

**BIOGRAPHICAL INFORMATION FOR NOMINEE FOR BISHOP OF DELAWARE-MARYLAND SYNOD**

<i>Name</i>	Kevin C. Clementson
<i>Current position</i>	Co-Senior Pastor Grace Lutheran Church, Westminster, MD
<i>Congregation membership</i>	Grace Lutheran Church, Westminster, MD
<i>Date and year of birth</i>	October 11, 1953
<i>Date and year of ordination</i>	June 12, 1982
<i>Previous positions</i>	Co-Pastor, Baden/Conway Parish(Christ, Baden PA and First English, Conway, PA) from 1982 to1987 Pastor, New Hope Lutheran Church, Freedom, PA from 1987 to 1995 Pastor, Berkeley Hill Lutheran Church, Pittsburgh, PA from 1995 to 2007 Co-Senior Pastor, Grace Lutheran Church, Westminster, MD From 2007 to Present
<i>Education and earned degrees</i>	Bemidji State University, Bachelor of Science 1975 Lutheran Theological Seminary, Master of Divinity 1982
<i>List up to five (5) current or past synodical or churchwide activities that would inform your service as bishop of this synod.</i>	Dean of the Westminster Conference – Delaware-Maryland Synod Board of Directors – Carroll Lutheran Village, Westminster, MD Board of Directors (Executive Committee) – Lutheran SeniorLife, Mars, PA Candidacy Committee – Southwestern Pennsylvania Synod Thiel College – Board of Trustees, Greenville, PA Board of Directors – Camp Lutherlyn, Prospect, PA
<i>List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.</i>	Treasurer – Westminster Ecumenical Ministerium Board of Directors – Shepherd’s Staff, Westminster, MD Community Advisory Committee, North Hills Public Schools, Pittsburgh, PA

*What gifts would you bring to the office of bishop of this synod? (1000 characters maximum)*

Let me start with learnings rather than gifts. I have learned that I do not have all the answers and that the perspectives and wisdom of others is a critical element in planning and problem solving. My best gift would be 34 years of ordained ministry in which I have had opportunity to serve in a variety of different settings. I have served in a multiple point parish. I partnered with two struggling congregations as they merged into a new healthy growing congregation that built a new facility. I worked with members of a suburban congregation to revitalize their worship attendance and ongoing ministries. I now serve as a co-senior pastor of a larger congregation in Westminster, MD. Each of the above settings provides unique challenges and opportunities which I have experienced first-hand. I strive to be a good listener and create a safe place where people can speak openly about matters of importance in their lives and in the life of the Church. Let me conclude with my greatest gift; the grace of Jesus Christ who is my Lord and Savior. The office of bishop is meaningless if the one who holds the position loses sight that the work of the Church in all its expressions is about making known the wonder and power of God's love as revealed in Jesus. Our Lutheran Confessions provide a solid foundation from which we are able to speak this good news to the world around us.

*What do you see as the principal challenge to this synod in the next six (6) years?*

(1000 characters maximum)

There is common agreement that the Church is in a time of radical change. Enrollment in seminaries is low, membership and worship attendance is decreasing overall and congregations are finding it increasingly difficult to adequately compensate roster leaders. I am concerned that these pressures could cause the Church to grasp at perceived solutions that are institutionally and theologically unsound. In a time of crisis it is important to have adequately trained rostered leaders who can thoughtfully assist congregations through the unfolding changes. I believe the office of bishop needs to be pastorally responsive to the needs of both congregations and the rostered leaders. Congregational leaders need to be encouraged and supported as they seek new models for ministry that will challenge the average church members who are often resistant to change. We can approach this time with a sense of loss or with an eye for new potentials for living out the gospel as the Body of Christ. It is important that we not lose sight of Vision 2018: Discerning God's Plan that was adopted at our Synod Assembly in 2015 because this document contains useful pathways toward addressing some of these issues.

*Describe your leadership style. (1000 characters maximum)*

Collaborative; Rostered leaders and congregational leaders need to be able to communicate and work together in an environment of collegiality which will foster and encourage the sharing of idea and the implementation of new strategies. Fear of failure needs to be redirected towards seeing every venture as a rich opportunity for learning and growing. When we succeed, we succeed together and when we fail we fail together. In every circumstance there is the opportunity to learn and grow. I would hope to have a style of leadership that would foster a joyful sense of adventure for addressing the future where thoughtful risk taking has its place while being faithful to the gospel message to which we are called.

