

## OFFICER, BOARD, AND COMMISSION POSITIONS TO BE FILLED BY ELECTION BY THE 2019 CONVENTION FOR WHICH NOMINATIONS ARE SOLICITED

All nominees for officer, board, and commission positions are to be fully committed to the Scriptures and the Lutheran Confessions, to honoring and upholding the resolutions of the Synod, and to supporting the mission and ministry of the Synod. Such commitment should already be demonstrated by participation and leadership in the nominees' local congregations. They should also possess the ability and willingness to work with others.

References are made to the 2016 *Handbook* of the Synod [[www.lcms.org/handbook](http://www.lcms.org/handbook)] for information regarding the responsibilities of the positions to be filled. A complete list of current officers and board and commission members may be found in the 2017 *Lutheran Annual*.

### GENERAL INFORMATION AND REGULATIONS

The following is important information when considering an individual for an elective position in the Synod:

- All nominees must be members of member congregations of the Synod (*Art. X B 3; Bylaw 1.5.1*).
- Terms of office for the Secretary of the Synod are three years without limitation of terms (*Bylaws 3.2.4, 3.2.4.1*). Terms of office for elected board and commission members are six years, limited to two terms (*Bylaw 3.2.4.2*), except for college and university boards of regents, which are three years and limited to three terms (*Bylaw 3.10.6.2 [6]*), and for the Board of Directors of the Lutheran Church Extension Fund—Missouri Synod, which are three years and limited to four terms (*Bylaw 3.6.4.3*).
- Incumbents who are eligible for reelection are automatically considered in the nominations process. Their names need not be resubmitted (*Bylaw 3.12.3.4 [d]*).
- Persons already holding offices or board or commission positions in the Synod and/or district may be nominated, but if elected, such persons will be required to choose between offices and/or board or commission positions if more than one is elective, or if more than two are held, whether elective or appointive (*Bylaw 1.5.1.2*). Elective offices/positions are those filled through election by a national or district convention, even though a vacancy in such an office may be filled by appointment. (*Bylaw 1.5.1.2 [a]*).
- Unless otherwise specified or permitted by the Bylaws, chief executives and executive directors, faculty, and all staff on either the national or district level shall not be members of the board of the agency under which they serve, nor shall any such executives or staff be members of the board of any other agency of the Synod. (*Bylaw 1.5.1.1*)
- Persons already holding an office/position may be nominated for an office/position when one is directly responsible for the work done by the other, but if elected, such persons will be required to choose between offices or positions (*Bylaw 1.5.1.2*).
- Nominees should have no gainful business contacts or relationships with the national Synod, a district, or any board or commission on which they would serve if elected (*Bylaw 1.5.2*).

- Ordained ministers are all those who are rostered by the Synod. A recent list is provided in the 2017 *Lutheran Annual* under “Ministers of Religion—Ordained.” Board positions may call specifically for a “parish pastor” (e.g. *Bylaw 3.9.5.1 [1]*).
- Commissioned ministers are all who are rostered by the Synod. A recent list is provided in the 2017 *Lutheran Annual* under “Ministers of Religion—Commissioned.” Commissioned ministers include teachers, deaconesses, certified lay ministers, parish assistants, and directors of Christian outreach, Christian education, parish music, and family life ministry. Board positions may call specifically for one category of commissioned minister (e.g. *Bylaw 3.9.5.1 [2]*).

## ELECTED OFFICERS

### *Common Qualifications for Nominations Officers of the Synod*

The elected officers of the Synod are its President, First Vice-President, five regional vice-presidents in line of succession, and Secretary. All candidates for these offices are expected to be fully committed to the Holy Scriptures and the Lutheran Confessions, to honoring and upholding the resolutions of the Synod, and to the mission of the Synod as demonstrated by participation and leadership in that mission in their local congregations. Candidates should possess the ability to carry out the responsibilities of office as provided in the *Handbook* of the Synod, accompanied by a willingness to work with others.

Because the nominations processes for the election of the President and vice-presidents are not the responsibility of the **Committee for Convention Nominations**, specific information regarding the desired qualifications of candidates for these offices is provided elsewhere as appropriate. Desired qualifications for election to the office of Secretary are noted below.

