times a year. Among its responsibilities, the Synod Council tends to be the vision and purpose of the synod, acts on recommendations regarding the rosters of the synod (for example, "on leave from call" requests and "retirement status" requests), oversees the ministries of our synod committees and synod staff, recommends budgets to the Synod Assembly, and advises the bishop. You can peruse the minutes of the Synod Council meetings in the Assembly Reports (available on the synod website: [www.csis-elca.org](http://www.csis-elca.org)).

I encourage us as a Synod Council, as an ongoing exercise, to look at our purpose and goals as a synod and as a Synod Council. This began with lifting up three foundational questions: Who are we? Why are we here? What then shall we do?

I reported to the Synod Assembly last year that our Synod Council had identified basic guiding values/priorities/goals coming out of our discernment in response to the three foundational questions:

Being, underpinning all we do:

1. Discern and articulate the Spirit of Christ.
2. Remind us of who we are (Lutheran, evangelists, spiritually empowered) and who we are not.
3. Envision our Mission for sustainable growth and discipleship.

Doing:

1. Support and encourage effective congregational leadership by putting pastors in the pulpit and providing leadership in time of crisis.
2. Facilitate collective decision making by convening and gathering the gifts of the synod.
3. Communicate connectedness and caring with congregations and our broken world.



These value/priorities/goals give guidance for what we attend to first, what we take particular care not to neglect, and how we engage in everything from youth ministry to candidacy committee to companion synod relationships.

Now, I have asked the Synod Council to use these priorities lifted up by our vision and mission conversations to assess the ways the synod is currently engaging these priorities. Let me suggest that we look at our committees, organizations, and programs – and look at them together with the people involved with these committees, organizations, and programs – that we candidly evaluate their effectiveness vis-a-vis our identified priorities, and that we assign each of them to one of four categories: grow, hold, remold, fold. Then we act according to those determinations.

Please join me in thanking these members of our 2015-2016 Synod Council:

Ms. Jeanne Rapp, Synod Vice President  
Pr. Pamela Mitcham, Secretary  
Mr. Mathew Spencer  
Mr. Terry Goff  
Ms. Deanne Holshouser  
Ms. Helen Pagel  
Mr. Steve Rapp  
Mr. Don Swan  
Pr. Laura Kamprath  
Pr. John Rothfus  
Pr. Glen VanderKloot

Mr. Ken Finkle, Treasurer  
Mr. Broden Wileman  
Ms. Kim Alberts  
Mr. Henry Harms  
Ms. Tiana Montgomery  
Ms. Debbie Peterson  
Mr. Larry Saler  
Pr. James Davis  
Pr. Robert Rasmus  
Pr. Michael Thomas  
Mr. Daniel Simmons, Legal Counsel

It continues to be a joy to work with these faithful, highly-motivated disciples, who come from every Conference in the synod. In addition to participating in the four meetings the Synod Council has each year, each member has an additional responsibility with a committee or group in the synod.

I will say these few words about Jeanne Rapp at the assembly banquet, but I include them here as well for the record. I met Jeanne when I joined the Synod Council in 2006. By that time, she had already been Synod Vice President for five years. I caught immediately her heart for Christ and for Christ's church, her sharp mind, her attention to detail, and her effervescent vitality – as well as her dogged determination: when she asked you to serve in some capacity, she meant it. Fast forward a few years to when I became bishop; words cannot express the depth of my appreciation for Jeanne as my teammate during this time: her steadiness, her wise counsel, her faith-filled optimism in our ability to meet the endless challenges in the synod, her capacity for joy in the work of the church, and her never-flagging friendship. I know that all of us consider Jeanne a gift to the synod. But let me tell you that we the Central/Southern Illinois Synod have been blessed through Jeanne to a far greater extent than is generally known or can be generally known. "It takes a synod to raise a bishop." – do you remember that line from the Assembly when I was elected? Beloved synod, a major contributor to the raising of this bishop has been Vice President Jeanne Rapp.

### **2016 Pedal for a Purpose – Educational Debt Reduction Plan 2016-2020**

The following plan was endorsed by the Synod Council at its March 2016 meeting. A rostered leader in the first seven years of her/his ministry, serving in a not-less-than-half-time position in a congregation or shared ministry of the C/SIS, may apply for a grant of up to \$1,500 per year for up to four years to repay educational debt incurred while seeking the terminal degree corresponding to his/her call. Therefore, in total, the rostered leader can receive up to \$6,000 over four years. If the rostered leader is called to a congregation or shared ministry with an average worship attendance of 70 or fewer at the time the call is issued, the rostered leader may apply for a grant of up to \$2,000 per year for up to four years, up to a total of \$8,000 over four years. Rostered leaders coming into the C/SIS from other synods during the first seven years of their ministry may apply for a grant of up to \$1,500 per year until they finish their seventh year in ministry or for up to four years, whichever comes first. If the rostered leader is called to a congregation or shared ministry with an average worship attendance of 70 or fewer at the time the call is issued, the rostered leader may apply for a grant of up to \$2,000 per year until she/he finishes her/his seventh year in ministry or for up to four years, whichever comes first.



## 2016 Bishop's Report to the Assembly

This is a 5-year plan that would fund educational debt reduction grants for rostered leaders receiving calls in the C/SIS in years 2016-2020. (This plan would not reduce educational debt reduction grants currently made to rostered leaders receiving calls into the synod prior to 2016.)

### Funding sources:

\$ 30,000	2016 Pedal for a Purpose
\$ 50,000	C/SIS Lutheran Men in Mission (repurposing existing funds to a compatible purpose)
<u>\$ 20,000</u>	5 years of income on the Student Loan Restricted Fund
\$ 100,000	Total funds available for distribution

According to my calculations, there would be sufficient money to fund grants to two-three new recipients per year for five years of new recipients, a total of between 10 and 15 recipients. This plan would be administered by the Leadership Support Subcommittee of the Professional and Lay Leadership Committee and the Assistant to the Bishop assigned to this subcommittee.

Let me add a thought, looking further into the future. The Student Loan Restricted Fund (roughly \$202,000) was established such that the income from the fund is paid out to first call pastors toward their student debt. I wonder if at some point we could aim higher and grander. For example, what if we got that fund to \$2 million and then used it to fund loans to first call pastors at, say, 2% to 3% annual interest, with 60% of the loan forgiven after five years of service in the C/SIS, 80% forgiven after seven years of service in the C/SIS, and 100% forgiven after nine years of service in the C/SIS? We would set a cap on the amount of the loan. Since the new Candidacy Manual has a financial readiness and planning piece as part of the entrance process, the cap on the C/SIS loan could be aligned with the maximum debt load advised by the Candidacy Committee. There could be creative variations on the plan; for example, congregations could offer to pay the interest on the loan so that all of the pastors' payments would be applied to loan principle. For year #1, that would be \$1,000 on a \$50,000 loan at 2%, \$1,500 at 3%. (P.S. 2%-3% per year would see to the fund's stability and would slow the erosion of "buying power" to inflation over time.) Of course, the fund would also need to receive gifts, because we would hope to forgive a high percentage of the loans. Just a thought.

## Staff

It also continues to be a joy to serve with the faithful and gifted people on our synod staff. Let me take this moment to thank them:

Pr. Robert Dealey, Director for Evangelical Mission/Coordinator of Communications and Networking  
Ms. Cindy Koonce, Office Manager  
Pr. Wayland Middendorf, Assistant to the Bishop  
Mrs. Barbara Purple, office volunteer  
Pr. Jim Reents, Assistant to the Bishop  
Pr. Ken Sandlin, Assistant to the Bishop  
Ms. Glenna Senters, Bookkeeper  
Pr. Maureen Stein, Assistant to the Bishop

## Synod Notes

My report includes the statistical information on the synod that you will find available on the synod web-site: [www.csis-elca.org](http://www.csis-elca.org) The statistical information includes the current number of congregations in the synod and the transitions of rostered leaders over the course of the past year.

As I write this, we have sixteen active call processes in which a full-time pastor is sought and a Ministry Site Profile has been submitted by the congregation council; I anticipate that three of them having called pastors by the time you read this. Of the remaining thirteen, five are interviewing nominees. One additional congregation in an active call process is working on submitting its Ministry Site Profile.



## **Companion Synod Relations – Malagasy Lutheran Church**

We relate to two synods (or dioceses) of the Malagasy Lutheran Church, which is the Lutheran church body in Madagascar: the Ambovombe-Androy Synod and the Ft. Dauphin Synod, both of which are located in the southern region of Madagascar. Thanks to voluntary contributions, we continue to support the regional seminary in Bezaha, the Manatantely Bible School in Ft. Dauphin, and the Mahavelo Bible School in Ambovombe-Androy. In addition, the C/SIS Women of the ELCA made a significant contribution to the Women's House in the Ambovombe-Androy Synod. Also, seminary students in both companion synods have received funding from contributions within our synod. Our companion synod relationships continue to be vigorous and yet still developing.

## **Lutheran Social Services of Illinois**

As most of you are aware, Lutheran Social Services of Illinois (LSSI) announced in January that it is significantly downsizing. I have attached as an appendix to this report the letter sent by the three ELCA synod bishops in Illinois to our synods, explaining LSSI's situation, stating our support for LSSI, and offering hope for the future of our social service agency. I will not repeat that here. Let me simply emphasize that these heart-wrenching reductions in services came about only after painstaking efforts to see to the best interests of our clients and employees, and after prayerful consideration for the viability of LSSI in the future.

## **Ministry With Ecumenical Partners**

The first resolved in Resolution 03.2014, adopted by the 2014 Assembly of the Central/Southern Illinois Synod reads as follows: "RESOLVED that the Bishop of the Central/Southern Illinois Synod as the Synod's Chief Ecumenical Officer, appoint an Ecumenical Committee and Chairperson to oversee development of an expansive vision and strategy for how the synod as a whole can develop a deeper cooperative ministry with its ecumenical partners to possibly include joint convocations, assemblies, committees, and the like, and report on this strategy to the Synod Council in 2015 and the Synod Assembly by 2016".

The report fulfilling this order from the 2014 Synod Assembly was presented to the Synod Council at its September 2015 meeting and is included in the reports for this Synod Assembly.

## **"We are Church for the Sake of the World"**

As we gather in assembly, the promises of God continue to guide us, our prayers continue to form us, and the Spirit poured out at Pentecost continues to empower us. Thank you for being here to tend to the work of Christ's church. May you be filled with joy and with the Holy Spirit!

It continues to be a privilege to serve Christ by serving you. The more I get to know the congregations and individuals of our synod, the more grateful to God I am for the Holy Spirit at work in you. As I have done in previous years, I will conclude my report with a slide show of some of the places where I've been over the past year: scenes of the Central/Southern Illinois Synod.









**Northern Illinois Synod**  
Evangelical Lutheran Church in America  
God's work. Our hands.



**Metropolitan Chicago Synod**  
Evangelical Lutheran Church in America  
God's work. Our hands.

January 22, 2016

To the pastors and congregations of the

Metropolitan Chicago Synod, the  
Northern Illinois Synod, and the  
Central/Southern Illinois Synod:

Dear Sisters and Brothers in Christ,

Grace to you and peace from God our Father and our Lord and Savior, Jesus Christ.

As you may know by now, Lutheran Social Services of Illinois (LSSI) has announced a very significant reduction in both its workforce and its program portfolio for the delivery of essential human services to the people of Illinois. The cuts will eliminate 758 jobs, and a number of ministry programs, including those that serve senior adults, prisoner and family ministries, drug and alcohol rehabilitation, and community counseling services.

The announcement issued directly by LSSI does an excellent job of describing the nature of these reductions and the reasons for them. As your bishops, however, we felt it necessary to address you from a pastoral perspective and to emphasize several important points.

To begin, we can reassure you, as members of the LSSI board, that the process of evaluation, planning, praying and listening, though painful, was extraordinarily careful, considerate, and responsible. As with many expressions of the common good in Illinois, we have been placed in an untenable position by the paralysis of state government. Our Christian faith commitment to providing the highest quality of care to the state's neediest citizens at the lowest possible cost also makes us vulnerable and highly dependent upon the reliability of our partners in civic leadership. That reliability has failed. We are owed more than \$6 million by the state for services already delivered, with no foreseeable prospect of prompt reimbursement. We have exhausted all credit options available to us to sustain our ministries. The costs of these programs far exceed our current donative capacity to absorb the losses and continue the work. And even with frugal and expert stewardship, the financial margins in providing these services are far too thin to sustain us over long periods of uncertainty and non-payment. To continue without adjustment would threaten the security and well-being of all our employees, and might ultimately endanger the future of all our ministries.

Secondly, we want to emphasize our continued confidence and commitment with respect to the mission that remains strong—providing mental health services, affordable senior housing, services for at-risk families, residential support for adults with developmental disabilities, foster care, home care, and programs that help children maintain connections with incarcerated parents.

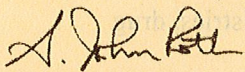


These services continue to be exemplary expressions of our common call to serve our neighbor in need, in Christ's name and on Christ's behalf.

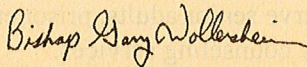
Finally we encourage everyone to work and to pray in response to these developments. We ask you to work in your local communities and in the general society for justice, for responsible and compassionate government, and for fair and universal access to health and opportunity. And we ask you to pray, now, for the dedicated staff of LSSI who are losing their jobs, for courage and joy among those who continue to work, for wisdom among the board and the executive staff entrusted with the stewardship of this mission, for clarity and courage among our political leaders caught in the deadlock of the state's financial crisis, and above all we ask you to pray for consolation and hope among the thousands upon thousands of children, families, vulnerable and invisible individuals who will be deeply affected by these changes.

It is a hard time for us. But we continue, as we always have, with complete confidence in the promise that God's grace is sufficient for us, and that we will be restored and lifted up again to share Christ's abundant love with even greater joy.

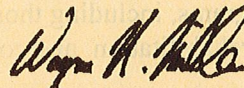
In Christ,



Bishop S. John Roth  
Central Southern Illinois Synod



Bishop Gary Wollersheim  
Northern Illinois Synod



Bishop Wayne N. Miller  
Metropolitan Chicago Synod



## **Vision and Strategy for How the Central/Southern Illinois Synod (ELCA) Can Develop a Deeper Cooperative Ministry With Its Ecumenical Partners**

The following report fulfills the first resolved of Resolution 03.2014, adopted by the 2014 Assembly of the Central/Southern Illinois Synod: "RESOLVED that the Bishop of the Central/Southern Illinois Synod as the Synod's Chief Ecumenical Officer, appoint an Ecumenical Committee and Chairperson to oversee development of an expansive vision and strategy for how the synod as a whole can develop a deeper cooperative ministry with its ecumenical partners to possibly include joint convocations, assemblies, committees, and the like, and report on this strategy to the Synod Council in 2015 and the Synod Assembly by 2016".

### **Vision**

Ecumenical impetus flows out of the New Testament witness to the unity of God's people. Here are a few examples of that witness:

- Jesus speaks of there being "one flock" (John 10) of the one good shepherd;
- Even those who plot against Jesus unwittingly anticipate that Jesus will die "to gather into one the dispersed children of God" (John 11);
- The prayer of Jesus for his disciples (John 17) includes that "they may all be one";
- We who are many are the one body of Christ (Romans 12);
- Ephesians 4 summarizes the God-given unity we share with "one Lord, one faith, one Baptism, one God and Father of us all".

The Central/Southern Illinois Synod (C/SIS) approaches ecumenical relations as a matter to be explored from the synod's context within the Evangelical Lutheran Church in America (ELCA), the broader Lutheran Communion, and the Church catholic, not by the synod in isolation from our connections with the wider church.

The ELCA is a member church of the Lutheran World Federation (LWF), as were the ELCA's predecessor church bodies. In 1984, the member churches of the LWF "declared themselves to be in altar and pulpit fellowship"; correspondingly, member churches of the LWF also "declared themselves to be a communion of churches." The 1984 LWF Assembly then adopted a statement on unity that has implications for the full communion relationships that have developed with other traditions. This statement states:

The true unity of the church, which is the unity of the body of Christ and participates in the unity of the Father, Son, and Holy Spirit, is given in and through proclamation of the Gospel in Word and Sacrament. This unity is expressed as a communion in the common and at the same time, multiform confession of one and the same apostolic faith. It is a communion in Holy Baptism and in the Eucharistic meal, a communion in which the ministries exercised are recognized by all as expressions of the ministry instituted by Christ in his church. It is a communion where diversities contribute to fullness and are no longer barriers to unity. It is a committed fellowship, able to make common decisions and to act in common.

The diversity present in this communion rises out of the differing cultural and ethnic contexts in which the one church of Christ lives out its mission and out of the number of church traditions in which the apostolic faith has been maintained, transmitted, and lived throughout the centuries. In recognizing these diversities as expressions of the one



apostolic faith and the one catholic church, traditions are changed, antagonisms overcome, and mutual condemnations lifted. The diversities are reconciled and transformed into a legitimate and indispensable multiformity within the one body of Christ.

This communion lives out its unity in confessing the one apostolic faith. It assembles in worship and in intercession for all people. It is active in common witness to Jesus Christ; in advocacy for the weak, poor, and oppressed; and in striving for peace, justice, and freedom. It is ordered in all its components in conciliar structures and actions. It is in need of constant renewal and is at the same time, a foretaste of that communion, which the Lord will at the end of time bring about in his kingdom.

You can see the consistency between the vision for altar and pulpit fellowship expressed in the LWF statement and the ecumenical approach of the ELCA. The statement, "Ecumenism: The Vision of the Evangelical Lutheran Church in America" (ELCA Vision Statement), prepared for the 1991 ELCA Assembly, directs synodical vision and strategy for cooperative ministry with ecumenical partners today. Before drawing on direct quotations from the ELCA Vision Statement, let us take an overview look at the theological rationale of our ELCA for ecumenical initiative. What follows is a brief summary of the contribution of the Lutheran Confessions to our discussion of ecumenism, put forward by the Rev. Marcus Lohrmann, bishop of the Northwest Ohio Synod:

The Lutheran Confessions were the products of an effort at evangelical reform, which, contrary to its intention, resulted in divisions within the Western church. As evangelical writings, they stress justification by grace through faith alone as the criterion for judging all church doctrine and life. As catholic writings, they assert that the Gospel is essential to the church for being one, holy, catholic, and apostolic. Their evangelical and catholic aspects are complementary, not contradictory. When a particular misinterpretation of the catholic tradition conflicts with the Gospel, the classic Lutheran confessional choice was and remains for the Gospel. They are concerned for the oneness of Christ's church under the Gospel, the preservation of the true catholic heritage, and the renewal of the church as a whole. That the Confessions have such concerns can be seen from the following:

1. They always point to Scripture, with its stress on teaching the truth of the Gospel—which they see as the only sufficient basis for Christian unity—as normative. Because of this evangelical stress they also point to Scripture's confession of one Lord and one church as basic for understanding Christian unity.
2. They begin with the ancient ecumenical creeds—Apostles', Nicene, and Athanasian—as "the three chief symbols." Lutherans always have a common basis with those who share these creeds and the Bible.
3. They draw upon the theological reflection of the early church leaders in East and West, and thus share a resource with those who also know and honor the theologians of the patristic era.
4. While many of the Lutheran Confessions were hammered out in the struggles of the sixteenth century and dwell on the differences with the Roman Catholics, the Reformed, the Anabaptists, and even some Lutherans, they also contained, whether specifically noted or not, many points of basic agreement with such groups.
5. The primary Lutheran confessional document, the Augsburg Confession of 1530, claims to be a fully catholic as well as an evangelical expression of Christian faith. Part I, which lists the chief articles of faith, states that the Confession is grounded clearly in Scripture and does not depart from the universal Christian [that is, catholic] church. The confessors at Augsburg asked only for freedom to preach and worship in accordance



with the Gospel. They were willing, upon recognition of the legitimacy of these reforms, to remain in fellowship with those who did not share every theological formulation or reforming practice [Augsburg Confession, Preface, Article XV, Article XXVIII and Conclusion]. It is in this historical context that Article VII is to be understood: "for the true unity of the church it is enough (*satis est*) to agree concerning the teaching of the Gospel and the administration of the sacraments." The confessors allowed for diversity of opinion and discussion of many other matters (see Smalcald Articles, Part III, introduction).