**BIOGRAPHICAL INFORMATION FORM – THE REV. MICHAEL A. DUBSKY**  
**NOMINEE FOR BISHOP OF THE DELAWARE-MARYLAND SYNOD**

1. Name: **The Rev. Michael Andrew Dubsky**
2. Current Position: **Pastor, Messiah Lutheran Church, Sykesville, MD**  
**Executive Director, Lutheran Home and Hospital Foundation, Inc.**
3. Congregation Membership: **Messiah Lutheran Church, Sykesville, MD**
4. Date and Year of Birth: **September 11, 1971**
5. Date and Year of Ordination: **July 29, 2000**
6. Previous Positions:  
**Pastor, St. Luke Evangelical Lutheran Church, Hampden-Baltimore, MD**  
**Interim Minister, Hope Lutheran Church, Philadelphia, PA**  
**Intern Pastor/Vicar, Christ Lutheran Church, Detroit, MI**  
**Supervisor, Development, University of Maryland Annual Fund, College Park, MD**  
**Peer Minister, Lutheran Campus Ministry, College Park, Maryland**
7. Education and Earned Degrees:  
**The Lutheran Theological Seminary at Philadelphia**  
*Doctor of Ministry Candidate (Leadership and Ministry -2016)*  
*Master of Sacred Theology, (Homiletics - 2006)*  
*Master of Divinity, (Urban Ministry - 2000)*  
**University of Maryland College Park**  
*Bachelor of Arts, (Dual Major – History and American Studies - 1995)*
8. Current or past synodical or churchwide activities that would inform your service as bishop of this synod.  
  
**Delaware-Maryland Synod Council, (Mission Through Congregations Team Leader) 2011-2016**  
**Baltimore City Conference Dean/Synod Committee of Deans, 2002-2007**  
**ELCA Churchwide Assembly Voting Member, 2003, 2007**  
**Baltimore Urban Regional Partnership Leadership Board, (now CLAIM) 2002-08**
9. Current or past community activities that would inform your service as bishop of this synod.  
**Lutheran Home and Hospital Foundation Board Member, 2007-present**  
**Hampden Community Food Pantry, Board Member, 2000-2013**  
**Hampden Village Merchants Association, 2000-2013**  
**The Green Charter School of Baltimore, Volunteer, 2008-2012**
10. What gifts would you bring to the office of bishop of this synod?  

**As a baptized child of God, husband, and father, I know Christ Jesus and his promise of love, forgiveness and new life. I am proud to be a Lutheran and grateful to be a pastor of this church. Through active leadership in congregations, campus ministry and Mar-Lu-Ridge, I have been formed in faith and blessed by the ministry of the DE-MD Synod. I have served in leadership as a Dean, Synod Council Member, Nominations Chair, and ELCA Voting Member.**

**My current ministry has given me experience in both, the day-to-day rhythms of pastoral ministry in a small congregation, as well as executive administrative experience as a foundation director developing and administering a health and wellness ministry grant program with assets of \$2 Million.**

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## BIOGRAPHICAL INFORMATION FORM – THE REV. MICHAEL A. DUBSKY

I am grounded in my ministry by the call of Micah 6: "to do justice, love kindness, and walk humbly with your God;" the comfort and command of Jesus in John 20: "Peace be with you. As the Father has sent me, so I send you receive the Holy Spirit;" and the promise of Romans 8: "Nothing can separate us from the love of God."

I always hope to offer a parish pastor's heart, seeing each person, leader, and congregation as a gift from God, and caring for people and congregations in their walk of faith from cradle to grave.

11. What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it?

The challenges we face as a Synod have been brought on by a 40+ year pattern of aging and decline. But even in the midst of a storm, we know that God comes to us - offering us peace, hope and new life.

