

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

THURSDAY, JUNE 7, 2018...AFTERNOON SESSION

12:00pm	Registration, I-Hotel and Conference Center, Champaign	
1:00-1:30pm	Assembly Voting Member Orientation Look for signs... an opportunity to "come and go" format to ask questions	
1:00-1:40pm	Choir Rehearsal for Thursday Evening Festival Worship meet in the plenary session area by the keyboard	
2:00pm	Opening Devotion / Opening of Synod Assembly	
2:15pm	Announcements Report of Credentials Committee Adoption of Rules of Procedure Adoption of Agenda Appointment of Parliamentarian Recognition of the Assembly Committees Reference and Counsel Local Arrangements Worship Assembly Manager	Registration Elections Youth Pages
2:45pm	Ecumenical Greetings Greetings from Mr. Mark Frerichs Report on Roster of Congregations Report on Roster of Pastors / Deacons Introduction of Pastors New to C/SIS Introduction of Seminarian Students	Pastor Pam Mitcham Pastor Pam Mitcham Pastor Pam Mitcham Pastor Pam Mitcham
2:50pm	Report of the Bishop Introduction of Synod Staff Approval of 2017 Assembly Minutes Report of Synod Council Report of the Treasurer	Bishop John Roth Ms. Carey Mayer Mr. Ken Finkle
3:35pm	Assembly Business Nominating Committee Report For Synod Council / Committees as Needed For 2019 ELCA Churchwide Assembly Voting Members Proposed Budget 2019, First Reading	Mr. Henry Harms
4:00pm	<u>Bible Study</u> With You in Faith: Romans 1:17 and Lutheran Faith Mysticism	The Rev. Dr. Martin Lohrmann
4:50pm	Announcements / Dinner on your own	
6:30pm	Choir Rehearsal and Worship Participant Instruction / Rehearsal Location to be announced.	
8:00pm	Festival Worship: Saint Patrick's Catholic Church, Bishop S. John Roth, Preaching	

FRIDAY, JUNE 8, 2018...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. Sue Rothmeyer
- 12:00-1:00pm Lunch Recess...on your own

FRIDAY, JUNE 8, 2018...AFTERNOON SESSION

- 1:15pm Breakout for Forums
- 2:30pm General Announcements
Credentials Report
- 2:35pm Greetings from Lutheran Campus Ministry
Greetings from Lutheran Outdoor Ministry Center
and Acknowledgment of the 2018 Pedal for a Purpose
Proposed Budget Reading #2 / Action
Assembly Business
Reference and Counsel Mr. Henry Harms
- 3:15pm **Bible Study** The Rev. Dr. Martin Lohrmann
With You in Words: Isaiah 50:4 and Sharing the Gospel
- 4:00pm Break
- 4:15pm Bishop's Colloquy
- 4:50pm Announcements
- 7:00pm Sundaes...Hymn Sing...Fellowship
Hostess: Ms. Carey Mayer, synod lay vice-president

SATURDAY, JUNE 9, 2018...MORNING SESSION

Breakfast...on your own

8:30am General Announcements
Report of Credentials Committee

8:35am **Bible Study Presentation**
With You in Life: Luke 17:10 and the Freedom to Care

The Rev. Dr. Martin Lohrmann

9:45am Recognitions – Anniversaries and Retirements

10:00am 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

10:20am Break

10:30am Reference and Counsel

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

SATURDAY, JUNE 9, 2018...AFTERNOON SESSION

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

2:00pm Adjournment / Sending Worship

RESOLUTION: 2018.01

Moved by: Synod Council
Seconded by: None needed
Title: Proposed bylaw changes relative to synod committees

- The highlighted gray strike-throughs represent deletions.
- The **red** are the new additions.

WHEREAS the restructuring of synod committees adopted by the 2011 Synod Assembly improved the alignment of our committee structure with our current committee work at the time and improved our manner of selecting people to the committees, shifting most of the selecting from Synod Assemblies to Conference Assemblies; and

WHEREAS modifications to the committee structure have been made by subsequent Synod Assemblies as we have lived into and lived with that 2011 restructuring, and further modifications were to be expected, therefore; be it

RESOLVED to approve the following proposed changes to bylaws in Chapter 11 of the C/SIS Synod Constitution and Bylaws:

S11.01.04. In addition to the committees of S11.01 the synod may establish committees which are units to which are assigned particular programmatic functions and responsibilities for carrying forward the work and activities of this synod according to the sense and scope of Chapter 6 of the Constitution: The synod program and covenant committees are:

- Covenant Committee: Mission Support and Stewardship Education
- Covenant Committee: New/Renewing Congregations
- Covenant Committee: Social Ministry, Justice and Advocacy
- Global Mission
- ~~Professional and Lay Leadership~~ **Candidacy Committee**
- Leadership Support**
- Adult Faith Formation**

S11.07.04. Global Mission Committee. The Global Mission Committee shall consist of ~~twelve~~ **seven** members, ~~two~~ **one** selected by each conference and in compliance with +S6.04. **and one appointed by the Synod Council.** The function of this committee shall include: communication of hunger, justice issues, global ministry interpretation and the companion synod ~~relationship~~ **relationships.**

S11.07.05 ~~The Professional and Lay Leadership~~ **The Candidacy** Committee shall consist of ~~twenty-eight~~ **fourteen** members, ~~four~~ **two** selected by each conference in consultation with the professional staff of the synod, and ~~four~~ **two** selected at large by the Synod Council, and in compliance with +S6.04. ~~There may be three subcommittees. The purpose of the subcommittees would be oversight of Candidacy for rostered leaders, Leadership Support, and Synodically Authorized Ministry.~~

~~The Candidacy Subcommittee shall consist of twelve fmembers; one clergy and one lay member from each conference. The function of the Candidacy Committee is to work with applicants from application through Entrance, Endorsement, Approval and Ordination. They will seek to support each candidate through prayer, guidance and counsel as well represent the Evangelical Lutheran Church in America in helping candidates discern both~~

their inner call (personal) call and their outer call (affirmation by both the seminary faculty and candidacy committee).

An exception to the two term limit (S11.01.05) is that a member of the ~~Professional and Lay Leadership~~ **Candidacy** Committee who has served two consecutive terms on the Candidacy SubCommittee is eligible to, in consultation with the professional staff of the synod, serve a third consecutive term on the Candidacy SubCommittee.

S11.07.06 The Leadership Support SubCommittee shall each consist of ~~eight~~ **seven** members; ~~two or three~~ **at least two** clergy and **at least four** ~~five or six~~ lay members so as to be in compliance with +S6.04. ~~with each conference having at least one representative.~~ Each conference shall elect one member of both on **to** the Leadership **Support Committee**. **The Synod Council shall appoint one member to the Leadership Support Committee.**

The function of the Leadership Support Committee shall be to annually review and recommend compensation guidelines for both Ministers of Word and Sacrament and Ministers of Word and Service, and to set pulpit supply rates. The Leadership Support Committee may also assist synod staff with the planning, promotion and implementation of the annual Lay and Profession Leaders Retreat.

S11.07.07 The **Adult Faith Formation Committee** shall each consist of ~~eight~~ **seven** members; ~~two or three~~ **at least two** clergy and **at least four** ~~five or six~~ lay members so as to be in compliance with +S6.04. ~~with each conference having at least one representative~~ Each conference shall elect one member of ~~on~~ the **Adult Faith Formation SubCommittee**. **The Synod Council shall appoint one member to the Adult Faith Formation Committee.**

The function of the Adult Faith Formation Committee centers around two important, yet distinct, areas: shepherding those preparing for and those functioning in Synodically Authorized Ministry and promoting and planning adult faith formation events and opportunities particularly for lay members throughout the synod.

Central/Southern Illinois Synod / 2017 Synod Assembly

Synod Assembly Minutes

Thursday, June 1, 2017

PEDAL FOR A PURPOSE ENTRY

The synod office has received \$ 16,091.00 to date, plus an additional \$25,000 from an anonymous donor.

OPENING DEVOTIONS at 2:01pm, led by Pastor Melissa Waterman

Called to order at 2:17 p.m. by Assembly Chair, Bishop S. John Roth.

Announcements

REPORT OF CREDENTIALS COMMITTEE

Report given by Pastor David Deem.

VOTED: Motion carried.

SA17.06.01 **To approve** the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	182	Official Observers	0
Ministers of Word and Service	3	Visitors	60
Ministers of Word and Sacrament	107		
Total Voting Members	292	Total Attendance	352

ADOPTION OF THE 2017 RULES OF ORGANIZATION AND PROCEDURE ...

ROBERTS RULES OF ORDER, CURRENT EDITION

VOTED: Motion carried.

SA17.06.02 Moved by the Synod Council **to approve** the 2017 Rules of Organization and Procedures for the 2017 Synod Assembly.

ADOPTION OF THE 2017 PROCEDURES FOR THE ELECTION OF A BISHOP

VOTED: Motion carried.

SA17.06.03 Moved by the Synod Council **to approve** the 2017 Procedures for the election of a Bishop

ADOPTION OF AGENDA

VOTED: Motion carried.

SA17.06.04 **To approve** the agenda with permission of the Chair to adjust as necessary.

APPOINTMENT OF PARLIAMENTARIAN

VOTED: Motion carried.

SA17.06.05 **To approve** the seating of Mr. Daniel Simmons as 2017 Assembly Parliamentarian.

RECOGNITION OF ECUMENICAL PARTNERS

- The Very Rev. Robert Flannery, Director of Ecumenical and Interreligious Affairs for the Catholic Diocese of Belleville
- Bishop Frank J. Beard, Bishop of the Great Rivers Conference, United Methodist Church, located in Springfield
- Pastor Bill McLean, Presbyter for Congregational Care in the Presbytery of Southeastern Illinois
- Rev. Mampitohy Elia, President, Ambovombe Androy Synod of the Malagasy Lutheran Church – greetings via e-mail

INTRODUCTIONS OF ASSEMBLY GUESTS

Bishop John Macholz, Upstate New York Synod, our companion synod

Mr. Tom Madden, Vice-President, Upstate New York Synod

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 15, 2017

Congregations	127
Baptized Membership	39,165
Confirmed Membership	30,850
Average Sunday Worship Attendance	9,838

Ministers of Word and Sacrament on the roster (as of May 15, 2017)	
Active, Called to Congregations	75
Active, Called to Specialized Ministry	11
On Leave from Call	4
Retired	70
Medical Disability	1
Ministers of Word and Service	
Active, Called to Congregations	2
Active, Called to Specialized Ministry	0
On Leave from Call	1
Retired	6
Non-Stipendiary Call	1

EXCUSED ABSENCES TO THE 2017 SYNOD ASSEMBLY

There are no excused absences to the 2017 Synod Assembly.

INTRODUCTION OF PASTORS NEW TO THE SYNOD

- Pastor Rita Augsburg from the Southwestern Minnesota Synod, serving First Lutheran Church, Decatur
- Pastor Mark Hasty from the South-Central Synod of Wisconsin, serving Salem Lutheran Church, Jonesboro and Mount Moriah Lutheran Church, Anna
- Pastor Cynthia Munker from the Metropolitan Chicago Synod, serving Trinity Lutheran Church and Mount Zion Lutheran Church, both in Litchfield
- Pastor Stefan Munker from the Metropolitan Chicago Synod, serving St. Paul Lutheran Church, Hillsboro
- Pastor Melissa Waterman from the Northeastern Iowa Synod, serving Mount Calvary Lutheran Church and First Lutheran Church, Murphysboro
- Pastor Linda Strader, ordained and serving the Three Saints Parish north of Peoria
- Pastor Paul Waterman, ordained and serving Epiphany Lutheran Church, Carbondale

INTRODUCTION OF ASSIGNED SEMINARIAN

Candidate Adam Connolly

INTRODUCTION OF SEMINARIANS IN CANDIDACY

Brian Coffey	Patrick Jenkins	Ella Vandervlugt
Lynne Culkin	Kristen Schurter	

APPROVAL OF 2016 ASSEMBLY MINUTES

VOTED: Motion carried.

SA17.06.06 **To approve** the 2016 Synod Assembly minutes as presented.

REPORT OF THE SYNOD COUNCIL

Vice President Carey Mayer introduced members of Synod Council. Thanks offered to all who serve/have served on program or covenant committees this year.

TREASURER'S REPORT *(written report submitted)*

Financial reports for fiscal year 2016 were made available online. The yearly audit has been completed and is also available online for review.

INTRODUCTION OF JENNIFER PRINZ, PORTICO – video

ASSEMBLY BUSINESS

REGISTRATION FOR VOTING MEMBERS SUSPENDED at 3:02 p.m.

CHAIR TURNED OVER TO PASTOR WYVETTA BULLOCK at 3:04 p.m.

ELECTION OF BISHOP PROCEDURE

Introduction of Bishop Election Committee by Pastor Wyvetta Bullock

Ms. Karen Fifer, co-chair	Ms. Cynthia Davis	Mr. Allen Shay
Mr. Lyle Hallock, co-chair	Ms. Shirley Shaw	Mr. Don Swan

Explanation of Election of Bishop Procedure by Pastor Wyvetta Bullock

REPORT OF CREDENTIALS COMMITTEE

Report given by Pastor David Deem.

VOTED: Motion carried.

SA17.06.07 **To approve** the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	188	Official Observers	0
Ministers of Word and Service	3	Visitors	62
Ministers of Word and Sacrament	117		
Total Voting Members	308	Total Attendance	370

BISHOP ELECTION - FIRST BALLOT TAKEN

CHAIR RETURNED TO BISHOP ROTH at 3:31 p.m.

INTRODUCTION OF CEO MR. MARK STUTRUD, EXECUTIVE CHAIRMAN OF LSSI.

REPORT OF NOMINATING COMMITTEE

Pastor James Davis, Chair of Nominating Committee

Synod Council – Member at large

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

Ms. Jean Ball - 97

Ms. Marcia McGaughey - 171

Bishop Roth declares Ms. Marcia McGaughey elected.

Synod Council – Youth Representative

One (1) to be elected / Two (2) Year Term

Mr. Justin Kuipers - 102

Ms. Hailey Storm - 168

Bishop Roth declares Ms. Hailey Storm elected.

Discipline Committee

Four (4) to be elected / Six (6) year term to expire in 2023

Ms. Lydia Nuesmeyer – lay female – 308

Pastor Krista Stokke – clergy female - 308

Mr. Thomas Gooding – lay male – 308

Pastor Brian Robison – clergy male - 308

Bishop Roth declares Ms. Lydia Nuesmeyer, Mr. Thomas Gooding, Pastor Krista Stokke, and Pastor Brian Robison elected.

PROPOSED 2018 BUDGET

First Reading, Pastor John Rothfusz

<i>Income from Congregations</i>	1,400,000
Ministry through ELCA (56%)	700,000
Ministry through C/SIS (44%)	700,000
Interest & Misc. Income	9,500
Total Available to C/SIS	709,500
<i>Outflow C/SIS</i>	
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	3,000
Illinois Conference of Churches	3,600
Total Agencies and Institutions	156,279
C/SIS Program Committees	
Global Mission	4,300

Social Ministry, Justice, and Advocacy	8,000
Professional and Lay Ministry	
Candidacy Subcommittee	13,000
S.A.M. Subcommittee	3,500
Leadership Support	4,000
Mission Support and Stewardship	1,000
<i>Church in Society/Outreach</i>	
New and Renewing Congregations	7,050
Constitution/Miscellaneous	-
Total C/SIS Program Committees	40,850
C/SIS Congregation/Clergy Services	
Salaries/Housing	308,700
Benefits	85,906
Continuing Education	4,500
Bishop's Fund	1,000
Total C/SIS Cong/Clergy Services	401,106
C/SIS Office Administration	
Staff Travel	19,000
Operations	50,905
Equipment	4,500
Furniture/Capital Improvement	2,200
Automobile	3,000
Communication	
Total C/SIS Office Administration	79,605
C/SIS Synod Administration	
Synod Assembly	29,000
Nominating Committee	-
Synod Council	5,000
Total C/SIS Synod Administration	34,000
Total Synod Outflow	711,840
Total Outflow	1,411,840
Total inflow over total outflow	(2,340)
Reserves available end of year	162,884
Reserve % of annual budget	11.5%

KEYNOTE PRESENTATION #1

"The Gospel of Mark through a Lutheran Lens"

Pastor Sarah Hinlicky Wilson

Announcements

Session declared in recess at 5:11 pm.

Friday, June 2, 2017 – Morning

MORNING DEVOTIONS – led by Pastor Dennis Scoville

Assembly called to order at 8:30 a.m. by Assembly Chair, Bishop S. John Roth.

Announcements.

REPORT OF CREDENTIALS COMMITTEE

Report given by Pastor Melissa Waterman

VOTED: Motion carried.

SA17.06.08 **To approve** the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	192	Official Observers	0
Ministers of Word and Service	3	Visitors	66
Ministers of Word and Sacrament	119		
Total Voting Members	314	Total Attendance	380

CHAIR TURNED OVER TO PASTOR WYVETTA BULLOCK at 8:41 a.m.

REPORT OF BISHOP ELECTION, NOMINATING BALLOT

There were 291 legal votes cast with 218 needed for election. Results of first ballot were distributed.