#### **Secretary: One (1) Minister of Religion—Ordained**

A full-time position, the Secretary is an officer of the Synod and serves as secretary of the LCMS Board of Directors and the Commission on Constitutional Matters; he supervises the maintenance of rosters, administrates the dispute resolution and expulsion processes, edits the *Lutheran Annual*, and has extensive convention responsibilities. (2016 *Handbook* pp. 16, 37–52, 64–95, 100–104, 111–112, 135–136, 138–139, 169–176)

O: John Wollenburg Sias (19)

**Desired Qualifications:** The Secretary must be an ordained minister with the skills necessary to perform the customary duties of a corporate secretary; carry out the required responsibilities relating to conventions of the Synod; perform such other work as pertains to his office by bylaw or by assignment by conventions, the President, or the Board of Directors; and provide counsel from the Constitution, Bylaws, and resolutions of the Synod to the members of the Synod on a daily basis. Administrative responsibilities include oversight of the Synod’s dispute resolution process and supervision of the official rosters of the Synod. Membership on numerous boards, commissions, and committees includes service as secretary of the Commission on Constitutional Matters and of the Board of Directors. A high degree of integrity is essential, and a range of prior experience in the Synod will be helpful.

## ELECTED BOARD AND COMMISSION MEMBERS

### *Common Qualifications for Nominations for the Boards and Commissions of the Synod at the National Level*

All candidates for board and commission memberships are expected to be fully committed to the Holy Scriptures and the Lutheran Confessions, to honoring and upholding the resolutions of the Synod, and to the mission of the Synod as demonstrated by participation and leadership in that mission in their local congregations. They also should possess the ability and willingness to work with others. Desired qualifications of members of individual boards and commissions are noted below. [Note: All members of the **Board for National Mission** and the **Board for International Mission** (and five lay members of the **LCMS Board of Directors**) are elected according to geographical regions. See region map at: [www.lcms.org/convention/districts-map](http://www.lcms.org/convention/districts-map)]

Details for each board/commission are listed as follows: the positions for election in 2019, a brief description of the responsibilities and desired qualifications, and the names of convention-elected incumbents by position, indicated as “O”=Ordained, “C”=Commissioned, and “L”=Layperson. In parentheses following each name is a number which indicates the year the incumbent’s present term expires. An asterisk (\*) indicates the individual is not eligible for re-election. More information regarding specific board or commission responsibilities may be found in the corresponding sections of the 2016 *Handbook* [[www.lcms.org/handbook](http://www.lcms.org/handbook)].

#### **Board of Directors, LCMS: (AT-LARGE)**

**One (1) Minister of Religion—Commissioned**  
**One (1) Layperson**

**O:** Eric Ini-Obong Ekong (22) MI; Michael L. Kumm (22\*) SD; **C:** Kurt M. Senske (19\*) TX; **L:** Ed H. Everts (22\*) FG; Christian A. Preus (19) MNS

#### **Board of Directors, LCMS: (REGIONAL)**

**One (1) Layperson**  
**From each of the following regions:**

- **Central Region**
- **West-Southwest Region**

**L:** James W. Carter, Jr. (*Great Lakes Region*) (22\*) NI; Gloria S. Edwards (*West-Southwest Region*) (19\*) CNH; Mr. Keith E. Frndak (*East-Southeast Region*) (22\*) EA; Larry W. Harrington (*Great Plains Region*) (22) WY; Kathy A. Schulz (*Central Region*) (19) EN.

Meetings of two or more days at least four times a year. The board serves as the legal representative of the Synod, is custodian of the Synod’s properties, and is responsible for the management and supervision of all business affairs of the Synod. (2016 *Handbook* pp. 16–17; 112–115)

**Desired Qualifications:** The Board of Directors is responsible for the legal, property, and financial affairs of the Synod, as outlined in Bylaws 3.3.4.2–3.3.4.9. The Board is responsible for the plans and operating budgets as well as the human resources, financial, and other policies of corporate national Synod, and has certain oversight responsibilities regarding the other synodwide corporations and agencies. Board members should be able to see the “big picture,” both nationally and internationally. Experience on district or national boards

\* Ineligible for re-election.

is desirable, particularly for the ordained and commissioned members. Experience in large organization management, leadership, and oversight is always helpful. In addition, representation by laypersons who are active in the parish with a record of service in the Synod is valuable as well. Must be available for quarterly meetings of two-four days each.

**Additional Regulations:** With the exception of the President and the Secretary of the Synod, no more than one voting member from any category (lay, ordained, commissioned) and no more than two voting members total may be elected from any one district (Bylaw 3.3.4.1).

