

**Name: Barbara Harrison Condon**

**Current Position:** Retired

**Congregation Membership:** Immanuel Lutheran Church, Boise, ID

**Ordination Date:** 09-30-1990

**Previous Positions:**

- Interim pastor for St. Paul's, Ontario, OR, Pastor, Synodical Net-Worker for Southern Idaho, Interim pastor for the The Lutheran Church of the Good Shepherd, Pocatello, ID
- Pastor for New Day Lutheran, Idaho Falls, ID, Interim pastor for Shepherd of the Mountains Lutheran, Jackson, WY, Interim pastor for Bethel Lutheran, Firth, ID and Emanuel Lutheran, Blackfoot, ID. Priest for St. Paul's Episcopal, Blackfoot, ID
- Interim priest for St. John's Episcopal, Idaho Falls, ID, Interim pastor for The Lutheran Church of the Good Shepherd, Pocatello, ID
- Interim pastor for Bethel Lutheran, Firth ID and Emanuel Lutheran, Blackfoot, ID
- Hospice Chaplain, Bereavement Care Provider and Volunteer Coordinator, District Seven Health Department, Idaho Falls, ID
- Co-pastor, then solo pastor for First Ev. Lutheran, Idaho Falls, ID



**Education and Earned Degrees:**

- Certified in Death and Grief Studies from the Center for Loss and Life Transition, 2017
- M.Div. Pacific Lutheran Theological Seminary, Berkeley, CA 1989
- B.S. Geography and Planning, Texas State University, 1978

**List up to five current or past synod or churchwide activities that would inform your service as bishop of this synod:**

- Synod Council member
- Delegate to Churchwide Assembly
- Synod Net-worker for Southern Idaho
- Cluster Dean for the Upper Snake River Cluster
- Member of several Synod Committees over the years

**List up to five current or past community-related activities that would inform your service as bishop of this synod:**

- I served as worship coordinator for some of our community ecumenical services in Idaho Falls.
- Working with Presbyterian, Methodist, Episcopal, Disciples of Christ and Unitarian Universalist congregations for Sunday supply and other Diocesan and congregational activities.

- I served on the board, as a President of the Board, of Christian Counseling Services in Idaho Falls, ID
- I now work with congregations of various denominations across our synod and beyond, as well as the AAUW membership in Boise to provide grief and bereavement care through grief support groups and one-on-one meetings.

**What gifts would you bring to the office of bishop of this synod?**

Active listening is a skill that I have continued to work on both through being a parish pastor and now in my grief and bereavement ministry. I have the ability and willingness to be "present" with people even if that means days on the road to visit congregations and parishioners across our geographically large synod. Having helped start a new congregation in Idaho Falls I have wrestled with the conundrum of how to continue to minister to people who want their congregations to stay the same while also trying to help congregations reach out to new members of various generations and backgrounds. I am very willing to look outside the box when it comes to new ministries or revitalizing congregations.

**What do you see as the principal challenge to this synod in the next six years, and how would you address it?**

I don't believe that there is one principal challenge. The challenges I see are reconnecting congregations with the Synod. This would include having the synod leadership be physically present with them to listen to their concerns, celebrate occasions with them, and grieve with them when called for. Our synod continues to close congregations. We need to support, and get the ELCA to support, new ministries that may not look like traditional congregations but reach people looking for a spiritual connection in an alternative way. With the disruption of the COVID-19 pandemic and the societal/political disharmony in our country, clergy have been retiring and leaving the ministry in droves. One of our challenges is to find more ways to support our current clergy in their calls and help people in our congregations discern a call to the ministry so that all of our congregations have pastoral leadership. Along with that, we need to continue to lift up, train, and support strong lay leadership.

**Describe your leadership style.**

I am a team player. No one has all of the gifts and skills that it takes to do the job of bishop. I would focus on the parts of the call that I have skills and gifts for and allow those with other gifts and skills to do the parts of the call that I am not as strong in. The ability and willingness to delegate is a strength I bring to the position. Clear and frequent communication is important to me. I also believe in the importance of physical presence whether that be in the office or in the congregational setting. I am also an active learner. If I don't know something I'm willing to seek out the answer or learn a new skill.

