



# 2025 ELCA Bishop Election Questionnaire

- How have you worked with congregations to encourage them to be open to calling rostered ministers - pastors and deacons – people who are BIPOC or identify as LGBTQIA+?
- What training/educational resources have you participated in that helped you recognize how white supremacy, misogyny, and queerphobia have impacted your life?
- How do you see the Bound Conscience compromise [ELCA Churchwide Assembly 2009] and the four positions it describes impacting the church today?
- What actions steps will you put in place to provide financial, systematic, and pastoral support for people who are Rostered Ministers or in candidacy who are also from underrepresented or marginalized communities, especially those who are BIPOC or identify as LGBTQIA+?
- Nationally, the average age for someone to “come out” as a member of the LGBTQIA+ community is 16 and the percentage of youth and young adults identifying as Queer or LGBTQIA+ is now over 20% of the demographic. Given that, what do you think congregations and synods need to do to see, name, and care for these youth/young adults and their families?
- How will you choose to handle expressed homophobia, transphobia, racism, and sexism by a Rostered Minister, Bishop, or Churchwide staff?

Can you define systemic racism or institutional racism and give an example where the ELCA is culpable in this system?

- With white supremacy still the cause of prejudice, discrimination, and violence perpetrated against marginalized people all over this country, what would you see as your role as Presiding Bishop of the ELCA, and in the larger community?
- Are you committed to making this denomination a church that is actively anti-racist? If yes, name the steps you will take after becoming bishop to do this work. If not, explain your reasons for not doing this work.
- If elected, will you assemble a staff that reflects the rich diversity of the realm of God? What does that look like to you? Why is this this important to you?