RESULTS OF BISHOP ELECTION – FIRST BALLOT

S. John Roth	157	Pamela Mitcham	2	Pete Hinrich	1
Elyse Nelson-Winger	26	Candice Wassell	2	Harlan Kaden	1
Amy Zietlow	22	Ryan Anderson	1	Philip Lund	1
Robert Rasmus	12	Raymond Barclay	1	Wayland Middendorf	1
Nathan Frambach	8	Rach Bass-Guennewig	1	Karen McNeill-Utecht	1
John Rothfusz	7	Wyvetta Bullock	1	Ronald Neustadt	1
Greg Busboom	6	Thomas Christell	1	Marlin Otte	1
Paul Park	4	Brian Deckinger	1	Elise Rothfusz	1
Robert Dealey	3	Adam Dichsen	1	Emily Sauer	1
Chris Repp	3	Robert Downs	1	Paul Schwartzkopf	1
Maureen Stein	3	Pat Esker	1	Clint Schneklath	1
Joel Brown	2	Priscilla Geerdes	1	Gary Sproat	1
Stephen Goodwin	2	Richard Hanson	1	Kenneth Tegtmeier	1
James Lillie	2	Jennifer Hartweg-Brown	1	Melissa Waterman	1
Tony Metz	2	Richard Hertenstein	1	Richard Wehrs	1

CHAIR RETURNED TO BISHOP ROTH at 8:45 a.m.

ASSEMBLY BUSINESS

REPORT OF REFERENCE AND COUNSEL

Report given by Pastor Ben Fiore:

VOTED: Motion carried.

SA17.06.09 To approve Resolution 01.2017

Title Constitution and Bylaw Changes as Adopted by the 2016 ELCA Churchwide Assembly

Moved Synod Council

Second None required

WHEREAS the 2016 ELCA Churchwide Assembly adopted changes to the Constitution for Synods to amend bylaw S7.11.01. and provisions S7.22., S7.24., S8.54., S14.33., S14.34., S14.42., S14.47., as noted in the accompanying document entitled 2017 Proposed Changes to the C/SIS Constitution and Bylaws, and

WHEREAS the 1995 ELCA Churchwide Assembly adopted changes to the Constitution for Synods to amend S7.32., as noted in the accompanying document entitled 2017 Proposed Changes to the C/SIS Constitution and Bylaws, and

WHEREAS effecting these changes in our Synod Constitution requires a majority vote of an assembly of the Central/Southern Illinois Synod, therefore be it

RESOLVED that the Central/Southern Illinois Synod bylaw S7.11.01. and provisions S7.22., S7.24., S7.32., S8.55., S14.33., S14.34., S14.42., S14.47. be amended as noted in the accompanying document entitled 2017 Proposed Changes to the C/SIS Constitution and Bylaws.

VOTED: Motion carried.

SA17.06.10 To approve Resolution 02.2017

Title Change to Bylaw S8.14.01

Moved Synod Council

Second None required

WHEREAS bylaw S8.14.01. originally envisioned that all of the assistants to the bishop would be employed full time by the synod, and

WHEREAS it is now prudent to allow for the flexibility of having more than three assistants to the bishop, including those assistants who may be employed less than full time, therefore be it

RESOLVED that the words "but not more than three", along with corresponding punctuation, be stricken from bylaw S8.14.01.

VOTED: **Motion carried.**
SA17.06.11 To approve Resolution 03.2017

Title Change Bylaw S12.01.02 to Continuing Resolution
Moved Synod Council
Second None required
WHEREAS the listing of congregation by synod conference is essentially a clerical action, therefore be it
RESOLVED that S12.01.02. be changed from a bylaw to a continuing resolution so that the Synod Council can effect changes in the listing of congregations as the changes occur, and therefore the resulting continuing resolution have the codification S12.01.A17.

VOTED: **Motion carried.** (Yes – 232, No – 26, Abstain - 13)
SA17.06.12 To approve Resolution 04.2017

Title Regarding Bishop Emeritus Title for Warren Freiheit
Moved Jerry James, First English Lutheran Church, Peoria, IL
Seconded Allen Mayer, First English Lutheran Church, Peoria, IL
WHEREAS The Reverend Doctor Warren Freiheit served capably as bishop of the Central/Southern Illinois Synod of the Evangelical Lutheran Church in America (ELCA) from 2000-2011; and
WHEREAS as pastor he nurtured his flocks; especially building relationships between full communion partner congregations; and
WHEREAS as Dean of the Northern Conference he exercised strong and creative leadership throughout his years of service, especially in forming bonds with our full communion partners and in service to the Synod Council; and
WHEREAS as bishop he was a fine example of faithful, effective, and committed service to the Lord and this Church particularly during some challenging times in the ELCA; and
WHEREAS he will be granted retired status on the roster of the Evangelical Lutheran Church in America as of July 1, 2017; therefore be it
RESOLVED that the Central/Southern Illinois Synod at this annual assembly give thanks to God for the ministry of The Reverend Doctor Warren Freiheit and does hereby bestow on him the honorary title of "Bishop Emeritus" of the Central/Southern Illinois Synod, of the Evangelical Lutheran Church in America.

KEYNOTE PRESENTATION #2

"Another Look at Luther and the Jews"

Pastor Sarah Hinlicky Wilson

CHAIR TURNED OVER TO PASTOR WYVETTA BULLOCK at 10:04 a.m.

REPORT OF CREDENTIALS COMMITTEE

Report given by Pastor Melissa Waterman

VOTED: Motion carried.
SA17.06.13 **To approve** the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	192	Official Observers	0
Ministers of Word and Service	3	Visitors	66
Ministers of Word and Sacrament	120		
Total Voting Members	315	Total Attendance	381

SECOND BALLOT FOR BISHOP WAS TAKEN.

CHAIR RETURNED TO BISHOP ROTH at 10:11 a.m.

Session declared in recess at 10:16 a.m. for forums.

Called back into session at 11:30 a.m. by Assembly Chair, Bishop S. John Roth.

REPORT OF ELCA CHURCHWIDE REPRESENTATIVE

Video from ELCA Presiding Bishop Elizabeth Eaton

Pastor Wyvetta Bullock

CHAIR TURNED OVER TO PASTOR WYVETTA BULLOCK at 12:01 p.m.

REPORT OF SECOND BALLOT FOR BISHOP ELECTION

There were 300 legal votes cast, with 225 votes needed for election. Results of second ballot were distributed.

Election of Bishop 2017 – Second Ballot Results

S. John Roth	193	Brian Deckinger	5
Paul Park	22	Karen McNeill-Utecht	5
Stephen Goodwin	14	Richard Hertenstein	3
Marlin Otte	12	Richard Hanson	2
Tony Metz	10	Clint Schnekloth	2
Ryan Anderson	9	Robert Downs	1
Philip Lund	8	Gary Sproat	0

Seven nominees remain for the third ballot.

CHAIR RETURNED TO BISHOP ROTH at 12:04 p.m.

Announcements:

Pedal for a Purpose donations total \$20,963.88, plus \$25,000 from an anonymous donor.

Offering from Assembly Worship Thursday was \$5,236.63 to go to Madagascar church.

INTRODUCTIONS OF ASSEMBLY GUESTS

- Bishop Gerald Mansholt, East Central Synod of Wisconsin
- Bishop Jeff Clements, Northern Illinois Synod
- Bishop Thomas Skrenes, Northern Great Lakes Synod
- Bishop Rodger Prois, Western Iowa Synod
- Bishop Wayne Miller, Metro-Chicago Synod

Session declared in recess at 12:10 pm for lunch.

Friday, June 2, 2017 – afternoon

Afternoon session starts with forums at 1:30 p.m.

Assembly called to order at 2:30 p.m. by Assembly Chair, Bishop S. John Roth.

REPORT OF CREDENTIALS COMMITTEE

Report given by Pastor Melissa Waterman

VOTED: Motion carried.

SA17.06.14 **To approve** the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	192	Official Observers	0
Ministers of Word and Service	3	Visitors	68
Ministers of Word and Sacrament	121		
Total Voting Members	316	Total Attendance	384

ASSEMBLY BUSINESS

Proposed Budget Reading #2 / Action

VOTED: **Motion carried.** Yes 214 votes, No 69 votes

SA17.06.15 To approve the 2017 budget as presented

<i>Income from Congregations</i>	1,400,000
Ministry through ELCA (56%)	700,000
Ministry through C/SIS (44%)	700,000
Interest & Misc. Income	9,500
Total Available to C/SIS	709,500
<i>Outflow C/SIS</i>	
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	3,000
Illinois Conference of Churches	3,600
Total Agencies and Institutions	156,279
C/SIS Program Committees	
Global Mission	4,300
Social Ministry, Justice, and Advocacy	8,000
Professional and Lay Ministry	
Candidacy Subcommittee	13,000
S.A.M. Subcommittee	3,500
Leadership Support	4,000
Mission Support and Stewardship	1,000
Church in Society/Outreach	
New and Renewing Congregations	7,050
Constitution/Miscellaneous	-
Total C/SIS Program Committees	40,850
C/SIS Congregation/Clergy Services	
Salaries/Housing	308,700
Benefits	85,906
Continuing Education	4,500
Bishop's Fund	1,000
Total C/SIS Cong/Clergy Services	401,106
C/SIS Office Administration	
Staff Travel	19,000
Operations	50,905
Equipment	4,500
Furniture/Capital Improvement	2,200
Automobile	3,000
Communication	
Total C/SIS Office Administration	79,605
C/SIS Synod Administration	
Synod Assembly	29,000
Nominating Committee	-
Synod Council	5,000
Total C/SIS Synod Administration	34,000
Total Synod Outflow	711,840
Total Outflow	1,411,840
Total inflow over total outflow	(2,340)
Reserves available end of year	162,884
Reserve % of annual budget	11.5%

KEYNOTE PRESENTATION #3

"Law and Gospel Revisited"

Pastor Sarah Hinlicky Wilson

CHAIR TURNED OVER TO PASTOR WYVETTA BULLOCK at 3:47 p.m.

Bios of Bishop nominees are distributed.

Bishop nominees addressed the assembly.

Pastor Ryan Anderson

Pastor Stephen Goodwin

Pastor Philip Lund

Pastor Tony Metz

Pastor Marlin Otte

Pastor Paul Park

Pastor S. John Roth

REPORT OF CREDENTIALS COMMITTEE

Report given by Pastor Melissa Waterman

VOTED: Motion carried.

SA17.06.16 **To approve** the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	192	Official Observers	0
Ministers of Word and Service	3	Visitors	68
Ministers of Word and Sacrament	121		
Total Voting Members	316	Total Attendance	384

Third Ballot for Bishop is taken.

Report of Third Ballot for Bishop Election

There were 295 legal votes cast, with 197 needed for election.

Pastor Ryan Anderson	41	Pastor Marlin Otte	14
Pastor Stephen Goodwin	11	Pastor Paul Park	12
Pastor Philip Lund	10	Pastor S. John Roth	174
Pastor Tony Metz	33		

CHAIR RETURNED TO BISHOP ROTH at 4:34 p.m.

Session declared in recess for a 5-minute break at 4:35 pm.

ASSEMBLY CALLED BACK IN SESSION BY BISHOP ROTH at 4:40 p.m.

CHAIR TURNED OVER TO PASTOR WYVETTA BULLOCK at 4:41 p.m.

Top three candidates answered questions.

Pastor Ryan Anderson
Pastor Tony Metz
Pastor S. John Roth

Fourth Ballot for Bishop

REPORT OF CREDENTIALS COMMITTEE

Report given by Pastor Melissa Waterman

VOTED: Motion carried.

SA17.06.17 **To approve** the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	192	Official Observers	0
Ministers of Word and Service	3	Visitors	68
Ministers of Word and Sacrament	121		
Total Voting Members	316	Total Attendance	384

Report of the Fourth Ballot

There were 297 legal votes cast, with 178 needed for election.

Pastor Ryan Anderson	68
Pastor Tony Metz	75
Pastor S. John Roth	154

CHAIR RETURNED TO BISHOP ROTH AT 5:10 p.m.

Announcements

Session declared in recess at 5:15 pm for banquet.

Saturday, June 2, 2017 – morning

Assembly called to order at 8:30 a.m. by Assembly Chair, Bishop S. John Roth.

CHAIR TURNED OVER TO PASTOR WYVETTA BULLOCK at 8:32 a.m.

Fifth Ballot for Bishop election.

REPORT OF CREDENTIALS COMMITTEE

Report given by Pastor David Deem:

VOTED: Motion carried.

SA17.06.18 **To approve** the roll of persons hereby submitted to be the official roll of voting members for the Assembly:

Lay Voting Members	192	Official Observers	0
Ministers of Word and Service	3	Visitors	68
Ministers of Word and Sacrament	121		
Total Voting Members	316	Total Attendance	384

Report of Bishop Election, Fifth Ballot

There were 283 legal votes cast, with a majority needed for election.

Tony Metz	123
S. John Roth	160

Bishop S. John Roth is elected to serve as Bishop of the C/SIS Synod.

Pastor Wyvetta Bullock led the Assembly in the Affirmation of Ministry of Bishop Roth's ministry.

CHAIR IS RETURNED TO BISHOP ROTH at 8:43 a.m.

Bishop-elect S. John Roth addressed the Assembly.

REPORT OF REFERENCE AND COUNSEL

Report given by Pastor Ben Fiore:

VOTED: **Motion carried.** (Yes – 207, No – 32, Abstain - 0)

SA17.06.19 To approve Resolution 05.2017

Title	Inclusion of All Rostered Ministers as Voting Members of the Synod Assembly
Moved	Rev. Philip D. Lund, retired
Seconded	Rev. James R. Lillie, retired

WHEREAS the 2017 Central/Southern Illinois Synod (C/SIS) Synod Assembly adopted constitutional changes including changes to S7.22, regarding rostered ministers designated as disabled or on leave from call, and

WHEREAS the C/SIS has made provision already for retired rostered ministers to participate as voting members of the Synod Assembly, and

WHEREAS the only rostered ministers now excluded from voting membership at a C/SIS Synod Assembly are those designated as disabled or on-leave-from-call, therefore be it,

RESOLVED that this synod establish processes that permit rostered ministers designated as disabled or on-leave from call as voting members of the Synod Assembly; and be it further

RESOLVED that the Synod Council be charged with establishing such procedures beginning with the 2018 C/SIS Synod Assembly.

COMMITTEE REPORTS

- Lutheran Campus Ministry – Pastor Matthew Geerdes and Pastor Amy Thoren
- Lutheran Outdoor Ministry Center – Mr. Russ Senti, Executive Director
- Making All Things New: Campaign for the ELCA – Ms. Jeanne Rapp
- Social Ministry, Justice and Advocacy – Pastor Amy Zietlow
- Mission Support and Stewardship Education – Pastor James Davis
- ELCA Foundation – written report submitted
- New and Renewing Congregations – written report submitted
- Global Ministry – Rose Moser, Pastor Kirsten Larderach
 - Greetings from President Manarintsoa Soloson, Fort Dauphin Synod, Malagasy Lutheran Church via e-mail.
 - Video presentation of trip to Madagascar – Bishop Roth and Rose Moser.
- Professional and Lay Leadership
 - Candidacy – Pastor Elise Rothfusz
 - Introduction of Pastor, Ramie Bakken, Candidacy and Leadership Manager-Region 5 ELCA
 - Synodically Authorized Ministers – Pastor David Hofer – report on synod website
 - Leadership Support – Mr. Larry Saler

Recognition of Committees and Task Forces – written reports on synod website

- Constitution – Pastor Richard Hertenstein, Ms. Jeanne Rapp
- Consultation – no report
- Discipline – no report
- Auxiliaries
 - WELCA, Women of the ELCA – Deacon Pat Caley
 - LYO, Lutheran Youth Organization - Ms. Katlyn Reimer
- Reports of Conference Deans – written reports available on the C/SIS website
 - Pastor Robert Rasmus, East Central Conference
 - Pastor John Rothfusz, Northern Conference
 - Pastor Gary Ryden, Interim Southern Conference
 - Pastor James Davis, Northeast Conference
 - Pastor Scott Egbers, Interim Northwest Conference
 - Pastor Glen VanderKloot, West Central Conference
- Board Member Recognition
 - Lutheran Social Services of Illinois - Pastor Elyse Nelson Winger
 - The Cornerstone Foundation – Ms. Marcia Anderson, Mr. Richard Braig, Ms. Connie Frankenfeld, Ms. Mary Loken, Ms. Jeanne Rapp, Ms. Lynn Smith
 - Lutheran Outdoor Ministry – Pastor Dennis O'Brien, Mr. Rob Gieraltowski, Mr. John Gregg, Deacon Jason Fisher
 - Lutheran Campus Ministry – Ms. Carey Mayer, Ms. Laura Schoenecker
 - LSTC – Mr. Thomas Gooding has just completed his term
 - Wartburg Seminary – Dr. Susan Rehwaldt, Carbondale

Recognition and Thank you

Reference and Counsel

Pastor Benjamin Fiore, chair	Ms. Lynne Culkin
Mr. Terry Goff	Pastor Tony Metz
Ms. Ja'Net Miller	Mr. Harold Stempfley
Mr. Daniel Simmons, ex-officio	

Southern Conference – Assembly hosts

Interim Conference Dean and Chaplain – Pastor Gary Ryden

Registration – Pastor Melissa Waterman, Pastor Mark Hasty, Pastor David Deem

Local Arrangements – Pastor Paul Waterman, Pastor Terry Edwards, Ms. Debra Rathert

Elections – Pastor April Dailey, Pastor Martha Stum

Worship – Pastor Marlin and Ms. Jane Otte, Pastor Blake Duncan, Pastor Dennis Scoville

Display/Exhibit Coordinator – Ms. Cindy Koonce

Audio / Visuals Tech – Mr. Ed Foppe

Voting Machine Devices – Mr. Ed Foppe

AV – Mr. Chris Wollesen, Mr. Dean Haucap

Photographer – Pastor Chris Repp

Youth Advisor and Pages – Katlyn Reimer, Mary Corkery Ashley Massey, Amy Grandidier, Kathryn Sherman, Kellyn Rohlfing

Nominating Committee – Pastor Glen VanderKloot, Pastor James Davis, Mr. Don Swan

ASSEMBLY BUSINESS

REPORT OF REFERERNCCE AND COUNSEL

Report given by Pastor Ben Fiore:

VOTED: **Motion carried.**
SA17.06.20 To approve Resolution 2017.06

RESOLUTION 2017.06

Title Courtesies

Moved Reference and Counsel

Seconded None needed

HEREAS 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 Thirtieth Annual Central/Southern Illinois Synod Assembly; and, be it further
- RESOLVED that the assistants to the bishop Pastor Ken Sandlin, Pastor Maureen Stein, Pastor James Reents, Director for Evangelical Mission, Pastor Robert Dealey, and support staff, Cindy Koonce, Glenna Senters, and Barbara Purple 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 Southern 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. Sarah Hinlicky Wilson for inspiring messages and her gracious proclamation of the Gospel, and, be it further
- RESOLVED that we thank Rev. Wyvetta Bullock for her contribution to the spirit of the Assembly in informing us of the State of the Church and for providing oversight for the Election of a Bishop 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.