The ELCA Vision Statement itself puts forward the following regarding our ecumenical goal of full communion with fellow churches in the Body of Christ:

The Evangelical Lutheran Church in America is an active participant in the ecumenical movement, because of its desire for Christian unity. It seeks full communion as its goal, i.e., the fullest or most complete actualization of unity possible before the parousia with all those churches that confess the Triune God. The Evangelical Lutheran Church in America, both as a church and as a member of the wider communion of churches in the Lutheran World Federation, seeks to reach this goal, in order to express the unity of the Church and to carry out better the mission of the Church in proclamation and action.

The ELCA Vision Statement offers this explanation of "full communion":

Full communion, a gift from God, is founded on faith in Jesus Christ. It is a commitment to truth in love and a witness to God's liberation and reconciliation. Full communion is visible and sacramental. It includes all that Lutherans have meant by "pulpit and altar fellowship," but goes beyond that historical formulation because of the obligatory mission given by the Gospel. Full communion is obviously a goal toward which divided churches, under God's Spirit, are striving, but which has not been reached. It points to the complete communion and unity of all Christians that will come with the arrival of the Kingdom of God at the parousia of Christ, the Lord. It is also a goal in need of continuing definition. It is rooted in agreement on essentials and allows diversity in nonessentials. In most cases, however, the churches will not be able to move directly from their disunity to a full expression of their God-given unity, but can expect to experience a movement from disunity to unity that may include one or more of the following stages of relationships.

1. Ecumenical Cooperation ...
2. Bilateral and Multilateral Dialogues ...
3. Preliminary Recognition. Here the Evangelical Lutheran Church in America can be involved on a church-to-church basis in Eucharistic sharing and cooperation, without exchangeability of ministers. ...
4. Full Communion. At this stage the goal of the involvement of this church in the ecumenical movement is fully attained. Here the question of the shape and form of full communion needs to be addressed and answered practically in terms of what will best further the mission of the Church in individual cases, consistent with the Lutheran understanding of the basis of the unity of the Church in Article VII of the Augsburg Confession.

The point made in the fourth stage (Full Communion) regarding "what will best further the mission of the Church in individual cases" connects directly to the strategy to be presented later in this report.

The ELCA Vision Statement then comments further on full communion relationships:



For the Evangelical Lutheran Church in America, the characteristics of full communion are theological and missiological implications of the Gospel that allow variety and flexibility. These characteristics stress that the Church act ecumenically for the sake of the world, not for itself alone. They will include at least the following, some of which exist at earlier stages:

1. a common confessing of the Christian faith;
2. a mutual recognition of Baptism and a sharing of the Lord's Supper, allowing for joint worship and an exchangeability of members;
3. a mutual recognition and availability of ordained ministers to the service of all members of churches in full communion, subject only but always to the disciplinary regulations of the other churches;
4. a common commitment to evangelism, witness, and service;
5. a means of common decision making on critical common issues of faith and life;
6. a mutual lifting of any condemnations that exist between churches.

The ELCA entered into full communion relationships with the Reformed Church in America, The Presbyterian Church (USA), and the United Church of Christ in 1997, the Episcopal Church and the Moravian Church in 1999, and the United Methodist Church in 2009.

Again quoting the ELCA Vision Statement, driving all of the formal, denominational ecumenical dialog and agreements of the ELCA is the comprehensive conviction, "Ecumenism has as its focus and goal clarity of understanding among Christians and a greater realization of unity among God's people." Such is the ecumenical vision of the Central/Southern Illinois Synod.

## C/SIS Full Communion Context

### Episcopal Church

Diocese of Chicago  
125 congregations  
40,000 members



Diocese of Springfield  
33 congregations (20 of which are self-supporting parishes)  
4,242 members





### Presbyterian Church (USA)

Blackhawk Presbytery  
Presbytery

77 congregations  
12,095 members

Great Rivers Presbytery

99 congregations  
13,427 members

Southeastern

90 congregations  
7,850 members



### Reformed Church in America

Illinois Consistory  
4 congregations (in the territory of the C/SIS)  
522 members

### United Church of Christ

Illinois Conference  
(roughly the whole state north of  
the greater St. Louis area)  
268 congregations  
81,170 members

Illinois South Conference  
(roughly the greater St. Louis area  
and south in Illinois)  
81 congregations  
20,000 members





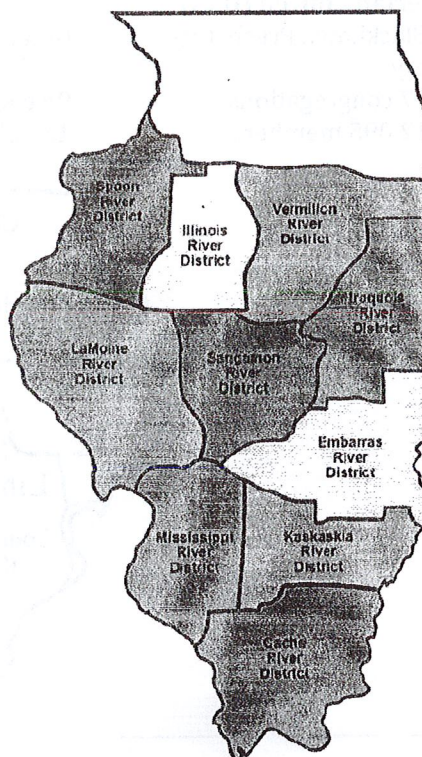
---

**United Methodist Church**

Illinois Great Rivers Conference

843 congregations

129,587 members


**Strategy**

The Living Into the Future Together (LIFT) initiative of the ELCA has identified a leading priority of the ELCA churchwide expression to be: "Accompanying congregations as growing centers for evangelical mission." This commitment to accompaniment is a leading priority in the ecumenical strategy of the C/SIS. The generative energy in cooperative ecumenical ministries derives from the Holy Spirit's initiative in local congregations. Accompaniment as a strategic priority dovetails the full communion vision that "the shape and form of full communion needs to be addressed and answered practically in terms of what will best further the mission of the Church in individual cases." To pursue a "top-down" or "one-size-fits-all" solution to ecumenical cooperation or ecumenical engagement, with goals and expectations placed upon congregations by synod staff or synod-wide committees, would be contrary to the strategy of accompaniment.

A strategy is a plan of action. The ecumenical strategy envisioned for the Central/Southern Illinois Synod is accompaniment: congregations with congregations; synod staff with congregations; synod committees with congregations. In keeping with the ELCA LIFT initiative, the C/SIS staff and committees accompany congregations in their ecumenical journeys so as to bring into play the resources of the synod and the ELCA. The role of C/SIS staff and committees will vary according to the nature of the ecumenical activity pursued.

**Local ecumenical projects**

Local ecumenical projects that reflect the ecumenical vision stated above will hold in view our shared trust in the Triune God as the foundation for our shared service in the world. Full communion partners are indeed our ecumenical partners. Nevertheless, as the ELCA Vision



Statement points out, ecumenical cooperation can take place well before full communion. Quite likely, local ecumenical projects will be shared with churches that are full communion partners with the ELCA and with churches that are not.

Examples of local ecumenical projects would be Habitat for Humanity, warming/cooling stations and shelters for those homeless, shelters and advocacy for victims of abuse, Christian youth camps, anti-racism training and equipping, disaster relief projects, foreign and domestic poverty relief projects, Meals on Wheels, home repair, and food pantries.

Synod staff and committees would like to be aware of local ecumenical projects involving congregations of the C/SIS. But most local ecumenical projects will be able to function well without direct involvement of synod staff or committees. Accompaniment may mean sharing the story of the project, raising awareness of the project, networking congregations engaged in the same or similar local ecumenical projects, or supporting funding requests.

### **Local shared ministries**

Local shared ministries that reflect the ecumenical vision stated above will hold in view our shared trust in the Triune God and will also be more explicitly attentive to the theological content of our words and actions. Local ecumenical ministries will likely gravitate to shared ministries with full communion partners, but will not be exclusively so.

Examples of local shared ministries would be youth ministries, young adult ministries, campus ministries, senior adult ministries, Bible studies, and volunteer chaplaincy at prisons and hospitals.

Synod staff and committees would like to be aware of local ecumenical projects involving congregations of the C/SIS. But most local ecumenical projects will be able to function well without direct involvement of synod staff or committees. Accompaniment may mean sharing the story of the ministry, raising awareness of the ministry, networking congregations engaged in the same or similar local ecumenical ministries, or supporting funding requests. Accompaniment may also mean that there are funding and fundraising possibilities within the synod itself.

### **Local shared ministries of worship and sacramental life**

When shared local ministry of worship and sacramental life is pursued on an ongoing and substantial basis, it will be pursued with full communion partners. Initiative will come from the local congregations. Implementation will be a combined effort of the local congregations, synod staff, and officials of the judicatories of the various congregations involved.

### **Utilization of pastoral resources of a full communion partner**

Initiative will come from the local congregations. Implementation will be a combined effort of the local congregation, synod staff, the pastor involved, and officials of the judicatory to which the pastor involved is attached. ELCA agreements with full communion partners provide for availability of ordained pastors of the full communion partners when the ordained pastor is "authorized by the synodical bishop to serve in a congregation or employing entity" (Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America) of the ELCA. Letters of call for an ordained pastor or a rostered associate in ministry, deaconess, or diaconal minister of the ELCA may be issued by the C/SIS Synod Council for service in a congregation of a full communion partner on the territory of the C/SIS. Accompaniment will also find expression in ongoing accountability by the pastor and the congregation to the C/SIS and to the other judicatory involved.



A prayer by Thomas Ken (1637-1711)

O our God, amidst the deplorable division of thy Church  
O let us never widen its breaches, but give us universal charity to all who are called by thy name.  
O deliver us from the sins and errors, from the schisms and heresies of the age.  
O give us grace daily to pray for the peace of thy Church, and earnestly to seek it and to excite all we can to praise and love thee; through Jesus Christ our one Saviour and Redeemer. Amen.

Submitted September 14, 2015, by  
S. John Roth  
Bishop  
Central/Southern Illinois Synod  
Evangelical Lutheran Church in America



# SYNOD COUNCIL MINUTES

Central/Southern Illinois Synod, ELCA

Thursday, June 4, 2015

The Synod Council of the Central/Southern Illinois Synod ("C/SIS" or "synod") met at the Crowne Plaza in Springfield, Illinois, on June 4, 2015, with the following members in attendance:

Bishop S. John Roth	Pastor Ed Hudelson	Ms. Kim Alberts
Ms. Jeanne Rapp	Pastor Laura Kamprath	Ms. Connie Frankenfeld
Pastor Patricia Heath	Pastor Robert Rasmus	Mr. Terry Goff
Mr. Lyle Hallock	Pastor John Rothfusz	Mr. Henry Harms
	Pastor Mike Thomas	Mr. Jerry James
	Pastor Glen VanderKloot	Ms. Diane Maertens
		Ms. Tiana Montgomery
		Ms. Helen Pagel
		Mr. Steve Rapp
		Mr. Donald Swan
		Ms. Meret Kemmerling, Youth Representative
		Mr. Matthew Spencer, Young Adult Representative

## Staff Present:

Pastor James Reents

## Also Present

Pastor James Davis, Northeast Conference Dean-Elect  
Mr. Vernon Veal, C/SIS member of ELCA Church Council  
Ms. Carol Maertens

Vice President Rapp called the meeting to order at 8:33 a.m.

## **Devotions**

Pastor Ed Hudelson opened with devotions.

## **Welcome**

Mr. Vernon Veal introduced as C/SIS member who currently serves on the ELCA Church Council. A brief description of his experience so far was given.

## **Approval of Agenda**

**VOTED:** Motion carried.

SC15.06.01 Moved and seconded to approve the Synod Council Agenda with permission of the chair to adjust as necessary.

## **Bishop's Report** (*written report submitted*)

### A. Assistant to Bishop Reports

1. Pastor Wayland Middendorf (*written report submitted*)
2. Pastor Jim Reents (*written report submitted*)
3. Pastor Ken Sandlin (*written report submitted*)
4. Pastor Maureen Stein (*written report submitted*)

### B. Director for Evangelical Mission Report

1. Pastor Bob Dealey (*written report submitted*)

Reports received. Bishop Roth has received greetings from the presidents of both synods of the Malagasy Lutheran Church in Madagascar with whom we are in a companion synod relationship; these will be shared with the 2015 C/SIS Synod Assembly.



## **Vice President's Report**

Deferred to later in the Synod Council agenda.

## **Secretary's Report**

- A. Minutes of the Executive Committee, March 20, 2015  
Minutes previously approved by the Executive Committee.
- B. Minutes of the Synod Council Meeting, March 21, 2015

**VOTED: Motion carried.**

SC15.06.02 Executive Committee recommends to Synod Council the approval of the March 20, 2015, Synod Council minutes as amended.

By substitution:

Page 3

E. Professional and Lay Leadership Committee

- Leadership Support Subcommittee

Mr. Henry Harms, MR. JERRY JAMES *Synod Council liaison*

## **Treasurer's Report**

- A. Financial Update  
Audit report is complete. Hard copies of the audit report are available. The entire report has been posted to the synod website.

## **Consent Agenda**

**VOTED: Motion carried.**

SC15.06.03 Executive Committee recommends to Synod Council that the Consent Agenda be approved.

- A. Approval of Retirement Status
  - 1. Pastor Glen VanderKloot, effective August 1, 2015
- B. Approval of On Leave from Call Status
  - 1. Pastor David Bruner, Study Leave, Year 4, effective June 29, 2015
- C. Acknowledge Roster Status Expired
  - 1. Pastor Philip Witkop
- D. Roster Changes
  - 1. Installation of Pastor Amy Zietlow, Holy Cross Lutheran Church, Decatur
  - 2. Transfer of Pastor Scott Olbert, retired, to the Southwestern Pennsylvania Synod
- E. Extend Letter of Call
  - 1. Extend Synod Council Call to Special Service to Rev. John Thomas Sipf as Chaplain with Vitas Hospice, Peoria
  - 2. Extend Synod Council Call to Special Service to Rev. Paul Park as Interim Pastor, Trinity Lutheran Church, Canton
  - 3. Extend Synod Council Call to Special Service to Rev. Mauricio Vieira as Interim Pastor, St. John Lutheran Church, Cullom and St. Paul Lutheran Church, Chatsworth
- F. Conference Reports
  - 1. East Central, Pastor Robert Rasmus
  - 2. Northern Conference, Pastor John Rothfus
  - 3. Northeast Conference, Pastor Ed Hudelson
  - 4. Northwest Conference, Mike Thomas
  - 5. Southern Conference, Pastor Laura Kamprath
  - 6. West Central, Pastor Glen VanderKloot
- G. Approval of the Constitution Committee's assessment that changes in Congregation Constitutions contain no conflicts with the constitution and bylaws of the ELCA or the C/SIS
  - 1. St. John Lutheran Church, Bremen



## Committee Reports

- A. New and Renewing Congregations Committee  
Pastor Ed Hudelson and Ms. Connie Frankenfeld, *Synod Council liaisons*  
Committee has worked further on its request to Synod Council regarding funding congregational transformation.
- B. Social Ministry, Justice and Advocacy  
Ms. Diane Maertens, *Synod Council liaison*  
Nothing new to report.
- C. Mission Support and Stewardship Education Committee  
Mr. Steve Rapp, *Synod Council liaison*  
Nothing new to report.
- D. Global Mission Committee  
Pastor Laura Kamprath, *Synod Council liaison*  
Nothing new to report.
- E. Professional and Lay Leadership Committee
  - Synodically Authorized Ministry Subcommittee  
Ms. Helen Pagel, *Synod Council liaison*  
A discernment retreat is planned for this fall. Fifty-one congregations have been served by SAMs.
  - Candidacy Subcommittee  
Pastor Glen VanderKloot, *Synod Council liaison*  
A retreat is planned for later this year. The ELCA is in the process of revising the candidacy manual. It is anticipated that the changes are relatively minor and will not adversely affect the way the synod proceeds with candidacy.
  - Leadership Support Subcommittee  
Mr. Jerry James, *Synod Council liaison*  
Nothing new to report.

## Finance Committee Report

- A. Update as needed  
Proposed Budget will be forwarded for action to the 2015 Synod Assembly.

## Old Business

- A. Follow-up report of the C/SIS Working Group for "Always Being Made New: The Campaign for the ELCA"  
Working Group continues to meet, via conference call mostly. Presentation will be made to the 2015 C/SIS Synod Assembly, and two forums will be offered. A packet will be made available to congregational lay voting member(s) at the Assembly, one per congregation, with the lay members being asked to take the materials back to the congregation for implementation. Campaign materials, including videos, are on the web. Each year of the five-year campaign has a suggested theme. Resources related to each year's theme will be available. A resolution in support of "Always Being Made New: The Campaign for the ELCA" will be put before the 2015 C/SIS Synod Assembly.
- B. Draft Proposal for New Mission Support as prepared by the New and Renewing  
Written document provided. Discussion held.

**VOTED:**      **Motion carried.**

SC15.06.04      Moved and seconded that the proposal made by the New and Renewing Congregations Committee be referred back to that committee and that members from the New and Renewing Congregations Committee, Bishop Roth, and synod office staff establish roles for executing any proposal, including Synod Council taking on disbursement responsibility, and then put forward to Synod Council an updated proposal for action.



C. Follow-up on congregations disbanded

a. Union, Gila

Treasurer Hallock has been in conversation with a representative of the congregation. While some action has taken place to settle this matter, an inaccuracy in deeding the real property where the cemetery is located occurred in the past. Currently, an abstract attorney is working with congregational representatives to help rectify the error so that the memorial can be placed and all activity regarding Union Lutheran Church can be concluded.

b. Trinity, Alton (awaiting sale of property)

No new information. Building remains unsold.

**New Business**

A. Rename Fund #455122

**VOTED: Motion carried.**

SC15.06.05 Executive Committee recommends to Synod Council that the name of fund #455122 be changed to "Congregational Renewal/Start-Up Fund."

B. Appoint Pastor Elyse Nelson Winger to the Lutheran Social Services of Illinois (LSSI) Board of Directors, for a three year term ending, June 2018.

**VOTED: Motion carried.**

SC15.06.06 Executive Committee recommends to Synod Council that Pastor Elyse Nelson Winger be appointed to the LSSI Board of Directors for a three-year term ending June, 2018.

**Other Business**

A. Next Council meeting, Saturday, September 19, 2015, 8:30 a.m. at the Chiara Center, Springfield

B. Madagascar students attending 2015 Youth Gathering

Travel Visas for individuals from Madagascar have been denied. The ELCA is working through official channels to try to make it possible for the students to attend the Gathering.

C. Call status of Prince of Peace, Mt. Vernon.

Congregation has entered into a three-year agreement with the synod that once a pastor is called, C/SIS will provide \$30,000/year for three years in support of a full-time pastor for the congregation. Congregation has also developed a mission plan that requires self-sufficiency in three years.

**Executive Session**

None needed.

**Announcement/Adjournment**

Vice President Rapp thanked all Synod Council members who will be ending their terms this year.

Discussion held regarding whether the synod has issued any statement regarding racial justice and current events. Synod has not drafted nor produced any official statement. Resolution 2015.04, in regards to issues of criminal justice, will come before the 2015 C/SIS Synod Assembly. Synod Council, as well as professional leaders and conference, encouraged to participate in anti-racism training.