**Name: Rev. Kristen E.M. Kuempel**

**Current Position:** Bishop of the NW Intermountain Synod

**Congregation Membership:** First Lutheran Church of Kennewick

**Ordination Date:** 09-08-2002

**Previous Positions:**

- Bishop of NWIM
- Lead pastor First Lutheran Kennewick (2010-2017)
- Bridge pastor at First Lutheran Kennewick (2009-2010)



**Education and Earned Degrees:**

- MDiv Luther Seminary 2002
- Bachelors from EWU
- 95-98 Associate Columbia Basin College

**List up to five current or past synod or churchwide activities that would inform your service as bishop of this synod.**

- Elected bishop 2017
- Chair of the Synod/Churchwide committee of the Conf. Of Bishops 2018-present
- Churchwide Assembly voting member 2019 & 2022
- Elected as At-Large EWAID Synod Council Member 2015
- Synod Assembly worship committee chair 2015

**List up to five current or past community-related activities that would inform your service as bishop of this synod:**

- Member/participant in various advocacy groups (rural ministry; justice work)
- Lay leadership development/education to help ease pastoral shortage

**What gifts would you bring to the office of bishop of this synod?**

A gift of enthusiasm, generosity, collaboration, imagination, compassion, preaching, conflict resolution, group facilitation, curiosity, grace. An understanding of the work being asked of the church across all expressions (congregational, synodical, and Churchwide); connections to resources; relationships with parachurch organizations that can be leveraged into skill-building for congregational leaders (i.e. organizing grant writing workshop through Lutheran Community Services for synodical leaders); share news of NWIM with other synods in the ELCA.

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

The principal challenge that is facing the church is a challenge of numbers. Some numbers are too big, some are too small. In some ways, this is the same challenge that faced us in 2017—but our years of pandemic have only exacerbated those realities. A question I’m asked all the time “How do we do church now?!” I wish that we could be church without worrying about numbers, but I believe we can be a church that worries less about numbers and more about being church. The system is anxious, and Jesus tells us to “cast all your cares upon me, for my yoke is easy and my burden is light.” How do we, as the NW Intermountain Synod, live into that command?

**Describe your leadership style.**

Collaboration is important. By myself, I only have a portion of the story. Together, we have a clearer idea of what is happening & what is to come. I have intentionally crafted a synod staff that while we have very specific areas of responsibility, we also collaborate extensively through shared information where appropriate, feedback, curiosity, etc. I often bring a high-level of energy and enthusiasm to tasks, events, conversations, worship services, etc. I’m also very willing to admit when I am wrong, make amends, and correct the course where needed.

**Name: Matthew T Larson**

**Current Position:** Pastor

**Congregation Membership:** Advent Lutheran Church, Spokane Valley, WA

**Ordination Date:** June 25, 1999

**Previous Positions:**

- Pastor, Grace Lutheran and Community Presbyterian Potlatch, ID
- St. Philips Lutheran Carmel Valley, CA
- Twin Harbors Lutheran Grayland, WA
- Good Shepherd Lutheran Spokane Valley, WA



**Education and Earned Degrees:**

- Master of Divinity Pacific Lutheran Theological Seminary, Berkeley CA 1999
- Bachelor of Music Performance Washington State University Pullman, WA 1993

**List up to five current or past synod or churchwide activities that would inform your service as bishop of this synod:**

- Active on all three campus ministries in our synod. WSU - student member, U of Idaho - while Pastor in Potlatch, EWU - current member 14 years, president 11 years.
- Synod Council, current member 6 1/2 years
- First Call Theological Education leader 2005-2012
- Lutheran Ecumenical Resource Network 2000-2005
- Dean of the Spokane Valley Cluster 2017-current

**List up to five current or past community-related activities that would inform your service as bishop of this synod.**

- Committee member to pass Library bond in Spokane Valley, WA
- Spokane Valley Summer Theater participant/actor