Chair turned over to Vice-President Carey Mayer at 10:25 a.m.

REPORT OF THE BISHOP

Introduction of Synod Staff

Assistants to Bishop

Pastor Ken Sandlin

Pastor James Reents

Pastor Maureen Stein

Director of Evangelical Mission and Coordinator of Communications and Networking

Pastor Bob Dealey

Support Staff

Office Manager and Assembly Manager – Ms. Cindy Koonce

Bookkeeper – Ms. Glenna Senters

Volunteer – Ms. Barb Purple

Spouse present – Kris

Bishop's Video

CHAIR TURNED BACK OVER TO BISHOP ROTH at 10:38 a.m.

Announcement

Next year's Synod Assembly will be held June 7-9, 2018 at the I-Hotel and Conference Center in Champaign, Illinois.

ADJOURNMENT

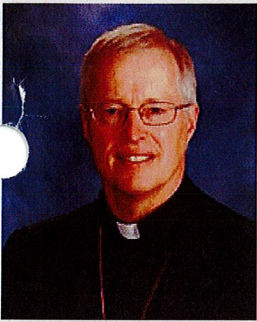
VOTED: Motion carried.

SA16.06.21 **To adjourn** contingent upon the closing worship service.

Assembly declared closed at 10:51 a.m.

Respectfully submitted,

Pastor Pam Mitcham, Secretary, C/SIS



Bishop's Report to the Assembly, 2018

Bishop S. John Roth

Central/Southern Illinois Synod

Evangelical Lutheran Church in America

"Remember, I am with you always, to the end of the age."

This Annual Assembly begins and ends with the promise of Jesus, "I am with you always." In Matthew's Gospel, God's continuing forgiveness and reconciliation are expressed in terms of the ongoing presence of Jesus, also near the beginning and at the end. Matthew tells us in chapter one, that Jesus is "God with us"; Jesus' birth fulfills the prophecy, "'Behold a virgin shall conceive and bear a son, and they will call his name Immanuel' which means 'God with us'." And at the end, Jesus reaffirms that he is Immanuel – God with us – by promising: I am with you, not just for good days, not just on Sundays; I am with you all days. "I am with you always, to the end of the age."

Let me lift up to you the vision of and for our synod that is expressed in our Synod Constitution. First, our constitution expresses who we are as God has called, gathered, enlightened, and sanctified us to be:

+S6.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.

Then comes the aspirational and wide-ranging description of our life as a synod. Note the imperative language of "this synod....shall". In the context of the preceding +S6.01, and its assertion that God is the primary actor, this "shall" is not a command in the sense of "These are things you have to do – whether you like it or not". Rather, the "shall" conveys the sense that "These things exhibit fruits of the faith that we get to do because the Holy Spirit propels us to them". Yes, this list is aspirational, in that it identifies that which we strive to do but not yet fully do; but the list is also promissory, in that it conveys what God produces among us.

+S6.02. To participate in God's mission, this synod as a part of the Church shall:

- a. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
- b. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
- c. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
- d. Worship God in proclamation of the word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
- e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
- f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

If someone asks you for the vision for our synod, here it is, in +S6.02. Yes, +S6.02 expresses our synod's mission, in that it expresses in broad terms what we are about today, what we want to do now. But importantly, +6.02 also summarizes what we look forward to being in the future. That is the essence of vision.

Now let me say what +6.02 is not: it is not an organizational chart for staff and committees of the C/SIS. "The synod," in the expression "this synod...shall," is the body of believers gathered in our congregations. Much of what +S6.02 envisions is carried out in local settings, in our congregations.

A vital responsibility of synod leadership is to assess where we more effectively engage +\$6.02 through Synod Council, synod staff, synod committees, and synod programs, and where we are more effectively engaging +\$6.02 in congregations, clusters, conferences, or ad hoc groups.

Our Synod Council spent more than two years intensively prioritizing where it would be best for us to put our energies as synod staff, synod committees, and synod programs. As I have reported to past synod assemblies, the Synod Council identified three leading purposes/priorities related to our "being" as a synod and three leading priorities related to our "doing" as a synod:

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.

Efforts in the past year to pursue these priorities include adjusting the call process to include the option of beginning a call process in a congregation before the departing pastor has left the congregation; pursuing the advice and counsel of synod staff in an ELCA synod that produces more candidates for ministry than the number of first call vacancies in that synod; fashioning St. John Lutheran Church, Shelbyville, and St. Paul Lutheran Church, Shelbyville, as the first Theological Education for Emerging Ministries sight in our synod; recrafting our synod website, including providing for pastors, deacons, and congregations to submit items for publicizing with a click on the website; regularizing our interim ministers gatherings; filling the vacancies on synod staff; and continuing the visiting synod staff members do to our congregations. We on synod staff continue to draw strength and enthusiasm for this ministry from Jesus' promise, "I am with you always."

Joint Lutheran-Catholic Commemorations of the 500th Anniversary of the Reformation

There were many wonderful events throughout our synod commemorating the 500th Anniversary of the Reformation, in individual congregations and in groups of congregations. For example, the six congregations of the Servants United Parish in the Northeast Conference came together into one combined morning worship service on Reformation Sunday – a well-attended, uplifting service that both honored our shared heritage of grace as Lutherans and reinforced the blessing that shared ministry in a parish can be. Similar stories can be told about worship and singing events in Bloomington, O'Fallon, and the Three Saints Parish north of Peoria; and about dialogues among Catholic parishes and Lutheran churches, such as a series of gatherings that took place in Belleville.

Among these various commemorations, I would like to highlight the four joint Lutheran-Catholic Commemorative Prayer Services that I participated in, because of the historic character of these joint services.

The October 2016 Joint Prayer Service in Lund, Sweden, led by Pope Francis and Bishop Munib Younan (then president of the Lutheran World Federation) served as the model for all four of these services. The first was October 25, 2017, in the Southern Conference, initiated in the Wartburg Parish and local Catholic churches, held at St. Mary's Catholic Church, Chester, IL. Bishop Edward Braxton (Diocese of Belleville) participated. There was a joint Lutheran-Catholic choir and a full house. The singing was glorious. The appreciative comments from Lutherans and Catholics following the service evidenced a depth of emotional engagement with this service that surprised me. Bishop Braxton could not have been more gracious to all of us Lutherans.

The second was, October 29, 2017, at the Cathedral Basilica in St. Louis, planned with Lutherans representing both the Missouri and the Illinois side of the Metropolitan St. Louis area. We did not fill the Cathedral – it is an enormous space – but there was a good crowd. Again, the singing was glorious and the spiritual uplift evident in the worshippers. Participating in this service was particularly moving for me because,

somewhat comparably, in 1999 my father participated in the joint Lutheran-Catholic worship service held in this Cathedral celebrating the adoption of the Joint Declaration of the Doctrine of Justification.

The third was November 19, 2017, at St. Agnes Catholic Church in Springfield, planned by a joint Lutheran-Catholic working group, with the blessing of the Diocese of Springfield. Bishop Thomas John Paprocki participated, and even provided me with a vimp to assist with my crozier. There was, again, an excellent crowd, the singing soared, and the good will shared was palpable. Quick footnote, in the aftermath, I and our C/SIS ministry are now prayed for regularly by the sisters at the Dominican House in Springfield.

The fourth was April 29, 2018, at Our Lady of Lourdes in Gibson City, planned by Pastor Jim Davis and Father Thomas Theneth. Our Lady of Lourdes is a spectacular worship space, visually and acoustically. Bishop Daniel Conlon sent his ecumenical officer, Mr. Peter Burnham to represent the bishop's office. This service was the first formal shared worship event between the Diocese of Joliet and an ELCA synod, according to the diocese's ecumenical officer.

Let me include some words from my homilies at Reformation events.

Ultimately, though, Catholic and Lutheran shared Commemoration of the 500th Anniversary of the Reformation is not about what we have done together; it is not about our growing understanding of each other or our growing appreciation for each other. Though this is all very, very good – that is not central point.

The central point is the grace that we share – the mutual grace that God bestows on us as Catholics and on us as Lutherans.

Quoting from the *Joint Declaration on the Doctrine of Justification*, "By grace alone, in faith in Christ's saving work and not because of any merit on our part, we are accepted by God and receive the Holy Spirit, who renews our hearts while equipping and calling us to good works". This is our Reformation message. This is our (Catholic and Lutheran) Reformation message.

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 review the minutes of the Synod Council meetings in the Assembly Reports (available on the synod website).

Please join me in thanking the members of our 2017-2018 Synod Council, besides me this includes:

Ms. Carey Mayer, Synod Vice President
Pr. Pamela Mitcham, Secretary
Mr. Ken Finkle, Treasurer
Ms. Kim Alberts
Pr. Ryan Anderson
Pr. James Davis
Pr. Scott Egbers
Mr. Terry Goff
Mr. Henry Harms
Ms. Deanne Holshouser
Mr. Tim Marty
Ms. Marcia McGaughey

Ms. Debbie Peterson
Pr. Robert Rasmus (through March 4, 2018)
Mr. Larry Saler
Mr. Mathew Spencer
Ms. Hailey Storm
Mr. Don Swan
Pr. Glen VanderKloot
Mr. Dennis Wallin
Pr. Melissa Waterman
Pr. Amy Zietlow (since March 4, 2018)
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 liaison responsibility with a committee or group in the synod, or serves on committee of the Synod Council.

Synod Staff

We continue in a season of transition in synod staff.

- We have worked with three assistants to the bishop rather than four for a year and a half. I am grateful for Assistants to the Bishop Pastor Jim Reents, Pastor Ken Sandlin, and Pastor Maureen Stein, all three of whom have picked up extra duties during this time.
- With the departure of Pastor Robert Dealey at the end of last August, Pastor Gary Erickson, Director for Evangelical Mission (DEM) in the Northern Illinois Synod, began serving as part-time interim DEM in our synod. We are grateful for his service.
- Ms. Cindy Koonce, retired from Office Manager at the end of December 2017; since then, she has worked for us part-time in the office and as the 2018 Synod Assembly Coordinator.
- We transitioned from the position of Coordinator of Communications and Networking to a new position of Administrative Assistant for Media, Communications and Graphic Design. Mr. Tucker Good assumed these duties in August of 2017.
- Ms. Laura Lee joined our staff as Office Manager this past January. Please give her a warm welcome.
- We are blessed by the continued service of Ms. Glenna Senters as Bookkeeper, and Ms. Barbara Purple as office volunteer.

It truly is a privilege and joy to serve with the faithful and gifted people on our synod staff.

Upcoming Clergy Renewal Leave/Sabbatical

I will be on sabbatical October 7, 2018, through January 6, 2019. My full sabbatical request is in my report to the Synod Council at its September 2017 meeting. In this assembly report, I will simply note key points.

Our synod's recommended compensation guidelines provide the following recommendation regarding sabbatical leave for parish pastors. The wisdom behind this is that a pastor's sabbatical can enhance the mission of the church; I believe that this wisdom can apply for the pastor of a congregation and the pastor of a synod.

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.

Program Objectives: 1) To identify and to distinguish technical challenges (i.e., those challenges for which we already have systems, procedures, and resources to available to address effectively the challenges) from adaptive challenges (i.e., those challenges for which we will have to learn or create ways unknown to us now in order to address effectively the challenges). For example, a congregational budget challenge is generally treated as a technical challenge: the solution is to find more money or to cut expenses; but if the budget challenge is essentially a symptom of a deeper question of where people's hearts and minds are, the technical "fix" of new income stream or reducing costs will not solve the adaptive challenge. In this sabbatical, the point of learning to identify adaptive challenges is not so much to proposed solutions to particular adaptive challenges, but rather to consider how we might structure ourselves as a synod to be capable of addressing adaptive challenges as they appear. 2) To gauge the degree to which the office of bishop provides the office holder with the capacity to exercise adaptive leadership.

Personal Objectives: As mentioned above, a renewal period is time for intentional exploration and reflection, for regaining the enthusiasm and creativity for ministry, and for surveying fresh ways to address current challenges. The combination of staying on top of the pressing day-to-day responsibilities, keeping up with the pace of change at every expression of the ELCA, and addressing conflicts in congregations leaves a bishop precious little time for the crucial job of reflection on the big picture and of planning adaptive change. Consequently, the overall personal sabbatical objective is gaining greater perspective on the particular ministry of the ELCA synodical bishop within the mission of the synod.

Major Elements of the Experience: 1) Visits with other ELCA synods engaged in innovative ministries that we may learn from in our synod. 2) Guided conversations with former ELCA synod bishops. 3) Guided conversations with bishops and other judicatory heads in other U.S. denominations, including judicatories composed primarily of people of color. 4) Reading (the bibliography is under construction). 5) Getting on "the balcony". "Achieving a balcony perspective means taking yourself out of the dance, in your mind....The only way you gain both a clearer view of reality and some perspective on the bigger picture is by distancing yourself from the fray" (Heifetz and Linsky, *Leadership on the Line*, p. 53).

During the sabbatical, synodical ministry will be handled by the assistants to the bishop and an acting bishop. Bishop Richard Hoyme is currently the bishop of the Northeast Synod of Wisconsin. He is retiring at the end of June, and has agreed to serve as acting bishop on a part-time basis. I anticipate that the sabbatical will have no budgetary impact. The costs incurred for the acting bishop and for additional services, if any, needed from the assistants to the bishop will be covered by separately donated funds that are available and by accumulated continuing education funds.

Why a sabbatical at this time? I will have been synod bishop for seven years when this sabbatical begins. The position is no longer new to me. While I would never claim to have being bishop "figured out", I have been in this call long enough to have gained perspective on the challenges, joys, capacities, limitations, needed skills, and hidden nuances of the position – as well as having been in this call long enough to have lived with consequences of my decisions as bishop. This seven years of experience will give substance to the reflecting, analyzing, searching, researching, and planning I will be doing during the sabbatical. A sabbatical at this time is not a reward or a perk for past performance; it is a strategic move for the sake of the synod's future. With the sabbatical being completed in the winter of 2018-2019, there will still be almost five years left on this term as bishop. Five years may seem like a long time. However, one of the lessons learned in the past years as bishop is that it takes significantly longer for a bishop to constructively impact the culture of the synod – to kindle enlivened hearts and minds in a synod context – than it does for a pastor to do so with a congregation. Still, five years is a decent amount of time to try to initiate and to begin to implement adaptive change in the synod.

LYO and Lutheran Youth Gathering

Let me give a shout out to youth ministry in our synod-wide context and the ELCA context. I experience the love of Christ and high energy at our C/SIS Lutheran Youth Organization annual gatherings. While our LYO has gone from two annual gatherings to one due to state budget issues, these gatherings continue to be a vibrant vehicle of faith formation for our young people. Closely aligned with these gatherings is our synod's participation in Leadership Lab, an annual, week-long opportunity for both faith formation and Christian leadership development sponsored by the three ELCA synods of Illinois. What treasures these are for our synod - congregations, youth workers, youth advisors, deacons, and pastors coming together to serve Christ and Christ's church, particularly Christ's church present in our young people.

The triennial ELCA Youth Gathering is an extravaganza that is hard to imagine if you have not seen it. Through large sessions where thousands - yes, thousands - sing, pray, and listen to stories of faith together, through service projects around the city, through Bible studies, and through worship with hundreds of fellow C/SIS youth, our young people are enveloped and energized by the love of God in Jesus Christ.

None of this synod-wide or ELCA-wide youth ministry could take place without the faithful, dedicated service of volunteer adults throughout our congregations. I am grateful to God for these wonderful saints.

Reflection on Finances

Last year, our 2017 Synod Assembly, with the approval of the ELCA Church Council, made the difficult decision to realign our proportional share of mission support with the ELCA Churchwide Organization from 35% to 50%. I will not revisit all of the reasons for this realignment, but simply say that our synod remains committed to generous partnership with the ministries of the ELCA, which is reflected in both our proportional share of mission support and the designated gift to ELCA ministries by congregations and individuals.

More importantly, God has blessed us. Yes, I see the persistent downslope trend line of dollars provided by our congregations in mission support. But when I look at the dollar amounts, I am awed and humbled that the good people of our congregations provide one point four million dollars for Christ's mission and ministry through our church body – yes, ONE POINT FOUR MILLION DOLLARS - \$1,400,000. This is bountifulness; this is extravagant resources - entrusted to us for faithful stewardship. God has provided for us richly! Words in the refrain in Zebulon Highben's song "Come to the Water" ring in my mind: "Where Christ is there is plenty for all."