Having concluded business, Vice President Rapp declared the meeting adjourned at 10:33 a.m.

**Closing Prayer**

Pastor Ed Hudelson closed the meeting in prayer.

Respectfully submitted,  
Pastor Patty Heath  
Secretary



# SYNOD COUNCIL MINUTES

Central/Southern Illinois Synod, ELCA  
Saturday, September 19, 2015

The Synod Council of the Central/Southern Illinois Synod ("C/SIS" or "synod") met at the Synod Office, in Springfield, Illinois, on September 19, 2015, with the following members in attendance:

Bishop S. John Roth	Pastor James Davis	Ms. Kim Alberts
Ms. Jeanne Rapp	Pastor Laura Kamprath	Mr. Terry Goff
Pastor Pam Mitcham	Pastor Robert Rasmus	Mr. Henry Harms
Mr. Ken Finkle	Pastor John Rothfusz	Ms. Deanne Holshouser
	Pastor Mike Thomas	Ms. Tiana Montgomery
	Pastor Glen VanderKloot	Ms. Helen Pagel
		Ms. Debbie Peterson
		Mr. Steve Rapp
		Mr. Larry Saler
		Mr. Donald Swan
		Mr. Broden Wileman, Youth Representative
		Mr. Matthew Spencer, Young Adult Representative

## Staff Present:

Pastor Bob Dealey, Director of Evangelical Mission and Coordinator of Communications & Networking  
Pastor Wayland Middendorf, Assistant to the Bishop  
Pastor Jim Reents, Assistant to the Bishop  
Pastor Ken Sandlin, Assistant to the Bishop  
Cindy Koonce, Office Manager

Vice President Rapp called the meeting to order at 8:33 a.m.

## **Devotions**

Ms. Helen Pagel opened with devotions.

## **Welcome / Introductions**

## **Approval of Agenda**

**VOTED:**      **Motion carried.**

SC15.09.01      Moved and seconded to approve the Synod Council Agenda with permission of the chair to adjust as necessary.

## **Installation of Synod Council Members and Officers**

### **Orientation**

Bishop Roth gave a slide presentation with information about the synod.

### **Bishop's Report** (*written report submitted*)

Bishop Roth added the name of Pastor Richard Wehrs to those who have been installed in the synod, and mentioned three issues the synod office is dealing with: plumbing, carpet, and copier. He also gave a presentation on his trip to Israel. Bishop Roth responded to a question about his participation in the working group of providing ministry to gay – in the hope that we can be a "church together" with all people under the umbrella of respecting the four positions.

- Assistant to Bishop Reports



- Pastor Wayland Middendorf (*written report submitted*)
- Pastor Jim Reents (*written report submitted*)
- Pastor Ken Sandlin (*written report submitted*)
- Pastor Maureen Stein (*written report submitted*)
- Director for Evangelical Mission Report
  - Pastor Bob Dealey (*written report submitted*)

Reports received.

### **Vice President's Report**

Vice-President Rapp described attending the retirement of Pastor Glen VanderKloot – a celebration of ministry with a tinge of bittersweet feeling grieving the loss of individual congregations – three congregations that are blending September 20.

### **Secretary's Report**

Received 2015 Synod Assembly Minutes

- Minutes of the Executive Committee, June 3, 2015  
Minutes previously approved by the Executive Committee
- Minutes of the Synod Council Meeting, June 4, 2015

**VOTED: Motion carried.**

SC15.06.02 Executive Committee recommends to Synod Council the approval of the June 4, 2015, Synod Council minutes.

### **Treasurer's Report**

- Written report submitted.

### **Consent Agenda**

**VOTED: Motion carried.**

SC15.06.03 Executive Committee recommends to Synod Council that the Consent Agenda be approved.

- Approval of Retirement Status
  - Pastor William Zanton, effective October 1, 2015
- Approval of On Leave from Call Status
  - Pastor Wendy Popp, Year 2, October 16, 2015
  - Judith Coiner, Associate in Ministry, Year 2, effective September 27, 2015
  - Terry Moore, Diaconal Minister, Synod Council Report as per Conference of Bishops 2-year extension, effective October 2015
- Acknowledge Roster Status Expired
  - None
- Roster Changes
  1. Ordination of Nikoli Falenschek
  2. Installation of Pastor Corey Lange, St. Peter's, Arenzville
  3. Installation of Pastor Patricia Reep, St. Peter's Coatsburg
  4. Installation of Pastor Nikoli Falenschek, Lutheran Church of Mahomet
  5. Installation of Pastor Richard Wehrs, Salem, Peoria
  6. Installation of Maggie Falenschek, St. Matthew, Urbana
  7. Transfer Mary Armstrong-Reiner to the Southeastern Synod
  8. Transfer Jill Flynn to the Northern Illinois Synod
  9. Transfer received, Pastor John Sipf from Nebraska Synod
  10. Transfer received, Pastor Patricia Reep from Central States Synod
  11. Transfer received, Pastor Richard Wehrs from Southwestern Minnesota Synod



- Conference Reports
  - East Central, Pastor Robert Rasmus
  - Northern Conference, Pastor John Rothfusz
  - Northeast Conference, Pastor James Davis
  - Northwest Conference, Mike Thomas
  - Southern Conference, Pastor Laura Kamprath
  - West Central, Pastor Glen VanderKloot
- Approval of constitution committee's assessment that changes in Congregation Constitutions contain no conflicts with the constitution and bylaws of the ELCA or the C/SIS
  1. Peace Lutheran Church, Chester
  2. Immanuel Lutheran Church, Carthage

### Committee Reports

- New and Renewing Congregations Committee  
Transformational Ministry events – Mt. Vernon, September 27 and November 7, Immanuel, Lincoln
- Social Ministry, Justice and Advocacy  
Nothing new to report.
- Mission Support and Stewardship Education Committee  
Mr. Steve Rapp, *Synod Council liaison*  
Committee met, Pat Caley agreed to be chair of this committee, "First We Give of Ourselves" booklet still available. The committee has put together a video report for 2016 Synod Assembly
- Global Mission Committee  
Pastor Laura Kamprath, *Synod Council liaison*  
Nothing new to report. Scheduled to meet October 10, 2015.
- Professional and Lay Leadership Committee
  - Synodically Authorized Ministry Subcommittee  
Ms. Helen Pagel, *Synod Council liaison*  
Presented the SAM newsletter, edited by Jeff Storm, and a handout on courses currently being offered.
  - Candidacy Subcommittee  
Pastor Glen VanderKloot, *Synod Council liaison*  
There are three potential candidates who could start seminary Fall 2016  
Pastor Glen VanderKloot encouraged all present to encourage people to think about recruiting candidates for rostered ministry.
  - Leadership Support Subcommittee  
Mr. Jerry James, *Synod Council liaison*  
Nothing new to report.

### Finance Committee Report

- The written Finance Report was received. Budget requests from committees due to Finance Committee by the January Synod Council meeting. Pastor Glen VanderKloot reminds all to make sure all new committee members are contacted about being on the committee as well as the schedule of meetings.

### Old Business

- A. Synod Priorities Conversation  
Pastor Terry Goff walked the group through the survey results. Two primary themes emerged from surveys – who we are as a synod (being) / what we do (doing.) The effectiveness of communications was discussed, as well as a social media presence for the synod.



- B. Follow-up report of the C/SIS Working Group for "Always Being Made New: The Campaign for the ELCA" Report and workshops were provided by the working group to 2015 Synod Assembly. We have met the goal for the Malaria Campaign, before the due date.
- C. Follow-up on congregations disbanded (Ken Finkle)
  - 1. Union, Gila – lawyer trying to settle legal issues (Lyle says keep him in charge of follow-up with Union).
  - 2. Trinity, Alton (awaiting sale of property)

## **New Business**

- A. Extend Synod Council Call to Pastor Patrick Monroe, Chaplain, full-time, Lutheran Hillside Village (Pastor Monroe has been serving part-time. The facility is making this position full-time.)  
**VOTED: Motion carried.**  
 SC15.06.04 Moved and seconded that Pastor Patrick Monroe be issued a full-time call as Chaplain, Lutheran Hillside Village.
- B. Pastor Jan Worms, Family Leave, effective January 1, 2012  
**VOTED: Motion carried.**  
 SC15.06.05 Moved and seconded that Pastor Jan Worms be granted Family Leave effective January 1, 2012 pending ELCA Secretary Boerger's opinion, and if not, she be given a two-year extension to her on leave from call status as per Conference of Bishops.
- C. Appointment of Finance Committee  
**VOTED: Motion carried.**  
 SC15.06.06 Moved and seconded that the following individuals be appointed to the Finance Committee:
 

Ken Finkle, treasurer	Jeanne Rapp, ex-officio	Pastor John Rothfusz, chair
Henry Harms	Terry Goff	Mathew Spencer
Pastor Jim Davis	Debbie Peterson	Deanne Holshouser
- Appointment of Executive Committee  
**VOTED: Motion carried.**  
 SC15.06.07 Moved and seconded that the following individuals be appointed to the Executive Committee:
 

Bishop S. John Roth	Ms. Jeanne Rapp	Pastor Pam Mitcham
Mr. Kenneth Finkle	Pastor Mike Thomas	Ms. Tiana Montgomery
Ms. Kim Alberts		
- D. Appointment of Committee Liaisons  
**VOTED: Motion carried.**  
 SC15.06.08 The Synod Executive Committee recommends that the following individuals be appointed committee liaisons:
  - Global Missions – Pastor Laura Kamprath
  - New & Renewing Congregations – Donald Swan
  - Social Ministry, Justice and Advocacy – Pastor Robert Rasmus
  - Mission Support, Stewardship and Education – Steve Rapp, Pastor James Davis
  - Professional Leadership: Candidacy – Pastor Glen VanderKloot
  - Professional Leadership: Leadership Support – Larry Saler
  - Professional Leadership: Synodically Authorized Ministers – Helen Pagel, Broden Wileman
- E. Bishop Ecumenical Partnership Update  
 Written report received.  
**VOTED: Motion carried.**



**F. Springfield Congregation Blending**

Information given – from grassroots initiatives in the congregations, working together over just a year, three congregations – Atonement, Faith, and Luther Memorial – will be blended beginning with worship September 20, 2015, followed by a constituting meeting afterwards.

**Other Business**

Next Council meeting, Saturday, January 16, 2016, 8:30 a.m. at the Chiara Center, Springfield.

**Executive Session**

None needed.

**Announcement/Adjournment**

- Vice President Rapp thanked Pastor Jim Davis for hosting the synod council lunch.
- Pastor Glen VanderKloot invited people to the Springfield Mayor's Community Prayer Breakfast on Tuesday, November 17, at 7:30 a.m., at the Hilton. Guest speaker will be Judith Roberts, ELCA Director for Racial Justice. (Contact him for more information or tickets.)

Having concluded business, Vice President Rapp declared the meeting adjourned at 12:46. p.m.

**Closing Prayer**

Ms. Helen Pagel closed the meeting in prayer.

Respectfully submitted,  
Pastor Pam Mitcham  
Secretary







# SYNOD COUNCIL MINUTES

Central/Southern Illinois Synod, ELCA

Saturday, January 16, 2016

The Synod Council of the Central/Southern Illinois Synod ("C/SIS" or "synod") met at the Chiara Center, in Springfield, Illinois, on January 16, 2016, with the following members in attendance:

Bishop S. John Roth  
Ms. Jeanne Rapp  
Pastor Pam Mitcham  
Mr. Ken Finkle

Pastor Laura Kamprath  
Pastor Robert Rasmus  
Pastor John Rothfusz  
Pastor Glen VanderKloot

Ms. Kim Alberts  
Mr. Terry Goff  
Mr. Henry Harms  
Ms. Deanne Holshouser  
Ms. Tiana Montgomery  
Mr. Steve Rapp  
Mr. Larry Saler  
Mr. Donald Swan  
Mr. Broden Wileman,  
Youth Representative  
Mr. Matthew Spencer,  
Young Adult Representative

## Absent:

Pastor James Davis

Pastor Mike Thomas

Ms. Kim Alberts  
Ms. Helen Pagel

## Staff Present:

Pastor James Reents

Pastor Bob Dealey

Cindy Koonce

## Also Present

Bishop Jonathan Keaton, The United Methodist Church  
Mr. Dan Simmons, Synod Attorney

## **Devotions/Welcome**

Vice President Rapp called the meeting to order at 8:52 am. Pastor Bob Dealey gave devotions.

## **Approval of Agenda**

**VOTED: Motion carried.**

SC16.01.01 Moved and seconded to approve the revised Synod Council Agenda.

## **Discussion: Ecumenical Partnership**

Special Guest: Bishop Jonathan Keaton  
The United Methodist Church, Illinois Great Rivers Conference

## **Executive Session**

**VOTED: Motion carried.**

SC16.01.02 Moved and seconded to move into Executive Session.

**VOTED: Motion carried.**

SC16.01.03 Moved and seconded to move out of Executive Session.

## **Bishop's Report** (*written report submitted*)

- Assistant to the Bishop Reports
  - Pastor Wayland Middendorf (*written report submitted*)







- Pastor Jim Reents (*written report submitted*)
- Pastor Ken Sandlin (*written report submitted*)
- Pastor Maureen Stein (*written report submitted*)
- Director for Evangelical Mission Report
  - Pastor Bob Dealey (*written report submitted*)

### **Vice-President's Report**

Report received from Vice-President Jeanne Rapp

### **Secretary's Report**

- Received minutes of the Executive Committee, September 18, 2015
- Minutes of the Synod Council, September 19, 2015

**VOTED: Motion carried.**

SC16.01.04 Moved and seconded that the minutes of the Synod Council, September 19, 2015, be approved.

### **Treasurer's Report**

- Financial Update

### **Consent Agenda**

**VOTED: Motion carried.**

EC16.01.05 Moved and seconded to approve Consent Agenda.

- A. Letter of Call
  1. Pastor Heather MacIver Arnold, Non-Stipendiary Call as Family Life Pastor, First English, Peoria
  2. Pastor Amy Thoren, St. Andrew's Lutheran Church and Campus Center, Champaign
- B. Approval of Retirement Status
  1. Pastor Connie Frase, effective May 1, 2016
- C. Approval of On Leave From Call Status
  1. None.
- D. Receive Resignation from the Roster
  1. Pastor Timothy Hubert
- E. Roster Changes
  1. Installation of Pastor Chris Repp, Grace, Champaign
  2. Transfer received, Pastor Joy Miller, from Northwestern Ohio Synod
  3. Installation of Pastor Joy Miller, Immanuel, Minonk and Bethany, Wenona
  4. Transfer of Pastor William Zanton to South Central Wisconsin Synod
- F. Conference Reports
  1. East Central, Pastor Robert Rasmus
  2. Northern Conference, Pastor John Rothfusz
  3. Northeast Conference, Pastor James Davis
  4. Northwest Conference, Pastor Mike Thomas
  5. Southern Conference, Pastor Laura Kamprath
  6. West Central Conference, Pastor Glen VanderKloot
- G. Approval of the Constitution Committee's assessment that changes in Congregation Constitutions contain no conflicts with the constitution and bylaws of the ELCA or the C/SIS
  1. St. Paul, Pontiac







## Committee Reports

- New and Renewing Congregations Committee
- Social Ministry, Justice and Advocacy Committee
- Mission Support and Stewardship Education Committee
- Global Mission Committee
- Professional and Lay Leadership Committee
  - Synodically Authorized Ministry Subcommittee
  - Candidacy Subcommittee
  - Leadership Support Subcommittee

## Finance Committee Report

Update - Pastor John Rothfusz

## Old Business

- A. Follow-up report of the C/SIS Working Group for "Always Being Made New: The Campaign for the ELCA" - Vice President Rapp presented a hand-out with an update on the Synod's contributions to the Campaign.
- B. Follow-up on congregations disbanded
  1. Union, Gila - legal work is done, resolution is anticipated by the end of January.
  2. Trinity, Alton (awaiting sale of property)

## New Business

- A. Affirm "Stewarding Our Health" for utilizing Portico Wellness Dollars

**VOTED: Motion carried.**

SC16.01.06 Moved and seconded that the Synod Council affirm "Stewarding Our Health" for utilizing Portico Wellness Dollars.

- B. 2016 Housing Allowance for S. John Roth, Bishop

**VOTED: Motion carried.**

SC16.01.07 Moved and seconded that the Synod Council set the Bishop's 2016 Housing Allowance at \$18,000.00.

- C. Appointment of a Task Force to explore uses of funds received from the Heithold Endowment Trust

**VOTE: Motion not carried, was amended.**

SC16.01.08 Moved and seconded that the Synod Council form a task force to explore and recommend uses of funds received from the Heithold Endowment Trust.

**VOTE: Motion not carried, was amended.**

SC16.01.09 Moved and seconded that motion SC16.01.08 be amended to read -"The Bishop will appoint a task force to explore and recommend uses of funds received from the Heithold Endowment Trust."

**VOTE: Motion not carried, was amended.**

SC16.01.10 Moved and seconded that motion SC16.01.09 be amended to read -"The Bishop will appoint a task force in consultation with the Executive Committee to explore and recommend uses of funds received from the Heithold Endowment Trust."

**VOTED: Motion carried.**

SC16.01.11 Moved and seconded that motion SC16.01.10 be amended to read -"The Bishop will appoint a task force of no more than seven people in consultation with the Executive







Committee to explore and recommend uses of funds received from the Heithold Endowment Trust.”

D. Request from Healthier Church for display at Synod Assembly

**VOTED: Motion carried.**

SC16.01.12 Moved and seconded that the Synod Council approve the request from Healthier Church for display at Synod Assembly.

E. Approval of Nominating Committee for 2016 Synod Assembly

**VOTED: Motion carried.**

SC16.01.13 Moved and seconded that the Synod Council appoint three people to the Nominating Committee for the 2016 Synod Assembly.

**VOTED: Motion carried.**

SC16.01.14 Moved and seconded that Synod Council appoint Pastor Glen VanderKloot, Pastor Bob Rasmus, and Deanne Holshouser to the Nominating Committee for the 2016 Synod Assembly

F. Receive Pedal for a Purpose Report

G. Approve Pedal for a Purpose Request

**VOTE: Motion not carried, was amended.**

SC16.01.15 Moved and seconded that Pedal For A Purpose be allowed to raise money in the Synod for 2016.

**VOTED: Motion carried.**

SC16.01.16 Moved and seconded that motion SC16.01.15 be amended to read –“Pedal For A Purpose be allowed to raise money in the synod for a three-year period.”

H. Approve re-appointment to Personnel Committee

**VOTED: Motion carried.**

SC16.01.17 Moved and seconded that the Synod Council re-appoint Henry Harms to the Personnel Committee.

**Other Business**

- Next council meeting, Saturday, March 19, 2016, 8:30 a.m. at the Chiara Center, Springfield

**Announcements/Adjournment** - Having concluded business, Vice President Rapp declared the meeting adjourned at 12:50 p.m. Pastor Bob Dealey closed in prayer.

