# Executive Summary

## Programs & Results

## Operations & Leadership

### APPENDIX

- Key Documents 11
- Charity Check Report 12

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**EIN:** 41-1568278  
**Report Generated on:** 07/23/2023
EVANGELICAL LUTHERAN CHURCH IN AMERICA

★ National Headquarters
* aka ELCA Churchwide Organization
📍 Chicago, IL
✉️ www.elca.org
📞 (773)380-2700

View GuideStar Profile

MISSION

Goal: Share the story of Jesus and the ELCA by engaging with 1 million new people as we grow the church together.

Purpose: Activate each of us so more people know the way of Jesus and discover community, justice and love.

Vision: A world experiencing the difference God’s grace and love in Christ make for all people and creation.

EIN
41-1568278

RULING YEAR
1987

IRS SUBSECTION
501(c)(3) Public Charity

MAIN ADDRESS
8765 W. Higgins Rd
Chicago, IL
60631

AFFILIATION TYPE
Parent Organization

CONTACT
Jessica Hacker, Senior Director,
Institutional Giving
(773) 380-6556
jessica.hacker@elca.org

PRESIDING BISHOP
Elizabeth Eaton

BOARD CHAIR
Imran Siddiqui

SUBJECT AREA
Vocational post-secondary education
Public health
Food security
Sustainable development
Economic development
Lutheranism
Theology
Antidiscrimination
Religion for youth
International development
Protestantism

NTTEE Code
Protestant (X21)
Christian (X20)
Protestant (X21)
PROGRAMS

1. ELCA World Hunger
   Population(s) served:

2. Lutheran Disaster Response
   Population(s) served: Economically disadvantaged people, Immigrants and migrants, Nomadic people, Victims of conflict and war, Victims of disaster, Economically disadvantaged people, Immigrants and migrants, Nomadic people, Victims of conflict and war

3. ELCA Fund for Leaders
   Population(s) served: Adults, LGBTQ people

4. International Leaders/International Women Leaders
   Population(s) served: Students, Students, Women and girls, Economically disadvantaged people, Young adults

5. Missionary Personnel and Young Adults in Global Mission
   Population(s) served: Lutherans, Lutherans, Lutherans, Young adults, Children and youth, Families, People with disabilities

POPULATIONS SERVED

1. Children and youth
2. Adults
3. Ethnic and racial groups
4. Lutherans
5. Immigrants and migrants
6. Economically disadvantaged people
7. Victims of disaster
8. Victims of conflict and war

COMPLIANCE

- ✔ IRS Pub 78 Verified as of July 2023
- ✔ IRS BMF 509(a) (1) as of July 10, 2023
  Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(i)

TRANSPARENCY MEASURES

- ✔ Board Practices Reported?
- ✗ Diversity Data Reported?
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, May 2023

ELCA World Hunger

Population(s) Served: General/Unspecified

More than 820 million people – that’s about 11 percent of people in our world today – are hungry. As members of the ELCA, we are called to respond. We are a church that rolls up our sleeves and gets to work.

Working with and through our congregations, in the United States, Puerto Rico and the U.S. Virgin Islands Lutheran churches overseas and other partners, ELCA World Hunger is uniquely positioned to reach communities in need. From health clinics to microloans, water wells to animal husbandry, community meals to advocacy, your gifts to ELCA World Hunger make it possible for the ELCA to respond, supporting sustainable solutions that get at the root causes of hunger and poverty. - See more at: http://www.elca.org/hunger

Lutheran Disaster Response

Population(s) Served: n/a

Lutheran Disaster Response shares God’s hope, healing and renewal with people whose lives have been disrupted by disasters in the United States and around the world. When the dust settles and the headlines change, we stay to provide ongoing assistance to those in need.

We are a church that is a catalyst, convener and bridge builder. Lutheran Disaster Response collaborates with other disaster response organizations and religious entities in the United States and around the world. This enables the greatest stewardship of resources and maximum impact of response. We are a welcome partner because we respect the perspectives and strengths of others.

We believe every response needs to be rooted in the community; we work to accompany that community from immediate relief through long-term recovery. We partner internationally with companion churches and other Lutheran and ecumenical relief agencies, and domestically with a vast network of affiliates and partners.

ELCA Fund for Leaders

Population(s) Served: n/a

The ELCA Fund for Leaders scholarship program supports students attending ELCA seminaries. By making seminary more affordable, the ELCA Fund for Leaders enables more future ministers to go to seminary and helps them graduate with less debt, empowering those whom God calls into ministry to go and serve as the church needs and the Holy Spirit leads.

International Leaders/International Women Leaders

Population(s) Served: n/a

The ELCA International Leadership Development Program seeks to enhance the capacity of the global church for mission and ministry. The program provides financial awards to support the short- and long-term academic training of established and emerging leaders in global companion churches and institutions. After their studies, students return to their home countries ready to assume important leadership roles — from becoming a bishop to winning the Nobel Peace Prize.