So, while we look at the dollar numbers with clear eyes and we do the practical work of prioritizing our use of these financial resources, we also celebrate what we have available. I ask that we emphasize 1) the joy of participating financially in the Christ's mission and ministry, 2) that stewardship in all contexts is about our faith before it is about our finances, and 3) personal and congregational stories that show that the incredible giving capacity that we have among us. Let me repeat this, "Where Christ is there is plenty for all."

Note on Our Relationship with Companion Synods

We continue to nurture our companion synod relationships. Year 2018 began the fourth year in our five-year plan for financial partnership with the Ambovombe-Androy Synod and the Fort Dauphin Synod. Thanks to your generosity through Synod Assembly offerings, congregational and individual designated contributions, and the 2015 Pedal for a Purpose, we have sent our promised \$16,400 for 2018 to designated ministries in these two companion synods.

Plans are underway in each of the four ELCA synods, including our C/SIS, to bring representatives of educational efforts that our ELCA synods support to the United States and to our respective ELCA synods in late September of this year. I will have more information about this as we get into the summer.

Synod Notes

My report includes the statistical information on the synod that you will find available on the synod website: www.csis-elca.org. The statistical information includes the current number of congregations in the synod and the transitions of rostered ministers over the course of the past year (through May 31, 2018).

Your synod staff devotes expansive time and effort working with interim ministries and call processes. As I write this, we have 17 active call processes in which a full-time pastor is sought and a Ministry Site Profile has been submitted by the congregation council. Five full-time calls were filled during the past year. I anticipate that one of the 17 above-mentioned active call processes will be filled by the time you read this. Five of the remaining 16 currently have nominees for pastor. Four of these call processes have not yet received a nominee to consider.

It is a privilege to serve Christ by serving you. As we gather in assembly, the promise of Jesus continues to envelop us – "Remember, I am with you always, to the end of the age" – 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 hope through the Holy Spirit!

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.



Vice President's Annual Report (2018)

Carey L. Mayer, First English Lutheran Church, Peoria

The Synod Council met in September, January, and March, and will meet in June immediately before Synod Assembly. We celebrated the 500th Anniversary of the Reformation, continued our work on our vision and the policies and programs associated with that vision, reviewed proposed Bylaw revisions, met with existing and new ministry partners, developed this year's budget, and worked through details of Bishop Roth's upcoming sabbatical and other synod office staff transitions. All the while celebrating the ordinations, retirements, and installations of pastors throughout the synod and work done by dedicated lay leaders.

I attended my first Vice President's Gathering at ELCA Churchwide and learned about the many and surprisingly diverse ways that other synods are organized throughout the ELCA. I also learned about the many, many special ministries throughout our nation and world. It's amazing what the "church together" can do!

I would like to thank the following individuals for their faithful service to the Central/Southern Illinois Synod:

- Bishop S. John Roth
- Pastor Pam Mitcham, Secretary
- Mr. Ken Finkle, Treasurer
- Ms. Hailey Storm, Youth Representative
- Mr. Mathew Spencer, Young Adult Representative
- Pastor Robert Rasmus, East Central Conference Dean (thru March 2018)
- Pastor Amy Zietlow, East Central Conference Dean
- Pastor Ryan Anderson, Northern Conference Dean
- Pastor James Davis, Northeast Conference Dean
- Pastor Scott Egbers, Northwest Conference Dean
- Pastor Glen VanderKloot, West Central Conference Dean
- Pastor Melissa Waterman, Southern Conference Dean
- Mr. Henry Harms, member at large
- Ms. Debbie Peterson, member at large
- Ms. Marcia McGaughey, member at large
- Mr. Larry Saler, member at large
- Mr. Tim Marty, East Central Conference Representative
- Ms. Kim Alberts, Northeast Conference Representative
- Mr. Terry Goff, Northern Conference Representative
- Mr. Denny Wallin, Northwest Conference Representative
- Mr. Donald Swan, Southern Conference Representative
- Ms. Deanne Holshouser, West Central Conference Representative

SYNOD COUNCIL MINUTES

Central/Southern Illinois Synod, ELCA

Thursday, June 2, 2016

The Synod Council of the Central/Southern Illinois Synod ("C/SIS" or "synod") met at the Embassy Suites and Conference Center in Peoria, Illinois on June 2, 2016, with the following members in attendance:

Present:

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

Pastor Laura Kamprath

Pastor John Rothfus
Pastor Glen VanderKloot
Pastor Mike Thomas
Pastor James Davis

Ms. Helen Pagel
Mr. Terry Goff
Mr. Henry Harms
Mr. Larry Saler
Ms. Kim Alberts
Mr. Donald Swan
Mr. Mathew Spencer
Youth Representative
Ms. Deanne Holshouser
Ms. Debbie Peterson

Absent:

Pastor Robert Rasmus
Mr. Broden Wileman

Ms. Tiana Montgomery

Mr. Steve Rapp

Staff Present:

Pastor Bob Dealey

Also Present

Ms. Carey Mayer
Mr. Vernon Veal, C/SIS representative serving on the ELCA Church Council
Ms. Dana Dutcher, ELCA churchwide representative

Welcome/Opening Prayer

Mr. Henry Harms led opening devotions. Vice-President Rapp called the meeting to order at 8:32 a.m.

Approval of Agenda

VOTED: Motion carried.

SC16.06.01 Moved and seconded to approve the Synod Council Committee Agenda.

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

Secretary's Report

- Minutes of the Executive Committee, March 18, 2016 were received.
- Minutes of the Synod Council, March 19, 2016

VOTED: Motion carried.

SC16.06.02 Moved and seconded that the Minutes of the Synod Council, January 16, 2016, be approved as amended. (Rev. Mr. Vernon Veal, Mr. ~~Matthew~~ Mathew Spencer.)

Treasurer's Report - Mr. Ken Finkle

- Financial Update - (written report submitted)

Consent Agenda

VOTED: Motion carried.

SC16.06.03 The Executive Committee recommends that Synod Council approve the Consent Agenda.

A. Continuance of Call

1. Ms. Diane Runyan, Non-Stipendiary Call for service with Faith Lutheran Church, O'Fallon, IL

B. Approval of Retirement Status

1. Pastor Stephen Goodwin, effective July 1, 2016
2. Pastor Marlin Otte, July 1, 2016

C. Approval of On Leave From Call Status

1. Pastor David Bruner, Year 4, Study Leave, effective June 29, 2016

D. Receive Resignation from the Roster

1. None.

E. Roster Changes

1. Received by Transfer, Pastor John Ashcraft, retiree from the Central States 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. None.

Review (no action needed)

1. Pastor Paul Park, Special Service as Interim Pastor, Trinity Lutheran Church, Canton, IL
2. Pastor Mauricio Vieira, Special Service as Interim Pastor, St. Paul Lutheran Church, Chatsworth, IL and St. John Lutheran Church, Cullom, IL

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." Vice President Rapp reported that two years into a five-year campaign, the ELCA has received \$80 million, 40% of the \$198 million campaign goal. The C/SIS has supported all ten priorities of the campaign. The top three priorities C/SIS supported were ELCA World Hunger (\$349,404₇) Missionary Sponsorship (\$86,965₇) and the ELCA Fund for Leaders (\$621,842₇).
- B. Follow-up on congregations disbanded
1. Union, Gila
 2. Trinity, Alton (awaiting sale of property)
- C. Follow-up on Kankakee, Trinity

New Business

- A. Follow-up on Trinity, Kankakee

VOTED: Motion carried.

SC16.06.04 Recommendation from the Executive Committee that Synod Council take charge and control of the property of Trinity Lutheran Church in Kankakee exercising constitutional provision S13.24.

- B. Appoint Pastor Youngshim Pitcher as a voting member to the 2016 Churchwide Assembly

VOTED: Motion carried.

SC16.06.05 Recommendation from the Executive Committee that Synod Council appoint Pastor Youngshim Pitcher as a voting member to the 2016 Churchwide Assembly.

- C. Resolution regarding seminary debt reduction

VOTED: Motion carried.

SC16.06.06 Moved and Seconded that the Synod Council recommend that the 2016 Assembly adopt Resolution 2016.01 relating to Student Debt Reduction.

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.

Other Business

- Next Council meeting Saturday, September 17, 2016, 8:30 a.m. at the Chiara Center, Springfield, IL

Announcements/Adjournment

Having concluded business, Vice President Rapp declared the meeting adjourned at 10:35 a.m.
Mr. Henry Harms closed in prayer.

Respectfully submitted,
Pastor Pam Mitcham, Secretary

SYNOD COUNCIL MINUTES

Central/Southern Illinois Synod, ELCA

Saturday, September 17, 2016

The Synod Council of the Central/Southern Illinois Synod ("C/SIS" or "synod") met at the Chiara Center in Springfield, Illinois on June 2, 2016, with the following members in attendance:

Present:

Bishop S. John Roth

Pastor Pam Mitcham

Mr. Ken Finkle

Ms. Carey Mayer

Pastor Laura Kamprath

Pastor Robert Rasmus

Pastor John Rothfusz

Pastor Glen VanderKloot

Pastor Mike Thomas

Ms. Helen Pagel

Mr. Terry Goff

Mr. Henry Harms

Mr. Larry Saler

Ms. Kim Alberts

Mr. Donald Swan

Mr. Mathew Spencer

Young Adult Representative

Ms. Deanne Holshouser

Ms. Debbie Peterson

Ms. Tiana Montgomery

Mr. Steven Rapp

Absent:

Mr. Broden Wileman, Youth Representative

Pastor James Davis

Staff Present:

Pastor Bob Dealey

Pastor Maureen Stein

Pastor Wayland Middendorf

Pastor James Reents

Ms. Cindy Koonce

Pastor Ken Sandlin

Welcome/Opening Prayer

Mr. Donald Swan led opening devotions. Bishop Roth called the meeting to order at 8:50 a.m.

Approval of Agenda

VOTED: Motion carried.

SC16.09.01 Moved and seconded to approve the Synod Council Agenda

Installation of Vice-President

Synod Council Orientation

Bishop Roth reviewed the mission of the Synod Council.

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, June 1, 2016 were received.
- Minutes of the Synod Council, June 2, 2016

VOTED: Motion carried.

SC16.09.02 Executive Committee recommends the approval of the minutes of the Synod Council, June 2, 2016, meeting.

Treasurer's Report - Mr. Ken Finkle

- Financial Update - (written report submitted)
- Synod Council discussed contacting congregations who haven't given any synod benevolence to remind them of the opportunity to give. The synod office will give that information to conference deans, who will decide how to work with those congregations encouraging a response.

Consent Agenda

VOTED: Motion carried.

SC16.09.03 The Executive Committee recommends that Synod Council approve the Consent Agenda.

- A. Approval of Retirement Status
 1. Pastor Steven Mall, October 1, 2016
 2. Pastor Robert Kinas, October 1, 2016
 3. Ms. Judith Coiner, Associate in Ministry, October 1, 2016
 4. Deacon Terry Moore, October 1, 2016
 5. Pastor Wayne Shelksohn, effective December 31, 2016
- B. Approval of On Leave From Call Status
 1. Pastor Paul Park, Year 1, effective July 1, 2016
 2. Pastor Wendy Popp, Year 3, effective October 16, 2016
- C. Request to Conference of Bishops for On-Leave-From-Call Extension
 1. Pastor Jan Worms
- D. Receive Roster Changes
 1. Received by Ordination Candidate Paul Waterman, July 9, 2016
 2. Received by Transfer, Pastor Melissa Waterman from Northeastern Iowa Synod
 3. Received by Transfer, Pastor Mark Hasty, from South-Central Synod of Wisconsin
 4. Installation Pastor Micah Garnett, July 17, 2016, Trinity Lutheran, Canton
 5. Installation Pastor Paul Waterman, August 28, 2016, Epiphany Lutheran, Carbondale
 6. Installation Melissa Waterman, August 28, 2016, Mt. Calvary Lutheran, De Soto and First Lutheran, Murphysboro
 7. Transfer: Pastor Elaine Olson to the Southeastern Iowa Synod
- E. 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
- F. 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. Trinity, Golden
 2. Peace, Steeleville

Committee/Liaison Reports

- A. New and Renewing Congregations Committee (no report)
- B. Social Ministry, Justice and Advocacy Committee (no report)
- C. Mission Support and Stewardship Education Committee (no report)
- D. Global Mission Committee (no report)
- E. Professional and Lay Leadership Committee
 - Synodically Authorized Ministry Subcommittee - a handbook is being compiled to clarify the scope and intent of SAM
 - Candidacy Subcommittee
 - Leadership Support Subcommittee

Finance Committee Report (no report)

Old Business

- A. Follow-up report of the C/SIS Working Group for "Always Being Made New: The Campaign for the ELCA." - A printed update was given to Synod Council.
- B. Follow-up on congregations disbanded
 1. Union, Gila
 2. Trinity, Alton (awaiting sale of property)
- C. Follow-up on Kankakee, Trinity

New Business

- A. Specialized Ministry Letter of Call for the Rev. Karen Norman Rees to serve as Chaplain at Logan Correctional Center, Lincoln, IL, effective June 20, 2016

VOTED: Motion carried without opposition.

- SC16.09.04 Executive Committee recommends the approval of a call to the Rev. Karen Norman Rees to serve as Chaplain at Logan Correctional Center, Lincoln, IL, effective June 20, 2016

- B. Specialized ministry Letter of Call for the Rev. Carla Rush, Interim Ministry, Christ Lutheran, Monticello, effective August 1, 2016

VOTED: Motion carried without opposition.

- SC16.09.05 Executive Committee recommends the approval of a call to the Rev. Carla Rush, Interim Ministry, Christ Lutheran, Monticello, effective August 1, 2016

- C. Appointments to Executive Committee
- D. Appointments to Finance Committee
- E. Appointment of Committee Liaisons

VOTED: Motion carried.

- SC16.09.06 Moved and seconded that Synod Council reappoint last year's appointments to the Executive and Finance Committees, as well as Committee Liaisons

- F. Appointments of Liaisons to recipients of Synod Council Calls

VOTED: Motion carried.

SC16.09.07 Moved and seconded that conference deans establish intentional connections with ministers in specialized calls in their conferences

G. Pedal for a Purpose Follow-up Report (written report submitted)

H. Revised Five-Year Plan for Seminary Debt Reduction

VOTED: Motion carried.

SC16.09.08 Executive Committee recommends to Synod Council the approval of the Revised Five-Year-Plan for Seminary Debt Reduction

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. 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 ANY TIME WITHIN THE FIRST SEVEN YEARS OF THEIR MINISTRY.

Other Business

A. Consideration of having picture, name, and home congregation of synod council members on C/SIS website

VOTED: Motion carried.

SC16.09.09 Moved and seconded that the picture, name, and home congregation of Synod Council members be placed on C/SIS website.

B. Next Synod Council meeting Saturday, January 21, 2017, 8:30 am at the Chiara Center, Springfield, IL

VOTED: Motion carried.

SC16.09.10 Moved and Seconded that Synod Council adjourn.

Announcements/Adjournment

Having concluded business, Bishop Roth declared the meeting adjourned. A choral table grace was sung.

Respectfully submitted,
Pastor Pam Mitcham, Secretary

SYNOD COUNCIL MINUTES

Central/Southern Illinois Synod, ELCA

Saturday, January 21, 2017

The Synod Council of the Central/Southern Illinois Synod ("C/SIS" or "synod") met at the Chiara Center in Springfield, Illinois on January 21, 2017 with the following members in attendance:

Present:

Bishop S. John Roth
Pastor Pam Mitcham
Mr. Ken Finkle
Ms. Carey Mayer

Pastor Gary Ryden
Pastor Robert Rasmus
Pastor John Rothfusz
Pastor Glen VanderKloot
Pastor James Davis
Pastor Scott Egbers
Pastor Terry Goff

Mr. Larry Saler
Mr. Terry Goff
Mr. Henry Harms
Mr. Larry Saler
Mr. Steven Rapp
Mr. Donald Swan
Mr. Mathew Spencer
Young Adult Representative
Ms. Deanne Holshouser
Ms. Debbie Peterson
Ms. Tiana Montgomery
Mr. Broden Wileman,
Youth Representative

Absent:

Ms. Kim Alberts

Staff Present:

Pastor Bob Dealey
Pastor James Reents

Ms. Cindy Koonce
Pastor Ken Sandlin

Visitors Present:

Members of Resurrection Lutheran Church: Pastor Brian Deckinger, Kathy Neil, Don McAuley, and Michelle Harris

Mr. Vernon Veal - representative of the ELCA Church Council

Mr. Mark Stutrud, Lutheran Social Services of Illinois

Welcome/Opening Prayer

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

Approval of Agenda

VOTED: Motion carried.

SC17.01.01 Moved and seconded to approve the Synod Council Agenda with an additional new business item - approval of a book sale at the Synod Assembly.

Relocation request from Resurrection Lutheran Church, Bloomington

VOTED: Motion carried.

SC17.01.02 Moved and seconded to provide provisional approval subject to when there's an official plan to relocate.

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

Vice-President Mayer gave information about her activities lifting up working with the personnel committee in particular.

Secretary's Report

- Minutes of the Executive Committee, September 16, 2016 were received.
- Minutes of the Synod Council, September 17, 2016

VOTED: Motion carried.

SC17.01.03 Executive Committee recommends the approval of the minutes of the Synod Council, September 17, 2016, meeting.