Respectfully submitted,  
Pastor Pam Mitcham, Secretary







## SYNOD COUNCIL MINUTES

Central/Southern Illinois Synod, ELCA

Saturday, March 19, 2016

The Synod Council of the Central/Southern Illinois Synod ("C/SIS" or "synod") met at the Chiara Center in Springfield, Illinois on March 19, 2016, with the following members in attendance:

### Present:

Bishop S. John Roth  
Pastor Pam Mitcham  
Mr. Ken Finkle

Pastor Laura Kamprath  
Pastor Robert Rasmus  
Pastor John Rothfusz  
Pastor Glen VanderKloot  
Pastor Mike Thomas  
Pastor James Davis

Ms. Helen Pagel  
Mr. Terry Goff  
Mr. Henry Harms  
Mr. Larry Saler  
Ms. Tiana Montgomery  
Mr. Donald Swan  
Mr. Broden Wileman,  
Youth Representative

### Absent:

Ms. Jeanne Rapp  
Mr. Steve Rapp

Ms. Kim Alberts  
Mr. Matthew Spencer

Ms. Deanne Holshouser  
Ms. Debbie Peterson

### Staff Present:

Pastor Bob Dealey

Pastor James Reents

Ms. Cindy Koonce

### Also Present

Pastor Vernon Veal, ELCA Church Council Rep from C/SIS

### **Welcome/Opening Prayer**

Pastor James Davis led opening devotions. Bishop Roth called the meeting to order at 8:52 a.m.

### **Approval of Agenda**

**VOTED: Motion carried.**

SC16.03.01 Moved and seconded to approve the Synod Council Committee Agenda **as amended**.

### **Bishop's Report** (written report submitted)

- Assistant to the Bishop Reports
  - Pastor Wayland Middendorf (written report submitted)
  - Pastor Jim Reents (written report submitted)
  - Pastor Ken Sandlin (written report submitted)
  - Pastor Maureen Stein (written report submitted)
- Director for Evangelical Mission Report
  - Pastor Bob Dealey (written report submitted)

### **Vice-President's Report**

(No report)

### **Secretary's Report**

- Minutes of the Executive Committee, January 15, 2016 were received.
- Minutes of the Synod Council, January 16, 2016



**VOTED: Motion carried.**

SC16.03.02 Moved and seconded that the Minutes of the Synod Council, January 16, 2016, be approved with the following correction:  
Strike the name of Ms. Kim Alberts from "Present" and list her as "Absent."

**Treasurer's Report - Mr. Ken Finkle**

- Financial Update - (written report submitted)

**Consent Agenda**

**VOTED: Motion carried.**

SC16.03.03 The Executive Committee recommends that Synod Council approve the Consent Agenda.

- A. Letter of Call
  - 1. None
- B. Approval of Retirement Status
  - 1. None
- C. Approval of On Leave From Call Status
  - 1. Pastor Robert Kinas, Year 3, effective March 1, 2016
- D. Receive Resignation from the Roster
  - 1. None
- E. Roster Changes
  - 1. Installation of Pastor Amy Thoren, St. Andrew's, Champaign
- F. Conference Reports
  - 1. East Central, Pastor Robert Rasmus
  - 2. Northern Conference, Pastor John Rothfusz
  - 3. Northeast Conference, Pastor James Davis
  - 4. Northwest Conference, Pastor Mike Thomas
  - 5. Southern Conference, Pastor Laura Kamprath
  - 6. West Central Conference, Pastor Glen VanderKloot
- G. Approval of the Constitution Committee's assessment that changes in Congregational Constitutions contain no conflicts with the constitution and bylaws of the ELCA or the C/SIS
  - 1. St. John Lutheran Church, Bremen
  - 2. American Lutheran Church, Bourbonnais
  - 3. Christ Lutheran Church, Monticello
  - 4. Mt. Moriah Lutheran Church, Anna
  - 5. Faith Lutheran Church, Augusta
  - 6. St. John Lutheran Church, Lacon

**Committee Reports**

- New and Renewing Congregations Committee
- Social Ministry, Justice and Advocacy Committee
- Mission Support and Stewardship Education Committee
- Global Mission Committee
- Professional and Lay Leadership Committee
  - Synodically Authorized Ministry Subcommittee
  - Candidacy Subcommittee
  - Leadership Support Subcommittee

Information received from committees.



## Finance Committee Report

Written report submitted.

### Old Business

- A. Follow-up report of the C/SIS Working Group for "Always Being Made New: The Campaign for the ELCA." The campaign finishes its second year with \$80 million across the ELCA. The Central / Southern Illinois Synod figure for 2015 is \$280,971.
- B. Follow-up on congregations disbanded
  - 1. Union, Gila - no new information
  - 2. Trinity, Alton - no new information
  - 3. Trinity, Kankakee - The worshipping community continues to worship at Ervin Funeral Home. Since the congregation can no longer function, the synod's desire is to hand over the property deed to the mortgage holder, Thrivent, who is currently working out how to take over the deed to the property.

### New Business

- A. Appoint Reference and Counsel Committee for 2016 Synod Assembly

**VOTED: Motion carried.**

- SC16.03.04 The Executive Committee recommends that Synod Council appoint the following people to the Reference and Counsel Committee for the 2016 Synod Assembly:

Pastor Ben Fiore, chair	Ms. Lynne Culkin, NE Conf
Ms. Carol Ladwig, NO Conf	Pastor Tony Metz, NW Conf
Mr. Hugh Stempfley, SO Conf	Ms. Jan Lawson, EC Conf

- B. Appoint Mr. Dan Simmons as Parliamentarian for 2016 Synod Assembly

**VOTED: Motion carried.**

- SC16.03.05 The Executive Committee recommends that Synod Council appoint Mr. Dan Simmons as Parliamentarian for the 2016 Synod Assembly:

- C. Adoption of 2016 Synod Assembly Rules of Procedure and Organization

**VOTED: Motion carried.**

- SC16.03.06 The Executive Committee recommends that Synod Council adopt the 2016 Synod Assembly Rules of Procedure and Organization.

- D. Approval of 2017 Proposed Budget

**VOTED: Motion carried.**

- SC16.03.07 The Executive Committee recommends that Synod Council recommend approval of the 2017 Proposed Budget to the Synod Assembly.

**VOTED: Motion carried.**

- SC16.03.08 The Executive Committee recommends that Synod Council approve the following three items:

- E. Approve Used Book Sale for 2016 Assembly
- F. Approve sale of Fair Trade Items for 2016 Assembly
- G. Approve Pat Caley for oversight of Fair Trade Area

- H. Approve permission for Pastor Bill Pierce, Michael Foppe, and Danielle Tribout to have an exhibit table at the 2016 Synod Assembly for Reconciling Works



**VOTED: Motion carried.**

SC16.03.09 The Executive Committee recommends that Synod Council approve permission for Pastor Bill Pierce, Michael Foppe, and Danielle Tribout to have an exhibit table at the 2016 Synod Assembly for Reconciling Works

I. Recommend that Synod Council appoint Mr. Tom Gooding to serve a second three-year term to the Lutheran School of Theology at Chicago Board of Directors, term ending September, 2019

**VOTED: Motion carried.**

SC16.03.10 The Executive Committee recommends that Synod Council appoint Mr. Tom Gooding to serve a second three-year term to the Lutheran School of Theology at Chicago Board of Directors, term ending September, 2019

J. Approve 2017 Compensation guidelines

**VOTED: Motion carried.**

SC16.03.11 The Executive Committee recommends that Synod Council approve the 2017 Compensation guidelines

K. Endorse the Educational Debt Reduction plan for 2016-2020 as described in the Bishop's March Report to Synod Council

**VOTED: Motion carried.**

SC16.03.12 Moved and seconded that Synod Council endorse the Educational Debt Reduction plan for 2016-2020 as described in the Bishop's March Report to Synod Council.

L. Endorse the Madagascar trip

**VOTED: Motion carried.**

SC16.03.13 Moved and seconded that Synod Council endorse the trip to Madagascar by Bishop Roth and representatives of the synod to Madagascar in 2017 and examination of a possibility of a return trip by representatives from our companion Synod in Madagascar.

M. Storybook Project

Pastor Bob Rasmus requested an assembly forum or time slot for information/discussion on the Storybook Project. Following changes in LSSI, Mike Davis from the Marion office is now in charge of the Storybook Project, including the training and logistics for the project.

**Other Business**

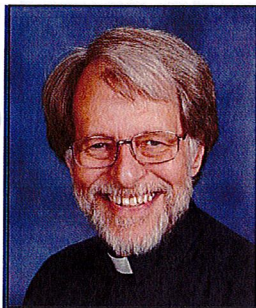
- Suggestion – Conferences were encouraged to consider ways to financially support the C/SIS small group representative trip to Madagascar in February 2017. Conferences were also encouraged to assist with cost of bringing our companion synod presidents and a couple of accompanying representatives to visit us; the cost per person is estimated to be \$5,000.
- Next Synod Council meeting Thursday, June 2, 2016, 8:30 am at the Conference Center, East Peoria

**Announcements/Adjournment**

Having concluded business, Bishop Roth declared the meeting adjourned at 12:03 p.m. Pastor James Davis closed in prayer.

Respectfully submitted,  
Pastor Pam Mitcham, Secretary





## Assistant to the Bishop Report to the Assembly

*Pastor Kenneth Sandlin*

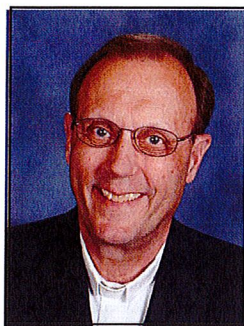
It has been almost two years since I began serving as a halftime assistant to the bishop. It is a joy. It is a challenge. It is serving in a way that I truly love. I have worshipped with congregations in the East Central and West Central Conferences, bringing greetings from Bishop Roth and the entire synod staff. I have met so many devoted members as we visit over coffee after worship. I have grown to appreciate, even more, the vitality and the faithfulness of pastor and people as we sing and pray and share the presence of our Lord. And size doesn't matter. From large congregations to small parishes; from big city churches to white frame buildings surrounded by corn fields; the spirit of God is strong in the lives of those who gather.

There is joy and challenge in my work with the call process as well. I read through the list of congregations who are seeking a pastor and I wish we had nominees for all of them. I'm especially drawn to those congregations who have had a pastoral vacancy for one or two or even three or more years. I read through rostered leader profiles and the Bishop and I interview those who appear to be a good fit for one or more of our congregations. How easy it would be if our Bishop had the authority to say you go here and you go there. Soon every congregation would have a pastor. But that's not the way God's call works. I remind myself, and I remind the call committees with whom I work, that God is guiding us, leading us and maybe even pushing us to nominate and call the right pastor for the right congregation. It is challenging, that's true. And when it happens ... when pastor and people meet and share and grow in faith and service ... there is great joy and celebration. So be patient, those of you who are waiting for a pastor, God knows your needs and God is with you.

Candidacy is also filled with joys and challenges. As the candidacy committee walks with those who are preparing for leadership and service in the church, we are drawn to their journey. We hear their passion as they share their faith. We pray for them as they continue to discern God's call. Every time we have the opportunity to be present at an ordination, we joyfully celebrate God's call and the gifts God gives. We currently have five candidates in our synod who are taking seminary classes, on internship or doing additional graduate work. And we have two potential candidates who are preparing to be entranced later this year. That's wonderful. But I wonder, are there others? Maybe someone in your congregation feels a call from God, but needs encouragement to follow where that call leads. Could you be the one who provides that encouragement? It's a challenge that's extended to each one of us ...to see God's gifts in someone, and then to say to that person, "Have you thought about God's call to be a pastor?"

Joys and challenges come to all. I pray that the joys you know in the life God gives will fill you with wonder, thankfulness and praise. And I pray that the challenges you face in life will not be roadblocks, but welcomed opportunities to grow even stronger in your faith and your relationship with God. The spirit of God is strong in our synod. Thanks be to God.





## Assistant to the Bishop Report to the Assembly

*Pastor James Reents*

Greetings in this season of Pentecost!

This is my 5th Assembly as a quarter time Assistant to the Bishop. I am blessed to serve in this position and work with such a dedicated staff. Welcome to Pastor Maureen Stein. I live in Bloomington, so I am deployed staff and travel to the synod office once/month.

Pastors who desire to move fill out a Rostered Leaders Profile (RLP). I read and acknowledge those who indicate an interest in the C/SIS. I wish I had more RLP's to read. We need more pastors.

I relate to the Lay and Professional Leaders Support Subcommittee. We suggest the annual salary guidelines for rostered leaders in the synod. Portico Health Insurance has seen big increases in recent years, so we have suggested maintaining the guidelines which allows for an increase for years of service. The guidelines can be found in this assembly packet and on the synod website under Resources. Another benefit to pastors is the clergy renewal leave/sabbatical leave grant also found on the synod website.

I relate to eleven congregations in the Northern Conference and all 24 congregations in the Northeast Conference. 35 congregations are very manageable. I have visited all of these congregations in the hopes of strengthening the relationship between the congregations and the C/SIS. These visits have been warmly received. If there is a vacancy in any of these congregations, I conduct the "Initial Call Process" with the congregation council. I also attend monthly leaders meetings in both conferences.

Much of our synod is rural. Rural communities are decreasing in size, therefore the need for congregations to work together. This is happening in two ways in the Northern and Northeast conferences.

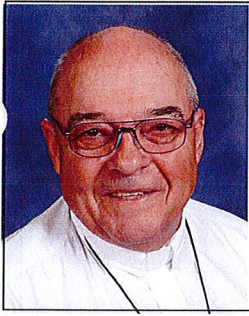
The Three Saints Parish includes St. Mark LC, Chillicothe; St. Timothy LC, Wyoming; and St. John LC, Lacon. They have made great progress in working together to call a full-time and part-time pastor to fulfill their mission.

"Servants United" is the name of the possible Geographic Parish including the following congregations: Community, Cornell; Trinity, Chenoa; Trinity, Fairbury; St. Paul, Forrest; St. Peter, Dwight; St. John, Anchor; St. John, Sibley, and American, Gibson City. Delegates from these congregations have been meeting for over two years and are close to making a decision about participation. Thank you to Pastor Bob Dealey and Pastor Tom Krieger for their leadership. Our goal is to place mission above survival.

This year I'll, participate in "Pedal for a Purpose" for the 4th year. I have grown physically and spiritually through this experience. Through the years we have supported: Lutheran Social Services of Illinois, Lutheran Campus Ministry of Illinois, companion synods in Madagascar, and seminary debt reduction. Thank you for your prayers and support and the leadership of Pastor Adam Dichsen, Pastor Scott Egbers and Mr. David Poland.

May we continue to follow the guidance of the Holy Spirit in carrying out God's mission.





## Assistant to the Bishop Report to the Assembly

*Pastor Wayland Middendorf*

I serve as synod staff liaison for the Social Ministry, Justice and Advocacy Committee, the Global Mission Committee and the Synodically Authorized Ministry Subcommittee. Another area of responsibility is to visit congregations and conference gatherings in the Southern Conference and the I-70 portion of the West Central Conference. I also serve as the contact person for one closed congregation (Trinity, Alton) until the real property is disposed.

**Social Ministry, Justice and Advocacy** reviews grant requests and designates a monetary amount to each grant that is approved. The amount is based on the funds available, number of grants received that meet the criteria, the need and what the impact might be. The needs are many and we do our best to review and approve grants based on established guidelines.

**Global Mission Committee** is now participating in the monthly World Hunger Webinars. Bishop Roth, the chair of the Global Mission Committee and myself, have quarterly Web Ex conference calls with the other synods who also have companion synods in Madagascar and we annually meet at the Churchwide office to schedule visits and share information related to our companion synods. The committee has also been actively collecting the mission activity of the synod congregations and hope to have a list for the Synod Council and we hope to distribute that information to all congregations and pastors in the synod.

**Synodically Authorized Ministry Subcommittee** has made revisions to the S.A.M. Guidelines. The revisions are in the hands of the subcommittee members and we will meet in the next few weeks to approve those revisions and refer them to Bishop Roth for his approval and comments. These revisions will put us more in line with the ELCA guidelines for Synodically Authorized Ministry and improve the education program. Our Dean of Education, Pastor Blake Duncan and I continue to seek instructors for our classes and people who can lead retreats for continuing education. The education will end after the winter of 2017 class for a year and a half due to a lack of students.

I thank God for the opportunity to serve as an Assistant to Bishop Roth and I am grateful to all of you.





## **Assistant to the Bishop Report to the Assembly**

*Pastor Maureen Stein*

People of God in the Central/Southern Illinois Synod,

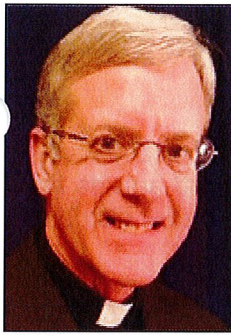
It has been a privilege to work as an Assistant to Bishop Roth and with the synod staff for this past year. With the move into the quarter-time position last June, I began to work with interim ministry situations in the synod. There is a continuous learning curve about the process of matching congregations in transition with the people resources available to serve those congregations. Interim agreements are written for six months at a time, providing regular opportunity for communication between the synod, interim pastors and those in Synodically Authorized Ministry, and congregational leaders. This April Bishop Roth and I hosted a gathering for rostered interim leaders to give direction and clarity for interim situations and to provide a way for those who have served or who are serving as interim pastors to connect with each other.

Bishop Roth and I work together on First Call Theological Education, the process of structured reflection on the first three years of ministry. First Call pastors meet every six months for three years, each time sharing reflections they have prepared on a topic related to the stage of their ministry. It is a joy to accompany new pastors as they grow in their understanding of their ministry contexts and of themselves in the call to servant leadership.

I also relate to congregations in the Northern and Northwest Conferences, attending Conference meetings and Assemblies and visiting in the congregations.

Thank you for the opportunity to serve God in this ministry.





## **ELCA Director for Evangelical Mission and Coordinator of Communications and Networking Report to the Assembly**

*Pastor Bob Dealey*

### **ELCA Director for Evangelical Mission**

As the Director for Evangelical Mission (DEM), I am the staff liaison to the Mission Support and Stewardship Education Committee (MSSEC) and the New and Renewing Congregations Committee (NRCC).

Since the 2015 synod assembly, the MSSEC has been busy providing resources to congregations to assist them with their ministry of stewardship. This happens in the following ways:

- ◆ Last year, 70 copies of the three-year stewardship resource entitled “First We Give of Ourselves” by Kurt Nordby were distributed to individuals and synod congregations. This year’s featured resource is “Embracing Stewardship” by Charles Lane and Grace Duddy Pomroy. Copies may be ordered at a reduced rate of \$10 each via the synod website ([www.csis-elca.org](http://www.csis-elca.org)) or at the MSSEC synod assembly display table.
- ◆ “The Evangelical Lutheran Church in America and the Central/Southern Illinois Synod: Your Partners in Stewardship”, a 16-page resource, was developed and is now available for download at [www.csis-elca.org](http://www.csis-elca.org)
- ◆ “StewardTips”, a bi-monthly electronic stewardship resource, published its first issue in October, 2015.
- ◆ Doreen Klages serves as the Synod Coordinator for Mission Interpreters, a group of congregational volunteers who share stories about what the Church is doing on the congregational, synodical and churchwide levels. It is hoped that a Mission Interpreter will be recruited and trained for each congregation. Two training events are held each year in different parts of the synod. The next event will be held at Resurrection, Bloomington on Saturday, October 1, 2016.

The New & Renewing Congregations Committee (NRCC), through its Transformational Ministry sub-group, has offered a series of two training events in different conferences across the synod. The third session (in the series of four training events) will be offered October 8, 2016 at Prince of Peace, Mt. Vernon and October 22, 2016 at Peace, Springfield. Each training session is self-contained and congregations who have not yet participated in previous events are welcome to attend. There is no cost to participate in the training events, but a free-will offering is received to help defray the cost of lunch.

In addition, as the DEM, I have worked with the following groups of congregations:

- ◆ Atonement, Faith, and Luther Memorial Lutheran churches—all of Springfield, united to form a single congregation, Peace Lutheran Church and are involved in the process to call a pastor.
- ◆ Mt. Moriah, Anna and Salem, Jonesboro have entered into a yoked agreement and are involved in the process to call a pastor.
- ◆ St. Mark, Chillicothe; St. John, Lacon; and St. Timothy, Wyoming have entered into a ministry partnership agreement and are involved in the process to call a pastor.
- ◆ Seven congregations in the Northeast Conference are close to finalizing the arrangements for the formation of a geographical parish.