The greatest challenge is the hard work of rebuilding neglected Synod relationships, partnerships, and trust. As a leader, I would advance these priorities:

1. Serving as a pastor to Rostered Leaders and Congregations of the Synod.
2. As bishop, I would work for relationships that offer encouragement, challenge and lament.
3. Making our Candidacy/Call/Mobility processes ones marked by excellence, efficiency, creative possibilities and partnerships; loving care for leaders and congregations during transitions; and a balance of both confidentiality and transparency.
4. Developing a system of regular visitation with congregations and rostered leaders.

12. Describe your leadership style.

My leadership style is rooted in my identity as a child of God, strengthened through Bible study, prayer and worship among the people of God, and centered in building collaborative partnerships that support one another as we walk together in mission and service.

I seek to be a visionary servant leader, who brings leadership, administration and organization to the table, valuing accountability, and loving to learn.

I am a team player who strives to offer words of encouragement and a sense of humor, building trust and relationships through walking alongside people and ministries through seasons of joy, sorrow and the in-between times.

My sense of Gospel-centered leadership values every person and ministry, no matter how big or small, young adult and wise elder alike, as a blessing with gifts to contribute to our common life together.

Leadership is also rooted in the truth. The 1950's are not coming back; it doesn't work to keep doing the same things expecting different results. I am willing to both renew old traditions and try new things, while seeking to learn from our Lutheran and ecumenical partners in ministry the best practices of other congregations/synods.

## BIOGRAPHICAL INFORMATION FOR NOMINEE FOR BISHOP OF DELAWARE-MARYLAND SYNOD

<i>Name</i>	Pr. William (Bill) Gohl, Jr.
<i>Current position</i>	since 2007 – Lead Pastor, Epiphany, Baltimore
<i>Congregation membership</i>	Epiphany, Baltimore
<i>Date and year of birth</i>	March 25, 1974
<i>Date and year of ordination</i>	November 11, 2000
<i>Previous positions</i>	<p>2004-2010 – Evangelism Coordinator, Bishop’s Staff, DE-MD Synod                  2000-2007 – Pastor, Peace, Glen Burnie                  2003-2006 – Pastor/Intern Supervisor, Our Saviour, Lansdowne                  2009-2014 – Protestant Community Pastor, Oak Crest Village</p> <p><u>Vice/Vacancy Pastorates</u>                  2013 – <i>current</i> – Pastor/Intern Supervisor, St. Luke, Hampden  <i>Previous:</i> Faith, North Avenue; Zion, City Hall Plaza; All Saints, Loch Raven Blvd; Messiah, Canton.</p>
<i>Education and earned degrees</i>	<p>1996 – B.A., Gettysburg College                  2000 – M.Div., with honors in preaching, Gettysburg Seminary  <i>Ongoing</i> – D.Min. Study, Philadelphia Seminary</p> <p>2015 – Mini M.B.A. for Pastors, Luther Seminary/Augsburg College                  2007 – Pastors Serving Multicultural Congregations, ELCA                  2005 – Coaching Certification, Coach.net/ELCA                  2004 – Leading Staff Teams, ELCA/Portico</p>
<i>List up to five (5) current or past synodical or churchwide activities that would inform your service as bishop of this synod.</i>	<p>Dean, Baltimore City Conference                  Board Co-Chair, Coalition of Lutherans Advancing in Mission, CLAIM                  Vice President, Gettysburg Seminary Alumni Council                  Secretary, Anne Arundel Conference                  Faculty, Order of St. Stephen/Theological Education for Lay Leaders</p>
<i>List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.</i>	<p>Cedmont Community Improvement Association, Secretary                  Calvary Lutheran School PTA, Secretary &amp; Vice President                  City Neighbors Public Charter School, Board Representative                  Thrivent Chapter, Board Member                  Messiah Lutheran Church, Canton, Building Trustee</p>

*What gifts would you bring to the office of bishop of this synod? (1000 characters maximum)*

I love sharing the good news of Jesus Christ. I thrive on interaction and collegiality with others. My life and ministry is grounded in our rich Lutheran theological tradition including the use of the means of grace, scripture study and a strong commitment to daily prayer.

Through the Holy Spirit I believe that I have gifts for evangelism (Matthew 28.16ff), leadership (Romans 12.6), encouragement (I Thessalonians 5.11) and administration (I Corinthians 12.28). I use these gifts for the development of the church as we follow God's call to serve Christ and neighbor.

