

SYNOD COUNCIL MINUTES
INDIANA-KENTUCKY SYNOD, ELCA
NOVEMBER 13-14, 2015
IN-KY LUTHERAN CENTER
INDIANAPOLIS, INDIANA

ATTENDANCE

Officers: Bishop Gafkjen, Secretary Judy Bush

Clergy: Pastors Amy Beitelschees-Albers, Dana Lockhart, Jerald Mielke, Randall “Randy” Schroeder, Charles Strietelmeier, Karen Strietelmeier, and Pamela Thiede

Laity: Michael Anderson, Bernie Augenstein, Rebecca Jane Daum, Elizabeth Gaskins, Clyde Knigga, Amy Kruse, Danielle Nuss (Friday), Laura Richcreek, Marilyn Saum, Noah David Smith (Friday), Paul Trickel, and E. Louise Williams (Saturday)

Staff: Assistants to the Bishop Pastors Rudy Mueller and Heather Apel, DEM Pastor Nancy Nyland

Synod Attorney: Josh Tatum (absent)

Auxiliary Representative: Linda Doerge, president of the I-K Women of the ELCA

Churchwide Council Representative: Rev. Vicki Garber (absent)

Absent: Vice-President Ted Miller, Treasurer Sue Miller, Pastor Jessica King, Pattiann Meeks, Danielle Nuss (Saturday), Noah David Smith (Saturday), Nancy Walter, E. Louise Williams (Friday), and Interim Stewardship Director Pastor Jerry O’Neal,

WELCOME, INTRODUCTIONS

The executive committee met at 3:30 p.m. in the chapel of the Indiana-Kentucky Lutheran Center, 911 E. 86th Street, Indianapolis, Indiana, in preparation for the Synod Council Meeting.

Bishop Gafkjen called the Synod Council meeting to order at 7:00 p.m. in Suite 40 at the Indiana-Kentucky Synod Lutheran Center. Vice-President Miller was absent due to his father’s grave illness. Bishop Gafkjen asked everyone to introduce himself/herself, their place of worship, and where they see God at work. The stories of God’s work throughout the synod were heartwarming, inspiring, joyful, spiritual, and personal. Bishop stated God is doing a new thing, do you see it.

BIBLE STUDY AND DISCUSSION OF STRUCTURED FOR MISSION, CHAPTERS 3-6

Bishop Gafkjen has been doing some reading about Moses and he read the story of the burning bush, highlighting the promise in Exodus 3:12. God was going to send Moses to bring his people out of Egypt. His people will worship on this mountain which will be a sign that God had sent Moses. He was the reluctant leader. Bishop Gafkjen noted “you are Moses, I am Moses.” We will know that God is with us as he worships with us.

He asked the group to strip back the narratives in our synod and look for the values that are the underlying foundation of those narratives. Questions to address were, “What is the purpose of the church, what are the most important values.” The group was divided into four small groups and had twenty minutes to complete the task. Each group’s summary was posted on the wall. Bishop Gafkjen stated, “As we look to the future we need to understand the values we have now and what structures we need to create to honor those values”. He closed with prayer.

SYNOD ASSEMBLY POLLING/VOTING SYSTEM DEMO

Pastor Heather Apel demonstrated a digital voting system that may be used during synod assembly voting. The cost has always been an issue. She found a synod that used the system and makes it available to other churches at a more reasonable price. As a demonstration each person voted on a number of questions. The system was discussed and generally welcomed as a positive addition to the Synod Assembly.

INTRODUCTION TO SATURDAY’S AGENDA

Agenda changes, additions, and items of note

Bishop Gafkjen stated that there were no changes to the agenda. He reviewed the agenda for Saturday beginning with communion at 9. Michael Bischoff has an aggressive brain tumor. He is on caringbridge.org. His income was the only source of income for his family so others may want to help him with financial help. Debbie Asberry will be the consultant in Michael’s absence.

EVENING PRAYER

Liz Gaskins read from the fourth chapter of Ecclesiastes, the section regarding “two are better than one.” She related that she served on the church council once and that no one would serve as treasurer. No one said that they were called to serve and that they would be joyful in their service. She now is joyful about the service that she provides. She related a job that she really loved. She hopes that we all be joyful in God’s service.

After evening prayer, the council engaged in fellowship with snacks and drinks.

