



**Evangelical Lutheran Church in America**

God's work. Our hands.

## Treasurer

### Position Guide

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#### About Evangelical Lutheran Church in America

The Evangelical Lutheran Church in America (ELCA) is a nationwide church. It was formed in 1988, following the merger of three predecessor Lutheran bodies. They were The American Lutheran Church, the Association of Evangelical Lutheran Churches and the Lutheran Church in America. The name “Evangelical Lutheran Church in America” refers, in general references, to this whole church, including its three expressions: congregations, synods, and the churchwide organization. All three together share a common mission of doing God’s work in the world and proclaiming the good news of Jesus Christ. Together, they ensure a solid foundation of leadership, active involvement in communities, opportunities for dialogue and diverse perspectives, creative partnerships, and support for members and ministries of the ELCA.

The churchwide organization is based in the Lutheran Center in Chicago and functions with the [ELCA’s 65 synods](#) and nearly 10,000 [congregations](#) across the 50 states, Caribbean and U.S. Virgin Islands. The churchwide organization’s work and functions are guided by the Churchwide Assembly, the Church Council and four officers. The salaried officers are located at the Lutheran Center. Its staff work at the Lutheran Center and in other locations around the world serving as administrators, advisors, conveners, partners and resource people for the ELCA and its ministries.

The ELCA also nurtures important connections with Lutheran, ecumenical and interfaith partners and related organizations. The ELCA works alongside 26 colleges and universities related to the ELCA, seven seminaries, more than 2,000 schools and early childhood education centers, campus ministries, outdoor ministries, social service agencies, and other agencies and institutions across the country and throughout the world. The work God calls us to do in the world is never done alone or in isolation, and the churchwide organization plays a key role in developing and supporting a culture of interdependence, diversity and common mission across all expressions of the ELCA and its partners.

[\*Always Being Made New: The Campaign for the ELCA\*](#) is a major fundraising effort to support and grow ELCA’s domestic and international ministries. To date, over \$120 million of the \$200 million goal has been raised.

#### MISSION

*Together in Jesus Christ we are freed by grace to live faithfully, witness boldly and serve joyfully.*

#### KEY INFO

*2016-Total operating revenue \$118 million; expenses \$115 million; assets \$911 million; 388 total employees*

#### VISIT ELCA



## The Position

The Treasurer, a strategic thinker with passion, drive and an open style of leadership, provides overall strategic direction and guidance for all financial functions and business affairs of the ELCA. S/he fulfills the normal functions of the chief financial officer. One of four officers of the church, this position is elected by the ELCA Church Council to serve a six-year term and reports directly to the Presiding Bishop. S/he leads a three-member management team that manages an overall staff of 60. The Treasurer's management team includes the Controller, Director for Budget Planning and the Executive for Information Technology. The Treasurer assists the Presiding Bishop and leadership team in carrying out the mission and strategic goals of the ELCA. In all that s/he does, the Treasurer ensures ELCA's tradition of excellence as a fiscally sound churchwide organization. This position is based in ELCA's churchwide office in Chicago.

## Responsibilities

The Treasurer will have the following responsibilities

- Propose policy for review and action by the Church Council and provide for the implementation, within such policies, of the financial, accounting, insurance, property management, investment, and money management systems as well as related services for the units of the churchwide organization.
- Provide leadership and oversight of accounting and budget, Information Technology, and Building Management Services for the churchwide organization.
- Develop and attain short- and long-range finance and business operational goals through triennium operating and capital budgets in support of ELCA's strategic goals and initiatives.
- Rigorously manage the finances and accounting of the ELCA for cost-effectiveness and efficiency that provides superior reporting systems and internal controls, while remaining open to investing in new ideas and innovation.
- Manage and oversee all investment strategies to assure the ELCA's growth and vitality, acting as key liaison to external investment and banking advisors.
- Serve as an advisor to the Board of Trustees of [Portico Benefit Services](#) and the [Mission Investment Fund](#) of the ELCA.
- Serve as Treasurer of the Endowment Fund of the ELCA.
- Participate in the development of the churchwide office's plans and programs as a strategic partner.
- Provide direct management of the Controller, Director for Budget and Planning, and executive for information technology.
- Performs other duties as required.



## Qualifications

The Treasurer of the ELCA will bring the following qualifications and experience:

- Proven experience as CFO, senior finance officer or other relevant role. A bachelor's degree in Accounting or Finance; a Master of Business Administration is highly desirable. Experience in non-profit accounting preferred.
- Strong problem solving and creative skills and the ability to exercise sound judgment and make decisions based on accurate and timely analyses.
- Strong interpersonal skills, ability to communicate and manage well at all levels of the organization.
- High level of integrity and dependability with a strong sense of urgency and results-orientation.
- Active membership in an ELCA congregation is required.



## Application

The Evangelical Lutheran Church in America has retained Campbell & Company to conduct this search. ELCA offers a highly competitive salary, a comprehensive benefits package, and relocation assistance. The team for this project includes Andrew Smerczak-Zorza and Joey Scheiber. To be considered for this opportunity, please send a letter of interest and resume to:

**Joey Scheiber**

Associate Consultant, Executive Search

(312) 896-8897 direct

[jrs@campbellcompany.com](mailto:jrs@campbellcompany.com)

**Campbell & Company**

[www.campbellcompany.com](http://www.campbellcompany.com)

*The ELCA is an equal opportunity employer committed to employing individuals who are qualified to meet the responsibilities of their jobs. In addition, as discussed in Section 1.4, under the First Amendment to the U.S. Constitution and similar provisions in state constitutions, the churchwide organization is exempt, therefore, the church's policy is to employ, retain, promote, and terminate employees and applicants for employment on the basis of merit, qualifications, and competence. Subject to Section 1.4 above, this policy of non-discrimination governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. At the same time, certain positions require ordination, Lutheran theological training or experience, or membership in an ELCA congregation. In addition, as discussed in Section 1.4, the churchwide organization, under the First Amendment to the U.S. Constitution and similar provisions in state constitutions, is exempt from federal, state, and municipal anti-discrimination laws and regulations, as well as other employment laws as applied to rostered and non-rostered employees in positions of ministry. Therefore, this equal opportunity policy will be interpreted and applied in accordance with those constitutional and statutory provisions applicable to churches and other religious organizations. Nothing in these Personnel Policies waives any of this church's constitutional or statutory rights.*

*Any employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor, any other supervisor, or any Human Resources employee. Employees can raise concerns and make good faith reports without fear of reprisal.*