Having served as on the synod staff and in congregations of different sizes, contexts and resources, I bring excitement for working in the diversity of our synod's ministries to renew and revitalize our witness to new life in the resurrection of Jesus Christ.

I would bring a sense of humility that this work is collegial and I would nurture and cultivate partnership at every level of our ministry together.

*What do you see as the principal challenge to this synod in the next six (6) years?  
(1000 characters maximum)*

Our sense of identity and hope; either we are the body of Christ alive in the world, or we are not the Church. We must be creative and bold to address declining membership, increasing irrelevancy in the public sector, the challenges of keeping pace with technological developments and cultural change. I find these opportunities exhilarating.

Across this synod's congregations: large and small, in the town and country, suburb and urban centers, experimental and established, collaboration and sharing resources is critical (John 15, Acts 2.42ff).

The work ahead for the Church is to be faithful to where God is leading us, even when it is to a place that we cannot see. We've begun these conversations in the Vision 2018 process; still we're battling apathy and a lack of large scale buy-in at the local level. With joyful, collaborative leadership and a sustaining hope in Jesus Christ we need to do this, together.

*Describe your leadership style. (1000 characters maximum)*

I, by nature and intention, seek collegiality. I am a creative, organized and an energetic worker. I enjoy the process of working on a team though I am not afraid to exercise leadership or to make decisions, while striving for consensus and greater buy-in at every level.

As parish pastor and synod staff, I've worked on creative leadership solutions for the congregations I've served as well as neighboring congregations. I keep the "main thing" the main thing, coaching and equipping those I serve among to share in God's mission and strengthening the church through community, word and sacrament.

I am not one to be bound to an office, I would expect to spend blocks of time each month in the different territories of the synod and to know, care for and support our pastors/rostered leaders, lay leaders and places of ministry.

I saturate my work in prayer and I communicate that I am praying for you regularly; I am present when others need encouragement and support from the wider church; and I actively look for ways to foster partnership at points other than crisis and celebration.

**BIOGRAPHICAL INFORMATION FOR NOMINEE FOR BISHOP OF DELAWARE-MARYLAND SYNOD**

<i>Name</i>	Wolfgang D. Herz-Lane
<i>Current position</i>	Bishop, Delaware-Maryland Synod, ELCA
<i>Congregation membership</i>	Spirit of Life Lutheran Church, Wilmington, Delaware
<i>Date and year of birth</i>	February 12, 1954
<i>Date and year of ordination</i>	January 13, 2001
<i>Previous positions</i>	<p>Bishop, Delaware-Maryland Synod, 2010–2016            Director for Evangelical Mission, DE-MD Synod, 2009–2010            ELCA Mission Director, DE-MD Synod &amp; Metro DC Synod, 2006–2009            Pastor/Mission Developer, Bridge of Peace, Camden, NJ, 2000–2006            ELCA Mission Director, New Jersey Synod, 1992–2000            Administrator/Director, Camden Lutheran Parish, 1986–1992            Executive Director, Good Samaritan Center, Camden, NJ, 1982–1986            Volunteer/Parish Worker, Camden Lutheran Parish, 1975-77, 1978-82            Newspaper Editor/Reporter in Germany, 1970-75 and 1977-78</p>
<i>Education and earned degrees</i>	<p>DMin, Lutheran Theological Seminary at Philadelphia, expected 2018            MDiv, Lutheran Theological Seminary at Philadelphia, 2001            MSW, Rutgers University-Graduate School of Social Work, 1982            BA, Rutgers University-Camden College of Arts &amp; Sciences, 1981            German "Abitur" (equivalent to associate's degree), Schramberg, 1973</p>
<i>List up to five (5) current or past synodical or churchwide activities that would inform your service as bishop of this synod.</i>	<p>Service as synod staff and bishop for a total of 18 years in three synods            ELCA Churchwide staff (Mission Director) for 12 years            Voting Member, Churchwide Assembly 1989, 1991, 2003, 2011, 2013            Member of Synod Council, New Jersey Synod, 1986 –1992            Various committees and task forces, New Jersey Synod, 1992-2006</p>
<i>List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.</i>	<p>Member, Baltimore Council on Foreign Affairs            Founder, "Frank's Place" Shelter for the Homeless, Camden, NJ            Founding Member, Camden Lutheran Housing Corp.            Community Organizing experience in inner-city Camden, NJ</p>