SATURDAY, NOVEMBER 14, 2015

HOLY COMMUNION

Following breakfast Pastor Pamela Thiede led the worship service of Holy Communion in Suite 40 at the Indiana-Kentucky Synod Lutheran Center. Peace was shared with all present. The opening hymn was #863 of the ELW “My God, How Wonderful Thou Art”. Liz Gaskins read the first two readings, 1 Samuel 1:4-20 and Hebrews 10:11-25. Pastor Pamela read the Gospel reading, Mark 13:1-8. She shared a meditation using the Old Testament reading. Pastor Pamela has been preaching on Old Testament readings. She has worked with women who were

infertile. Hannah wondered if infertility was a punishment from God and she made a deal with God. Pastor Pamela noted that some get their happy ending but some don't. People need someone to listen for understanding and support. God walks with you in your loss. Jesus walks with us in our losses, promises to be with us in our prayers. Following the meditation, the group sang hymn #742, "What a Friend We Have in Jesus" and the sending hymn was #539, "Abide, O Dearest Jesus".

GENERATIVE WORK

Ideas and directions arising from last evening's discussion

Bishop asked if there were any items that have arisen from last evening's work. The Guide Team and Synod Council will work on the values during the retreat in January. Individuals were asked to share and flush out the work that was done on the values undergirding the structures of the synod.

Synod Assembly Voting Member Allocations

Pastor Heather Apel explained that the Synod Assembly Planning Task Force has studied the representation of voting members from congregations of varying sizes. The Task Force has made a recommendation regarding the number of voting members to be allocated according to congregation size. The Synod Council discussed the proposal. The Synod Constitution †S7.21.c. states the following:

- c. A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to this synod, normally one of whom shall be male and one of whom shall be female, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation. The Synod Council shall seek to ensure that, as nearly as possible, 50 percent of the lay members of the assembly shall be female and 50 percent shall be male. Additional members from each congregation normally shall be equally divided between male and female.

The task force proposal is as follows:

Pursuant to Synod Constitution Sec.7.21.c. the formula for representatives at the synod assembly shall be:

Each congregation shall elect at least two lay voting members (one male and one female) for the synod assembly.

One additional voting member shall be elected by congregations having between 351 and 700 baptized members (male or female).

Two additional voting members shall be elected by congregations having between 701 and 1,000 baptized members (one male and one female).

Three additional voting members shall be elected by congregations having between 1,001 and 1,500 baptized members (male or female to balance representation).

Four additional voting members shall be elected by congregations having more than 1,501 baptized members (male or female to balance representation).

Voting member representation shall be determined by the most recent congregational report on file with the synod office.

Congregations may send one additional lay voting member who is a person of color or person whose primary language is other than English.

Congregations may send one additional lay voting member who is a youth (confirmed to age 17) or young adult (between 18 and 30).

Pastor Pamela Thiede made a motion to amend the item to strike “at least” in the first item; Marilyn Saum seconded the motion. The amendment passed.

The Synod Council

VOTED: SC/2015/50: that the Synod Assembly Planning Task Force recommendation to allocate voting members to Synod Assembly be approved as a continuing resolution to the synod constitution. Pursuant to Synod Constitution Sec.7.21.c. the formula for representatives at the synod assembly shall be: Each congregation shall elect two lay voting members (one male and one female) for the synod assembly.

One additional voting member shall be elected by congregations having between 351 and 700 baptized members (male or female).

Two additional voting members shall be elected by congregations having between 701 and 1,000 baptized members (one male and one female).

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Congregations may send one additional lay voting member who is a person of color or person whose primary language is other than English.

Congregations may send one additional lay voting member who is a youth (confirmed to age 17) or young adult (between 18 and 30).

FISCAL AND RELATIONAL RESPONSIBILITIES

Guest Reports and Conversation

Linda Doerge, present of the I-K Women of the ELCA, reported that there is a lot going on. The board met in October. Sven Schumacher spoke with them and they are going to focus on human trafficking. They are going to ask the clusters to get good speakers to speak about human trafficking in their communities. They are putting together a list of speakers and are willing to share. The clusters gatherings have a Bible study; Susan Flynn will do a Bible Study on human trafficking. She does an excellent job in writing lessons. They are going in April to 4-5 places and offering training to anyone who wants to be involved in the organization. They will

share what do we do – women who have been involved in circles for years will see that it is not necessarily their grandmother's group. The way they gather and participate does not have to be the same as it has been in the past. It is a group of Christian women sharing with one another.

Reports/Visions/Decisions

Secretary Report/Executive Committee Report

Secretary Bush then referred for consideration the previously distributed draft minutes of the September Synod Council meeting. It was moved that the minutes be approved and seconded and the Synod Council

VOTED: SC/2015/51: that the minutes of the September 18-19, 2015 Synod Council meeting, pages 2193-2211, be approved.