### **LCMS Board for National Mission: (REGIONAL)**

#### **One (1) Individual Member (Minister of Religion Ordained/Commissioned)**

*From each of the following regions:*

- **Central Region**
- **Great Lakes Region**
- **West-Southwest Region**

#### **One (1) Layperson**

*From each of the following regions:*

- **East-Southeast Region**
- **Great Plains Region**

**O/C:** Peter C. Bender (*Great Lakes Region*) (19) SW; Steven C. Briel (*Great Plains Region*) (22\*) MNS; Timothy J. Droegemueller (*East-Southeast Region*) (22) FG; Alfonso O. Espinosa (*West-Southwest Region*) (19) SW; Martha Jane Milas (*Central Region*) (19) CI; **L:** Carol A. Hack Broome (*West-Southwest Region*) (22) CNH; Carla M. Claussen (*Great Plains Region*) (19) MNS; Ernest E. Garbe (*Central Region*) (22\*) CI; Julia G. Habrecht (*East-Southeast Region*) (19) SE; Crysten Sanchez (*Great Lakes Region*) (22) IE

Two-day meetings three times a year in St. Louis. The board is charged with developing and determining policies for the coordination of and in support of district ministries which support congregations and schools, assisting in identification of specific goals for the Office of National Mission (ONM) and exercising oversight of the ONM's implementation of the board's policies. In its work, the board embraces and applies the mission and ministry emphases adopted by the Synod national convention. It serves as the calling agency for institutional and agency chaplains and other non-foreign specialized ministers after consultation with the appropriate district president. (2016 *Handbook* pp. 23, 131–133)

**Desired qualifications:** Nominees for election to the Board for National Mission should possess familiarity with and express strong leadership and support for LCMS mission and ministry activities, particularly in contexts within the United States. Experience and expertise in one or more of the following areas is especially desirable: ministry and theology; extended church work on or interaction with one or more domestic mission fields or focused ministry areas; prior service on national or district boards of the Synod; policy writing; administration of complex organizations; business, law, finance, human resources; donor relations; witness and outreach; human care; education; stewardship. Board members are expected to work collaboratively under individual and committee assignments, actively speak and listen to one another in board and staff interactions, faithfully review and evaluate board-related working materials offered by other board members and Synod staff, provide constructive comments, honor confidentiality and maintain a spirit of mutual encouragement.

**LCMS Board for International Mission: (REGIONAL)**

**One (1) Individual Member (Minister of Religion Ordained/Commissioned)**

*From each of the following regions:*

- **East-Southeast Region**
- **Great Plains Region**

**One (1) Layperson**

*From each of the following regions:*

- **Central Region**
- **Great Lakes Region**
- **West-Southwest Region**

**O/C:** Vacant (*West-Southwest Region*) (22); Roberto E. Rojas, Jr. (*East-Southeast Region*) (19) FG; Bernhard M. Seter (*Great Plains Region*) (19) ND; David P. Stechholz (*Great Lakes Region*) (22) EN; Vacant (*Central Region*) (22\*) MO; **L:** Kristine Bruss (*Central Region*) (19) KS; Terrence Lung (*West-Southwest Region*) (19) CNH; Robert K. Van Gundy (*Great Plains Region*) (22\*) MNS; K. Allan Voss (*Great Lakes Region*) (19) SW; James S. Wolf (*East-Southeast Region*) (22) EN

Two-day meetings three times a year in St. Louis. The board is charged with developing and determining policies in support of mission and ministry in foreign countries and assists in identifying specific goals for the Office of International Mission. In its work, the board embraces and applies the mission and ministry emphases adopted by the Synod national convention. It serves as the only sending agency through which workers and funds are sent to the foreign mission areas of the Synod, including the calling, appointing, assigning, withdrawing, and releasing of missionaries and other workers for ministries in foreign areas. (2016 *Handbook* pp. 133–135)

**Desired qualifications:** *Nominees for election to the Board for International Mission should possess familiarity with and express strong leadership and support for LCMS mission and ministry activities, particularly in contexts outside the United States. Experience and expertise in one or more of the following areas is especially desirable: ministry and theology; extended church work on or interaction with one or more foreign mission fields; mercy work and human care; international relations; business, law, or finance; prior service on national or district boards of the Synod; policy writing; administration of complex organizations; education; stewardship and donor relations; human resources. Board members are expected to work collaboratively under individual and committee assignments, actively speak and listen to one another in board and staff interactions, faithfully review and evaluate board-related working materials offered by other board members and Synod staff, provide constructive comments, honor confidentiality and maintain a spirit of mutual encouragement.*