### **Coordinator of Communications & Networking**

The Central/Southern Illinois Synod webpage ([www.csis-elca.org](http://www.csis-elca.org)) is an excellent source of resources and information for individuals and congregations. Additions are made on a regular basis. Past issues of “Mission Matters...”, “For Your Consideration”, “Did You Know That...?” and “Steward Tips” are archived on the website.



Thank you to those congregations who send copies of their church newsletters (either electronically or by U.S. mail) to the synod office. The newsletters we receive are an excellent source of stories and articles for synod publications. If you do not do so already, please consider adding the synod to your newsletter distribution list.

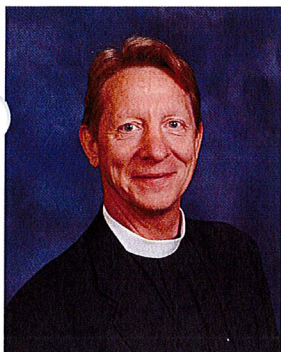
A copy of a pre-assembly fill-in-the-blank sample press release is available on the synod website for use by congregations. The press release is designed to be customized for local usage in an effort to increase congregational visibility within the local community. Following the assembly, a brochure which includes information about the synod assembly is available on-line at [www.csis-elca.org](http://www.csis-elca.org)

The synod office is also contacted to assist with the promotion of events of interest to synod constituents, e.g. Pedal for a Purpose; the Campaign for the ELCA; synod-sponsored youth events; Women of the ELCA; etc. You may contact me at the synod office to see how we can assist you with your communications efforts. I am also available to assist congregations with the development of a communications strategy.

I appreciate the work of Dean Haucap, Chris Wollesen, Cindy Koonce, and Pastor Ken Sandlin as valued partners in our communications ministry. Their faithful service is invaluable.

You may send comments and/or suggestions about communications to me at [Bob.Dealey@csis-elca.org](mailto:Bob.Dealey@csis-elca.org) I am here to help you expand the communications work that you do. Thank you for the opportunity to serve you.





# East Central Conference Report to the Assembly

*Pastor Rob Rasmus, Dean*

*St. Matthew Lutheran, Urbana*

## **Congregations**

St. Matthew, Urbana, Pastor Bob Rasmus, Dean, Associate, Pastor Maggie Falenschek  
Grace, Champaign, Rev. Dr. Chris Repp  
Good Shepherd, Champaign, Pastor Tom Hillertz, Jason Fisher, AIM  
St. Andrews Lutheran Church and Campus Center, Champaign—Pastor Amy Thoren  
Lutheran Church of Mahomet, Pastor Nikoli Falenschek  
Christ, Monticello, Pastor Micah Garnett  
First, Decatur, Pastor Al Weidlich, Interim  
Holy Cross, Decatur, Pastor Amy Zietlow, part-time, Jan Lawson, SAM  
Bethel, Danville, Pastor Ed Stone  
St. Paul, Shelbyville, St. John Shelbyville, Tom Galyen, SAM, Jan Lawson, SAM  
Grace, Rankin, Pastor Jennifer Hartweg-Brown

## **East Central Officers**

Dean	Pastor Bob Rasmus
Vice Dean	Pastor Amy Thoren
Lay vice President	Jason Fisher, AIM
Treasurer	Kim Johnson
Secretary	Marilyn Dudley

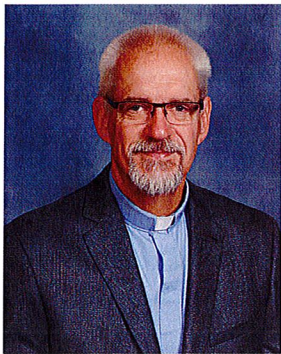
## **Synod Committees**

New and Renewing Congregations: Clergy, Pastor Micah Garnett  
Global Mission: Clergy, Pastor Maggie Falenschek  
Mission Support and Stewardship Education: Clergy, Pastor Nikoli Falenschek  
Candidacy: Lay Male, Mr. Bill Moehring, Clergy, Pastor Tom Hillertz  
SAM: Clergy, Pastor Amy Zietlow  
Leadership Support: Vacancy  
Synod Council: Lay Female, Ms. Tiana Montgomery

We concluded our year with gratitude to the Bishop and synod staff for the filling of all conference vacancies except for First Lutheran Church in Decatur, for whom we continue to pray. This year Pastor Maggie Falenschek was installed as Associate Pastor at St. Matthew, Urbana; Pastor Nikoli Falenschek installed at the Lutheran Church of Mahomet; Pastor Chris Repp installed as Pastor at Grace, Champaign; Pastor Amy Zietlow as part-time pastor at Holy Cross, Decatur; and Pastor Amy Thoren installed as Pastor and Director of the Campus Center at St. Andrews in Urbana.

This winter our conference gatherings included a discussion of the environmental ministry of Faith in Place and the status of LSSI's Storybook Project. LSSI CEO Mark Stutrud was our guest speaker at our Annual Conference assembly where he updated us on the status of the agency in the wake of the cuts made necessary by the failure of our state government partners to fund our programs. Bishop John Roth led our annual Bishop's colloquy at First Lutheran, Decatur. At our Conference Assembly, we elected Pastor Bob Rasmus to second term as Dean, Pastor Amy Thoren as Vice Dean, and re-elected Marilyn Dudley as Conference Secretary and Jason Fisher as lay vice-president.





## Northeast Conference

*Pastor James Davis, Dean*

*American Lutheran Church, Gibson City*

*Interim Oversight: St. John Lutheran Church, Sibley*

The Northeast Conference of the Central/Southern Illinois Synod consists of 24 congregations lying east of Interstate 55 and north of Illinois Route 9. We are currently served by nineteen called pastors, one Synodically Authorized Minister, and eleven retired pastors. One pastor is on leave of call. Six congregations are served by Interim or Contractual Pastors.

Our conference gives our best to Pastor Bill Callister who served at Zion Lutheran Church in Clifton. Pastor Bill accepted a call and moved to the Northern Illinois Synod last fall. We also said goodbye to Pastor Connie Frase who retired from Immanuel Lutheran Church in Colfax at the end of April.

Servants United Geographical Parish: There is ongoing discussion into the possibility of forming a Geographical Parish with seven congregations in the conference. Participants have completed the written agreement, and are waiting for the Bishop's Office to review. Once approved by the Bishop's Office, the document will be sent to each participating church council for review.

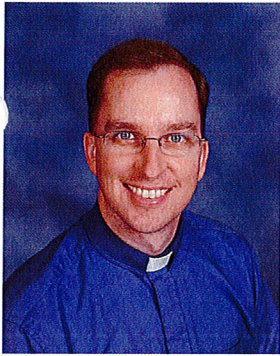
Our Annual Conference Assembly was held on April 10, 2016 at Trinity Lutheran Church in Chenoa. Vice Dean Tom Krieger presided over the meeting. Pastor Ed Hudelson and his band led us in a Good Old-time Gospel Sing-Along. Bishop Roth brought greetings and commented on visions and priorities for our changing future. We discussed holding a Conference Lay Leaders Retreat in the fall, and the possibilities of setting up Book Study Meetings in the future. Retired Pastor Paul Schwartzkopf, a professional storyteller, delighted us with humorous stories.

The Conference Officers for 2016-2017 are:

Dean	Pastor Jim Davis	American, Gibson City & St. John's, Sibley
Vice Dean	Pastor Tom Krieger	Trinity, Fairbury
Secretary	Ms. Sandy McAuley	Resurrection, Bloomington
Treasurer	Mr. Vern Veal	St. John's, Bloomington

Our rostered leaders met monthly from October 2015 through May 2016. We met with the Emergency Coordinator from Iroquois County; Mr. Jason Fisher led a discussion on *Play in the Congregation*; Bishop John Roth led our Annual Bishop's Colloquy at American Lutheran in Gibson City; Pastor Kurt Hoover led a discussion on leadership skills; Pastor Jim Reents from the Bishop's Office led a discussion on the congregational call process and walked us through a Ministry Site Profile Form; Pastors Matt and Priscilla Geerdes showed pictures and explained the delicate and diverse ecosystems of Costa Rica; we toured and talked with staff members and residents in a MOSAIC Home in Pontiac; and Retired Professor Ralph Klein gave us a tour of the Old and Rare Books Collection at the Lutheran School of Theology at Chicago.





## Northern Conference Report to the Assembly

*Pastor John Rothfusz, Dean  
Faith Lutheran Church, Washington*

The Northern Conference consists of 26 congregations in the Peoria area and surrounding counties. These churches are served by 22 pastors under call, six interim pastors, and three with contractual arrangements.

The conference saw several pastoral transitions over the past year. Paul Park concluded his long ministry as chaplain of Lutheran Hillside Village, and now serves an interim. Pastor Maureen Stein retired from Trinity, Canton, and now serves as an assistant to the Bishop. Pastor Jim Lillie retired from First English, Peoria.

Pastor Dick Wehrs arrived as the new Senior Pastor at Salem, Peoria. Pastor Elise Rothfusz took a renewed call as Associate Pastor at Salem, Peoria. Pastor Joy Miller took a call to Immanuel, Mionok and Bethany, Wenona; and Pastor John Sipf entered the area as a hospice chaplain with Vitas. He received a synodical call.

Those serving as Interim Pastors within the conference are the following: Pastor Wendy Popp at St. Timothy, Wyoming; Pastor Raymond Barclay at Bethel, Bartonville; and Pastor Ruth Kaden at St. Mark, Chillicothe, Pastor Ryan Anderson at St. John, Lacon; Pastor Paul Park at Trinity, Canton; and Pastor Phil Lund at First English, Peoria.

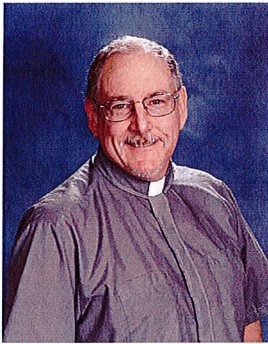
The Northern Conference had a very successful "God's Work, Our Hands" service day in September, and organized a second spring event in April. This was our third year of service in this way, and we truly enjoyed working side by side and partnering with community groups like Habitat for Humanity, Lutheran Hillside Village, Camp Kearney, and The Midwest Food Bank. We had a great response from a number of area congregations.

Our Conference Youth Board draws together the gifts of several Youth and Family Ministers and numerous churches to provide exciting opportunities. The annual *Be Like Jesus* retreat draws in over 100 3-8<sup>th</sup> graders for a memorable weekend of service, music, and faith. The conference has continued working to support *8 Days*, a cooperative young adult ministry for college-age students at Bradley University and Illinois Central College. They are largely unreached by existing churches. We also organized conference transportation to the National Youth Gathering in Detroit.

The Professional Leaders of the Conference meet on the second Tuesday of the month for worship, study and fellowship. Topics since the summer have included: "Do What Matters" Youth and Family Ministry; ELCA Foundation; Ministry of LSSI; Bishop's Colloquy; a Jewish-Christian Dialogue; A Muslim-Christian Dialogue; and the ministry of Lutheran Hillside Village.

The Northern Conference is an active, positive, and collegial place to share in ministry in Jesus' name. We are blessed to gather and strengthen one another for service to the Lord.





## Northwest Conference Report to the Assembly

*Pastor Mike Thomas, Dean*

*Trinity Lutheran Church, Macomb*

Seventeen congregations located in six counties in West Central Illinois comprise the Northwest Conference of the Central/Southern Illinois Synod. Those congregations are served by ten ordained clergy under call (Tony Metz, Luther Memorial, Quincy; Gayle Pope, Christ, Quincy; Patricia Reep, St. Peter's, Coatsburg; Linda Murray, Immanuel, Golden; Brad Eidson, Trinity, Golden; Scott Egbers, First, Beardstown; Colleen Winkler, Grace, Virginia and St. John's, Bluff Springs; Corey Lange, St. Peter, Arenzville and St. John, Bluffs; Pete Hagglund, Christ, Nauvoo; and Mike Thomas, Trinity, Macomb), two retired clergy (Richard Hertenstein, Faith, Augusta and Immanuel, Carthage; and John Ashcraft, Trinity, Carthage), and several Synodically Authorized Ministers.

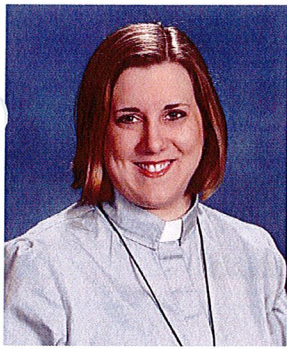
Clergy/SAM meetings were held in nine of the twelve months this past year, with the topics being:

- ♦ August: Book study & discussion on "Kindling Desire for God" by Kay Northcutt
- ♦ October: Care of Souls (a time of sharing about how things are going in our personal lives and ministry)
- ♦ November: Bishop John Roth provided his Bishop's Colloquy
- ♦ December: Holiday family gathering including a baby shower (Eidsons) and a wedding shower (Egbers)
- ♦ January: Our Christian Educational Materials and are they actually providing education?
- ♦ February: Vacation & funerals, do you go/stay away or return?
- ♦ March: A visit to the Islamic Center in Macomb and a time for Q & A with some local Muslims
- ♦ April: Care of Souls
- ♦ May: TBD

We welcomed Mallorie Hansmann to the conference, a seminary graduate and gifted organist who married Pastor Scott Egbers on January 1, 2016. Two clergy families had their first child, Pastor Brad and Lauren Eidson (son Will) and Pastor Corey and Emily Lange (son Noah). During Holy Week, Will Eidson was hospitalized for pneumonia and further tests discovered an inoperable tumor. The people of Trinity, Golden have provided ongoing care and mutual ministry to Pastor Brad and his family during this difficult time, and the Eidsons continue to be lifted up in prayer throughout the conference. SAM Brian Days was hospitalized for a flesh eating bacteria and tests revealed a type of leukemia which has had Brian hospitalized several times. A few benefits sponsored by various conference congregations and some special offerings have been taken to assist the Days family, and we continue to keep them remembered in prayer throughout the conference.

The laity of the conference continue to live out their discipleship in a variety of ways, loving God and neighbor as we make Christ known by making a difference in our communities and via various mission projects, globally.





## Southern Conference Report to the Assembly

*Pastor Laura Kamprath, Dean*

*St. John Lutheran Church, Campbell Hill*

*St. Peter's Lutheran Church, Steeleville*

The Southern Conference consists of 18 congregations across the large geographical territory that extends from Metropolis in the south, north to Olney, west to Chester, and east to Mount Carmel. We are currently served by 11 called pastors, along with two pastors and one Synodically Authorized Minister in interim service.

The conference officers for 2016-2017 are:

Dean	Pastor Laura Kamprath	Wartburg Parish
Clergy Vice President	Pastor Gary Ryden	Retired
Lay Vice President	Mr. Larry Saler	Trinity, Olney
Secretary	Mrs. Jane Otte	Our Redeemer, Marion
Treasurer	Mr. Jerry Wilson	Peace, Steeleville

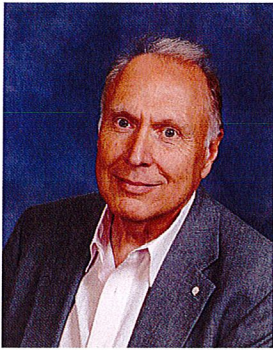
Since last year's Synod Assembly, the Southern Conference has bid farewell to Pastor Chris Repp and his family, as he took a call to serve Grace, Champaign. We welcomed Pastor Karen Husby as the interim pastor at Epiphany, Carbondale. We have also welcomed pastoral intern Chris Thomas and his wife Katie to southern Illinois, as Chris completes his internship year at Our Redeemer, Marion, under the supervision of Pastor Marlin Otte.

Members of the conference congregations gathered in September 2015 for assembly at Lutheran Church of the Redeemer, Centralia, and in March 2015 for assembly at St. John Lutheran Church (Post Oak), Campbell Hill. In the fall, we heard from Kathryn Sime, author of "Doing More with Less," the cover article of the August 2015 edition of *The Lutheran*. In the spring, we heard from Hugh and Paulette Stempfley about the work of Marion Medical Mission.

Professional Leaders continue to meet each month for fellowship and education. In February, we went on retreat at Toddhall Retreat Center in Columbia, IL, as we welcomed Dr. Warren Crews as our presenter on the subject, "Many New Faces of Christ Today: Jesus Seen through Third World Eyes." A text study group meets twice monthly in Carbondale.

The conference's missional spending plan for the year includes gifts to campus ministry, the Hospitality Houses in Vienna and Chester, LSSI, the ELCA Malaria Campaign, and our companion synods in Madagascar; support for a student in the Synodically Authorized Ministry program; and funding of our spring and fall assemblies and our conference professional leader's retreat. We also have a designated fund to provide partial scholarships to every attendee from conference congregations to the Synod Youth Gathering at Rend Lake each February.





## West Central Conference Report to the Assembly

*Pastor Glen VanderKloot, Dean*

*Retired*

*Interim Oversight: St. John's Lutheran Church, Mt. Pulaski*

The West Central Conference consists of thirty congregations stretching from Columbia at the southern end of the Metro-St. Louis area, north to Springfield and Jacksonville, west to Batchtown, and east to Shumway and Altamont.

Following a vote on August 30 by all three congregations to blend together in one congregation, on Sunday September 13, 2015 Luther Memorial (Springfield) and Faith (Springfield) held their closing worship services and Atonement (Springfield) marked the end of this chapter of their ministry. On Sunday September 20, this new congregation (subsequently named Peace Lutheran Church) began with its first worship preceded by a reception. Bishop John Roth was the preacher. They meet in the former Atonement's building. They began a process to define their mission assisted by Sister Marilyn. They then chose a new name for the congregation and have now begun the call process.

We rejoiced with Pastor Jon Berg and his wife Jeannie as Jon retired from his ministry at Atonement, Springfield, on May 31, 2015, and relocated to Channahon, Illinois, in the Northern Illinois Synod. Thank you Jon for your service and ministry in our conference. God's richest blessings to you.

We rejoiced with Pastor Bill Zanton and his wife Linda as Bill retired from his ministry at Luther Memorial, Springfield, on September 13, 2015, and relocated in October to the family farm in Wisconsin in the South Central Synod of Wisconsin. Thank you Bill for your service and ministry in our conference. God's richest blessings to you.

We rejoiced with Pastor Glen VanderKloot who retired September 1, 2015, from his ministry at Faith Lutheran Church, Springfield. He and his wife will be remaining in Springfield for now.

In October Pastor Adam Dichsen led a discussion on an article "10 Steps to Immediate Church Renewal & Growth (That Most Churches Will Refuse to Take)" by Dr. James Emery White. Dr. White is the founding and senior pastor of Mecklenburg Community Church in Charlotte, NC, and the ranked adjunctive professor of theology and culture at Gordon-Conwell Theological Seminary, which he also served as their fourth president.

In December Pastor Bill Piece led a discussion on the state of the church and how we are or are not addressing fundamental issues.

On February 18, 2016 Bishop S. John Roth conducted his annual Colloquy for rostered leaders and SAMs in our conference at St. Paul's Lutheran Church in Hillsboro. Pastor Gary Sproat was our host and worship leader.

The Conference Annual Spring Assembly was March 13, 2016 at Mt. Zion in Litchfield. Our program consisted of an active presentation by Jason Fischer who is Director of Youth & Family Ministry at Good Shepherd Lutheran Church, ELCA, in Champaign IL. Jason's presentation was



"Congregations at Play". He explored the spiritual and health benefits of play and its implications for congregations, including insights from Jurgen Moltmann's book "The Theology of Play".

In April the conference discussed how to deal with and minister to difficult people.

Several congregations in our conference are considering forming some type of cooperative ministry.