Secretary Bush reported that Gary Manning has agreed to serve on the Consultation Committee. Based on that information the Synod Council

VOTED: SC/2015/52: that Gary Manning be elected to a six-year term of the Consultation Committee.

She further reported that the Executive Committee is recommending that the Congregational Constitution Task Force consider and approve congregational constitutions and to simply provide a written report of actions for each Synod Council meeting. The Synod Council

VOTED: SC/2015/53: that the Congregational Constitution Task Force consider and approve congregational constitutions and to simply provide a written report of actions for each Synod Council meeting

Treasurer Report

Finance Committee Chair Paul Trickel reported for Treasurer Sue Miller who was absent. The report is attached. Mission Support is almost \$60,000 ahead of budgeted projections and is \$52,000 ahead of last year. Operating Cash is a negative \$66,000. The Operating Bottom Line is \$33,000 positive to budget. As of 9/30/15 the Endowment had lost \$302,282 in market value; however, the total earnings in excess of Historic Gift Value is \$1,039,569.

Finance Committee

Finance Committee Chair Paul Trickel shared that the audit with CapinCrouse is moving forward; this is the firm that has done the audit for several years. The CPA consultant's contract ends at the end of January. Considering that change, he committee is working with the auditors as to how to continue with the process. There may be some slight additional charges for the audit this year.

There is a charter under which the Finance Committee operates and they are in the process of revising the charter and will be bringing that to the Synod Council for approval in January.

Bishop Gafkjen thanked Paul for pinch hitting in treasurer Miller's absence.

Staff Reports & Requests

ELCA Mission Support Process

Bishop Gafkjen discussed that the Board of Bishops supported moving forward in changing the way Mission Support is distributed. There are different ways synods are handling this. There will be consultations with every synod regarding appropriate Mission Support. The Mission Support from the I-K Synod will drop from 55% to 43% in 2016. That 43% will be a starting point; there are conversations that the Mission Support will be a dollar amount.

Gift Planner Progress

Bishop provided an update that there are plans to work with the Southern Ohio Synod and churchwide with regard to a Gift Planner. This person would work to provide legacy gifts and other giving. This is a renewed program; at the time Freed to Lead was formed there was support from the ELCA foundation of \$40,000 for a gift planner. The program has been revived and has been improved. The Gift Planner will be a resource for congregations. The position was posted; the ELCA is doing the initial vetting. When there are two viable candidates, Bishops Gafkjen and Dillahunt will interview them. The Gift Planner will also be working with social service agencies.

Campus Ministry Committee Request

Pastor Nyland presented the request of a partnership with United Campus Ministries in Terre Haute, Indiana. She discussed the campus ministries programming in Terre Haute. At the Indiana-Kentucky Synod Campus Ministry Committee meeting on November 7, 2015, the following recommendation was moved and unanimously passed:

The Indiana-Kentucky Synod Campus Ministry Committee recommends to the Indiana-Kentucky Synod Council that a partnership be established between the IK Synod and the United Campus Ministries (UCM) in Terre Haute, IN. The IK Synod Campus Ministry Committee invites the campus pastor of UCM and a board member of UCM to attend the IK Campus Ministry Committee meetings ex-officio. As a sign of the partnership the IK Synod Campus Ministry Committee commits to non-budgetary financial support determined on an annual basis by the IK Synod Campus Ministry Committee.

Based on the explanation of the proposed relationship provided by Pastor Nyland and Bishop Gafkjen, the Synod Council

VOTED: SC/2015/54: that a partnership be established between the Indiana-Kentucky Synod and the United Campus Ministries (UCM) in Terre Haute, Indiana.

Clergy Staff Housing Allowances

Bishop Gafkjen asked that the Indiana-Kentucky Synod staff clergy housing allowances for taxable year 2016 be approved, the recommendation is that the allowances be as follows: for Pastor Heather Apel \$16,000, Pastor Rudy Mueller \$30,000, and Bishop Bill Gafkjen \$45,000. After discussion it was

VOTED: SC/2015/55: WHEREAS the Indiana-Kentucky Synod is a religious non-profit institution of the Evangelical Lutheran Church in America, and, whereas the Synod employs Bishop William Gafkjen and Pastors Rudy Mueller and Heather Apel, and whereas the Internal Revenue Service has advised the necessity of annual official action by the official body of the employing religious institution to exclude from the gross salary of clergy the estimated cost of renter payments for the purchase of a house, including down payment, mortgage principal, interest and taxes; garage rent; utilities; insurance; repairs and maintenance; furnishing; housing expenses as set forth; and