**What gifts would you bring to the office of bishop of this synod?**

I like to engage in more than one set of parameters. Example, I was a residence hall president and a founding father of a new fraternity at WSU. The Graduate Theological Union that PLTS is a part of, let me explore many seminaries and institutes that not only helped me shape my own faith but helped me engage with others in their faith journeys. My first call was to a Lutheran-Presbyterian parish. And then I went and led an even harder ecumenical consolidation of

Lutherans and Lutherans (humor). Advent Lutheran is comprised of Good Shepherd, Christ, and some of Holy Trinity all Spokane Valley. We have been Advent almost 12 years now.

- I engage with people from varied political and social viewpoints and make them feel heard and laugh with them.
- I am a confident fundraiser.
- I diffuse high anxiety situations well. I can be serious and humorous. I rely on others for support, knowledge, and opinion.
- I love to teach Scripture, especially the Gospels.
- I am curious and I am grounded.

**What do you see as the principal challenge to this synod in the next six years, and how would you address it?**

Survival. We have been in multi-year conversations about survival in one way or another. These have been hard and sometimes fruitful conversations. We have tried doing the business of the Synod differently (Networkers) and the same as we have in the past. We have done more with less. Our congregations are doing the same. I am especially concerned about our small rural congregations that are struggling both in size and how to keep doing church as before. I believe we can find ways to connect our congregations together through technology, improvised leadership, and partnership. Why couldn't we bring in worship electronically from another congregation? Have leadership that would assist in the worship concurrently with the broadcast? Partner up with larger congregations to help with visitation, study, and other needs? We as a synod would help equip and oversee people to minister, to assist, to spread out the responsibility, and to budget for fruitful ministry.

**Describe your leadership style.**

Some of my strengths are the ability to act quickly and am comfortable in making decisions even when limited information or detail is given. As I said above, I maintain an even-handed manner even in the midst of controversy and anxiety. I have the ability to generate new, often unusual ways of accomplishing things, especially in the midst of addressing issues that do not have a "canned" solution. I believe in teamwork, especially those who are my opposite in how decisions are made and actions are taken. I believe my relationship with whomever I am with is always more important than the issue at hand. I try to exemplify grace to others as God has given me grace first.

**Name: Liv Larson Andrews**

**Current Position:** Pastor

**Congregation Membership:** Salem Lutheran Church, Spokane, WA

**Ordination Date:** February 13, 2010

**Previous Positions:**

- Guest Pastor, Holden Village, August 2021
- Presenter and Author, ELCA office of Worship
- Lent and the Three Days retreats and book, summer 2009
- Chaplain Resident (CPE year-long residency), Lutheran General Hospital, Arlington Heights, IL 2006-2007
- Intern Pastor, Attoway-Kimberlin Lutheran Parish, Rural Retreat, VA 2004-2005



**Education and Earned Degrees:**

- Master of Divinity with biblical emphasis, Lutheran School of Theology at Chicago, 2006
- Class president, 2005-2006
- Bachelor of Arts, Valparaiso University, 2002, summa cum laude
- Distinguished Scholar Award, Christ College Honors College

**List up to five current or past synod or churchwide activities that would inform your service as bishop of this synod:**

- Dean, Spokane Westward Cluster
- Worship Team, NWIM Synod
- HAVEN for the health of rostered leaders, group facilitator
- Grunewald Guild, Board Member and Secretary, 2016-2022
- Consultant on All Creation Sings, 2019

**List up to five current or past community-related activities that would inform your service as bishop of this synod:**

- Spokane Urban Ministries, affordable housing ministry Board member
- Advisory Council, Institute for Liturgical Studies at Valparaiso University Board member with a focus on engaging the arts and ritual movement
- Whitworth University Guest speaker in classroom settings on housing, the death penalty, sexuality, and gender justice

- Project Hope/River City Youth Ops, youth empowerment through urban agriculture Board member, 2008-2013
- Windsong School Parent Circle member

**What gifts would you bring to the office of bishop of this synod?**

- Curator of "treasures old and new" - Matthew 13:52
- Playful spirit, reverent spirituality
- Calm presence in tense times

**What do you see as the principal challenge to this synod in the next six years, and how would you address it?**

Being the gathered Body of Christ (local) while changing amid an anxious world (global) and keeping our hope alive (eternal).

