

# Questions for Candidates

- How have you worked with congregations in your synod/region to encourage them to open their membership and leadership positions - specifically pastor and deacon roles - to minorities, especially LGBTQIA+ individuals and people of color?
- What training/educational resources have you engaged to address your own racism and queer-phobia?
- What is the role of "Bound Conscience" in the church today?
- What actions steps will you put in place to provide financial, systematic, and pastoral support for minorities, especially LGBTQIA+ and people of color, who are Rostered Ministers and candidates in your leadership role?
- Can you share a time when you experienced and participated in powerful, intersectional leadership?
- With the national average age someone comes "OUT" as a member of the LGBTQIA+ community being 16, what do you feel the work of a congregation or ministry setting is to see, name, and care for these youth and their families?
- How will you choose to handle expressed homophobia, transphobia, racism, and sexism by a Rostered Minister or member of your synod?
- With the rising tide of white supremacy in national discourse leading to violence perpetrated against innocents all over this country what is this church's, this synod's, and the bishop's role in stopping this?
- Are you committed to making this synod an Anti-Racist Space? If so name the first three steps you will take your first year in office (or this term)?
- 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?
- Can you define systemic racism or institutional racism and give an example where the ELCA is culpable in this system?

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