WHEREAS the following estimate of housing costs has been submitted to the Synod for the taxable year 2016 and included in the budget for the year 2016-17: Bishop William Gafkjen \$45,000, Pastor Rudy Mueller \$30,000 and Pastor Heather Apel \$16,000;

BE IT THEREFORE RESOLVED by the Synod Council that the above amounts be designated as housing allowance, excludable from the gross salary paid for tax purposes, up to the extent they are used for said actual housing, and that any other allowance specifically designated and allocated by the Synod Council in this resolution may also be excluded for tax purposes up to the extent that any one or all of them are actually used for such specific purpose.

Report on RIC Resolution Process

Pastor Heather Apel reported that she is working with Pastor Will Smith who will be chair of the task force established by the 2015 Synod Assembly resolution on the subject of discernment regarding becoming a Reconciling in Christ synod. They are working on gaining membership on the committee so the group is not fully formed. They are planning to have congregational conversations and contacting other synods who are Reconciling In Christ and what that means for them.

Reflection on Bishop Bill's role as Chair of Conference of Bishops

In early October Bishop Gafkjen was elected to chair the Conference of Bishops. He reflected that it is hard to say 'no' to sisters and brothers in Christ. The selection was by ecclesiastical ballot. He is humbled by the selection. The term begins January 1 and is a four-year term. There are three other bishops on the executive committee. He is not sure precisely what it means but he believes it is a big time and energy commitment. He will be representing

the ELCA in some ecumenical settings and will be a delegate to the Lutheran World Federation meeting in 2017. He will be a member of the ELCA executive committee. He will be a voting member of the ELCA Church Council. He will be setting the agenda and chairing the Conference of Bishops' meetings. He is trying to be a good steward of his life as bishop of the Indiana-Kentucky Synod and as a good husband and father. He has cut back on some of his other responsibilities and plans to devote his time as Indiana-Kentucky Synod Bishop and chair of Conference of Bishops. He was asked to discuss why he was chosen. What has been indicated to him is that they have appreciated the way he has led discussions about word and service. They have appreciated his presence in the hallways. Some have observed what is going on in the synod in terms of New Synod for a New Day. He was asked if there are things that Synod Council can do to help him; he responded that at this time prayer is appreciated and he will consider the question.

PRAYER AT MID-DAY

At 12:18 a.m. Liz Gaskins led the group in prayer. The group recessed for lunch.

FISCAL AND RELATIONAL RESPONSIBILITIES (CONT)

Staff Reports & Requests

Pastor Nancy Nyland explained what CONNECT is. She brought brochures that describes the event that occurred in August. It is a two-year process and is a commitment for the whole congregation. It is based on congregational renewal being a spiritual and structural process. It is connecting with Jesus, one another and the world by lining up the congregation's purpose, identity, and work with God's vision and plan. There are two trainings. After the first training the congregation is paired with a coach who does an on-site visit and then meets with them monthly. Each member has an assignment. They are assigned to develop a ministry in the context in which they are located. It is very much a partnership. In April the second link will occur and it hoped that ten additional congregations will join. There are four two-day training events, about six months apart. They were awarded a \$43,800 grant to be spent over three years. Pastor Karen asked for prayers for the ministry.

Pastor Nyland shared that the work that Pastor Jerry O'Neal is doing is wonderful, great work. She noted "Be sure to thank him." Also, she expressed gratitude for everyone's support during her father's terminal illness and death.

Assistant to the Bishop Pastor Heather Apel shared that she has really enjoyed her work in the candidacy process. She noted that we are seeing good strong programs for the church. The seminaries are changing their training models. Many students are involved in the nontraditional training models.

In her report she shared the proposed fee schedule for the 2016 Synod Assembly. Last year there was a change in the fee schedule for retired rostered leaders. There fee was reduced to half

cost and is approximately half this year. The fee seems slightly higher but this year the plenary session begins earlier and the dinner banquet is included in the registration. The proposed fee schedule is as follows:

Proposed Synod Assembly Fees:

Registration - \$195

After March 31 - \$225

Late/on-site - \$250

Retired Rostered Leaders - \$95

Retired Rostered Leaders after March 31 - \$110

Retired Rostered Leaders late/on-site - \$125

Boxed Lunch - \$20

Paper Copy of Bulletin of Reports - \$15

The Synod Council

VOTED: SC/2015/56: that the fees for the 2016 Indiana-Kentucky Synod Assembly be as follows: for a voting member/visitor \$195 for early registration, \$225 for registration after March 31, 2016, and \$250 for late/on-site registration; for retired rostered leaders \$95 for early registration, \$110 for registration after March 31, 2016, and \$125 for late/on-site registration; \$20 for a box lunch, and \$15 for a paper copy of the Bulletin of Reports.