*What gifts would you bring to the office of bishop of this synod? (1000 characters maximum)*

As an adult convert to Lutheranism, I bring passion for the Gospel of Jesus Christ and considerable drive and energy for ministry. As a mission developer, God gave me a vision, and I was able to bring many unchurched people into that vision, building a multicultural congregation from the ground up. As a mission director, I helped birth and nurture 14 new congregations and ministries in three synods. As a bishop, I have worked with an amazingly gifted staff, completing 149 call processes and helping to develop a new missional direction through the *Vision 2018* process. As a licensed social worker, I have helped people in need; from emergency food and shelter for the homeless to therapeutic counseling to community organizing. As a newspaper reporter and editor (my first love!), I learned to write well and communicate effectively. I have a track record as a visionary leader and strong administrator. I am deeply committed to a multicultural future for our country and our church and have lived multiculturalism in my own life for the past 41 years: as a first-generation immigrant from Germany, as husband of an African-American woman and as father of two bi-racial sons.

*What do you see as the principal challenge to this synod in the next six (6) years?  
(1000 characters maximum)*

The continued numerical decline of our (and most other) denominations and the increased secularization of the country pose the most serious challenges, along with growing distrust, fear, and lack of civility in the larger society. Lutherans have a relevant theology that speaks to today's issues, along with a history of being willing to change (yes, we were the original church of the Reformation!) and using the latest technology (the printing press then, social media now). Our sainted bishop, Jerry Knoche, used to say that a synod was like an ocean liner: massive, unmovable, hard to turn around. I believe that in the past six years, we have begun to turn the ship in significant ways: reorganizing the staff with three geographically deployed assistants; dramatically improving communications through the weekly e-letter and new social media presence; rebuilding relationships between bishop's office and local congregations by visiting each and every congregation, many more than once; improving the call process and recruiting strong leaders (102 rostered leaders have joined our synod since 2010). Through the *Vision 2018* strategic plan and the related *Forward in Faith* capital campaign, our synod is now positioned to move into the future stronger and with renewed hope, following a road map based on our Lord's call to mission and service.

*Describe your leadership style. (1000 characters maximum)*

My leadership style is participatory and intentional because I function best as part of a team and make deliberate efforts at building such a team. I listen to others, then make decisions based on factual information rather than emotions. I don't like dealing with conflict any more than the next person, but I have learned (sometimes the hard way) that it is best to address conflict head-on, always telling the truth in love and following Jesus' admonitions in Matthew 18 and Luther's maxim to put the best interpretation on our neighbors' actions. During my candidacy for rostered service in the ELCA, the Candidate Assessment Report said I was "logical, organized, structured, objective and decisive," also "warm, outgoing, enthusiastic, and sensitive." Quote: "My perception of Wolfgang's profile of personality, intelligence and vocational interests is that it is well suited for ministry. He clearly has the pattern of an entrepreneur and brings to ministry a strong administrative and leadership style" (Dr. Roy Lewis, Northeast Career Center, Princeton, NJ, May 1996).



**BIOGRAPHICAL INFORMATION FOR NOMINEE FOR BISHOP OF DELAWARE-MARYLAND SYNOD**

Name	Katrina Holland
Current position	Pastor
Congregation membership	St. Paul Lutheran Church, Jefferson, MD
Date and year of birth	October 1969
Date and year of ordination	September 2003
Previous positions	<p>Pastor, New Hope Lutheran, Columbia, MD 2003-2007</p> <p>Administrator, Cupertino Home, Warrenville, IL 1999-2001</p> <p>Assistant Administrator, Cupertino Home, 1994-1999</p> <p>Staff, Clinical team, Cupertino Home, 1992-1994</p>
Education and earned degrees	<p>Bachelor of Science, Marketing <del>at</del> 1992</p> <p>Masters in Counseling Psychology, clinical hours to complete</p> <p>Masters of Divinity, 2003</p>
List up to five (5) current or past synodical or churchwide activities that would inform your service as bishop of this synod.	<p>churchwide voting member - DeMD synod</p> <p>Dean - Frederick Conference</p> <p>Leadership Academy</p> <p>Coaching consult</p> <p>Small group workshops</p>
List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.	<p>Board of Directors, National String Symphonia, current</p> <p>Private consulting, IL mental health</p> <p>Public Advocate, for adults/persons with mental health issues to IL State Legislature</p>