Treasurer's Report - Mr. Ken Finkle - written report submitted

Consent Agenda

VOTED: Motion carried.

SC17.01.04 Moved and seconded that Synod Council approve the Consent Agenda.

- A. Approval of Retirement Status
 - 1. Pastor Willard Pierce, December 31, 2016
 - 2. Pastor Linda Murray, May 1, 2017
- B. Approval of On Leave from Call Status
 - 1. Ms. Susan Friesen, Associate in Ministry, Years 1 and 2 effective July 1, 2015
- C. Receive Roster Changes
 - 1. Installation: Pastor Mark Hasty, Mt. Moriah, Anna and Salem, Jonesboro
 - 2. Transfer: Pastor Kara Shaw to the Arkansas-Oklahoma Synod
 - 3. Transfer: Pastor Ladd Sonnenberg to the Northwest Synod of Wisconsin
 - 4. Installation: Pastor Pamela Mitcham, St. John's, Springfield, IL
 - 5. Transfer: Pastors Matthew and Laura Kamprath to the Northern Illinois Synod
 - 6. Installation: Pastor Rita Augsburg, First, Decatur
- D. Conference Reports
 - 1. East Central, Pastor Robert Rasmus
 - 2. Northern Conference, Pastor John Rothfusz
 - 3. Northeast Conference, Pastor James Davis
 - 4. Northwest Conference, Pastor Scott Egbers, Interim Dean
 - 5. Southern Conference, Pastor Gary Ryden, Interim Dean
 - 6. West Central Conference, Pastor Glen VanderKloot

Committee/Liaison Reports

- A. New and Renewing Congregations Committee
- B. Social Ministry, Justice and Advocacy Committee
- C. Mission Support and Stewardship Education Committee
- D. Global Mission Committee
- E. Professional and Lay Leadership Committee
 - Synodically Authorized Ministry Subcommittee
 - Candidacy Subcommittee
 - Leadership Support Subcommittee

Finance Committee Report - 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" - written report submitted
- B. Follow-up on congregations disbanded
 - 1. Union, Gila - no new information
 - 2. Trinity, Alton (awaiting sale of property) - no new information
- C. Follow-up on Kankakee, Trinity - included in Bishop's report

New Business

- F. Request to Conference of Bishops for approval of an extension of on-leave-from-call status for Pastor Wendy Popp.

VOTED: Motion carried.

- SC17.01.05 Moved and Seconded that Synod Council approve the request for an extension of on-leave-from-call status for Pastor Wendy Popp.

- G. Renewal of Synod Council call to non-stipendiary ministry at First English Lutheran Church to Pastor Heather Arnold.

VOTED: Motion carried.

- SC17.01.06 Moved and Seconded that Synod Council approve the renewal of a call to non-stipendiary ministry at First English Lutheran Church to Pastor Heather Arnold.

- H. Synod Council resolution on "seasonal members" in C/SIS congregations

VOTED: Motion carried.

- SC17.01.07 The Executive Committee moves that the C/SIS permit congregations to use the category "seasonal member," if they choose, according to the specifications of the model constitution for congregations of the ELCA.

- I. Amendments to C/SIS Constitution as a result of ELCA Churchwide Assembly Actions

VOTED: Motion carried.

- SC17.01.08 The Executive Committee moves that Synod Council approve the amendments to the C/SIS Constitution as a result of ELCA Churchwide Assembly Actions.

- J. Nominating Committee for 2017 Synod Assembly

VOTED: Motion carried.

- SC17.01.09 Moved and seconded that the Nominating Committee consist of Pastor Glen VanderKloot, Pastor Jim Davis, and Don Swan.

- K. Bishop's Election Committee for 2017 Synod Assembly - the committee will consist of a representative from each conference to be ratified at the March meeting of the Synod Council.

- L. Congregational Voting Member Criteria for Synod Assembly

VOTED: Motion carried.

- SC17.01.10 Moved and seconded that Synod Council approve the following formula for voting members at Synod Assembly:

CHART FOR ADDITIONAL VOTING MEMBERS

Baptized membership as of December 31, 20__:

- 500-1000...1 additional member One (male or female)
- 1001-1500...2 additional members Two (one male and one female)
- 1501-2000...3 additional members Three (one male, one female, one either male or female)
- 2001-2500...4 additional members Four (two male and two female)
- 2501-3001...5 additional members Five (two male, two female, one either male or female)

- M. Approval for Fair Trade Fair at Synod Assembly

VOTED: Motion carried.

- EC17.01.11 Moved and seconded that Synod Council approve the Fair Trade Fair at Synod Assembly

- N. Approval for Equal Exchange booth at Synod Assembly

VOTED: Motion carried.

- EC17.01.12 Moved and seconded that Synod Council approve the Equal Exchange booth at Synod Assembly

O. Approval for a book sale at Synod Assembly

VOTED: Motion carried.

EC17.01.13 Moved and seconded that Synod Council approve the book sales at the Synod Assembly

P. Approval for 2018 Compensation Guidelines for Rostered Leaders

VOTED: Motion carried.

EC17.01.14 Moved and seconded that Synod Council approve the 2018 Compensation Guidelines for Rostered Leaders

Q. 2017 Housing Resolution, Bishop John Roth

VOTED: Motion carried.

EC17.01.15 Moved and seconded that Synod Council approve the 2017 Housing Resolution for Bishop Roth.

WHEREAS The Reverend Dr. S. John Roth, Bishop, is a full-time clergy staff member of the Central/Southern Illinois Synod of the Evangelical Lutheran Church in America; and

WHEREAS Bishop S. John Roth 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 Bishop S. John Roth shall have a portion of his compensation for the calendar year 2017 designated as housing or rental allowance in the amount of \$18,000 and be it further

RESOLVED that the Synod Council 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.

R. Report from Lutheran Social Services of Illinois(LSSI) – Mr. Mark Stutrud

VOTED: Motion carried.

SC17.01.16 Moved and Seconded that Synod Council approval of the revision of the LSSI Board of Directors size and representation among the synods.

VOTED: Motion carried.

SC17.01.17 Moved and Seconded that Synod Council approve the recommended changes in board size and representation according to the recently revised LSSI constitution.

Other Business

S. Next Council meeting, Saturday, March 18, 2017, 8:30am at the Chiara Center, Springfield

Announcements / Adjournment

VOTED: Motion carried.

SC17.01.18 Moved and Seconded that Synod Council adjourn.

Having concluded business, Vice-President Mayer declared the meeting adjourned at 12:26pm. Pastor Pam Mitcham offered a closing prayer.

Respectfully submitted,
Pastor Pam Mitcham, Secretary

SYNOD COUNCIL MINUTES

Central/Southern Illinois Synod, ELCA

Saturday, March 18, 2017

The Synod Council of the Central/Southern Illinois Synod ("C/SIS" or "synod") met at the Chiara Center in Springfield, Illinois on March 18, 2017 with the following members in attendance:

Present:

Bishop S. John Roth
Pastor Pam Mitcham
Mr. Ken Finkle
Ms. Carey Mayer

Pastor Gary Ryden
Pastor Robert Rasmus
Pastor John Rothfusz
Pastor Glen VanderKloot
Pastor James Davis
Pastor Scott Egbers

Mr. Larry Saler
Mr. Terry Goff
Mr. Henry Harms
Ms. Kim Alberts
Mr. Steven Rapp
Mr. Donald Swan
Ms. Deanne Holshouser
Ms. Debbie Peterson
Ms. Tiana Montgomery

Absent:

Mr. Broden Wileman
Mr. Mathew Spencer

Ms. Helen Pagel, Deacon

Staff Present:

Pastor Bob Dealey

Ms. Cindy Koonce

Welcome/Opening Prayer

Mr. Steve Rapp led opening devotions. Bishop Roth called the meeting to order at 8:41 a.m.

Approval of Agenda

VOTED: Motion carried.

SC17.03.01 Moved and seconded to approve the Synod Council Agenda.

Bishop's Report (written report submitted)

- Assistant to the Bishop Reports
 - 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

Vice-President Mayer gave information about conference calls relating to the Bishop election.

Secretary's Report

- Minutes of the Executive Committee, January 20, 2017

VOTED: Motion carried.

SC17.03.02 Moved and seconded to receive the minutes of the Executive Committee, January 20, 2017

- Minutes of the Synod Council, January 21, 2017

VOTED: Motion carried.

SC17.03.03 Executive Committee recommends the approval of the minutes of the Synod Council, January 21, 2017, with the correction that Deacon Helen Pagel and Mr. Henry Harms were absent from the meeting.

Treasurer's Report - Mr. Ken Finkle - written report submitted

Consent Agenda

VOTED: Motion carried.

SC17.01.04 Executive Committee recommends to Synod Council the approval of the Consent Agenda.

- A. Approval of Retirement Status
 - 1. Pastor Mark Sidney, effective June 1, 2017
 - 2. Pastor John Lottes, effective July 1, 2017
- B. Approval of On Leave From Call Status
 - 1. Pastor Karen McNeill-Utecht, effective February 1, 2017
- C. Receive Roster Changes
 - 1. Installation: Pastor Linda Strader, March 12, 2017, Three Saints Parish: St. Mark's, Chillicothe, St. John, Lacon, and St. Timothy, Wyoming
- D. Constitution Updates
 - 1. St. John Lutheran Church, Bloomington
 - 2. St. Luke Lutheran Church, Campbell Hill
 - 3. Mark Lutheran Church, Chillicothe
 - 4. St. Peter's Lutheran Church, Crescent City
 - 5. First Lutheran Church, Decatur
 - 6. St. Peter Lutheran Church, Dwight
 - 7. Trinity Lutheran Church, Fairbury
 - 8. Peace Lutheran Church, Steeleville
 - 9. Faith Lutheran Church, Washington
- E. Conference Reports
 - 1. East Central, Pastor Robert Rasmus
 - 2. Northern Conference, Pastor John Rothfusz
 - 3. Northeast Conference, Pastor James Davis
 - 4. Northwest Conference, Pastor Scott Egbers, Interim Dean
 - 5. Southern Conference, Pastor Gary Ryden, Interim Dean
 - 6. West Central Conference, Pastor Glen VanderKloot

Committee/Liaison Reports

- A. New and Renewing Congregations Committee
- B. Social Ministry, Justice and Advocacy Committee
- C. Mission Support and Stewardship Education Committee
- D. Global Mission Committee
- E. Professional and Lay Leadership Committee
 - Synodically Authorized Ministry Subcommittee
 - Candidacy Subcommittee
 - Leadership Support Subcommittee

Finance Committee Report - 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" - written report submitted
- B. Follow-up on congregations disbanded
 - 1. Union, Gila - no new information
 - 2. Trinity, Alton (awaiting sale of property) - no new information
- C. Follow-up on Kankakee, Trinity - included in Bishop's report

New Business

- A. 2018 Proposed Synod Budget for Synod Assembly

VOTED: Motion carried.

SC17.03.05 Moved and seconded to call the question.

VOTED: Motion carried.

SC17.03.06 Executive Committee recommends approval of the finance committee's proposed 2018 Synod budget.

- B. Approval of 2017 Synod Assembly Rules of Organization and Procedures

VOTED: Motion carried.

SC17.03.07 Executive Committee recommends approval of the 2017 Synod Assembly Rules of Organization and Procedures.

- C. Approval of 2017 Synod Assembly Bishop Election Procedures

Executive Committee recommends approval of the 2017 Synod Assembly Bishop Election Procedures.

VOTED: Motion failed.

SC17.03.08 Moved and seconded that the 2017 Synod Assembly Bishop Election Procedures be amended as follows:

Rule A. Section b. ~~Any nominee who does not wish to be considered for bishop may withdraw after the posting of the first ballot.~~ To remain on the ballot, any nominee listed on the first ballot must give consent to the Bishop Election Committee by 9:15 Friday morning. Any changes will be announced when the first ballot results are announced.

Rule B. Section a. ~~Withdrawal from Ballot—A pastor wishing to withdraw from nomination for bishop must provide a written notice of withdrawal by 9:15am on Friday morning to the Bishop Election Committee.~~ A pastor wishing to continue in nomination for bishop must provide written notice of continuance by 9:15am on Friday morning to the Bishop Election Committee.

VOTED: Motion carried with objection by Pastor Glen VanderKloot.

SC17.03.09 Moved and seconded that the 2017 Synod Assembly Bishop Election Procedures be amended as follows:

Rule A. Section b. Add the following after the last sentence: Any nominee not present will be given the opportunity to continue if he/she so wishes. The elections committee will make a good faith effort to contact him/her to get a response. Without a response, he/she will be removed.

VOTED: Motion carried.

SC17.03.10 Moved to call the question.

D. Approval of Bishop Election Committee

VOTED: Motion carried.

SC17.03.11 Executive Committee recommends approval of the Bishop Election Committee consisting of

Mr. Lyle Hallock (co-chair, NO) Ms. Karen Fifer (co-chair, WC)

Ms. Shirley Shaw (EC) Ms. Cynthia Davis (NE)

Mr. Allen Shay (NW) Mr. Don Swan (SO)

Ms. Carey Mayer (ex-officio)

E. Approval of Reference and Counsel Committee for 2017 Synod Assembly

VOTED: Motion carried.

SC17.03.12 Executive Committee recommends approval of the Reference and Counsel Committee for 2017 Synod Assembly consisting of

Ms. Ja'Net Miller (EC) Ms. Lynne Culkin (NE)

Mr. Terry Goff (NO) Pastor Tony Metz (NW)

Mr. Hugh Stempfley (SO) Pastor Ben Fiore, Chair (WC)

F. Booth Request: Lutheran School of Theology, St. Louis

VOTED: Motion carried.

SC17.03.13 Executive Committee recommends approval of the Booth Request from Lutheran School of Theology, St. Louis

G. Booth Request: Congregational Based Prison and Re-entry Ministry

VOTED: Motion carried.

SC17.03.14 Executive Committee recommends approval of the Booth Request from Congregational Based Prison and Re-entry Ministry

Other Business

A. Next Council meeting, Thursday, June 1, 2017, 8:30 am at the Gateway Conference Center, Collinsville, IL

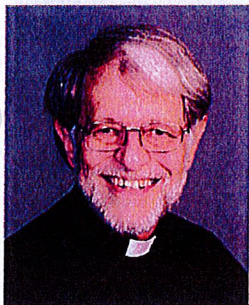
Announcements / Adjournment

VOTED: Motion carried.

SC17.03.15 Moved and Seconded that Synod Council adjourn.

Having concluded business, Vice-President Mayer declared the meeting adjourned at 11:18pm. Mr. Steve Rapp offered a closing prayer.

Respectfully submitted,
Pastor Pam Mitcham, Secretary



Assistant to the Bishop Report to the Assembly

Pastor Kenneth Sandlin

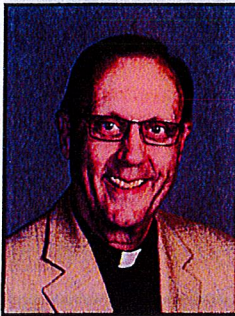
I have been serving as a half-time Assistant to the Bishop for almost four years. During that time, I visited congregations to worship with them and bring greetings. I worked with the Candidacy Committee as they accompanied seminarians from our synod on their road to rostered ministry. I also assisted councils and call committees as they navigated the many steps of the process to call their new pastor.

My Sunday visits with congregations and pastors continue to be a delight. I love how we are all different ... large cities with big universities and churches located on busy streets; small towns with oil and rock roads and churches that have steeples taller than any other building; rural congregations that back up to cornfields, serving the faithful for more than a century. And, I love how we're all the same ... gathering every Sunday to sing old hymns and new songs, hearing God's word in the lessons and the sermon, praying with heads bowed as we share our burdens and our joys, our failings and our thanksgivings. We are the family of God in our congregations, in our synod, and in our world. We are incased in God's grace. Worshipping with you is always amazing.

Candidacy is much less familiar to most of you. Unless you have served on the committee or have been a candidate yourself, it's impossible to truly know the time commitment made by committee members and the volume of paperwork and the years of study that are required from seminarians. If you want to find out more, let me know.

And then there is the call process. If you are blessed to be in a congregation whose pastor has been with you for a long, long time, you may not know much about the call process. But many of you do have experience calling a pastor. You may have been on your congregation's council when you put together the Ministry Site Profile. Perhaps you were on the call committee, interviewing pastoral nominees. Or maybe you remember attending the congregational meeting when you voted yes or no to extend a call. If you are a member of a congregation which currently has no called pastor, it is more personal. You know how difficult it is to wait. As weeks turn into months and months turn into years, the nagging uncertainty of not knowing when your next pastor will come, weighs you down. You start to question, "Why it is taking so long?" You may even lose faith in the process. I wish I could explain why some congregations have a new pastor in a few months, while others wait two years, or more. There are no easy answers, but there is this. Always remember that God is at the very center of the whole process. Everything we do to call a new pastor, revolves around our reliance on God's direction, our dependence on the guidance of God's Holy Spirit, and our certainty that God will send the right person to be your next pastor.

We all need each other's help. Lift up in prayer the congregations who are waiting for a pastor and the nominees who are waiting for a church. Remember our seminaries, and pray for our seminarians. And, every Sunday in worship, join your hearts and your voices together to give praise and thanksgiving to God. Worship visits ... working with candidacy ... walking congregations through the call process ... I love what I do as an assistant to the bishop, and I thank you for the opportunity to serve.



Assistant to the Bishop Report to the Assembly

Pastor James Reents

At the beginning of Matthew Jesus is called Emmanuel which means "God is with us." At the end of Matthew Jesus promises his disciples, "Remember I am with you always to the end of the age." Jesus is with us at the beginning of Matthew and the end of Matthew and everywhere in between. That promise gives me strength as a part-time Assistant to the Bishop.