Several conference congregations were concerned about the future of the LSSI Story Book Project. They are somewhat relieved that the LSSI Story Book Project for incarcerated parents and their children has survived the drastic cuts that LSSI was forced to take due to the lack of state funding. Gail Beard's position has been eliminated and oversight and administration of the Story Book Project is being moved to LSSI's Marion office under the direction of Mike Davis. There remains continuing concern about the future of this program. Faith Lutheran Church in Jacksonville is putting together a notebook on how a congregation can run this program semi-independently.







# 2016 Committee Reports

## **Constitution Committee**

*Submitted by Pastor Richard Hertenstein, chair*

This committee has the responsibility to review the synod constitution to be sure that it is up to date with the churchwide documents. It also is to review constitutions of the congregations in the synod. When amendments are proposed, the committee will make recommendations to the synod council concerning wording, applicability, and concurrence with constitutional requirements of the ELCA, the synod, and a congregations own constitution.

Our constitutions are tools which, when used well, enhance our mission in serving our Lord and Savior Jesus Christ. This year, April 2015- March 2016 the committee reviewed proposed amendments to constitutions of:

American Lutheran Church, Bourbonnais	St. John Lutheran Church, Bremen
Peace Lutheran Church, Chester	Faith Lutheran Church, O'Fallon
Immanuel Lutheran Church, Carthage (Basco)	Grace and Peace Lutheran Church, Peoria
St. John Lutheran Church, Post Oak	St. Paul Lutheran Church, Pontiac
Christ Lutheran Church, Monticello	Mount Moriah Lutheran Church, Anna
St. John Lutheran Church, Lacon	Faith Lutheran Church, Augusta

Finding no inherent conflicts the committee recommended approval by the Synod Council.

The committee continues to review the resolutions of past assemblies to be sure the current constitution of the synod reflects those resolutions which still apply.

Congregations are reminded that when they are considering making changes in their constitutions these changes are to be reviewed by the constitution committee and approved by the synod council. Congregations should also refer to and use the most recently adopted "Model Constitution for Congregations" as amended by the churchwide assemblies. The most recent edition is from the 2013 assembly and is available at the churchwide website, [www.elca.org](http://www.elca.org), go to the office of the secretary and then to resources. The synod website also has documents to assist congregations in updating their constitution: [www.csis-elca.org](http://www.csis-elca.org)

## **Global Mission**

*Submitted by Pastor Harlan Kaden, Chair*

**Committee Members:** Pastor Wayland Middendorf (synod staff), Pastor Maggie Falenschek, Rose Moser, Gloria Overturf, Mary Plymire, Beth Roegner, Pastor Carla Rush, Pastor Laura Kamprath (Council Representative), Pastor Harlan Kaden, Marcia McCoughey, Hugh Stempfley, Pastor Collen Winkler.

**Companion Synods:** The Global Mission Committee is currently assisting in the planning for a Mission Trip to Madagascar by synod bishops from the four ELCA synods that have Companion Synods in the Malagasy Lutheran Church. This trip will likely occur in 2017. The purpose will be to facilitate coordinated support by the ELCA synods. These synods include the Rocky Mountain Synod (four companion synods), the Northeastern Pennsylvania Synod (two companion synods), the Virginia/Maryland Synod (one companion synod) and the Central/Southern Illinois Synod (two companion synods). These four synods regularly connect with Webex meetings and an annual meeting in Chicago. By working closely together it is hoped that a stronger partnership can be forged with both the companion synods and the entire Malagasy Lutheran Church.

Congregations of the Central/Southern Illinois Synod have been faithfully supporting our Madagascar mission with their financial contributions. Our synod has transferred \$16,000 to the Malagasy Lutheran Church to be used by our companion synods. Members of the Global Mission Committee and those who made the 2014 Madagascar Mission Trip are available to congregations and individuals who would like to explore the options available for financially supporting our synod's companion synods. Please contact the synod office to schedule an event.

**World Hunger:** There is also a monthly Webex meeting for promoting support for the ELCA World Hunger program. The congregations of our synod have contributed \$60,953.36 to the ELCA World Hunger Appeal.







## **Mission Support and Stewardship Education**

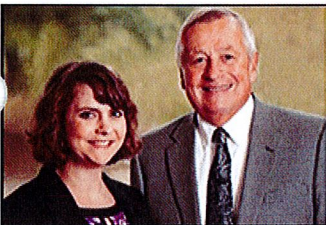
*Submitted by Ms. Pat Caley, chair*

*"And God is able to provide you with every blessing in abundance,  
so that by always having enough of everything, you may share abundantly in every good work."*  
2 Corinthians 9:8

The Mission Support and Stewardship Education Committee (MSSEC) has been working to equip congregations in the Central/Southern Illinois Synod with resources for mission support and stewardship. We invite you to visit our table in the Display Area of the Synod Assembly to see what we have done. You are welcome to take material home with you, so your congregation can better support the mission of the ELCA and further develop your stewardship plans. We will be presenting a powerpoint presentation that highlights the many areas in which congregations in our synod are participating in mission.

### **Mission Interpreters**

Ms. Doreen Klages serves as the coordinator of our Mission Interpreters program. Our goal is to recruit at least one Mission Interpreter in each congregation. To find out more about this exciting program, you may contact Doreen at [dlklages@att.net](mailto:dlklages@att.net) or call her at (618) 632-0448; visit [www.csis-elca.org](http://www.csis-elca.org) or visit the MSSEC display at the Synod Assembly. The next Mission Interpreters' Gathering will be held on Saturday, October 1, 2016, at Resurrection Lutheran Church, Bloomington, IL.



Rev. Charles Lane  
Ms. Grace Duddy Pomroy

### **Stewardship Resources**

One of our major events this past year was the ELCA stewardCast held on February 27, 2016. The Lutheran Church of Mahomet, Mahomet; Trinity Lutheran Church, Fairbury; Faith Lutheran Church, O'Fallon; and Epiphany Lutheran Church, Carbondale, served as host congregations for individuals throughout the synod to view the presentation, "Why Mission and Giving," which included a keynote address by the Rev. Charles Lane and Ms. Grace Duddy Pomroy, authors of *Embracing Stewardship*, which may be purchased from the synod at a discounted price of \$10.00. Order forms are available on the synod website [www.csis-elca.org](http://www.csis-elca.org) or at the MSSEC display at the Synod Assembly.

### **Committee Goal**

The committee's goal is to help congregations in their efforts to support God's mission through their congregation, the Central/Southern Illinois Synod and the ELCA. How can we help you and your congregation? Please contact any of our team members, so we can help and encourage you in your ministry to further the mission of the ELCA.

Mr. Phil Ruch, Northern Conference  
Pastor Nikoli Falenschek, East Central Conference  
Ms. Pat Caley (chair), West Central Conference  
Pastor Patty Heath, Northeast Conference  
Mr. Steve Rapp and Pastor James Davis, Synod Council Appointments  
Pastor Bob Dealey, Synod Staff Liaison



Youth from Salem, Peoria sponsor an annual "Pajama Party" to collect pajamas for the Center for Prevention of Abuse. Matthew Grebner, Jon Ripper, Caroline Ricketts, Julianna Rees, Jill Goldhammer (Director of Youth and Family Ministries), Aaron Grebner.



St. Matthew, Urbana workers gather the harvest to share with local food pantry and members.







## **New and Renewing Congregations**

*Submitted by Pastor Bob Dealey, DEM*

The focus of the New and Renewing Congregations Committee this year has been on renewing congregations. A new committee subgroup, led by Pastor Ed Hudelson, has been working with congregations involved in the Transformational Ministry process. The first series of training events was held at Prince of Peace Lutheran Church, Mt. Vernon (September 25, 2015) and Immanuel Lutheran Church, Lincoln (November 17, 2015); the second series was held at St. Mark's Lutheran Church, Belleville (February 7, 2016) and Christ Lutheran Church, Monticello (April 9, 2016). A third series of training events is scheduled to be held at Prince of Peace Lutheran Church, Mt. Vernon (October 8, 2016) and Peace Lutheran Church, Springfield (October 22, 2016). The fourth and final training events will be held in early 2017 (the dates and locations to be determined). To date, representatives from twelve congregations have participated in the training. Each training session is self-contained, so congregations which have not yet participated in any of the events are welcome to attend. There is no charge to attend, however a free-will offering is received to help cover the cost of lunch. For more information, please contact Pastor Ed Hudelson, (815) 674-8635 or [chudelson@msn.com](mailto:chudelson@msn.com)



Transformational Ministry Training Event

Pastor Terry Edwards (Prince of Peace, Mt. Vernon) and Pastor Bob Dealey attended Part I of the ELCA Missional Leaders' training event held in Portland, OR (August 12-15, 2015). They and two members of Prince of Peace, Mt. Vernon (Dee Jackson and Linda Mlot), also attended Part II of the Missional Leaders' training event, which was held in Indianapolis, IN (February 26-28, 2016).

The committee seeks to assist congregations with improving the effectiveness of their ministry. You may contact any committee member for assistance and/or information. Committee members include: Pastor Brad Eidson; Pastor Micah Garnett; Ms. Cindy Hindman; Mr. Stuart Johnson; Pastor Matthew Kamprath; Mr. Don Swan (Council Representative); Pastor Jan Worms; and Pastor Bob Dealey (synod staff).

## **Social Ministry, Justice, and Advocacy (SMJA)**

*Submitted by Ms. Ellen Davis, chair*

*"Then the king will say to those at his right hand, 'Come, you that are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world; for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.' And the king will answer them, 'Truly I tell you, just as you did to one of the least of these who are members of my family, you did it to me.'"* - Matthew 25:34-36, 40

The committee continues to be quite busy. We have revised the grant application requirements in order to provide more accountability in the use of funds as well as more active participation by congregations in these ministries. This year, we requested that two reports and pictures, which reflect the use of the grant be submitted to the SMJA Committee. This provides the committee with both the visibility and viability of synodical grants.

The grant application process runs from January to April 15th of each year. The 2016 grants will be announced at this year's synod assembly. The display table will have photos of this year's recipients and their projects. Applications for next year's grants will also be available at this year's synod assembly and will be posted on the synod website ([www.csis-elca.org](http://www.csis-elca.org)) next January.

In addition to grants, funds were also allocated to assist conferences and congregations with expenses related to programs that promote justice and advocacy, so that the impact of things like hunger and discrimination might be diminished.







Because the amount of funds budgeted for Social Ministry grants remained the same and the number of requests increased, we were required to make some tough choices, which resulted in issuing smaller grants. The following grants were provided in 2015:

Congregation:

St John Lutheran Church, Campbell Hill  
Lutheran Church of the Cross, Metropolis

St. Peter's Lutheran Church, Steeleville  
St Matthew Lutheran Church, Urbana  
St Matthew Lutheran Church, Urbana

Project:

Kairos Prison Ministry/Menard Correctional Facility  
Youth advisory council for Madison County Drug Awareness Coalition (development of youth advisory council)  
Steeleville Healthy Elementary Eating Program  
Growing Food with the Next Generation  
Sola Gratia Farm

In addition, Our Redeemer Lutheran Church, Marion, IL, received a stipend to assist with a Prison Ministry Program.

In addition to providing grants, the SMJA Committee seeks to be a source of contact for congregations as they actively engage in social ministry in their local context. A portion of our funds are budgeted to help congregations address other social issues, e.g. racism, and other synod approved educational programs. Another goal is to assist congregations in showing how the Church can be a viable and valuable asset in the local community.

The acronym we have chosen for our committee is **S E A** which stands for:

**Serve.....Educate.....Advocate**

I want to thank Bishop Roth, the wonderful staff of the Central/Southern Illinois Synod, the Conference Deans, Synod Council, the committee, and especially Pastor Middendorf for all the hard work in the short time we have had to accomplish what we have. I look forward to being able to serve the synod and our conferences therein with the important mission of the church and community relationships growing in the Light of Christ and the ability of others to see Christ in what we have to offer in way of assistance to them.

## **Professional and Lay Leadership**

### ***Candidacy***

*Submitted by Pastor Elise Rothfusz, chair*

The Candidacy Committee of the Central/Southern Illinois is tasked with the responsibility for approving candidates to serve as rostered leaders in the ELCA. We oversee the process of preparation and formation of these candidates and partner with them, their congregations, seminaries, and the Congregational and Synodical Mission Unit of the ELCA. We seek to support and guide candidates through prayer and conversation as they discern God's call to ministry.

A new candidacy manual was approved by the ELCA this past year; it can be found on the ELCA website under resources. Upcoming at Churchwide Assembly will be a resolution to combine the lay rosters of our church (Associates in Ministry, Diaconal Ministers, and Deaconesses) into one roster (Word and Service). This change is anticipated in the language of the new manual.

The C/SIS Candidacy Committee meets three times each year to make entrance, endorsement, and approval decisions for candidates; a calendar of these dates is posted on the synod website. We are continuing work on developing more opportunities and resources for discernment and community, for both candidates and those who are in the early process of discerning a call to ministry in the ELCA.

Our synod currently has five candidates enrolled in the candidacy process, with two more who are in the entrance process. We ask that you would pray for these candidates as well as others who may be discerning a call to serve the ELCA by becoming a rostered leader. Our five candidates are all candidates for Word and Sacrament ministry:

- ♦ Brach Jennings (Salem, Peoria), approved and assigned to the Alaska synod, awaiting first call (graduate of Pacific Lutheran Theological Seminary)
- ♦ Linda Strader (Faith, Jacksonville), completing internship in Ogema/Westboro, Wisconsin (Luther Seminary distributed learning)







- ♦ Lynne Culkin (St. Paul, Gilman), endorsed and awaiting internship placement (Wartburg Theological Seminary distributed learning)
- ♦ Patrick Jenkins (St. Mark, Washington), endorsed and will begin internship in the fall at Advent, Morton (Luther Seminary distributed learning)
- ♦ Brian Coffey (St. Paul, Peoria), entranced and in coursework (Luther Seminary distributed learning)

There are ways for congregations to be involved in raising up leaders for our congregations! Besides praying for current and future candidates, we would like to encourage you to identify, nurture, and raise up those in your congregation who have gifts for ministry. Who are those people, young or old, who you think would make a good pastor or rostered layperson? The call to ministry is heard both as an inward call, one's own sense of direction and purpose, but also "outwardly," when others are able to recognize someone's gifts for ministry.

Another opportunity for congregations is that with more candidates opting for distributed learning and hoping to complete internship near their homes, the seminaries are looking for congregations to serve as internship sites. If your congregation might like to pursue this form of ministry (shaping and forming leaders through internship is indeed a ministry!), contact one of our Lutheran seminaries to begin exploring what that process and ministry looks like.

I give great thanks to the committee for their dedication and hard work in this important work of the Church. Thank you to those who transitioned off the Candidacy Committee in 2015: Mr. Chris Ayers, Ms. Jean Graff, Rev. Mary Kay Henson, Mr. David Malone, Rev. Jared Parker, and Rev. Chris Repp. Thank you to those currently on our committee: Rev. Joel Brown, Rev. Scott Egbers, Rev. Christine Erdmann, Ms. Karen Fifer, Rev. Tom Hillertz, Mr. Bill Moehring, Rev. Marlin Otte, Mr. David Poland, Ms. Lynn Smith, Ms. Jeanine Standard, Synod Council Representative Rev. Glen VanderKloot, synod staff Rev. Ken Sandlin, Seminary Representative Rev. Paul Landahl, and ELCA Region 5 Representative Rev. Ramie Bakken.

### ***Synodically Authorized Ministry (S.A.M.)***

*Submitted by Pastor David Hofer, chair*

Synodically Authorized Ministers Committee met twice since the last Synod Assembly, November 10, 2015 and February 20, 2016. The elected members to this committee are: Pastor Corinne Blissard, Pastor Blake Duncan, Michael Foppe, Pastor David Hofer, Helen Pagel, Debra Rathert and Beth Roegner. There are thirty-two Synodically Authorized Ministers. After we recognize Brett Gosteli, Lee Gross, and Stuart Johnson the number will be thirty-five!

During this past year, the committee worked to revise the S.A.M. Handbook to reflect the Church-Wide Structure Guidelines for this ministry. In the coming weeks, the committee will give Bishop Roth the revisions for his approval.

Each year, different classes are taught. Any person who registers can come and learn. Recently, the Rev. Dr. Chris Repp, pastor of Grace Lutheran Church, Champaign taught Liturgy and Worship at First Lutheran Church in Decatur. On behalf of the Synod, we thank Dr. Repp and the other leaders who stepped forward to help instruct willing students who have been predominantly laity but also some clergy!

The number of people interested in coming to learn through our course offerings is dwindling. Therefore after the next Old Testament and New Testament courses are offered, we will strive to have a new class of S.A.M.s by 2018.

The committee thanks all the Synodically Authorized Ministers for their willingness to serve the Lord Jesus Christ through the Central /Southern Illinois Synod. We thank Bishop Roth and his assistant, Pastor Wayland Middendorf, for guiding this good gift from our Lord. Above all we thank the Lord Jesus for planting the seed and enabling the development of His servants who, when authorized by the Bishop, become for that moment a Synodically Authorized Minister of the Central/Southern Illinois Synod.