• appreciation for youth and family ministries, camp, campus

What gifts would you bring to the office of bishop of this synod? (1000 characters maximum)

- strong administrative skills, including: staff management, fiscal management, fundraising, team building and management, staff and client relations, scheduling, advocacy, strategic planning and implementation
- pastoral care and counseling skills, including ultimate concern and respect for confidentiality.
- strong passion for servant leadership and service to others
- well-traveled, including 4 and 6 months immersions in Ghana and Tanzania. Global concerns

What do you see as the principal challenge to this synod in the next six (6) years?

(1000 characters maximum)

- embracing our vulnerabilities, and allowing them to change, refine, and inform us. Being realistic about what the future portends & having realistic hope. Some of the following issues are of primacy:
  - managing decline of resources
  - consolidation of congregations or land ministries
  - transparency of call process
  - renewing trust in synodical leadership

Describe your leadership style. (1000 characters maximum)

- collegial and pastoral
- fun and vibrant
- willing to lead and make measured, wise and informed decisions
- self-differentiated with healthy self-care outlets
- call people to account in gracious and loving ways
- fairminded and balanced
- direct and authentic

**BIOGRAPHICAL INFORMATION FOR NOMINEE FOR BISHOP OF DELAWARE-MARYLAND SYNOD**

<i>Name</i>	Virginia (Ginny) Price
<i>Current position</i>	Senior pastor, New Hope Lutheran Church, Columbia, MD
<i>Congregation membership</i>	See above
<i>Date and year of birth</i>	June 18, 1960
<i>Date and year of ordination</i>	July 1989
<i>Previous positions</i>	Pastor Evangelical Lutheran Church Frederick, Md 1989-1997 Pastor St. Paul Jefferson, Md 1997- 2006 Assistant to the Bishop Delaware-Maryland Synod 2006-2009 Director of Admissions and Coordinator of Spiritual Formation Lutheran Theological Seminary in Gettysburg 2009-2013 Senior Pastor New Hope Columbia, Md 2013 – present
<i>Education and earned degrees</i>	B.S. Psychology, B.A. French Geneva College Beaver Falls, Pa Master of Divinity Gettysburg Lutheran Seminary
<i>List up to five (5) current or past synodical or churchwide activities that would inform your service as bishop of this synod.</i>	Served on Candidacy Committee for over 20 years – to the present Helped create Anti-Racism Task Force in 2006 Oversight of St. Dymas (prison ministry) as Assistant to the Bishop Involved in implementation of Project Connect (encouraging young adults to consider ministry) Facilitated coordination of regional events to help equip congregations and pastors for ministry
<i>List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.</i>	Gleaning Food Bank Racial dialogue Cold Weather shelter Refugee resettlement transforming relationship between Muslims and Christians in Frederick County

*What gifts would you bring to the office of bishop of this synod? (1000 characters maximum)*

*God doesn't call the equipped, but equips the called. That has been my experience in ministry. I don't enter into ministry with a clear set of the gifts I bring, because I am never sure what gifts will be called forth from me for the particular situation in which I find myself. Here are examples of how God has provided:*

*Energy – lots of it*

*Deep respect of people*

*Discernment – I've had the privilege of a number of my congregants becoming pastors and accompanying others as they discern God's call, including non-rostered ministry.*

*Embracing the other*

*Pastoral presence*

*Openness to consider new possibilities as to how God may be leading us/me*

*'I wonder' is a familiar phrase to me as I encourage others to envision with me what God is up to.*

*Integrity – for my walk of faith as a believer*

*Servant leadership – desire to accompany others*

*Insight into spiritual matters*

*What do you see as the principal challenge to this synod in the next six (6) years?*