Our local expressions need connection and care. Our global witness demands justice and truth-telling. Our eternal identity, rooted in God's promise, kindles a dream for the future.

I would: 1. Cast a vision for the present time that equips faith communities to catch the hope alive in Jesus for mission and ministry. 2. Build networks of leaders within and between synods for creative efforts. 3. Pour my own hope and love of this church and its message into each person I meet. And pray always.

**Describe your leadership style.**

- Table-centered: Sacramental
- People-focused: Relational
- Beauty-seeking: Artful



**Name: Meggan Manlove**

**Current Position:** Pastor

**Congregation Membership:** Trinity Lutheran Church, Nampa, ID

**Ordination Date:** 09-11-2004

**Previous Positions:**

- Pastor, Soldier Lutheran Church, Soldier, IA (2004-2010)
- Intern, Emmanuel, Cheney & Eastern WA Univ. LCM (2003-2004)
- Jesuit Volunteer Corps, Syracuse, NY, Refugee Youth Outreach (1998-1999)



**Education and Earned Degrees:**

- Doctor of Ministry, May 2021, San Francisco Theological Seminary
- Lutheran Year, May 2003, Luther Seminary, St. Paul, MN
- M.Div., June 2002, University of Chicago Divinity School
- B.A. History and English, May 1998, Concordia College, Moorhead, MN

**List up to five current or past synod or churchwide activities that would inform your service as bishop of this synod:**

- Lutheran Outdoor Ministry Development Committee Chair, May 2022-present
- Treasure Valley Cluster Dean, March 2021-present
- Thriving Leadership Formation, Synod Cohort Leader, Feb 2020-present
- Luther Heights Development Committee, 2019-present
- Memorials Committee for 2016 Churchwide Assembly, 2015-2016

**List up to five current or past community-related activities that would inform your service as bishop of this synod:**

- Leap Housing Board, Oct. 2021-present (developing affordable housing in Idaho)
- City of Nampa Building and Design Committee, Feb. 2018-present
- Multi-Faith Action Project/Myrtle Collaboration-Treasure Valley, Oct. 2021-present
- Learning Peace: A Camp for Kids, 2017-present (free day camp for 100 kids)
- Nampa Chamber of Commerce, 2013-present

**What gifts would you bring to the office of bishop of this synod?**

I cannot shake the lens of the gospel whether I am preparing a sermon, planning worship, speaking at a city council meeting, leading a meeting, discussing a budget, or providing pastoral care. I deeply love being a public theologian and the complexity of our work. I prioritize building

relationship and community, whether in a congregation or at camp, within my cluster, among ecumenical peers, or with the wider church. I am a strong writer and communicator. I am a life-long learner and intentional in building capacities to meet ministry needs. I am skilled at facilitating groups of many sizes both in-person and online.

**What do you see as the principal challenge to this synod in the next six years, and how would you address it?**

The principal challenge will be to continue boldly proclaiming a gospel of love and grace in a culture with so many other competing claims, such as church as country club, the purity culture, or Christian nationalism. We would build new partnerships with other synods and denominations, pooling our resources. I would bring my current congregation's extensive work around faith stories to the entire synod. I would keep us connected online and through in-person gatherings throughout our beautiful synod. I would use a combination of communication, videoconferencing, and in-person gatherings to continue equipping both pastors and lay people to share our faith in new and old ways.

**Describe your leadership style.**

I lead through questions and deep listening, making sure efforts are aligned with mission. The question my council got used to during the pandemic was, "what are the third, fourth, or fifth options?" I help others be creative and avoid either/or thinking. I am also careful to hear from all voices, not just the dominant ones. My favorite part of my job is lifting up other leaders, figuring out their gifts and passions and how they can use them to bring in the kingdom within the congregation or larger community and then providing support. Often I think, "the world would be better if I could just introduce these two people to one another."