The ELCA believes the time has come for a strong, strategic emphasis on supporting and empowering international women leaders in the life and development of the church and society. Through the International Women Leaders program, we are boldly investing in established and emerging women leaders from our global companion churches.

Missionary Personnel and Young Adults in Global Mission

Population(s) Served: n/a

Over 240 ELCA missionaries serve in more than 40 countries around the world, invited by global church partners to work together hand-in-hand. Mission personnel serve in the spirit of accompaniment, walking alongside global companions in a manner that practices mutuality, interdependence and solidarity. Some are doctors in rural areas. Others teach children where there are few opportunities to go to school, or work in seminaries that prepare pastors and future church leaders. Others support, nurture and preach in some of the fastest growing Lutheran congregations in the world.

And still others are young adults, engaging in a life-changing, year-long experience through the Young Adults in Global Mission (YAGM). Every year, young adults ranging in age from 21 to 29 accept a call into a life-changing year of service in communities around the world. During this year, the young adults engage in relationships of mutuality, interdependence, solidarity and trust.
RESULTS

Total dollar amount of scholarship awarded

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>3,488,458</td>
</tr>
<tr>
<td>2021</td>
<td>3,271,220</td>
</tr>
<tr>
<td>2020</td>
<td>2,842,888</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Notes: ELCA Fund for Leaders is an endowment-based scholarship program that provides support to seminarians studying to be ELCA pastors and deacons.

Number of active missionaries

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>155</td>
</tr>
<tr>
<td>2021</td>
<td>121</td>
</tr>
<tr>
<td>2020</td>
<td>118</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Notes: ELCA missionaries are invited by our companion churches and sent by the ELCA. They walk hand in hand with our companions around the world, serving in a variety of capacities.
CHARTING IMPACT

What is the organization aiming to accomplish?

ELCA's "Future Church" vision: A world experiencing the difference God’s grace and love in Christ makes for all people and creation.

The ELCA’s general DEI goals are to increase diversity by becoming newer, younger, and more diverse. To that end our strategy includes:

- specifically engaging diverse professional organizations, students, and diverse internal and external networks for employment opportunities in the churchwide organization
- requiring a diverse candidate pool when engaging executive search firms
- developing goals for management level performance reviews which include a focus on leading through a DEI lens
- implementation of leadership development, mentoring and succession planning programs which target and engage employees from diverse backgrounds
- DEI leadership coaching for the executive administrative team

The ways we track progress toward these DEI goals:

- Post programmatic evaluation and feedback of leadership development programs
- Periodic pulse surveys of employee base
- Employee demographic reports
- Employee exit interviews

What are the organization's key strategies for making this happen?

The 2016 Churchwide Assembly adopted a resolution to create a task force composed entirely of persons of color from regions and synods across the country, so that the views and voices of this church so often unheard or unheeded might benefit the whole church. The task force has discerned a call to engage these opportunities more fully, deepening our work, our journey, and our joy as our church moves. The task force created the Strategically Authentic Diversity. This document will offer the task force’s working definition of authentic diversity, provide a theological frame for the discussion, name the need for healing, address the question of structural accountability, examine our theological education and leadership development, and reflect upon our relationships with full communion, ecumenical, and interreligious partners and their related agencies. Finally, it will propose a set of recommendations in each of these areas.

To achieve our DEI goals, our strategy includes:

- specifically engaging diverse professional organizations, students, and diverse internal and external networks for employment opportunities in the churchwide organization
- requiring a diverse candidate pool when engaging executive search firms
- developing goals for management level performance reviews which include a focus on leading through a DEI lens
- implementation of leadership development, mentoring and succession planning programs which target and engage employees from diverse backgrounds
- DEI leadership coaching for the executive administrative team

The ways we track progress toward these DEI goals:

- Post programmatic evaluation and feedback of leadership development programs
- Periodic pulse surveys of employee base
- Employee demographic reports
- Employee exit interviews
Operations

Source: Self-Reported by Organization, May 2023

PRESIDING BISHOP

Rev. Elizabeth Eaton

The Rev. Elizabeth A. Eaton was reelected to serve a second six-year term as ELCA presiding bishop at the 2019 ELCA Churchwide Assembly. Eaton is the ELCA's fourth presiding bishop and was first elected at the 2013 ELCA Churchwide Assembly. Eaton earned a Master of Divinity degree from Harvard Divinity School and a Bachelor of Music Education degree from the College of Wooster.