**Central/Southern Illinois Synod, ELCA**  
**Key Financial Statistics**  
**As of January 31, 2016**

<u>Income</u>	2014 Actual Total Year	2015 Budget Total Year	2015 Actual Total Year	YTD Budget Variance
Regular Benevolence	\$ 1,450,269.33	\$ 1,475,000.00	\$ 1,439,080.17	\$ (35,919.83)
Interest Income	7,986.67	8,000.00	8,429.64	429.64
Other Income	0.00	1,000.00	250.00	(750.00)
Total Income	1,458,256.00	1,484,000.00	1,447,759.81	(36,240.19)
<u>Expense</u>				
Mission Support to ELCA (56%)	812,150.83	826,000.00	805,884.89	20,115.11
Agencies & Institutions	156,729.00	156,279.00	156,278.00	1.00
Program Expenses	31,113.38	47,550.00	23,654.39	23,895.61
Operating Expenses	434,784.57	485,811.00	454,271.23	31,539.77
Total Expenditures	1,434,777.78	1,515,640.00	1,440,088.51	75,551.49
Cash Excess (Shortfall)	\$ 23,478.22	\$ (31,640.00)	\$ 7,671.30	\$ 39,311.30

<u>Congregational Giving</u>	2014 Actual Year-to-Date	2015 Actual Year- to-Date	Increase (Decrease)
Regular Benevolence	\$ 1,450,270.33	\$ 1,439,280.00	\$ (10,990.33)
Other Benevolence	185,083.41	190,118.00	5,035
Total Congregational Giving	1,635,353.74	1,629,398.00	(5,955.74)
Number of CSIS Congregations	130	130	0
Congregations Contributing	113	120	7
Percent Contributing	86.9%	92.3%	5.4%
Regular Benevolence as % of Intents	103.0%	108.1%	
Congregation Intents Received	97	93	(4)
Percent Submitting Intent	74.6%	71.5%	-3.1%
Intents for Budget Year	\$ 1,402,484.00	\$ 1,331,740.00	\$ (70,744.00)

<u>Cash Summary</u>	January 2015	January 2016	Increase (Decrease)
Petty Cash	\$ 300.00	\$ 300.00	\$ -
Cash in Banks	551,641.96	606,180.72	54,538.76
ELCA Mission Investment Fund Investments			
Endowment for Mission	161,455.49	165,773.90	4,318.41
Student Loan Fund	216,960.62	222,595.46	5,634.84
Dedicated and Reserve Funds	339,240.20	352,818.17	13,577.97
Heithold Memorial Endowment	321,480.24	292,999.38	(28,480.86)
Prepaid Expenses	0.00	13,066.62	13,066.62
Highland Land (at cost)	366,049.25	366,049.25	0.00
Total	\$ 1,957,127.76	\$ 2,019,783.50	\$ 62,655.74

<u>Cash Represents:</u>			
Restricted and Designated Funds	\$ 1,674,554.04	\$ 1,726,599.91	\$ 52,045.87
Recorded Liabilities	14,899.62	14,859.79	(39.83)
<b>Cash Reserves</b>	<b>\$ 267,674.10</b>	<b>\$ 278,323.80</b>	<b>\$ 10,649.70</b>

Percent of Budgeted Expenses	17.7%	18.4%	0.7%
------------------------------	-------	-------	------



**Central Southern Illinois Synod, ELCA  
Congregational Benevolence Comparisons  
As of January 31, 2016**

<b>Undesignated Mission Support (CSIS Synod Income)</b>							
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
February	133,984	130,241	118,026	119,841	99,254	118,052	116,753
March	139,386	128,105	131,992	113,044	123,011	86,906	117,953
April	188,412	168,038	112,515	121,292	148,346	152,452	125,362
May	134,483	77,809	123,317	109,732	113,104	132,183	111,910
June	162,617	145,717	119,230	122,265	98,738	110,848	120,498
July	162,990	135,256	76,593	91,646	124,297	119,104	117,507
August	123,393	111,371	142,551	117,934	103,903	109,583	110,919
September	147,953	139,351	117,342	123,171	130,262	92,911	103,212
October	136,498	93,962	94,841	108,093	127,285	149,031	124,708
November	119,868	134,210	129,198	130,948	110,948	88,241	108,005
December	153,192	145,380	133,110	114,723	102,347	151,674	137,543
January	138,998	130,806	119,950	156,389	141,680	139,284	144,711
<b>Annual Totals</b>	<b>1,741,774</b>	<b>1,540,246</b>	<b>1,418,666</b>	<b>1,429,078</b>	<b>1,423,174</b>	<b>1,450,269</b>	<b>1,439,080</b>
Through Current Month	1,741,774	1,540,246	1,418,666	1,429,078	1,423,174	1,450,269	1,439,080
<b>Designated Gifts (Pass Through CSIS Synod)</b>							
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
February	21,055	49,107	19,750	13,011	12,983	15,139	6,212
March	10,932	29,226	13,718	11,917	7,317	6,889	14,498
April	20,983	39,098	26,470	18,302	30,207	10,150	26,603
May	16,545	19,931	24,333	8,633	12,387	24,201	13,906
June	32,730	13,308	36,843	27,171	15,768	34,805	49,522
July	19,176	24,618	9,134	7,961	11,510	18,230	9,247
August	8,704	12,945	14,045	9,998	5,620	11,443	3,788
September	11,399	23,688	8,618	9,748	4,198	6,647	19,328
October	32,866	21,002	13,991	7,408	19,332	12,900	11,489
November	21,915	24,383	15,342	14,211	14,829	3,777	5,502
December	48,803	15,558	19,947	20,099	26,534	17,954	14,283
January	49,664	49,346	23,729	39,179	34,341	22,947	15,742
<b>Annual Totals</b>	<b>294,773</b>	<b>322,211</b>	<b>225,922</b>	<b>187,638</b>	<b>195,025</b>	<b>185,082</b>	<b>190,118</b>
Through Current Month	294,773	322,211	225,922	187,638	195,025	185,082	190,118
<b>Total Designated and Undesignated</b>							
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
<b>Annual Totals</b>	<b>2,036,546</b>	<b>1,862,457</b>	<b>1,644,587</b>	<b>1,616,716</b>	<b>1,618,199</b>	<b>1,635,352</b>	<b>1,629,198</b>
Through Current Month	2,036,546	1,862,457	1,644,587	1,616,716	1,618,199	1,635,352	1,629,198



# Central/Southern Illinois Synod

## 2017 Proposed Budget

	Actual 2012	Actual 2013	Actual 2014	Actual 2015	Budget 2015	Budget 2016	Proposed Budget 2017
<b>Income from congregations</b>	\$1,429,078	\$1,423,174	\$1,450,269	\$1,439,080	\$1,475,000	\$1,450,000	<b>1,450,000</b>
Ministry through ELCA (56%)	800,284	796,977	812,151	805,885	826,000	812,000	<b>812,000</b>
Ministry through CSIS (44%)	628,794	626,197	638,119	633,195	649,000	638,000	<b>638,000</b>
Interest & Misc. Income	8,278	7,683	7,987	8,680	9,000	9,500	<b>9,500</b>
<b>Total available to CSIS</b>	<b>637,072</b>	<b>633,880</b>	<b>646,105</b>	<b>641,875</b>	<b>658,000</b>	<b>647,500</b>	<b>647,500</b>
<b>Outflow CSIS</b>							
<b><u>Agencies and Institutions</u></b>							
Lutheran Social Services of Illinois	72,000	51,421	51,421	51,420	51,421	51,421	<b>51,421</b>
Colleges	4,050	2,000	2,000	2,000	2,000	2,000	<b>2,000</b>
Seminaries	54,000	40,000	40,000	40,000	40,000	40,000	<b>40,000</b>
Campus Ministries	49,500	49,500	49,500	49,500	49,500	49,500	<b>49,500</b>
Lutheran Outdoor Ministries Center	6,750	6,750	6,750	6,750	6,750	6,750	<b>6,750</b>
Region 5 support	3,860	3,167	3,458	3,008	3,008	3,008	<b>3,008</b>
Illinois Conference of Churches	3,600	3,600	3,600	3,600	3,600	3,600	<b>3,600</b>
<b>Total Agencies and Institutions</b>	<b>193,760</b>	<b>156,438</b>	<b>156,729</b>	<b>156,278</b>	<b>156,279</b>	<b>156,279</b>	<b>156,271</b>
<b><u>CSIS Program Committees</u></b>							
Global Mission	1,114	949	1,130	308	4,000	4,300	<b>4,300</b>
Social Ministry, Justice & Advocacy	9,418	7,612	6,608	6,050	8,000	8,000	<b>8,000</b>
Professional and Lay Ministry							
Candidacy Subcommittee	16,320	15,064	10,492	8,401	20,000	15,500	<b>13,000</b>
Synodically Auth. Min. Subcommittee	445	466	742	516	3,500	3,500	<b>3,500</b>
Leadership Support Subcommittee	3,853	3,585	5,500	3,209	4,000	4,000	<b>4,000</b>
Mission Support & Stewardship	776	805	92	297	1,000	1,000	<b>1,000</b>
<i>Church in Society/Outreach</i>							
New / Renewing Congregations	4,560	1,401	6,549	4,873	7,050	7,050	<b>7,050</b>
Constitution / Miscellaneous	0	105	0	969	0	0	<b>-</b>
<b>Total CSIS Program Committees</b>	<b>36,485</b>	<b>29,987</b>	<b>31,113</b>	<b>24,623</b>	<b>47,550</b>	<b>43,350</b>	<b>40,850</b>
<b><u>CSIS Congregation/ Clergy Services</u></b>							
Salaries/Housing	226,305	246,980	257,561	281,945	286,056	293,584	<b>301,031</b>
Benefits	46,412	62,580	66,842	76,080	77,120	80,261	<b>85,862</b>
Continuing Education	2,000	1,000	4,500	5,794	4,500	4,500	<b>4,500</b>
Bishop's Fund	1,000	1,000	1,000	1,000	1,000	1,000	<b>1,000</b>
<b>Total CSIS Cong/Clergy Services</b>	<b>275,717</b>	<b>311,560</b>	<b>329,902</b>	<b>364,819</b>	<b>368,676</b>	<b>379,345</b>	<b>392,393</b>
<b><u>CSIS Office Administration</u></b>							
Staff Travel	14,637	20,834	18,108	17,423	18,000	19,000	<b>19,000</b>
Operations	54,319	56,866	57,400	47,133	60,185	56,695	<b>55,045</b>
Equipment	5,000	4,500	4,500	4,500	4,500	4,500	<b>4,500</b>
Furniture/Capital Improvement	2,500	2,200	2,200	2,200	2,200	2,200	<b>2,200</b>
Automobile	8,000	5,000	2,000	2,000	2,000	3,000	<b>3,000</b>
Communication	175	216	618	259	750	750	<b>250</b>
<b>Total CSIS Office Administration</b>	<b>84,630</b>	<b>89,615</b>	<b>84,826</b>	<b>73,515</b>	<b>87,635</b>	<b>86,145</b>	<b>83,995</b>
<b><u>CSIS Synod Administration</u></b>							
Synod Assembly	27,247	16,500	15,388	19,930	25,000	25,000	<b>25,000</b>
Nominating Committee	0	0	0	0	0	0	<b>-</b>
Synod Council	5,234	4,941	4,669	3,739	4,500	5,000	<b>5,000</b>
<b>Total CSIS Synod Administration</b>	<b>32,481</b>	<b>21,442</b>	<b>20,057</b>	<b>23,669</b>	<b>29,500</b>	<b>30,000</b>	<b>30,000</b>
<b>Total Synod Outflow</b>	<b>623,073</b>	<b>609,042</b>	<b>622,627</b>	<b>642,904</b>	<b>689,640</b>	<b>695,119</b>	<b>703,509</b>
<b>Total Outflow</b>	<b>1,423,357</b>	<b>1,406,019</b>	<b>1,434,778</b>	<b>1,448,789</b>	<b>1,515,640</b>	<b>1,507,119</b>	<b>1,515,509</b>
<b>Total inflow over total outflow</b>	<b>13,999</b>	<b>24,838</b>	<b>23,478</b>	<b>(1,029)</b>	<b>(31,640)</b>	<b>(47,619)</b>	<b>(56,009)</b>
Reserves available end of year	217,442	246,007	267,674	266,645	236,034	219,026	<b>163,017</b>
Reserve % of annual budget	15.3%	17.5%	18.7%	18.4%	15.6%	14.5%	<b>10.8%</b>

### 2016 Budget Notes

1. The budgeted 2017 congregational mission support is the same as the budget for 2016, Based on 2015 actual available to CSIS being <\$6,000 below 2016 budget.
2. The Finance Committee received no specific requested amounts for staff compensation. The 2017 proposed budget amount reflects reflects a 2.0% increase in total salaries. Medical Insurance increase is a big question, a 3% increase for 2017 is included here. 2011 included no salary increases. The 2012, 2013 & 2104 budgets included 3%.
3. The 2017 Proposed Budget is a not balanced budget. Cash reserve will be \$163,017 if 2016 and 2017 deficit budgets are both realized as projected. Our trend has been to underspend our budget for the past several years.



# Central/Southern Illinois Synod

## 2017 Proposed Budget

## C/SIS Program Committee Detail

	Actual 2012	Actual 2013	Budget 2014	Actual 2014	Actual 2015	Budget 2015	Budget 2016	Propose Budget 2017
Global Mission	<b>1,114</b>	<b>949</b>	<b>4,000</b>	<b>1,130</b>	<b>308</b>	<b>4,000</b>	<b>4,300</b>	<b>4,300</b>
Committee Expenses	1,061	924	2,200	130	808	1,000	1,000	1,000
Companion Synod Programs	-	-	1,000	1,000	(1,000)	2,500	2,500	2,500
Regional Events & Scholarships	53	25	-	-	500	500	-	-
GME Scholarships	-	-	800	-	-	-	800	800
Social Ministry, Justice & Advocacy	<b>9,418</b>	<b>7,612</b>	<b>8,000</b>	<b>6,608</b>	<b>6,050</b>	<b>8,000</b>	<b>8,000</b>	<b>8,000</b>
Committee Expenses	2,819	1,612	2,000	458	879	2,000	2,000	2,000
Grants	6,000	6,000	6,000	6,150	5,172	6,000	6,000	6,000
Anti Racism	600	-	-	-	-	-	-	-
Professional and Lay Ministry	<b>20,617</b>	<b>19,115</b>	<b>32,000</b>	<b>16,734</b>	<b>12,127</b>	<b>27,500</b>	<b>23,000</b>	<b>20,500</b>
<b>Candidacy Subcommittee</b>								
Committee Expenses	1,153	1,268	1,000	1,350	819	1,000	1,000	1,000
Multi synodical	198	(618)	1,000	-	-	-	-	-
Seminary Scholarships	14,250	13,500	16,500	7,500	6,000	12,000	10,500	8,000
Candidacy	719	914	6,000	1,643	1,583	7,000	4,000	4,000
<b>Synodically Auth. Ministry Subcommittee</b>								
Committee Expenses	306	306	1,000	320	413	1,000	1,000	1,000
S.A.M. Program	139	160	2,500	422	103	2,500	2,500	2,500
<b>Leadership Support Subcommittee</b>								
Committee Expenses	630	235	1,000	389	19	1,000	1,000	1,000
Retreats, Conferences	3,223	3,349	3,000	5,112	3,190	3,000	3,000	3,000
Mediation Training	-	-	-	-	-	-	-	-
Mission Support & Stewardship	<b>776</b>	<b>805</b>	<b>1,000</b>	<b>92</b>	<b>297</b>	<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
Committee Expenses	658	-	500	-	295	500	500	500
Stewardship	118	805	500	92	2	500	500	500
New / Renewing Congregations	<b>4,560</b>	<b>1,401</b>	<b>7,050</b>	<b>6,549</b>	<b>4,873</b>	<b>7,050</b>	<b>7,050</b>	<b>7,050</b>
Committee Expenses	2,510	1,401	5,000	2,449	2,823	5,000	5,000	5,000
Youth/Leadership Lab	2,050	-	2,050	4,100	2,050	2,050	2,050	2,050
Discipline	0	0	0	0	0	0	0	0
Constitution / Miscellaneous	0	105	0	0	969.13	0	0	0
Consultation	0	0	0	0	0	0	0	0
<b>Total CSIS Program Committees</b>	<b>36,485</b>	<b>29,987</b>	<b>52,050</b>	<b>31,113</b>	<b>24,624</b>	<b>47,550</b>	<b>43,350</b>	<b>40,850</b>



# Compensation Guidelines for Rostered Leaders

2017

Presented by the Leadership Support Subcommittee of the  
Professional and Lay Ministry Committee  
and approved by the Synod Council of the  
Central/Southern Illinois Synod  
of the Evangelical Lutheran Church in America  
Approval Date: Synod Council, March 2016

## Contents:

I.	Rationale.....	page 1
II.	Annual Update.....	page 2
III.	Explanation of the Components of Compensation .....	page 2
IV.	Worksheet of Compensation and Benefits.....	page 8
V.	Tables for Compensation and Benefits .....	page 9

## I. RATIONALE

This report on compensation contains a revision of the 2016 guidelines, "Compensation and Benefits for Pastors, Associates in Ministry, Diaconal Ministers and Deaconesses for the Central/Southern Illinois Synod." It is suggested that those who are responsible for the compensation of pastors, associates in ministry, diaconal ministers, and deaconesses use this report as an aid in determining what fair and equitable compensation is for church workers. In addition to this report congregations may wish to consult other publications on compensation for church workers.

As congregations and church workers prepare their budgets for the coming year, this subcommittee would offer a few suggestions or principles that have guided this report. They are:

1. **The Mutual Ministry Principle:** Lutheran theology affirms that ministry belongs to the whole body of Christ. It is recommended that each congregation establish a Mutual Ministry Committee to review and appraise the congregation's ministry. This committee can make salary recommendations to the congregation and advocate the needs and concerns of the church worker. In addition, members of this committee can relate and share the needs and concerns of the parish to the pastor, associate in ministry, diaconal minister or deaconess.

When it comes to compensation everyone worries about money! Pastors and church workers worry about their finances in the same way that church boards worry about funding their budgets. Should matters of compensation become irritants, it is important to seek qualified help. When problems arise, either for the congregation or the church worker, consult the bishop's office for help and guidance.

Congregations believe and trust in their pastors and church workers. Pastors and church workers love their ministries and congregations. Matters of compensation should never become adversarial and harm good relationships that exist in parishes.

2. **The Information Principle:** Guidelines or recommendations can be useful only if they are understood. Those responsible for compensation in the parish need good, reliable information. Hopefully, this report can fulfill such a need. As congregations work through this report, they will learn more about what is expected and necessary for good compensation planning. It is also recommended that congregations stay current with the tax laws and recent changes in the tax laws. Sound tax strategies and planning can maximize the compensation of church workers.



3. **The Cost of Ministry Principle:** It costs money, time, and effort for a congregation to carry on an effective ministry. The cost of ministry is not the same as the remuneration given to the pastor, associate in ministry, diaconal minister, or deaconess. Remuneration or compensation is that amount of money that is paid to the church worker. This generally would include the base salary and housing allowance. These items accrue to the benefit of the worker. The cost of ministry includes all costs that a congregation incurs by virtue of having a church worker. This generally would include professional expenses, worker compensation insurance, car reimbursement, medical, disability, survivor and retirement plans. The cost of ministry is substantially higher than the compensation that church workers receive.

When preparing a budget, congregations are urged to separate the cost of ministry from the compensation paid to church workers.

All guidelines have limitations. Every issue of salary and compensation cannot be determined or settled in this report. Congregations, pastors, associates in ministry, diaconal ministers, deaconesses and church workers are encouraged to talk and negotiate with each other as mature Christian brothers and sisters. It is hoped that these guidelines will serve as an aid for such dialogue.

4. Due to the complex nature of the tax code as it relates to clergy and lay professionals, the subcommittee for leadership support strongly recommends the use of a tax professional who is knowledgeable about such matters in the preparation of tax returns.

## **II. UPDATE IN THE FORMAT OF THE GUIDELINES**

For 2017, the base salary guideline is given as a salary range for the number of years of service. Also, while the guidelines chart does not extend past 35 years of experience, we certainly do recommend that there be salary increases for church staff with more than 35 years of experience.

## **III. EXPLANATION OF THE COMPONENTS OF COMPENSATION**

*Note: All components apply to pastors and other rostered leaders, unless indicated otherwise.*

### **1. Base (Basic Salary)**

Direct monetary compensation or salary has been divided into levels, based on experience or years in the ministry. Each level provides a range of salary. Additional flexibility for the congregation in determining salary relates other factors for consideration. Such factors might include:

- a. Two point parish - add 3% to 5% of base.
- b. Senior Pastor with staff - add 3% to 5% of base.
- c. Advanced degree - add 3% to 5% of base.
- d. Merit - for exceptional work add 3% to 5% of base.
- e. Second career experience - Congregations are encouraged to recognize the previous work experience of second career church workers. Congregations may fully or partially recognize previous experience in determining the base salary, but some credit should be given in computing salary.
- f. Size or work load - Some congregations have special situations which merit increased salary. Some church workers carry heavy workloads which merit increased compensation. Normally, however, a congregation should increase the staff, rather than the compensation when the workload becomes too great for an individual.

Congregations are free to determine which of the above factors merit increases in the base salary. There may be other factors, which have not been considered in this report. The range in each level allows for flexibility, within the parameters established by years of service in the ministry.



## 2. Social Security Allowance

### Social Security & Medicare Tax Allowance

While most clergy are considered employees for income tax purposes, they are considered self-employed for purposes of Self Employment Contributions Act (SECA) taxes, which means they carry the full burden of those taxes themselves.

An organization may choose to pay an amount directly to a pastor to use toward her or his Social Security and Medicare tax. Providing the allowance helps the pastor avoid being at a disadvantage when compared to a lay employee, who pays only the employee's share of the Social Security and Medicare tax.

### Calculating Social Security & Medicare Tax Allowance:

Consider increasing Compensation Using the Same Combined Employer Social Security/Medicare Tax Rate as Lay Employees (7.65%) This approach mirrors the manner in which Social Security and Medicare taxes are allocated between employers and lay employees.