**Name: Kimberly I. Meinecke**

**Current Position:** Vicar, St. David's Episcopal Church, Spokane, WA

**Congregation Membership:** Salem Lutheran Church, Spokane, WA

**Ordination Date:** August 17, 2002

**Previous Positions:**

- Interim Ministry for the Northwest Intermountain Synod (formerly the Eastern Washington-Idaho Synod):
- Immanuel, Boise, ID (2015-16); Trinity Bonners Ferry, ID (2013-2014); Messiah, Spokane, WA (2011-12); Christ the King, Goldendale, WA (2002)
- Mission Development with the Northwest Intermountain Synod (formerly the Eastern Washington Idaho Synod): Love of God, West Richland, WA (2012-13)
- Pastor, Christ the King, Goldendale, WA (2002-2010)
- Interim Pastor, Gloria Dei, Knoxville, TN (2001)



**Education and Earned Degrees:**

- Lutheran School of Theology at Chicago, 1997-1999, Certificate of Studies
- The University of Chicago, Divinity School, 1993-1997, Masters of Divinity
- St. Olaf College, 1988-1992, Bachelor of Arts in Social Work

**List up to five current or past synod or churchwide activities that would inform your service as bishop of this synod:**

- Coach with Faithful Innovations
- Synod Council, At Large Position (6-year term)
- Synod representative on Lutheran Ecumenical Resource Network
- Synod committee member and chair of committee, Byberg Preaching Conference
- Intentional Interim pastor in six congregations (four in this synod)

**List up to five current or past community-related activities that would inform your service as bishop of this synod:**

- Board member and part of fundraising team of Spokane Alliance
- Member of Foundation Board of Episcopal Diocese of Spokane
- Mentor for new clergy (Episcopal Diocese of Spokane)
- College for Congregational Development
- Community participant in Horizons (building community strength to overcome poverty in the area)

### **What gifts would you bring to the office of bishop of this synod?**

Each day, I am deeply rooted in the love of Jesus, the grace of God, and the life of the Spirit. The promise of God fills me with joy. As I begin each day, I remember my baptism and strive to live in the Baptismal Covenant with God. Trusting in the Spirit, I am curious, ask questions, and wonder. I continue to learn about and practice being a healthy leader. This has included studying and being coached in Compassionate Communication and Bowen Family Systems Theory, specifically as it functions in congregations. I practice healthy leadership in congregations in places I have served as a called pastor and as an Interim. I come with training and experience as a coach (individuals or teams), including in the area of stewardship. Additionally, I bring ecumenical perspective and experience; for the past seven years, I have served in full communion partnership in the Episcopal Diocese of Spokane. Finally, I have a "big picture" perspective, and am not afraid of administrative details.

### **What do you see as the principal challenge to this synod in the next six years, and how would you address it?**

One of the ongoing principal challenges to the Northwest Intermountain Synod is Financial Stability and Sustainability. Of course, there are a number of other challenges which face our congregations, ministries, and synod, but this one is core to our viability and thriving. Because it is often also a challenge in congregations, I am aware of the significant anxiety any talk of money and finances may expose. Yet, this is a place to practice trust in God's providence, abundance, and generosity. To address this challenge, I would take a multi-pronged approach: create opportunity to learn about and talk about our faith-filled relationship with God and with money; to create and challenge the synod to begin funding an endowment for staffing, and to strengthen the connections between congregations and within the synod.

### **Describe your leadership style.**

My leadership style is marked by learning, curiosity, and building consensus. I strive to be collaborative by hearing and understanding the perspectives of others, particularly those which may be overlooked. I deeply appreciate, respect, and am grateful for the work of others. In this ever-changing culture, I am also looking to be creative, adaptive, and innovative when possible; and empower those with whom I work to take risks and experiment. My style is also joyful and fun, centered in the love and joy of God's presence among us.