I am thankful for the opportunity to serve nine congregations in the Northern Conference and 25 congregations in the Northeast Conference. If any of these congregations is seeking a pastor, I conduct an "Initial Call Process" meeting with the congregation council. That helps us to get better acquainted.

Monthly activities include the following: read Rostered Minister Profiles and respond to them, attend Rostered Leaders meetings in the Northern and Northeast Conferences, worship with at least one congregation and share a greeting from Bishop Roth, synod staff meeting, and Parish Council of Servants United. Since the last synod assembly, I have preached in fourteen congregations and visited sixteen congregations and worshipped with them. Networking with congregations is very important. Servants United is geographical parish of six congregations served by three pastors. It includes St. Peter Lutheran Church, Dwight; Community Lutheran Church, Cornell; Trinity Lutheran Church, Chenoa; St. John Lutheran Church, Anchor; St. John Lutheran Church, Sibley; and American Lutheran Church, Gibson City. One of the highlights of the year was a joint Reformation Service at St. Peter Lutheran Church, Dwight, with a mass choir and a delicious meal served after the worship service. A joint worship service and picnic is planned for May 6, 2018 at Trinity Lutheran Church, Chenoa. Another highlight of the past year was leading a presentation at four of the six conferences on Rostered Minister Profiles and Ministry Site Profiles. We discussed the significance of each. I hope to visit the other two conferences before the end of the year.

The Lay and Professional Leaders Support Subcommittee recommends a guideline of a 1% raise in salary for Rostered Leaders. We will seek other ways of supporting our leaders such as helping with the Professional Leaders Conference at Carlinville in September. Global Missions looks forward to visitors from our companion synod in Madagascar in the fall.

Thank you for the opportunity to serve with you in building up the body of Christ.



Assistant to the Bishop Report to the Assembly

Pastor Maureen Stein

People of God in the Central/Southern Illinois Synod,

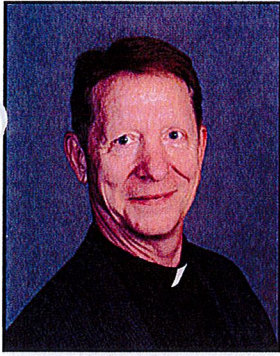
It has been a privilege to work as an Assistant to Bishop Roth and with the synod staff for another year. My primary responsibility, working with interim ministry, is becoming more challenging as more pastors retire and there are fewer people available to do interim work. As with the availability of called pastors, the shortages are unevenly distributed in the synod. So the pastors and people in Synodically Authorized Ministry who are willing to travel where the needs exist for interim ministry are a special blessing to us.

I continue to meet with Congregation Councils in the Northern and Northwest Conferences to outline the steps in the Call Process. This first meeting occurs soon after a pastor has completed his or her ministry in a congregation. The multi-step reflection process is key in matching pastors and congregations during the Call Process.

Bishop Roth and I work together with First Call Theological Education, meeting every six months with pastors in their first three years of ministry. As we move to a different location for each 24-hour retreat, we experience the context of each pastor's ministry. During retreats, each pastor reflects on a question related to pastoral formation in his or her congregation(s). It is a privilege to accompany new pastors as they grow in their understanding of their ministry contexts and of themselves in the call to servant leadership.

I continue to relate to congregations in the Northern and Northwest Conferences, attending Conference meetings and special events and visiting worship services to bring the greetings of the synod.

It is a blessing to serve in these areas and with my colleagues in the synod office.



East Central Conference Report to the Assembly

*Pastor Bob Rasmus, Dean
St. Matthew Lutheran, Urbana*

Congregations

St. Matthew, Urbana
Grace, Champaign
Good Shepherd, Champaign
St. Andrews and Campus Center
Lutheran Church of Mahomet
Christ, Monticello
First, Decatur
Holy Cross, Decatur
Bethel, Danville
St. Paul, Shelbyville,
St. John Shelbyville
Grace, Rankin

Pastor Bob Rasmus, Dean, Associate, Pastor Maggie Falenschek
Pastor Chris Repp
Pastor Tom Hillertz, Jason Fisher, Deacon
Pastor Amy Thoren
Pastor Nikoli Falenschek
Pastor Julia Rademacher, Interim
Pastor Rita Augsburg
Pastor Amy Zietlow, Jan Lawson, SAM
Pastor Ed Stone
Tom Galyen, SAM, Jan Lawson, SAM
Tom Galyen, SAM, Jan Lawson, SAM
Pastor Jennifer Hartweg-Brown

East Central Officers

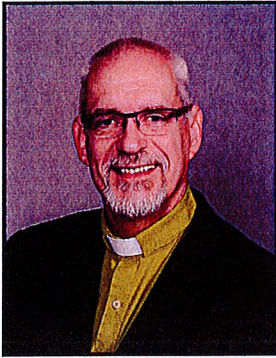
Dean	Pastor Amy Zietlow, Dean
Vice Dean	Pastor Amy Thoren, Vice Dean
Lay Vice President	Jason Fisher, Deacon
Treasurer	Kim Johnson
Secretary	Marilyn Dudley

Synod Committees

Synod Council	Lay Male, Tim Marty
Synodically Authorized Ministry	Clergy, Pastor Rita Augsburg
New and Renewing Congregations	Clergy, Pastor Maggie Falenschek
Global Mission	Clergy, Pastor Amy Thoren
Mission Support & Stewardship Education	Clergy, Pastor Nikoli Falenschek
Candidacy	Lay Male, Mr. Bill Moehring, Clergy, Pastor Chris Repp

The Conference continues to meet the fourth Tuesday of each month for fellowship and conversation.

In September, Pastor Amy Thoren shared details about her summer visit and study in Germany. In October we met for a fellowship meal following the boundary workshop. In November, Rachel Bass shared her Daily Bread Yoga ministry. In January we celebrated our annual Epiphany dinner at St. Andrew's Champaign in January. Cindy Koonce met with our conference in February to begin the conversation on the East Central Conference responsibilities for the Synod Assembly. Richard Craig from Thrivent was the guest presenter at our March Conference Assembly at First, Decatur. Pastor Bob Rasmus resigned as Dean and Pastor Amy Zietlow was elected by ecclesiastical ballot to serve his final year. Kim Johnson was reelected Conference Treasurer and Pastor Rita Augsburg was elected to serve on the Synodically Authorized Ministry Committee. In March we met with Bishop John Roth for our annual bishop's colloquy. In April we continued preparations for hosting the CSIS assembly in Champaign/Urbana.



Northeast Conference

Pastor James Davis, Dean

Servants United Parish: American Lutheran, Gibson City;

Community Lutheran, Cornell; St. John's Lutheran, Anchor;

St. John's Lutheran, Sibley; St. Peter's Lutheran, Dwight; and

Trinity Lutheran Church, Chenoa.

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 thirteen called pastors, one Synodically Authorized Minister, and twelve retired pastors. One pastor is on leave of call. Six congregations and one geographical parish are being served by Interim or Contractual Pastors.

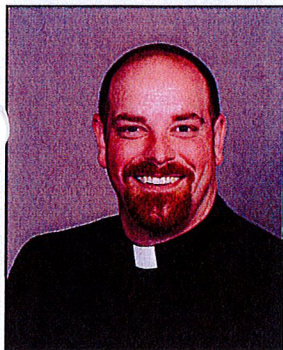
This past year we rejoiced with Pastor Mauricio Vieira, who was installed as Pastor of St. John, Cullom and St. Paul, Chatsworth. We said goodbye to Pastor Patty Heath, who accepted a call to St. Paul in Colville, Washington; and Pastor Kurt Hoover, who moved closer to family in Iowa. We also congratulate Pastor Christine McNeal for becoming the Senior Staff Chaplain and Coordinator for Church Relations at Advocate BroMenn Medical Center in Bloomington and Advocate Hospital in Eureka.

We continue to keep Resurrection, Bloomington in our prayers. When the roof over Grace Hall collapsed in December of 2016, the congregation rented space in a strip mall. When the lease was not renewed, they began sharing space – and ministry opportunities – with St. John's in Bloomington.

Shared ministry opportunities continue to be an important part of our conference. The three ELCA congregations in Bloomington-Normal held a Combined Worship Service – planned by the ELCA clergy in Bloomington-Normal – to celebrate the 500th Anniversary of the Reformation. ELCA churches in Chatsworth, Colfax, Cullom and Fairbury gathered to celebrate Reformation 500 at St. Paul, Forrest. ELCA congregations in Bourbonnais, Bradley, Clifton, Crescent City, and Roberts celebrated this historical event together at St. Paul, Gilman. The six ELCA congregations forming Servants United Parish celebrated with a Shared Reformation Service in Dwight, and a Joint Lutheran-Roman Catholic Prayer Service in Gibson City. Many congregations shared mid-week Advent, Lenten and Holy Week services and meals with other Lutheran and non-Lutheran churches in their communities. Seven congregations held Combined Confirmation Classes on Sunday evenings at St. Paul, Forrest and Trinity, Fairbury.

Our Annual Spring Assembly was held on March 11, 2018 at St. Paul, Forrest. Pastor Corinne Blissard led us in worship, and the members of St. Paul's graciously provided refreshments. Our guest speaker was Retired ELCA Pastor Al Erickson, who educated us on the alarming realities of human trafficking throughout our country – in cities and also in our rural communities.

Our rostered leaders met on the second Thursday morning from September 2017 through May 2018, with the exception of the Spring Assembly in March. Our topics included: Pastor Jim Reents discussed the importance of communication and education within a congregation; Counselor Kim Alberts – *Stand by Me: An Interactive Discussion on Self-care*; Bishop S. John Roth led *The Annual Bishop's Colloquy*; Pastor Maureen Stein – *The Importance of Job Descriptions in a Congregation*; Pastor Elyse Nelson-Winger displayed and explained the recently-produced, hand-written and hand-illuminated *Saint John's Bible*; Pastors Ed Hudelson and Jim Davis – *The Value of Shared Ministry and Servants United Parish*; and Campus Pastors Matt Geerdes, Elyse Nelson-Winger, and Amy Thoren discussed the similarities and differences of their Campus Ministries, and how congregations may assist and support them.



Northern Conference Report to the Assembly

*Pastor Ryan Anderson, Dean
First English Lutheran Church, Peoria*

The Northern Conference consists of 26 congregations in the Peoria area and surrounding counties. These churches are served by 20 pastors under call, 4 interim pastors, and 3 pastors/Synodically Authorized Ministers with contractual arrangements.

The conference saw several pastoral transitions over the past year.

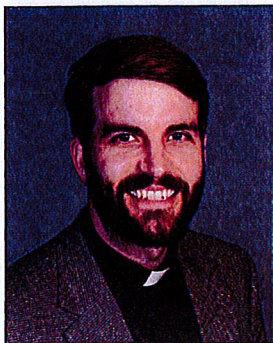
- Retirements: Rev. Dennis O'Brien retired from Advent Lutheran, Peoria in June 2018
- Ordinations: Rev. Patrick Jenkins ordained at Trinity, Canton and called to Grace, Sisseton, South Dakota
- Call: Rev. Micah Garnett—Trinity, Canton.
- Installation: Rev. Kara Wiechmann—Bethel, Bartonville
- Transfer: Rev. Youngshim Pitcher—Trinity, Macomb (Northwest Conference)
- Call: Rev. Ryan Anderson—First English, Peoria
- Call: Rev. Richard Wehrs—ELCA Mission Investment Fund
- Interim: Rev. Elise Rothfusz at Salem, Peoria
- Interim: Rev. Mary Kay Henson at St. John's, Toluca
- Interim: Rev. James Lillie at Grace and Peace, Peoria
- Interim: Rev. Dan Tuhy at St. Paul, Benson

The Northern Conference had a very successful "God's Work, Our Hands" service day in September 2017. This was our fifth year of service in this way, and we truly enjoyed working side by side and partnering with community groups.

The Northern Conference Youth Board (NCYB) pulls congregations together to create transformative and otherwise impossible opportunities for our youth to engage in the ministry of the Church. The annual *Be Like Jesus* retreat for 3rd-8th graders is a weekend of Word, service, and worship. The NCYB brought Kara Haug, founder of Grace Unbound, to talk with confirmation youth, their parents, and church leaders about intimacy and sex from a faith perspective. The conference gave \$8,000 to subsidize transportation to the 2018 Youth Gathering in Houston. The conference has continued working to support *8 Days*, a cooperative young adult ministry for college-age students at Bradley University and ICC.

The Professional Leaders of the Conference meet on the second Tuesday of the month September through May for worship, study, and fellowship. Topics since the summer have included: Lutherans Restoring Creation; Reformation 500: Martin & Katy Luther skit; Ministry of LSSI, Bishop's Colloquy; Thrivent Action Team workshop; Greater Peoria Area Clergy for Racial Reconciliation; #relationships (NC Youth Board); Vibrant Faith: Visual Faith workshop.

The Northern Conference Assembly was held on Sunday, April 22nd, 2018 at 2pm and was hosted by Faith Lutheran Church, Washington, IL. By the grace of the Holy Spirit, the Northern Conference is active and effective in building up the Church. We are blessed by, and for the sake of, the gospel. And so we give thanks to God.



Northwest Conference Report to the Assembly

*Pastor Scott Egbers, Dean
First Lutheran Church, Beardstown*

Congregations:

St. Peter, Arenzville.....	Rev. Corey Lange
St. John, Bluffs.....	Rev. Corey Lange
Faith, Augusta.....	Rev. Richard Hertenstein
Immanuel, Carthage.....	Rev. Richard Hertenstein
First, Beardstown	Rev. Scott C. Egbers
St. John, Bluff Springs.....	Rev. Colleen Winkler
Grace, Virginia	Rev. Colleen Winkler
Trinity, Carthage	
St. Peter, Coatsburg.....	Rev. Patricia Reep
Immanuel, Golden.....	Rev. Patricia Reep, Interim
Trinity, Golden.....	Rev. Brad Eidson
Zion, Liberty	Rev. Chris Hale, Interim
Trinity, Macomb.....	Rev. Youngshim Pitcher
Salem, Mendon.....	Rev. Chris Hale, Interim
Christ, Nauvoo	Rev. Pete Hagglund
Christ, Quincy	Rev. Gayle Pope
Luther Memorial, Quincy	Rev. Tony Metz

Northwest Conference Officers

Dean	Rev. Scott Egbers
Clergy Vice President.....	Rev. Richard Hertenstein
Lay Vice President	Ms. Debra Alwort
Secretary.....	Rev. Gayle Pope
Treasurer	Mr. David Poland
Lay Synod Council Rep.....	Mr. Dennis Wallin

The Northwest Conference had a few pastoral transitions in the past year. The conference welcomed Pastor Youngshim Pitcher who was installed as the pastor of Trinity Lutheran Church in Macomb in November of 2017. Pastor John Ashcraft ended his service as Interim Pastor at Trinity Lutheran Church in Carthage in April as he continues to be retired. Mallorie Egbers ended her time as interim at Salem Lutheran Church in Mendon and Pastor Chris Hale is now serving as part time interim at Zion Lutheran Church in Liberty and Salem Lutheran Church in Mendon. There continue to be vacancies and a need for pastoral leadership in the conference, but we thank God for those whom he has called and their willingness to serve faithfully.

Clergy/SAM meetings were held in nine of the past twelve months. These meetings included presentations by Russ Senti about Lutheran outdoor ministry, two Care of Souls meetings, a book study, the Bishop's Colloquy, a presentation about mobility, Ministry Site Profiles, and Rostered Leader Profiles, led by Pastor Jim Reents, and a presentation by Steve Bohnstedt about the Quincy Poverty Project. The annual Christmas gathering was cancelled because so many people had conflicts and could not attend.

The conference had its annual assembly on April 22, 2018 with Bishop Roth preaching and presiding at the assembly worship.



Southern Conference Report to the Assembly

*Pastor Melissa Waterman, Dean
Mt. Calvary Lutheran Church, De Soto and
First Lutheran Church, Murphysboro*

Congregations: 18

Congregations in transition: 7

Professional Leaders:

- 8 clergy under call
- 2 On Leave from Call
- 5 interims
- 7 retired clergy
- 3 SAMs

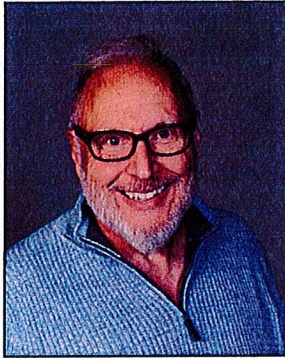
The Southern Conference was responsible for hosting the synod assembly in June 2017. We felt like it was successful considering many of us were new to the synod and conference. I give thanks to God for all the leaders in the Southern Conference who helped in various ways with the synod assembly.

Our Fall Educational assembly was held on Sunday, September 24, 2017 at Epiphany Lutheran Church, Carbondale. We welcomed Rev. Dr. Craig Nesson from Wartburg Seminary. His presentation was on: "Reclaiming the Lutheran Reformation: Theological Resources for Bringing Life to the World." Dr. Nesson's presentation highlighted the following points:

- Martin Luther: Biographical Overview
- Lutheran Theological Resources for Addressing the Human Condition
- Luther's Two Kingdoms as a Theological Framework for the Church in Mission
- Misinterpretations
- Two Kingdoms as Two *Strategies*
- Right hand strategy: Spiritual Rule of the Gospel
- Left hand strategy: Temporal Rule of Justice

The Southern Conference had their yearly check-in meeting in October. November, we hosted Pastor Jim Reents as he presented on the Rostered Leaders profile paperwork as well as the Ministry Site Profile paperwork. It was great to have Jim at our conference meeting. In December, we held our yearly Bishop's Colloquy at Our Redeemer Lutheran Church, Marion. Information was shared about the ELCA and our synod as well as wonderful fellowship time.