*(1000 characters maximum)*

*The challenge is the same for the entire church. We are living in a Post-Christian society. Church is no longer the center of our society, where we no longer have the 'sociological advantage'. This is a new reality for rostered leaders and lay people. Who are we? And how are we called to be God's loving presence in the world. Where does our voice belong?*

*Describe your leadership style. (1000 characters maximum)*

*It's not about me*

*High energy and excitement for what God is doing*

*Trust that God is holding all*

*I'm a team player. I value other voices*

*Re-direction in productive, hopeful ways*

*Gentle strength*

*Creative*

*Getting to the heart of the matter is essential to me*

*Always ask the big question*

*Trustworthy and loyal*

**BIOGRAPHICAL INFORMATION FOR NOMINEE FOR BISHOP OF DELAWARE-MARYLAND SYNOD**

<i>Name</i>	Kathy Vitalis Hoffman
<i>Current position</i>	Senior Pastor
<i>Congregation membership</i>	Zion Lutheran Church, Middletown, MD
<i>Date and year of birth</i>	November 16, 1959
<i>Date and year of ordination</i>	July 17, 1988
<i>Previous positions</i>	Adjunct Professor of Preaching, Gettysburg Seminary Campus Pastor and Mission Leadership Coordinator, Gettysburg Seminary Interim Senior Pastor, St. James Lutheran Church, Gettysburg PA Associate Pastor, Hope Lutheran Church Fargo, ND Pastor, Faith Lutheran Church Spicer, Minnesota
<i>Education and earned degrees</i>	1982—B.A. Concordia College, Major, Elementary Education 1988—M.Div. Luther-Northwestern Seminary, St. Paul, MN 2008—D.Min. Drew University, School of Theology
<i>List up to five (5) current or past synodical or churchwide activities that would inform your service as bishop of this synod.</i>	Member of Mission Through Congregations Committee Conference Dean Voting Member of National Assembly Facilitator for Collegiality and Mutual Growth Colleague Program
<i>List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.</i>	Member of Middletown Lion’s Club Member of Middletown Am Vets Auxiliary President, First Link Board of Trustees—Emergency Response and Volunteer Resource Center Board Member of YWCA

*What gifts would you bring to the office of bishop of this synod? (1000 characters maximum)*

Phrases like effective leader, engaging preacher and intentional encourager come to mind as I consider my strengths. My gifts and experience for leadership includes Senior Level Head of Staff, Coaching and Leadership Development, Preaching, Teaching, Leading worship, Interpersonal Engagement that includes community building. These gifts would be helpful, I believe, as our synod implements and celebrates the Vision 2018 plan.

*What do you see as the principal challenge to this synod in the next six (6) years?  
(1000 characters maximum)*

The principal challenge to this synod is the implementation of the 2018 Vision Plan in the context of tremendous change. We are experiencing a shift in our culture that has a huge impact on the ways in which we do mission and ministry. These challenges become opportunities as we all live into the realities of a post-Christian society. It needs to have us reimagining what it means to be church. How resources of time and money are allocated will determine the financial sustainability as we anticipate our work together beyond 2018.

*Describe your leadership style. (1000 characters maximum)*

Others would describe me as warm and approachable. They see me as committed to being trustworthy and open to conversation. My leadership is collaborative in style and innovative. My approach is relational and inclusive as I lead the community to a shared vision. Those who work closest to me know that I like to ask questions, address problems and identify innovative solutions that carry out the mission more effectively.

When people meet with me I hope they know that they are loved by Christ and created for a purpose that brings hope and joy to daily life. My best and most gracious role model is my dad, Dale Vitalis, who is 87 and recently retired a second time after 17 years as visitation pastor.