**Commission on Theology and Church Relations:**

**One (1) Minister of Religion—Ordained (parish pastor)**

**One (1) Layperson**

**O:** (*both parish pastors*) Robert A. Dargatz (19) PSW; Arlo W. Pullmann (22\*) MT; **C:** (*parish teacher*) Timothy D. Hardy (22\*) MI; **L:** Jack D. Kilcrease, III (22) MI; Andrea Pitkus (19) NI

Three-day meetings four times a year in St. Louis. The commission assists the President in his constitutional responsibilities, provides guidance to the Synod in matters of theology and church relations, and serves as a clearing house for materials relating to membership in societies, lodges, cults, or any organizations of an unchristian or anti-Christian character. (2016 *Handbook*, pp. 140–144)

**Desired Qualifications:** The Commission on Theology and Church Relations “exists to assist congregations in achieving the objectives of Article III 1 and 6 of the Constitution of the Synod, and to assist the President of the Synod in matters of church relationships” (Bylaw 3.9.5). Article III 1 speaks of conserving and promoting “the unity of the true faith (Eph. 4:3-6; 1 Cor. 1:10)” and Article III 6 speaks of “providing a variety of resources and opportunities” to congregations “for recognizing, promoting, expressing, conserving, and defending their confessional unity in the true faith.” Nominees for election to the Commission on Theology and Church Relations should therefore be well grounded in their knowledge of and commitment to the Holy Scriptures and Lutheran Confessions and the doctrinal position of the Synod. They should have a good understanding of the internal workings of The Lutheran Church—Missouri Synod. Above all, they should have a Christ-centered concern for the pure teaching of the Gospel, the right administration of the sacraments, and God-pleasing relationships with all members of the body of Christ. Must be available for quarterly meetings of three days each.

### **Concordia Historical Institute Board of Governors:**

**Two (2) Minister of Religion—Ordained**

**One (1) Minister of Religion—Commissioned or Layperson**

**O:** Frederic W. Baue (19) EN; Cameron A. MacKenzie (19\*) IN; **C/L:** David G. Millar (19) MO

One-day meetings four times a year. The board serves as the Department of Archives and History of the Synod, collects and preserves articles of historical value, promotes interest in the history of Lutheranism, stimulates historical research, and promotes retention of historical documents throughout the Synod. (2016 *Handbook* pp. 120–122)

**Desired Qualifications:** The Board of Governors of the Concordia Historical Institute sets policies and oversees the operations of the Institute, a separately incorporated organization that serves as the Department of Archives and History of The Lutheran Church—Missouri Synod. It is responsible for developing long and short range plans, operating budgets and policies to enable the Institute to gather, preserve, and make available for use historical resources on the history of Lutheranism in America, especially of the LCMS. Board members should have an appreciation for and interest in history. Experience and/or training in archives and library work and historical research is especially desirable. Also helpful are Skills and interest in developing sources of financial support for the Institute and representing the Institute to the church. Must be available for quarterly meetings of one day each.

### **Concordia Publishing House Board of Directors:**

**Four (4) Laypersons**

**O:** Alvin J. Schmidt (22\*) MO; **C:** Mark L. Bender (22\*) MO; **L:** Robert E. Beumer (19\*) MO; Stephanie A. Egger (19) IW; Elaine Graff (22) RM; Angela M. Hill (19) WY; Natalie L. Oleshchuk (22\*) MO; Joseph L. Olson (19) SW; Gretchen A. Roberts (22\*) MDS

One to two-day meetings, four times a year in St. Louis. The board conducts the business affairs of Concordia Publishing House. (2016 *Handbook*, pp. 122–123)

**Desired Qualifications:** Concordia Publishing House is the publishing arm of the Synod, conducts market research to determine what is to be published, arranges for the writing and editing of materials, manages publication, and sells the product directly to users or to distribution outlets. CPH annual sales are approximately \$35 million. The members of its Board of Directors must be committed to producing resources

faithful to God's Word and the Lutheran Confessions, committed to bringing the distinct witness of the Lutheran church to all whom the publishing house serves and committed to what the LCMS believes, teaches, confesses and practices. Board members should understand business management, as CPH is a self-sustaining corporation. Senior management experience in a corporation of significant size with experience in publishing, e-delivery, law, finance, Human Resources or marketing would be helpful. Must exhibit openness to purchasing and using CPH materials and a commitment and willingness to influence others to use CPH materials. Must be available for quarterly meetings of up to two days each.