The Southern Conference had their yearly assembly on March 4, 2018 at St. Luke's Lutheran Church, Campbell Hill. The biggest change that was made at this meeting was the restructuring of the Southern Conference committees. We no longer have conference committees just the required synod committees. Our Exec. committee will consist of seven people who will also be the planning team for events/educational opportunities/worship in the conference along with adhoc committees as needed. Because of declining church membership, our budget for the conference also took a hit so we've had to scale back on our benevolence outside the conference. Some tough decisions have been made and more will be coming. The Southern Conference continues to struggle with church vacancies. We continue to meet the second and fourth Tuesdays of the month for text study.



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.

We welcome Pastor Adam Connolly to Ministry of Word and Sacrament at St. John's Lutheran Church in Springfield and Pastor Mary Zupansic to Ministry of Word and Sacrament at Peace Lutheran Church in Springfield.

The West Central Conference remains in prayer that the many congregations in our conference who are without a called pastor will soon have a called resident pastor to serve and lead them in Word and Sacrament. We are thankful for the many interim pastors and supply Synodically Authorized Ministers who serve our conference.

The West Central Conference met twice this past fall. In November we met at Zion Lutheran Church, Farmersville, hosted by Interim Pastor Chris Erdmann. We had a general discussion about world mission activities in our congregations as well as Advent and Christmas practices.

In December we met at Peace Lutheran Church, Springfield, hosted by Interim Pastor Paul Park. We recommended books we have recently read and gave a quick synopsis of those books. Pastor Adam Dichsen then led us in a Christmas worship service with the liturgy set to Christmas carols. We also collected grocery bags and food items for Grace Food Pantry in Springfield.

On February 15, 2018 Bishop S. John Roth conducted his annual colloquy with the West Central Conference Ministers of Word and Sacrament, Ministers of Word and Service and Synodically Authorized Ministers at St. Paul's Lutheran Church in Hillsboro. Pastor Stephan Munker hosted the event and lead us in worship. It is always our pleasure to host our Bishop. We continue to pray for his good health, safe travel, wisdom, discernment, leadership and bold proclamation of the life-changing gospel of Jesus Christ.

The Spring Conference Assembly met on March 25, 2018 at Mt. Zion Lutheran Church in Litchfield, hosted by Pastor Cynthia Munker who also led us in worship and anointed our hands for ministry. Tim Urness, the regional gift planner with the ELCA Foundation presented on ways the Foundation can help congregations. He offered to come and meet with any congregation.

The Bishop spoke briefly and then conducted elections. Pastor Greg Busboom, St. John's Lutheran Church, Springfield, was elected the new dean effective at the conclusion of the synod assembly. Pastor Adam Dichsen, Faith, Springfield, was elected the conference vice-president. As per the Bishop's recommendation the dean and vice president will share some of the constitutional responsibilities of the dean. Also elected were:

Conference Secretary	Cindy Koonce, St. John's, Springfield
Synod Council Rep.	Deanne Holshouser, Our Lord's, Maryville
Synod Committees	
Global Mission	Pastor Adam Connolly, St. John's, Springfield
Mission Support & Stewardship Education ...	Pat Caley, St. John's, Springfield
Social Ministry/Justice/Advocacy	Pastor Stefan Munker, St. Paul's, Hillsboro
New and Renewing Congregations	Position Available

On the recommendation of the Pastor Glen VanderKloot the conference voted to make a \$500.00 gift to the C/SIS.

It has been my pleasure to serve the last six years as Dean of the West Central Conference. Thank you for this opportunity.

Committee Reports to the Assembly

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 the 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 congregation's own constitution.

Our constitutions are tools which, when used well, enhance our mission in serving our Lord and Savior Jesus Christ. This year, April 2017- March 2018 the committee reviewed proposed amendments to constitutions of:

St. John Lutheran Church, Bremen	Salem Lutheran Church, Peoria
St. John Lutheran Church,, Bluff Springs	Grace Lutheran Church, Virginia
Good Shepherd Lutheran Church, Champaign	St. John Lutheran Church, Cullom
St. John Lutheran Church, Post Oak	St. Peter Lutheran Church, Glasford
Grace Lutheran Church, Champaign;	Mount Calvary Lutheran Church, De Soto
Immanuel Lutheran Church, Minonk.	

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

In addition at least these two congregations filed updated bylaws with the synod:

First Lutheran Church, Decatur	Bethany Lutheran Church, Wenona
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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 2016 Churchwide assembly and is available at the churchwide website, <www.elca.org/resources> enter "Model Constitution for Congregations 2016" in the search box. The synod website (www.csis-elca.org) also has had a checklist available as a PDF Document which may be used by congregations in the process.

In general the process is: 1. Review your constitution; 2. Compare to the current Model Constitution; 3. Make necessary changes and amendments; 4. File with synod office; 5. Synod Constitution Committee reviews your constitution and makes recommendation to synod council; 6. Synod Council acts on recommendation; 7. With approval from Synod Council changes are effective. (Please note that while the committee can advise and work with you on the wording you are using congregations need to consistently file completed documents with the synod office.

Global Mission

Mission Support and Stewardship Education

Submitted by Pastor Nikoli Falenschek, chair

Sometimes known as the MSSEC, we are the Mission Support and Stewardship Education Committee. Please allow me to introduce our members: I am Pastor Nikoli Falenschek from the East Central Conference, the chair of the MSSEC; Pat Caley from the West Central Conference, Curtis Hayes from the Southern Conference; and Deacon Helen Pagel from the Northwest Conference. At this assembly, we are saying thank-you for hard work and goodbye to Pastor Jim Davis, Pastor Patty Heath, Phil Ruch, and Pastor Dick Wehrs.

Many of you may know us as the Stewardship committee, but our role is much more broad than that. What is this broader role? Well, our members have had discussions about how to clarify the role of this committee in the Central/Southern IL Synod. We have been asking questions about our committee's purpose, traditions, visions, and functions. We see our role as one of support, exploration, and dissemination. We are here to support you and the ministries you serve. If you've a question about or are looking for resources relating to Mission Support or Stewardship, we're the ones to talk to. However, while we are here to support and encourage you, this does not mean that we are tasked with guaranteeing programs to work. As with any ministry of the church, mission support and stewardship education requires energy, focus, hard work, and allowance for context. We hope to explore options available to help you in these pursuits and give you our best recommendations and contemplations.

We are also committed to disseminating exciting things we come across. As a committee, we recently read a book by Miroslav Volf called *Free of Charge: Giving and Forgiving in a Culture Stripped of Grace*. Please visit us at our display table to check it out, as we've a few copies available as well as some bookmark with some of our favorite quotes from the book.

We have also been seeking out stories of generosity from across our synod. In all corners of our synod, pastors and lay leaders witness great generosity from volunteers and those they serve. Our committee is committed to seeking these stories out and lifting them up as examples of God's creative presence. We have already found many stories and are excited to share them with you. Please seek us out at our table or in person to hear some!

Telling stories is an important part of mission support and stewardship. And, we have a thriving ministry right here in our synod devoted solely to telling stories and cheering on the great work we are accomplishing together. This ministry is called Mission Interpreters: headed by Doreen Klages, this ministry empowers voices from various congregations and ministries to share their joys and triumphs with others. Our call to the synod is to identify one person in each ministry setting to serve as a Mission Interpreter, to share with the rest of us the vital work you are doing to serve our neighbor and our world.

We look forward to the opportunity to serve you and support you as you might need us. Please, stop by our table or grab us individually—we would like to hear from you what you would find useful from a committee like ours, what sorts of resources are you looking for, and we would also like to hear your stories of generosity. We are here to serve you and your ministries and give thanks for the opportunity to do so.

New and Renewing Congregations

Submitted by Pastor Micah Garnett, chair

The New & Renewing Congregations Committee has been in refocusing mode for the past year due to the departure last summer of Pastor Bob Dealey. In our quarterly meetings, we have worked to further discern our role in congregational renewal by considering Bishop Roth's "big three" questions (*Who are we? Why are we here? What then shall we do?*). So far, we see this role as involving more of a "technical" problem-solving approach—that is, we will likely focus on sharing resources that can be readily applied in congregations.

Our one current sub-committee, the Transformational Ministry Team, tackles the challenge of congregational renewal from the "adaptive" realm of problem-solving techniques—that is, renewal work that requires congregations to undergo systemic behavioral and perspective shifts. Our primary tool for this effort remains the Transformational Ministry 2.0 process from the Congregational and Synodical Mission Unit of ELCA Churchwide. The Transformational Ministry Team is also in a time of reflection and redirection after the departure of some key personnel.

Another part of this committee's ministry is working with congregations that receive or are seeking supplemental funding from the synod or ELCA Churchwide. This area of our work in the past year has consisted of relating to Prince of Peace Lutheran Church, Mt. Vernon as they continue in a redevelopment process.

We will be asking the congregational leaders at this year's Synod Assembly to assist in our refocusing efforts by completing a brief two-question survey: 1) What would you love to do in your congregation? and 2) What is preventing you from doing that? We hope that your responses will help us identify patterns of interests and obstacles across the diverse group of congregations and contexts that make up our Central/Southern Illinois Synod. Thank you all for your partnership in serving God who is making all things new!

Social Ministry, Justice, and Advocacy (SMJA)

Submitted by Pastor Amy Zietlow chair

"Then the King shall say unto them on his right hand, 'Come, you who are blessed by my Father; take your inheritance, the kingdom prepared for you since the creation of the world. For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.' 'Verily I say unto you, In as much as you have done it to one of the least of these My brethren, you have done it unto Me.' "

- Matthew 25:34-36,40

The committee continues into our sixth full year of work. Our annual grant application and letter are included on the Synod Resource page.

The grants for 2018 went to:

- 1) Kid's for Christ—Trinity Lutheran Church Golden, IL
- 2) Pastor's Pantry—Zion Lutheran Church Mt. Carmel, IL
- 3) Prison Ministry Visitation Program—Our Redeemer Lutheran Marion, IL
- 4) TRICO Area Food for Youth Campbell Hill, IL
- 5) Improving Soil Fertility for Enhanced Vegetable Production—St. Matthew's Urbana, IL
- 6) Our Neighbors Across the Street—Faith Lutheran Jacksonville, IL
- 7) Kairos Prison Ministry—St. John Campbell Hill, IL

It is the goal of this committee not only to issue grants but also to be a source of contact for congregations as to how their congregations can be active participants of social ministry in their individual communities.

At the Professional Leadership Conference held in September, we hosted a conversation on race and combatting racism in our unique mission contexts.

I am thankful to the diligent work of Ellen Davis, who faithfully led this committee for many years. I look forward to supporting Pr. Priscilla Geerdes as she steps into the role of chairperson.

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

Serve Educate Advocate

Professional and Lay Leadership

Candidacy

Submitted by Pastor Elise Rothfusz, chair

What is the Candidacy Committee?

The Candidacy Committee of the Central/Southern Illinois (C/SIS) 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. There are three benchmarks for a candidate's progress through candidacy:

- *Entrance*, which is an assessment of a candidate's call and readiness to prepare for ministry;
- *Endorsement*, which is an assessment by the seminary and candidacy committee of a candidate's continued growth toward readiness for ministry; endorsement typically happens before an internship placement;
- *Approval*, which is the final step marking successful internship and education; approval allows a candidate to enter the call process as a rostered leader of the ELCA.

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. In 2017 the Candidacy Committee sponsored a forum during synod assembly for potential ministry candidates and others to learn more about the process to become a rostered leader in the ELCA, and we held a retreat for our candidates and those who are discerning a call to ministry in August.

Who is part of the candidacy process?

The candidacy process involves both members of our synod who serve on the Candidacy Committee (one pastor and one lay person from each conference) and of course, the candidates who come from our local congregations. Please lift up C/SIS candidates in prayer, as well as others who may be discerning a call to serve the ELCA by becoming a rostered leader. Our current candidates for Word and Sacrament ministry:

- Lynette A'Hearn (St. John, Bloomington) is seeking reinstatement to the roster
- Brian Coffey (St. Paul, Peoria) is endorsed and in coursework (Luther Seminary distributed learning)
- Lynne Culkin (St. Paul, Gilman) is endorsed and awaiting internship placement (Wartburg Theological Seminary distributed learning)
- Brett Gosteli (First English, Peoria) is entranced and in coursework (Luther Seminary distributed learning)
- Brian Moeller (St. Mark, Belleville) is entranced and in coursework (Luther Seminary distributed learning)
- Kristen Schmid (St. John, Springfield) is endorsed and in coursework (Lutheran School of Theology at Chicago)

- Ella Vandervlugt (Advent, Morton) is endorsed and in coursework (Pacific Lutheran Theological Seminary)

In 2017, Patrick Jenkins was approved for ordination, assigned to the South Dakota Synod, and is now serving in a congregation.

I would like to express my thanks to the Candidacy Committee members for their dedication and commitment to this important work on behalf of the whole ELCA: Pastor Joel Brown, Ms. Karen Fifer, Mr. Bill Moehring, Pastor Cynthia Munker, Pastor Marlin Otte, Mr. David Poland, Pastor Gayle Pope, Pastor Chris Repp, Ms. Lynn Smith, Ms. Jeanine Standard, Synod Council Representative Pastor Melissa Waterman, synod staff liaison Pastor Ken Sandlin, and ELCA Region 5 Candidacy Manager Pastor Ramie Bakken. I especially thank Pastor Scott Egbers and Pastor Glen VanderKloot (synod council) for their time and contributions over the last few years.

How are congregations part of the candidacy process?

Congregations are a vital part of candidacy - our candidates, future pastors and leaders in the church, come from your congregations! Who are those people in the midst of your community who have gifts for ministry? Encourage them; pray for them; nurture their gifts. 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.

Future church leaders are not only nurtured in our congregations; they are trained there too. With more candidates opting for distributed learning opportunities and hoping to complete internship near their homes, 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.

Finally, we ask all congregations to be praying for our current candidates and future leaders of our congregations. Together we share in the work of the Gospel. Thank you for your partnership in ministry!

Synodically Authorized Ministry (S.A.M.)

Submitted by Pastor S. Blake Duncan, acting chair

This year has been a year of transition. At the request of Bishop Roth and the Synod Council the subcommittee has discussed and considered a structural change to the subcommittee. This subcommittee will go from being a subcommittee focused exclusively on the Synodically Authorized Minister (SAM) program to a committee that will oversee Adult Faith Formation programming for the synod as a whole. Overseeing the SAM program will continue as part of this committee's responsibility, but if approved, the committee will also offer programs, resources and assistance to congregations in the area of educational programs and faith-building activities. The fact is that there are significantly fewer candidates who wish to be approved as SAM's, so the subcommittee feels that this change makes sense.

During this past year the subcommittee sponsored one retreat in December at King's House in Belleville which focused on the Apostle Paul. The presenter was Pastor S. Blake Duncan. This weekend also was the first attempt to utilize the ZOOM program for broadcasting the lecture.

Going forward the following events have been scheduled:

- A 6-week course in Lutheran Confessions will be offered. The course will be taught by Pastor Chris Repp, Grace-Champaign and will be offered throughout the synod through ZOOM. Classes will begin in mid-to-late September and run through October, 9am to noon. Those who are preparing for Synodically Authorized Ministry will need to register and be prepared to do some additional work for the credit. Flyers are available at the Synod Assembly.
- The December Retreat this year will feature Dr. Karoline Lewis from Luther Seminary in St. Paul, MN. The focus will be the Gospel of St. John. The retreat will take place at King's House in Belleville, December 7 beginning around 5:00pm and ending on December 8 around 3:00pm. The lectures may be broadcast through ZOOM, but an important feature of the retreat is the worship and fellowship, so we encourage SAM's in particular, and others to attend in person if at all possible.

Finally the committee will be making contact with all the SAM's and will attempt to provide more support and oversight.

Leadership Support



2017 Report from the Central / Southern Illinois Synod Lutheran Youth Organization

Greetings on behalf of the C/SIS Lutheran Youth Organization (LYO).

The LYO Board and Planning Committee had been very busy planning for and participating in synod youth events in 2017.

The Carlinville retreat was held November 17-19, 2017, at the Lake Williamson Retreat Center. The theme for the retreat was "*God the Builder*", based on 1 Peter 2:5. Youth participated in different small group activities. Dakota Road once again led music for our weekend. Our keynotes were led by Pastor Tony Metz. Along with the other retreat activities, congregations were asked to donate items for Lutheran World Relief personal care kits. With the donations made, we were able to complete almost 100 kits, which will be sent out later this year.

Due to last year's closure of the Rend Lake resort, we have chosen to discontinue this event for the immediate future. In 2017 we moved this event to Lake Williamson. Attendance was down and we suffered a monetary loss (there is more about this in the treasurer's report). Due to the time of year this event happens, with weather always being a factor, moving it to a camp is not feasible. We discontinued our Decatur event many years ago because having an event at a hotel was too costly. We are in hopes that the State will do something with the Rend Lake property and we will be able to revisit revamping this event at some point in the future. We will keep you updated as we (if we) hear more from the State.

Last summer saw youth from our synod join with the two other synods from Illinois for Leadership Lab, held at Augustana College in Rock Island. The theme of Leadership Lab was "*Mountains, Rivers, Valleys*". It reminded us of how God is present at the mountaintop, at the river, and in the valleys of our lives.