Examples:

Social Security and Medicare Tax Allowance with No Parsonage	
1	Base Salary _____
2	Housing Allowance _____
3	Total of 1 + 2 _____
4	7.65% of line 3 = Social Security and Medicare Tax Allowance _____

Social Security and Medicare Tax Allowance with a Parsonage	
1	Base Salary _____
2	Furnishings and Utilities Allowance (if designated) _____
3	Utilities Paid by Organization _____
4	Fair Market Rental Value of Parsonage _____
5	Total of 1 + 2 + 3 + 4 _____
6	7.65% of line 5 = Social Security and Medicare Tax Allowance _____

### Reporting Social Security & Medicare Tax Allowance:

- For tax purposes: the IRS considers Social Security and Medicare allowance as taxable income to the pastor. Any allowance is typically reported as part of the taxable income in box 1 on a IRS Form W-2; not in boxes 2 or 4.
- For benefit purposes: Portico Benefit Services includes any Social Security and Medicare Allowance in the defined compensation used for calculating retirement, health, and other benefit contributions.
- For organizational budgeting purposes: it may still be helpful to report Social Security and Medicare Tax Allowance as a separate accounting item for planning and interpretive purposes.

Additional Notes:

The actual SECA tax liability must be calculated by the pastor at the time of filing his or her federal tax return, and involves numerous adjustments and calculations. These calculations are the pastor's responsibility, and not the congregation's.

In some instances, associates in ministry, deaconesses, and diaconal ministers may be subject to SECA taxes on their ministerial earnings. In these situations, congregations should consider providing a Social Security and Medicare Tax Allowance.

The current SECA tax rate of 15.3% was established in 1990. It was temporarily reduced by 2% in 2011 and 2012, but returned to 15.3% in 2013.



### 3. Housing

Note: Associates in ministry, diaconal ministers, and deaconesses are not to be included in this component. Two housing alternatives are considered below:

- a) Parsonage: When a parsonage is provided, the congregation should pay for utilities and maintenance. The fair rental value of the parsonage is included in calculation SECA taxes (see above). In addition, defined compensation for benefit purposes is increased by 30% when reported to Portico Benefit Services. Congregations providing a parsonage must also consider a housing equity allowance.

#### Housing Equity Allowance:

- The ELCA suggests that congregations provide pastors with a "housing equity" allowance if they live in parsonage. These funds can grow over time, and can make home ownership possible for pastors who are retiring or moving to a new call where a parsonage is not provided.
- The ELCA recommends that either 3% of the pastor's total compensation or 5% to 10% of the base salary be designated and set aside as a housing equity allowance. Regardless of which figure is chosen, the congregation and pastor need to negotiate a figure that is mutually acceptable.
- The tax treatment, legal ownership, and management of housing equity funds can be complex, and may result in significant unplanned income and SECA tax liabilities for the pastor if not handled carefully.

Portico Benefit Services offers a convenient way to establish and manage housing equity contributions with simplified ownership and minimal tax consequences. These contributions are placed in the pastor's ELCA Retirement Plan account and are configured as Housing Equity contributions for tax purposes. These funds and any investment earnings can be withdrawn at any time, will not be subject to SECA taxes, and may not be subject to income taxes and early-withdrawal penalties when used to provide a home.

- b) Housing Allowance: Some congregations provide their pastor with a housing allowance in place of a parsonage. This figure should reflect the realistic fair rental value of a home in the community, and would normally include such costs as insurance, utilities, taxes, maintenance, improvements, and furnishings. This figure needs to be reviewed and adjusted annually.

A housing allowance designation provides a special tax benefit for the pastor. According to IRS Publication 517, the pastor may exclude from gross income the smallest of:

- Eligible expenses used to provide a home
- The amount officially designated as a housing allowance, or
- The fair rental value of the home, including furnishings and utilities

- c) Housing Resolution: To assist you and your congregation in this process, the following is offered as a sample. IRS regulations require that this resolution be adopted by the church council on an annual basis and be recorded in church council minutes.

WHEREAS The Reverend,       name       is a full-time clergy staff member of  
      name of congregation and city       of the Central/Southern Illinois Synod of the  
Evangelical Lutheran Church in America; and  
WHEREAS       name of pastor       owns his own home; and  
WHEREAS in compliance with Section 107 of the Internal Revenue Code (Revised ruling 71-280),  
such persons are eligible to have a portion of their compensation designated as rental or  
housing allowance, now, there be it  
RESOLVED that       name of pastor       shall have a portion of his/her compensation for the  
calendar year        designated as housing or rental allowance in the amount of  
\$        and be it further  
RESOLVED that the Congregation Council of       name of congregation and city       of the Central/  
Southern Illinois Synod of the Evangelical Lutheran Church in America take the foregoing  
action solely to fulfill an IRS requirement and assumes no responsibility for the accuracy  
of figures submitted by clergy staff members.

\_\_\_\_\_  
(Signed by the Congregation Council President)

\_\_\_\_\_  
(Signed by the Pastor)



#### 4. The ELCA Pension and Other Benefits Program

The ELCA Pension and Other Benefits Program helps plan members live well for life, by offering a benefit program that includes health, flexible spending, retirement, disability, life insurance, and other benefits. By helping each other live well, we strengthen our ministries and our communities, and are better equipped to carry out God's work. For more than 25 years, Portico Benefit Services has used foundational principles guided by the ELCA Philosophy of Benefits to design a bundled benefit program that aligns with ELCA values and affirms the importance of benefits for the health and wellness of this church.

As outlined by the ELCA Philosophy of Benefits, health benefits should include coverage for the plan member and immediate family members of rostered leaders and lay employees. Although employers are expected to pay the majority of benefit costs through plan contributions, plan members are expected to participate in the benefit costs through plan design and features.

##### Benefit Program Overview

**a. ELCA Health Benefits Plan** — Health benefits including medical and mental health, dental, prescription drugs, support services, and wellness programs. Sponsoring organizations can choose between four ELCA-Primary health benefit options:

Platinum+: Lowest deductible and out-of-pocket limit

Gold+: Low deductible and out-of-pocket limit

Silver+: High deductible and low out-of-pocket limit paired with HSA

Bronze+: Highest deductible and out-of-pocket limit paired with HSA

The ELCA Church Council recommends Gold+ to preserve a cost structure that works well for plan members and supports the call process nationally.

If an organization selects Platinum+ or Gold+, or if plan members choose to buy up to one of those options, they can make pretax contributions to a health FSA, which they can use to pay for eligible health care expenses. If an organization selects Silver+ or Bronze+ they'll also select one of three HSA contribution amounts to offset members' higher deductible and out-of-pocket costs:

Level A: \$1,200 single/\$2,400 family

Level B: \$600 single/\$1,200 family

Level C: \$0 single/\$0 family (no contribution)

Note: By not contributing to plan members' HSAs, employers put more of the health care cost burden on them.

Sponsored members may waive health benefits for themselves or their eligible spouse or eligible same-gender partner as long as they can prove they have other valid health coverage, as defined by Portico. If a sponsored plan member waives health benefits for themselves, they must also waive health benefits for their spouse or eligible same-gender partner and children.

Plan members or family members who are eligible for Medicare will have ELCA Medicare-Primary health benefits to supplement Medicare benefits.

**b. ELCA Flexible Benefits Plan** — Health flexible spending accounts (FSA), dependent (day) care accounts FSA, health savings accounts (HSA), limited-purpose flexible spending accounts (FSA), and personal wellness accounts, which can be used to pay for eligible expenses. Both sponsoring employers and plan members can make contributions to an HSA. Members who have waived ELCA health benefits can participate in an FSA.

**c. ELCA Retirement Plan** — Sponsoring employers and eligible plan members contribute to save money for plan members' retirement

- i. Employer retirement contributions: minimum of 10% for clergy and rostered lay in congregations; some members, based on age, may have a minimum of 11% or 12%
- ii. Employer housing equity: contributions are not to replace salary but can be used to voluntarily increase retirement contributions or to build equity for a pastor who lives in a parsonage
- iii. Employee pretax retirement contributions: plan members can contribute up to IRS contribution limits



- d. **ELCA Disability Benefits Plan** — Provides eligible disabled plan members a monthly income, health benefits, life insurance, and retirement account contributions after a two-month waiting period. Eligibility for benefits is determined by Portico's benefits administrator.
- e. **ELCA Survivor Benefits Plan** — Life insurance to help plan members' beneficiaries with financial obligations in the event of a death.
  - i. Employer-paid basic group life insurance for sponsored plan members
  - ii. The opportunity for eligible plan members to purchase supplemental life insurance for themselves, and dependent life insurance for eligible spouses, eligible same-gender partners, and children

### Annual Open Enrollment

Each fall, each sponsoring employer must make a selection with Portico for the ELCA-Primary health benefit option they will offer their sponsored plan members for the following year. Even if they'll be providing the same ELCA health benefit option as the current year, they still must confirm that option.

### More Information

It is expected that congregations will sponsor pastors and their families in the ELCA Pension and Other Benefits Program. Congregations are permitted to make additional contributions to the ELCA Retirement Plan of the ELCA Pension and Other Benefits Program. These contributions are tax deferred. The Professional Leadership Committee encourages our congregations to fund Retirement Plan contributions at 12%.

### Sponsored Couples

If both members of a couple are sponsored in the ELCA Pension and Other Benefits Program, they are a sponsored couple. Most sponsored couples choose to enroll in health benefits as a couple, because it typically reduces health benefit costs for both the family and sponsoring employers. As a couple, they are able to manage health benefits as a family, but manage other benefits — like tax-advantaged accounts and retirement accounts — individually.

Each sponsoring employer's health contribution is calculated separately as if each person was the only sponsored member of the family, based on defined compensation, age, geographic location, and health coverage level. The cost is then divided in half to determine each employer's contribution. If the plan member chooses to buy up to a higher-value health benefit option, their buy-up cost is calculated separately for each as if they were the only sponsored plan member of the family, and takes into account their defined compensation, age, geographic location, and health coverage level. The buy-up cost is divided in half to determine the amount of payroll withholding from the employee's paychecks. The same calculation is used to determine payroll withholding for the other spouse or eligible same-gender partner. Each employer pays the full cost of retirement, disability, and survivor benefit contributions for the plan member it sponsors.

## 5. Professional Expenses Reimbursement

- a. **Automobile Reimbursement:** It is usual for a congregation to set an actual cost-per-mile reimbursement, using the IRS mileage figure. (e.g. \$.54 per mile for 2016 or current IRS rate.) Some congregations may lease or own a car, which the church worker uses for congregational business. Still other congregations set a fixed annual rate for an "automobile allowance."

For tax purposes this report recommends that congregations use the reimbursement method. Allowances are taxable income; straight reimbursements of costs are not. Professional expenses which are not reimbursed are normally deductible on Schedule A where they are subject to the 2% rule, i.e. only the amount that exceeds 2% of one's adjusted gross income (1040, line 31) is deductible.

- b. **Books and Other Published Resources:** It is appropriate for the congregation to reimburse the church worker for books, magazines, professional journals, and other published materials.
- c. **Malpractice-Liability Insurance:** Congregations are encouraged to provide this coverage for all church workers.
- d. **Other Professional Expenses:** Congregations should reimburse the pastor and all church workers for expenses incurred in the performance of their duties. Some examples would include the fees charged for the Professional Leadership Conference, parking costs, dues for professional associations, telephone, synod assembly, etc.



## 6. Continuing Education.

The congregation should negotiate allotted time for a pastor to continue his/her education. The ELCA Congregational and Synodical Mission Unit recommends twenty-five classroom hours per year. This report recommends that pastors and congregation councils work out a mutually agreed upon plan of study and file a covenant with the bishop's office. It is expected that the congregation, the church worker, and the church all share in the cost of continuing education.

We recommend congregation councils give serious consideration to Sabbatical or Clergy Renewal Leave as part of the compensation package. A sabbatical leave is a time for release from normal duties in order that the Pastor may devote time to renewal. It is an integral and important part of an overall strategy for enhancing the mission of the congregation through pastor renewal, enrichment, study, spiritual growth, travel, personal and family time, skill development, and/or research. Sabbatical leaves can be of any duration decided upon by the congregation. For those congregations interested in providing sabbatical or clergy renewal time a resource document is available on line or from the synod office. It is entitled: "Resource Guide for Sabbatical or Clergy Renewal for The Central/Southern Illinois Synod of the ELCA." The synod website: [www.csis-elca.org](http://www.csis-elca.org)

## 7. Leave Time

1. Continuing Education: Two weeks per year, which may be accumulated up to six weeks over a three year period.
2. Regular vacation:
  - a. Minimum of four weeks with Sundays per year.  
Additional Sundays may be granted.
3. Sick leave: Full salary until ELCA Disability Benefits Plan takes effect; eligibility rules apply. See Letter of Call or Appointment for specific details.
4. Parental leave: Maternal--6 weeks with full salary.  
Paternal--2 weeks with full salary.  
Parents who are adopting children should be granted the same amount of leave time. Parental leave may also be granted at other times, e.g. during times of severe illness, trauma, or death.
5. Personal leave: As mutually agreed upon.

Congregations are encouraged to establish a policy of emergency leave, before an emergency arises.

## PROFESSIONAL EXPENSES

1. Automobile Expenses:
  - a. Fixed monthly amount or a cost-per-mile reimbursement.
  - b. Congregation owns or leases a car.
2. Continuing Education: Recommendation is \$1,000, minimum recommendation is \$700 per year.  
Continuing education time of two weeks per year, which may be accumulated up to six weeks over a three-year period, is recommended.
3. Professional Books and Journals: \$200 per year.
4. Insurance, et al.: includes malpractice and worker comprehensive coverages.



## IV. WORKSHEET OF COMPENSATION AND BENEFITS

Pastorally vacant congregations who are calling a pastor are asked to use the  
**"Worksheet of Compensation and Benefits for a Newly Called Pastor"**

### Compensation

	Current Year		Next Year
1 Basic Salary	\$ _____		\$ _____
2 Social Security & Medicare Tax Allowance	_____		_____
3 Housing			
a. If Parsonage is Provided:			
Utilities Paid by Congregation	_____		_____
Furnishings and Utilities Allowance	_____		_____
Housing Equity Allowance	_____		_____
b. If Parsonage is Not Provided:			
Housing Allowance	_____		_____
 Total of Salary, Housing & Social Security & Medicare Tax Allowance	 \$ _____		 \$ _____

### ELCA Pension and Other Benefits Program

1 ELCA Health Plan Premium	\$ _____		\$ _____
Health Plan Provided: ____ Platinum+ ____ Gold+ ____ Silver+ ____ Bronze+			
2 Employer Health Savings Account			
Contributions (if Silver+ or Bronze+)	_____		_____
3 ELCA Retirement Contributions at _____%	_____		_____
4 ELCA Disability Benefits Contributions	_____		_____
5 ELCA Survivor Benefits Contributions	_____		_____
6 ELCA Retiree Support Contributions	_____		_____
 Total Pension & Benefits	 \$ _____		 \$ _____

### Expenses

1 Automobile			
a. Reimbursement (cents/mile IRS rate or fixed amount)	\$ _____		\$ _____
b. Congregation lease/own car	_____		_____
2 Continuing education	_____		_____
3 Books, journals, etc.	_____		_____
4 Malpractice-Liability Insurance	_____		_____
5 Other _____	_____		_____
Total	\$ _____		\$ _____

### Leave Time

1 Continuing Education (weeks)	_____		_____
2 Regular vacation (weeks, including Sundays)	_____		_____
3 Sick leave (days)	_____		_____
4 Parental leave (weeks)	_____		_____
5 Personal leave (days)	_____		_____



## V. TABLES FOR COMPENSATION AND BENEFITS

### 5. THE YEAR 2017 COMPENSATION FOR ROSTERED LEADERSHIP

Base salary is determined by years of service in the ministry. Please give serious consideration to any other experience. Then view the present base salary and make appropriate adjustments with prayerful Christian deliberation.

CLERGY				DIACONAL MINISTERS				ASSOCIATE IN MINISTRY			
Years of Service				Years of Service				Years of Service			
0	\$34,960	-	\$36,000	0	33,728	-	34,740	0	\$33,461	-	\$34,465
1	\$35,700	-	\$36,750	1	34,398	-	35,520	1	\$34,121	-	\$35,135
2	\$36,440	-	\$37,500	2	35,068	-	36,300	2	\$34,781	-	\$35,805
3	\$37,180	-	\$38,250	3	35,738	-	37,080	3	\$35,441	-	\$36,475
4	\$37,920	-	\$39,000	4	36,408	-	37,860	4	\$36,101	-	\$37,145
5	\$38,660	-	\$39,750	5	37,078	-	38,640	5	\$36,761	-	\$37,815
6	\$39,400	-	\$40,500	6	37,748	-	39,420	6	\$37,421	-	\$38,485
7	\$40,140	-	\$41,250	7	38,418	-	40,200	7	\$38,081	-	\$39,155
8	\$40,880	-	\$42,000	8	39,088	-	40,980	8	\$38,741	-	\$39,825
9	\$41,620	-	\$42,750	9	39,758	-	41,760	9	\$39,401	-	\$40,495
10	\$42,360	-	\$43,500	10	40,428	-	42,540	10	\$40,061	-	\$41,165
11	\$43,100	-	\$44,250	11	41,098	-	43,320	11	\$40,721	-	\$41,835
12	\$43,840	-	\$45,000	12	41,768	-	44,100	12	\$41,381	-	\$42,505
13	\$44,580	-	\$45,750	13	42,438	-	44,880	13	\$42,041	-	\$43,175
14	\$45,320	-	\$46,500	14	43,108	-	45,660	14	\$42,701	-	\$43,845
15	\$46,060	-	\$47,250	15	43,778	-	46,440	15	\$43,361	-	\$44,515
16	\$46,800	-	\$48,000	16	44,448	-	47,220	16	\$44,021	-	\$45,185
17	\$47,540	-	\$48,750	17	45,118	-	48,000	17	\$44,681	-	\$45,855
18	\$48,280	-	\$49,500	18	45,788	-	48,780	18	\$45,341	-	\$46,525
19	\$49,020	-	\$50,250	19	46,458	-	49,560	19	\$46,001	-	\$47,195
20	\$49,760	-	\$51,000	20	47,128	-	50,340	20	\$46,661	-	\$47,865
21	\$50,500	-	\$51,750	21	47,798	-	51,120	21	\$47,321	-	\$48,535
22	\$51,240	-	\$52,500	22	48,468	-	51,900	22	\$47,981	-	\$49,205
23	\$51,980	-	\$53,250	23	49,138	-	52,680	23	\$48,641	-	\$49,875
24	\$52,720	-	\$54,000	24	49,808	-	53,460	24	\$49,301	-	\$50,545
25	\$53,460	-	\$54,750	25	50,478	-	54,240	25	\$49,961	-	\$51,215
26	\$54,200	-	\$55,500	26	51,148	-	55,020	26	\$50,621	-	\$51,885
27	\$54,940	-	\$56,250	27	51,818	-	55,800	27	\$51,281	-	\$52,555
28	\$55,680	-	\$57,000	28	52,488	-	56,580	28	\$51,941	-	\$53,225
29	\$56,420	-	\$57,750	29	53,158	-	57,360	29	\$52,601	-	\$53,895
30	\$57,160	-	\$58,500	30	53,828	-	58,140	30	\$53,261	-	\$54,565
31	\$57,900	-	\$59,250	31	54,498	-	58,920	31	\$53,921	-	\$55,235
32	\$58,640	-	\$60,000	32	55,168	-	59,700	32	\$54,581	-	\$55,905
33	\$59,380	-	\$60,750	33	55,838	-	60,480	33	\$55,241	-	\$56,575
34	\$60,120	-	\$61,500	34	56,508	-	61,260	34	\$55,901	-	\$57,245
35	\$60,860	-	\$62,250	35	57,178	-	62,040	35	\$56,561	-	\$57,915