### **Lutheran Church Extension Fund Board of Directors:**

**One (1) Minister of Religion—Ordained or —Commissioned**  
**Two (2) Laypersons**

**O:** Benjamin D. Haupt (19) MO; **L:** Vacant (19) KS; Susan J. Elsholz (19) EN

Two-day meetings four times a year. The board oversees the use of the Fund's assets to provide financial resources and services for ministry, witness, and outreach to the LCMS and to offer demographic, planning, and architectural services. All directors must have an understanding of the church extension program and/or demonstrate an expertise in fields or areas closely related to church extension activities, such as knowledge of real estate, management, and financial planning. (2016 *Handbook*, pp. 123–124)

**Desired Qualifications:** Board members should have a broad range of experience in one or more of the following: financial services, investments, loans and real estate, legal, banking, administration, and marketing. Prior experience on other LCMS boards is also desirable. **LCEF Board Members are expected to:**

- A. Attend meetings regularly not missing two consecutive meetings
  - a. The Board meets on a quarterly basis and these meetings are held throughout the United States. Committee meetings are held via video conference prior to the start of the regular meeting. Board meetings are usually a day and a half in length with the exception of the first meeting of the calendar year whereby an incremental planning day is required.
  - b. Board members attend the Annual Meeting typically held each November the weekend prior to Thanksgiving at different locations throughout the United States
- B. Submit to FBI criminal background checks (required for mortgage lender licenses in certain states). Certain states require that board members of licensed lenders do not have any conviction as a result of a criminal matter involving dishonesty or breach of trust or fraud.

### **LCMS Foundation Board of Trustees:**

**One (1) Minister of Religion—Ordained**  
**One (1) Layperson**

**O:** Richard T. Drews (19\*) NI; **L:** Gregory J. Miller (19) MO

Two-day meetings four times a year. The board oversees a synodwide program of deferred giving for the advancement, promotion, endowment, and maintenance of the Synod and its agencies. (2016 *Handbook*, pp. 124–126)

**Desired Qualifications:** The Board of Trustees is responsible for the business, financial, property, personnel, and legal affairs of the LCMS Foundation. Board members should be experienced in financial, investment, or marketing matters. The Foundation's goal is to link more and more Christians with giving opportunities as an expression of biblical stewardship; therefore members of the board must be committed to managing life and

\* Ineligible for re-election.

all of life's resources to fulfill God's purposes by being linked with and supportive of the mission and ministry of the LCMS and organizations associated with it. As a synodwide corporate entity of the Synod, the Foundation provides current and deferred giving instruments for individual use and investment management services for legacies, bequests, endowments, annuity gifts, and other trust funds available under law. In addition to serving individual stewards, the Foundation serves the Synod, its agencies, congregations, auxiliaries, recognized service organizations, and others under bylaws and policies.

### Concordia University System Board of Directors:

#### **One (1) Minister of Religion—Ordained**

**O:** Byron Northwick (22) IE; Orville C. Walz (19) NEB; **C:** Jonathon Giordano (22) SI; **L:** Ellen R. Lange (22) PSW; Gerhard H. Munding, Jr. (22\*) IN

Two-day meetings at least three times a year. The board promotes, improves, supervises, and directs education for the preparation of ministers of religion—commissioned and others, promoting cooperation between the Synod's colleges and universities. No more than two (Bylaw 3.6.6.3 change in 2016) voting members elected by the Synod can be from the same district and no executive, faculty member, or staff member from a Lutheran institution of higher education may serve on the board as a voting member. The Chief Administrative Officer of the Synod (or a designee) and the Secretary of the Synod (or a designee) shall review and verify that nominees are qualified to serve as stated in Bylaw 3.6.6.3. (2016 *Handbook*, pp. 126–129)

**Desired Qualifications:** The Concordia University System Board of Directors is responsible for establishing educational and administrative standards, policies, and procedures for the coordination of the Synod's nine colleges and universities. Board members should have a should have demonstrated familiarity and support of the institutions, and shall support the doctrinal positions of the Synod, and shall possess two or more of the following qualifications: theological acumen, an advanced degree, experience in higher education administration, administration of complex organizations, finance, law, investments, technology, human resources, facilities management, or fund development. Board members should have a background and experience in education or administration or finance. They should be acquainted with current trends in education and should have a heart and passion for Christian, Lutheran education that includes preparation for a variety of professions, especially leadership roles that serve parish life in local communities; that offers opportunities for an increasing number of the church's youth to select a Concordia as a preferred place for higher education experiences; and that promotes the educational system as a mission outreach of the LCMS as a significant feature. Must be available for three meetings per year of two days each.