As chief ecumenical officer of the ELCA, she represents this church in a wide range of ecumenical and interfaith settings. As presiding bishop, Eaton travels extensively, representing the ELCA in a variety of capacities. This has included a visit to a Syrian refugee camp, commemorating the 500th anniversary of the Reformation with Lutherans from around the world in Namibia and participating in an ecumenical service commemorating the Reformation in the Lund, Sweden, cathedral with Pope Francis; visiting with migrants in Honduras; and attending the fifth consultation of women pastors and theologians in Tanzania.

BOARD CHAIR

Imran Siddiqui
ELCA Vice President
Term: 2022 - 2028
**STAFF**

<table>
<thead>
<tr>
<th>Staff Type</th>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Staff</td>
<td>Sue Rothmeyer</td>
<td>Secretary of the ELCA</td>
</tr>
<tr>
<td>Senior Staff</td>
<td>Lori Fedyk</td>
<td>Treasurer of the ELCA</td>
</tr>
<tr>
<td>Senior Staff</td>
<td>Louise Johnson</td>
<td>Executive for Administration</td>
</tr>
<tr>
<td>Senior Staff</td>
<td>Rhondean Johnson</td>
<td>Executive, People and Diversity, Equity and Inclusion</td>
</tr>
<tr>
<td>Senior Staff</td>
<td>Iain Chester</td>
<td>Executive Director, Innovation</td>
</tr>
<tr>
<td>Senior Staff</td>
<td>Rachel Wind</td>
<td>Executive for Development</td>
</tr>
<tr>
<td>Senior Staff</td>
<td>Philip Hirsch</td>
<td>Executive Director, Christian Community and Leadership</td>
</tr>
<tr>
<td>Senior Staff</td>
<td>Tammy Jackson</td>
<td>Interim Executive Director, Service and Justice</td>
</tr>
</tbody>
</table>
BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION

Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?

Not Applicable

CEO OVERSIGHT

Has the board conducted a formal, written assessment of the chief executive within the past year?

No

ETHICS & TRANSPARENCY

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?

No

BOARD COMPOSITION

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?

No

BOARD PERFORMANCE

Has the board conducted a formal, written self-assessment of its performance within the past three years?

No
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization’s leader identifies as:

- **Race & Ethnicity**: White/Caucasian/European
- **Gender Identity**: Female, Not transgender (cisgender)
- **Sexual Orientation**: Heterosexual or Straight
- **Disability Status**: Person without a disability

### Race & Ethnicity

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>White/Caucasian/European</td>
<td>7%</td>
<td>0%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Hispanic/Latino/Latinx</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Middle Eastern/North African</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native American/American Indian/Alaska</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>White/Caucasian-European</td>
<td>66%</td>
<td>76%</td>
</tr>
<tr>
<td>Multi-Racial/Multi-Ethnic (2+ races/ethnicities)</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>People who prefer to identify with another race or ethnicity</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Gender Identity

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>61%</td>
<td>76%</td>
</tr>
<tr>
<td>Male</td>
<td>23%</td>
<td>0%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Sexual Orientation

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gay, Lesbian, Bisexual</td>
<td>5%</td>
</tr>
<tr>
<td>Heterosexual or Straight</td>
<td>95%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Disability

No data.
## Appendix

### Key Documents

<table>
<thead>
<tr>
<th>IRS Forms 990</th>
<th>Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>IRS Forms 990T</td>
<td>2019 990T</td>
</tr>
<tr>
<td></td>
<td>2018 990T</td>
</tr>
<tr>
<td></td>
<td>2018 990T</td>
</tr>
<tr>
<td></td>
<td>2017 990T</td>
</tr>
<tr>
<td></td>
<td>2016 990T</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Audited Financial Statements</th>
<th>2021 Audited Financial Statement</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Key Organization Documents</th>
<th>Letter of Determination</th>
</tr>
</thead>
</table>
EVANGELICAL LUTHERAN CHURCH IN AMERICA

Aka ELCA Churchwide Organization

8765 W. Higgins Rd
Chicago, IL 60631

☒  Foundation Status Code: PC*
☒  Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evangelical Lutheran Church in America</td>
<td>Chicago, IL</td>
<td>July 2023</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Deductibility status description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Generally, a central organization holding a group exemption letter, whose subordinate units covered by the group exemption are also eligible to receive tax-deductible contributions, even though they are not separately listed (deductibility limitation dependent on various factors).</td>
</tr>
</tbody>
</table>

IRS Business Master File Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Most recent IRS BMF</th>
<th>Reason for Non-Private Foundation Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>EVANGELICAL LUTHERAN CHURCH IN AMERICA</td>
<td>July 10 2023</td>
<td>Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(i)</td>
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</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>IRS subsection</th>
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<tbody>
<tr>
<td>41-1568278</td>
<td>501(c)(3) Public Charity</td>
</tr>
</tbody>
</table>

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization.

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which 'type' can't be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee's public charity classification under section 509(a)(1), (2) or (3).

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.
- IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.
- IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.
- The IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.

- The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list contains organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.

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