**BIOGRAPHICAL INFORMATION FOR NOMINEE FOR BISHOP OF DELAWARE-MARYLAND SYNOD**

<i>Name</i>	The Rev Charles H Zang, D.Min
<i>Current position</i>	Dean, Frederick Conference; Tanzania Task Force Co-chair; Retired
<i>Congregation membership</i>	Evangelical Lutheran Church, Frederick, MD
<i>Date and year of birth</i>	December 9, 1948
<i>Date and year of ordination</i>	July 29, 1974
<i>Previous positions</i>	Congregational Manager, Lutheran World Relief Assoc. VP, Mission Investment Fund of the ELCA Interim Senior Pastor, Resurrection, Plano, TX Interim Senior Pastor, Hope, Cedar Hill, TX Assistant to the Bishop, TX-LA Gulf Coast Synod Pastor, House of Prayer, Harvey, LA Pastor, Lutheran Church of the Redeemer, Buffalo, NY
<i>Education and earned degrees</i>	BS, -- SUNY at Oneonta, NY MDiv – Hamma School of Theology, Wittenberg Univ. Springfield, OH DMin – Drew University, Madison, NJ
<i>List up to five (5) current or past synodical or churchwide activities that would inform your service as bishop of this synod.</i>	Dean, Frederick Conference (2 terms), Dean, Louisiana Conf. (1 term) Co-Chair, Tanzania Task Force, DE-MD Synod Pastor-Developer, House of Prayer Lutheran Church, Harvey, LA Founder, Lutheran Foundation of Western New York & Secretary Treasurer, Lutheran Cooperative Ministry of Buffalo, (NY), and chair of 4 site Food Pantry serving 1200 people per year.
<i>List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.</i>	--Hunger, Food Pantry, and Federal Food Distributions in Buffalo serving several thousand people each year --Companion Synod relationship with Tanzania since 2007 and 3 trips to Tanzania --Representative of Gulf Coast Synod in Disaster Relief efforts including flooding in Texas --Board of Lutheran Social Services of the South

*What gifts would you bring to the office of bishop of this synod? (1000 characters maximum)*

Leadership of lay ministries in many parish activities such as Preaching Deacons and Liturgical Deacons in Buffalo, and Cantors for worship.

Good organizational skills which include recruiting and motivating people to achieve common goals, e.g. organizing a mission congregation and church building program, evangelism efforts, and creating synodical programs for newly rostered leaders, pastors new to synod and creating and leading workshops on new synodical structure for Congregational leaders.

Direct involvement in synodical responses to congregational conflict situations both with divisions within congregations and between congregations and their pastors.

Providing active staff support for synodical leaders in Candidacy, Communications, Finance, Specialized Ministries (Pan-Lutheran endorsement programs) and managing the Call process. I was the only Assistant to the Bishop for the 134 congregations of the Synod.

Investigated Misconduct allegations throughout the Gulf Coast Synod.

Led 2 congregations as pastor through the process of closing ministries, finding new church homes for members distributing assets to other synodical ministries.

Creative thinker with entrepreneurial spirit to discover out-of-the-box solutions to problems.

*What do you see as the principal challenge to this synod in the next six (6) years?*  
(1000 characters maximum)

I was glad to see this Synod Assembly resoundingly adopt the resolution to explore new structures, programs and plans for the future church including the possibility for constitutional changes. However, I believe that as we solicit ideas and involve lay people in this effort, we must also begin to involve congregations in new ways to develop their own exploration of these same issues. We have a context in which the number of pastors retiring is increasing while seminary enrollments are decreasing. This means God is providing opportunities for talented lay people to take on additional responsibilities within their congregations. The Synodical Bishop needs to be involved in finding ways to encourage this as new models for congregational leadership are explored.

Clearly, this Synod has tried to keep a synodical staff structure that is not sustainable and keeping the current staffing model has hurt the agencies, institutions and organizations that are critical to the work God calls us to do. We need to look at how congregations will do mission support as well as attending to the increasing financial demands for mission in their contexts. I do not see this as only a financial issue, we have many lay and rostered leaders who are ready, willing and able to share their gifts and talents if asked, encouraged and given the chance to use their God-given gifts.

*Describe your leadership style. (1000 characters maximum)*

My leadership style is participatory, transparent and direct. I value clear boundaries and respect the boundaries of others. I do not shy away from conflict and see the sharing of ideas (even those I might disagree with) as a helpful way to allow God's Spirit to move among us. I involve others in decision-making as it is appropriate so others have opportunities to serve. I value collegiality in the Church and look for ways to make this a reality. I encourage experimentation and have many failures to show for it. Thank God for grace, forgiveness and 2<sup>nd</sup> chances!