### Concordia University System —Colleges and Universities

**Each Boards of Regents (9):**

**One (1) Minister of Religion—Ordained**

**One (1) Minister of Religion—Commissioned**

**Two (2) Laypersons**

**COLLEGES;**

**Concordia College Alabama (Selma, Ala.) — O:** Vacant (19); **C:** Vacant (19); **L:** Vacant (19); Vacant (19)

**Concordia College—New York (Bronxville, N.Y.) — O:** Jon M. Ellingworth (19) AT; **C:** Ross E. Stueber (19) SW; **L:** James T. Jahnke (19\*) MI; David M. Wolf, D.D.S. (19) NE

\* Ineligible for re-election.

## UNIVERSITIES;

**Concordia University Chicago (River Forest, Ill.)** — O: Roger B. Gallup (19) NI; C: Mark P. Muehl (19\*) IN; L: Debra Grime (19\*) IN; Mark O. Stern (19\*) NI

**Concordia University, Irvine, Calif.** — O: Scott C. Klemsz (19) CNH; C: Jeffrey Scott Beavers (19) PSW; L: Peter K. S. Lee (19) PSW; Sandra Ostapowich (19\*) RM

**Concordia University Nebraska (Seward, Neb.)** — O: Keith H. Grimm (19\*) MNS; C: Robert L. Cooksey (19\*) NEB; L: Timothy Hu (19) WY; Jill Johnson (19) NEB (*Seward Co.*)

**Concordia University, Portland, Ore.** — O: Gregory N. Todd (19) SI; C: Keith E. Brosz (19\*) PSW; L: Michael P. Borg (19) WY; August C. Schwark (19) NOW

**Concordia University, St. Paul, Minn.** — O: David A. Kind (19) MNS; C: Mark Justin L'Heureux (19) NEB; L: W. Robert. Myers (19) SO; Amy S. Wenthe (19) MNS

**Concordia University Texas (Austin, Texas)** — O: Nathaniel Wade Hill (19) TX; C: Mary Beth Gaertner (19) TX; L: Mark K. DeYoung (19) TX; Noreen L. Linke (19\*) TX

**Concordia University Wisconsin (Mequon, Wis.)** — O: David C. Fleming (19) MI; C: Lynnette A. Fredericksen (19\*) SI; L: Kenneth B. Bowman (19) EN; Deborah J. Davidson (19) SW

Meetings four times a year at the respective school. The board's duties include the defining and fulfilling of the mission of the school within the broad assignment of the Synod, operating and managing it as an agent of the Synod, serving as its governing body, establishing and reviewing policies, promoting public relations, approving budgets, and in every way promoting the well-being of the school. (2016 *Handbook*, pp. 160–163)

**Desired Qualifications:** A board of regents of a college or university of the Synod is responsible for the spiritual, academic, and financial health of the institution. It makes decisions regarding the resources and strategic vision that are needed to provide Christian workers and leaders for the church and the world. It oversees the work of the president and creates appropriate policies to guide administrative activities. A board of regents is responsible for the educational program of its institution. Its members must assure themselves that the work of the institution is carried on effectively and managed in a business-like manner within an annually established budget. The board is also responsible for the general welfare of faculty, staff, and students. Its members should be acquainted with current trends in education and should have a strong commitment to Christian education at all levels, with special interest in the preparation of church workers. Committee work and other commitments may be requested between meetings. Regents may expect to be asked to support the institution financially as part of their personal stewardship commitments.

Persons elected or appointed to a board of regents should be knowledgeable regarding the region in which the institution is located and shall demonstrate familiarity and support for the doctrinal positions of the Synod. They shall possess two or more of the following qualifications: theological acumen, an advanced academic degree, experience in higher education administration, administration of complex organizations, finance, law, investments, technology, human resources, facilities management, or fund development. Demonstrated familiarity and support of the institution is a desired quality in the candidate. When regents are elected at the national convention of the Synod or appointed by the board of regents, qualifications shall be reviewed and verified by the Secretary of Synod (or designee) and the President of the CUS (or designee). When regents are elected at district conventions, qualifications of all nominees, including floor nominees, shall be reviewed and verified by the chair and secretary of the district board of directors or their designees. (*Bylaw 3.10.6.2 [8]*)