The dates for upcoming events are:

Leadership Lab: July 23-28, 2018

Carlinville: November 9-11, 2018

Cindy Svanda and Katlyn Reimer
LYO Advisors

C/SIS LYO TREASURER'S REPORT FOR YEAR ENDING DECEMBER 31, 2017

Respectfully submitted,
Cindy Svanda and Katlyn Reimer
LYO Advisors

Bank of Springfield Account	
Beginning Balance	\$73.60
Service Charge	\$0.00
Expenses	\$0.00
Ending Balance	\$73.60
Bank of Carbondale Account	
Beginning Balance 01/01/2016	\$17,074.48
2016 Carlinville Youth Gathering Expenses	358.94
2017 Rend Lake @ Carlinville Gathering Expenses	25,051.50
2017 Carlinville Youth Gathering Expenses	23,962.88
2017 Synod Assembly Page Expenses	776.50
Training LYO Advisor – Extravaganza K. Reimer	1,199.70
Misc. Expense – Funeral – Brown/Reimer	189.86
2018 Carlinville Deposit to LWCC	1,731.00
Deposits	
Rend Lake @ Carlinville Youth Gathering	21,747.00
Carlinville Youth Gathering	23,858.90
Ending Balance	\$9,410.00

Normally, a decrease in an account balance of \$7,600 would cause concern. We anticipated this decrease and to some extent planned the decrease in this account. First, we decreased the registration fee at our youth gatherings for the last couple of gatherings in order to give back to the churches. It was never our intention to have this much money in our account, so when the opportunity presented itself to lower the registration cost for a couple of events, we were happy to pass the savings back to the churches. Secondly, we anticipated that by having the Rend Lake event at Lake Williamson we would lose attendance by having two events so close together at the same venue, and we did. The Carlinville venue is also a more expensive venue than Rend Lake and by the decrease in attendance our expenses exceeded our registrations by \$3,300. We sent LYO Advisor Katlyn Reimer to the Extravaganza this year in order for her to do some networking and obtain some training. This training cost us \$1,200.00. We had a carryover of \$350 in expenses from Carlinville 2016, Synod Assembly expenses were more, and we paid our 2018 Lake Williamson Deposit. Our account is still healthy and we are very thankful for the support we get from our C/SIS Congregations, our synod, our Bishop and our synod staff. If you have any questions, please feel free to email Cindy Svanda at csvanda3@gmail.com. It is a blessing for us to be able to serve the youth of our synod.



2017 Report from the Central / Southern Illinois Synod Women of the ELCA

Submitted by Ms. Jean Scherer President

Dear Brothers and Sisters in Christ,

Tenth Triennial Gathering

Last July 13-16, 2017, I was blessed to attend the Tenth Triennial Gathering with 3,000 other bold women in Minneapolis, Minnesota. It was awesome and uplifting to worship with that many other women and it was my first Triennial. We had fantastic speakers, bible studies and helped assemble hygiene kits for young girls around the world. Leymah Gbowee, a Nobel Peace Prize winner, spoke to us about how she is standing up for girls and women in Liberia; Pastor Alexia Salvatierra, from Los Angeles, described how she is helping immigrants and people in poverty; and Kelly Fryer, led Bible study about how we need to be "good and not nice" like Jesus throwing the money counters out of the church. The Presiding Bishop of the ELCA, Presiding Bishop Elizabeth Eaton opened our gathering with other international guests with some from companion synods. Over 1,000 people enjoyed a concert by the National Lutheran Choir at the downtown Central Lutheran Church during the gathering.

Biennial Conference

C/SIS WELCA celebrated the 500th anniversary of the reformation, at Lake Williamson in Carlinville last October. We enjoyed fellowship with hayrack rides, smores and a portrayal of Katie Luther, by Judy Engebretson, from Bethany Lutheran Church in Crystal Lake. Pastor Maggie Falenschek was wonderful as our Chaplain, leading Bible studies and worship. We worked on fleece blankets as a service project for Lutheran World Relief.

Our new WELCA C/SIS Board was voted in at that time. The officers are as follows: President – Jean Scherer (West Central), Vice-President – Miranda Searcy (Southern Conference), Secretary – Penny Madlinger (West Central), Treasurer – Lynn Smith (Southern Conference), Mission Chair – Mike Schmidt (West Central), West Central Conference Representative – Bonnie Hartke, Northwest Conference Representative – Cindy Lierly, Northeast Conference Representative – Donna Schuler, Southern Conference Representative – Debra Rathert, and East Central and Northern have no Representatives.

Activities

Your C/SIS Board is working on projects, such as updating rosters of active WELCA units in our synod. Thanks to Bishop Roth and with the help of Tucker Good, we are working on a website to be linked with the C/SIS ELCA website. The board is planning a fall conference to be held in Champaign/Urbana October 19- 20, 2018. The conference theme is **BOLD WOMEN** with the Bible verse Luke 1:38, "And Mary said, 'Behold, I am the handmaid of the Lord; let be to me according to your word.' And the angel departed from her." The Conferences have or will meet as follows: Northeast - April 7, 2018, Southern - April 29, 2018 and Northwest - May 5, 2018.

Missions

We are using money from our budget to support Toromore Mananato in our companion synod, in the Malagasy church in Madagascar. We voted to spend a total of \$2250.00 for a camera, recorder, computer and printer for use by women in the Tolanaro Synod and \$1000 for maintenance of her car, to help her with outreach in her synod.

Thanks to all the Lutheran women who continue to serve the Lord in their churches and units across the Central Southern Illinois Synod. Women purchase and assemble personal care kits, school kits, fleece blankets, quilts and many more projects. Women are having Bible studies using the "Gather" magazine, using the phone app Daily Grace for devotionals, and the Bold Café online magazine and podcast for young women. We are supporting Katie's Fund which provides scholarship for leadership training for women. We are blessed.

We will be at the synod assembly June 7-9 , 2018, please stop by our exhibit to learn more about WELCA and active units.

2019 Proposed Budget - Central/Southern Illinois Synod

	Actual 2014	Actual 2015	Actual 2016	Actual 2017	Budget 2017	Budget 2018	Budget 2019
<i>Income from congregations</i>	\$1,450,269	\$1,439,080	\$1,398,471	\$1,393,489	1,450,000	1,400,000	1,390,000
Ministry through ELCA (56%)(50% for 2018+)	812,151	805,885	\$783,144	780,354	812,000	700,000	695,000
Ministry through CSIS (44%)(50% fo 2018+)	638,119	633,195	\$615,327	613,135	638,000	700,000	695,000
Interest & Misc. Income	7,987	8,680	\$9,025	9,632	9,500	9,500	8,500
Total available to CSIS	646,105	641,875	\$624,353	\$622,767	647,500	709,500	703,500
<i>Outflow CSIS</i>							
<u>Agencies and Institutions</u>							
Lutheran Social Services of Illinois	51,421	51,420	51,421	51,421	51,421	51,421	51,421
Colleges	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Seminaries	40,000	40,000	40,000	40,000	40,000	40,000	40,000
Campus Ministries	49,500	49,500	49,500	49,500	49,500	49,500	49,500
Lutheran Outdoor Ministries Center	6,750	6,750	6,750	6,750	6,750	6,750	6,750
Region 5 support	3,458	3,008	3,008	3,000	3,008	3,008	3,008
Illinois Conference of Churches	3,600	3,600	3,600	3,600	3,600	3,600	3,600
Total Agencies and Institutions	156,729	156,278	156,279	156,271	156,279	156,279	156,279
<u>CSIS Program Committees</u>							
Global Mission	1,130	308	2,735	1,537	4,300	4,300	3,500
Social Ministry, Justice & Advocacy	6,608	6,050	5,333	6,669	8,000	8,000	7,000
Professional and Lay Ministry							
Candidacy Subcommittee	10,492	8,401	13,526	13,288	13,000	13,000	14,000
Synodically Auth. Min. Subcommittee	742	516	286	0	3,500	3,500	2,500
Leadership Support Subcommittee	5,500	3,209	2,676	2,411	4,000	4,000	3,500
Mission Support & Stewardship	92	297	105	700	1,000	1,000	1,000
<i>Church in Society/Outreach</i>							
New / Renewing Congregations	6,549	4,873	2,986	2,075	7,050	7,050	7,050
Constitution / Miscellaneous	0	969	0	0	0	0	0
Total CSIS Program Committees	31,113	24,623	27,646	26,680	40,850	40,850	38,550
<u>CSIS Congregation/ Clergy Services</u>							
Salaries/Housing	257,561	281,945	293,785	277,045	301,031	308,700	320,000
Benefits	66,842	76,080	81,361	83,037	85,862	86,906	75,500
Continuing Education	4,500	5,794	5,064	4,500	4,500	4,500	4,500
Bishop's Fund	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Total CSIS Cong/Clergy Services	329,902	364,819	381,210	365,582	392,393	401,106	401,000
<u>CSIS Office Administration</u>							
Staff Travel	18,108	17,423	20,047	17,373	19,000	19,000	19,000
Operations	57,400	47,133	43,169	47,468	55,045	50,905	48,945
Equipment	4,500	4,500	4,500	4,500	4,500	4,500	4,500
Furniture/Capital Improvement	2,200	2,200	2,200	2,200	2,200	2,200	2,200
Automobile	2,000	2,000	3,000	3,000	3,000	3,000	3,000
Communication	618	259	0	0	250	0	0
Total CSIS Office Administration	84,826	73,515	72,916	74,541	83,995	79,605	77,645
<u>CSIS Synod Administration</u>							
Synod Assembly	15,388	19,930	27,899	25,138	25,000	29,000	25,000
Nominating Committee	0	0	0	0	0		0
Synod Council	4,669	3,739	3,807	4,620	5,000	5,000	5,000
Total CSIS Synod Administration	20,057	23,669	31,706	29,759	30,000	34,000	30,000
Total Synod Outflow	622,627	642,904	669,757	652,833	703,517	711,840	703,474
Total Outflow	1,434,778	1,448,789	1,452,900	1,433,186	1,515,517	1,411,840	1,398,474
Total inflow over total outflow	23,478	(1,029)	(45,404)	(30,065)	(56,017)	(2,340)	26
Reserves available end of year	267,674	266,645	221,241	191,176	165,224	188,836	188,862
Reserve % of annual budget	18.7%	18.4%	15.2%	13.3%	10.9%	13.4%	13.5%

2019 Proposed Budget

	Actual 2014	Actual 2015	Actual 2016	Actual 2017	Budget 2017	Budget 2018	Budget 2019
Global Mission	1,130	308	2,735	1,537	4,300	4,300	3,500
Committee Expenses	130	808	200	1,537	1,000	1,000	1,000
Companion Synod Programs	1,000	(1,000)	2,500	-	2,500	2,500	2,500
Regional Events & Scholarships	-	500	35	-	-	-	-
GME Scholarships	-	-	-	-	800	800	-
Social Ministry, Justice & Advocacy	6,608	6,050	5,333	6,669	8,000	8,000	7,000
Committee Expenses	458	879	186	669	2,000	2,000	1,000
Grants	6,150	5,172	5,147	6,000	6,000	6,000	6,000
Professional and Lay Ministry	22,976	15,852	16,488	15,699	20,500	20,500	20,000
Candidacy Subcommittee	10,492	8,401	13,526	13,288	13,000	13,000	14,000
Committee Expenses	1,350	819	359	262	1,000	1,000	1,000
Multi synodical	-	-	-	-	-	-	-
Seminary Scholarships	7,500	6,000	10,500	8,000	8,000	8,000	8,000
Candidacy	1,643	1,583	2,667	5,026	4,000	4,000	5,000
Synodically Auth. Ministry Subcc	742	516	286	-	3,500	3,500	2,500
Committee Expenses	320	413	286	-	1,000	1,000	1,000
S.A.M. Program	422	103	-	-	2,500	2,500	1,500
Leadership Support Subcommit	5,500	3,209	2,676	2,411	4,000	4,000	3,500
Committee Expenses	389	19	20	15	1,000	1,000	500
Retreats, Conferences	5,112	3,190	2,655	2,396	3,000	3,000	3,000
Mission Support & Stewardship	92	297	105	700	1,000	1,000	1,000
Committee Expenses	-	295	89	700	500	500	500
Stewardship	92	2	16	-	500	500	500
New / Renewing Congregations	6,549	4,873	2,986	2,075	7,050	7,050	7,050
Committee Expenses	2,449	2,823	936	2,075	5,000	5,000	5,000
Youth/Leadership Lab	4,100	2,050	2,050	-	2,050	2,050	2,050
Discipline	0	0	0	0	0	0	0
Constitution / Miscellaneous	0	969	0	0	0	0	0
Consultation	0	0	0	0	0	0	0
Total CSIS Program Committees	37,355	28,349	27,646	26,680	40,850	40,850	38,550
Variance Actual to Budget	-22,195	-26,701	-23,204	-14,170			

Compensation Guidelines for Rostered Leaders

2019

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, January 2018

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I. RATIONALE

This report on compensation contains a revision of the 2017 guidelines, "Compensation and Benefits for Ministers of Word and Sacrament and Ministers of Word and Service for the Central/Southern Illinois Synod." It is suggested that those who are responsible for the compensation of rostered leaders 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 committee 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 for 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 rostered leaders.

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 rostered leaders. 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, Ministers of Word and Sacrament and Ministers of Word and Service 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 committee for leadership support strongly recommends the use of a tax professional who is knowledgeable about such matters in the preparation of tax returns.

II. ANNUAL UPDATE IN THE FORMAT OF THE GUIDELINES

For 2019, 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 an 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, Ministers of Word and Sacrament 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: Ministers of Word and Service are not to be included in this component.

Two housing alternatives are considered below:

- 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 page 3). 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/her 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)

Date

(Signed by the Pastor)

Date

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 saving accounts (HAS), flexible spending accounts (FSA), 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 voluntary 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. \$.53.5 per mile for 2017 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

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: 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 2019 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.

Word and Sacrament				Word and Service			
Years of Service				Years of Service			
0	\$ 35,660	-	\$ 36,721	0	\$ 34,400	-	\$ 35,432
1	\$ 36,400	-	\$ 37,471	1	\$ 35,070	-	\$ 36,112
2	\$ 37,140	-	\$ 38,221	2	\$ 35,740	-	\$ 36,792
3	\$ 37,880	-	\$ 38,971	3	\$ 36,410	-	\$ 37,472
4	\$ 38,620	-	\$ 39,721	4	\$ 37,080	-	\$ 38,152
5	\$ 39,360	-	\$ 40,471	5	\$ 37,750	-	\$ 38,832
6	\$ 40,100	-	\$ 41,221	6	\$ 38,420	-	\$ 39,512
7	\$ 40,840	-	\$ 41,971	7	\$ 39,090	-	\$ 40,192
8	\$ 41,580	-	\$ 42,721	8	\$ 39,760	-	\$ 40,872
9	\$ 42,320	-	\$ 43,471	9	\$ 40,430	-	\$ 41,552
10	\$ 43,060	-	\$ 44,221	10	\$ 41,100	-	\$ 42,232
11	\$ 43,800	-	\$ 44,971	11	\$ 41,770	-	\$ 42,912
12	\$ 44,540	-	\$ 45,721	12	\$ 42,440	-	\$ 43,592
13	\$ 45,280	-	\$ 46,471	13	\$ 43,110	-	\$ 44,272
14	\$ 46,020	-	\$ 47,221	14	\$ 43,780	-	\$ 44,952
15	\$ 46,760	-	\$ 47,971	15	\$ 44,450	-	\$ 45,632
16	\$ 47,500	-	\$ 48,721	16	\$ 45,120	-	\$ 46,312
17	\$ 48,240	-	\$ 49,471	17	\$ 45,790	-	\$ 46,992
18	\$ 48,980	-	\$ 50,221	18	\$ 46,460	-	\$ 47,672
19	\$ 49,720	-	\$ 50,971	19	\$ 47,130	-	\$ 48,352
20	\$ 50,460	-	\$ 51,721	20	\$ 47,800	-	\$ 49,032
21	\$ 51,200	-	\$ 52,471	21	\$ 48,470	-	\$ 49,712
22	\$ 51,940	-	\$ 53,221	22	\$ 49,140	-	\$ 50,392
23	\$ 52,680	-	\$ 53,971	23	\$ 49,810	-	\$ 51,072
24	\$ 53,420	-	\$ 54,721	24	\$ 50,480	-	\$ 51,752
25	\$ 54,160	-	\$ 55,471	25	\$ 51,150	-	\$ 52,432
26	\$ 54,900	-	\$ 56,221	26	\$ 51,820	-	\$ 53,112
27	\$ 55,640	-	\$ 56,971	27	\$ 52,490	-	\$ 53,792
28	\$ 56,380	-	\$ 57,721	28	\$ 53,160	-	\$ 54,472
29	\$ 57,120	-	\$ 58,471	29	\$ 53,830	-	\$ 55,152
30	\$ 57,860	-	\$ 59,221	30	\$ 54,500	-	\$ 55,832
31	\$ 58,600	-	\$ 59,971	31	\$ 55,170	-	\$ 56,512
32	\$ 59,340	-	\$ 60,721	32	\$ 55,840	-	\$ 57,192
33	\$ 60,080	-	\$ 61,471	33	\$ 56,510	-	\$ 57,872
34	\$ 60,820	-	\$ 62,221	34	\$ 57,180	-	\$ 58,552
35	\$ 61,560	-	\$ 62,971	35	\$ 57,850	-	\$ 59,232