Pastor Apel requested that Don MacMillan be appointed chair of the Synod Assembly Planning Team. The Synod Council

VOTED: SC/2015/57: that Don MacMillan (member at Christ Lutheran in Valparaiso, IN) be appointed chair of the Synod Assembly Planning Team.

Assistant to the Bishop Pastor Rudy Mueller said that his reports were in the dropbox. He is part of the task force to work on recognition of the 500th anniversary of the Reformation. Bernie Augenstein, Rev. Rob Saler who is Executive Director for the Center for Pastoral Excellence at Christian Theological Seminary, and Father Rick Ginther who is a Roman Catholic priest are also working on that task force. There will be ecumenical partners to the event and it should be a big event. He is meeting with Roman Catholics and planning a series of events leading up to the big event. It is hoped to be a big springboard to great ecumenical events in the future.

Archbishop Tobin of the Roman Catholic Archdiocese of Indianapolis has been working with Bishop Bill. From Conflict to Communion is a foundational document in how to move forward as Roman Catholics and Lutherans. Declaration On the Way which summarizes the 32 ways that Roman Catholics and Lutherans are in agreement is a unique ecumenical text that draws on 50 years of Lutheran-Catholic dialogue in preparation for the 500th Reformation anniversary coming in 2017. In October 2015 the Statement of Agreements was unanimously affirmed by

the ELCA Conference of Bishops, which requested the Church Council also accept them and forward the *Declaration* to the 2016 ELCA Churchwide Assembly for reception.

Pastor Mueller has been updating the call process documents. Toward the future he is working on a ministry review tool. He is going to write one that is particular to the I-K Synod. It will be a tool to review the ministry as opposed to reviewing the pastor. He hopes to include the synod in that.

As to the ministry call process, there is not action to be taken by the Synod Council. There is one change who is an interim. Jeanine Barnes is Episcopalian and she is serving at Risen Savior.

Bishop Gafkjen reported that the former Calvary (Louisville) building is being sold. There are some legal work items that need to be done. It should be closed on or before December 11. The congregation deeded the property to the synod.

Bethlehem in Gary has closed and they did not want to deed the building to the synod. They are trying to sell it themselves. It looks like they have a buyer. They owe their former pastor about \$10,000 and they will pay her first.

Roster and Congregation-Related Discussion and Decisions

Bishop Gafkjen explained that pastors who are retiring and who wish to remain on the roster of ordained ministers need to have approval of Synod Council based on the Bishop's endorsement. Bishop recommended and Synod Council

VOTED: SC/2015/58: that Pastor Keith A. Kriesel be granted retirement status with the Indiana-Kentucky Synod and remain on the roster of the ELCA with retirement status effective as of November 30, 2015.

Bishop Gafkjen reported that the action that was taken by the Synod Council in September for Pastor Scott Vanna was incorrect. It should have been a non stipendiary call which calls for approval of the Conference of Bishops based on the vote of the Synod Council. The Synod Council

VOTED: SC/2015/59: that Pastor Scott Vanna be issued a non-stipendiary synod call to serve at Purdue University and in related ministries in the Lafayette Conference.

Bishop Gafkjen reported that Pastor Chuck Miller is requesting on leave from call status and that he is recommending that status. The Synod Council

VOTED: SC/2015/60: that on leave from call status be granted to Pastor Charles J. Miller II.

Churchwide Assembly 2016

Bishop Gafkjen reported that the 2016 Churchwide Assembly will be in New Orleans in August. The synod has a full slate of voting members. There are fifteen voting members, of

which six are clergy and nine are lay. There are three who are persons of color or whose language is other than English – one American Indian and two Asian or Pacific Islander. There are three who are young adults; i.e., who are under thirty years of age.

Submitted Report Highlights

It was noted that the Malaria Campaign of the ELCA has met its goal of \$15 million to fight malaria. Pastor Meier, chair of the synod campaign, writes in his report the following:

As of Sept. 30, 2015, the I-K Synod contributed \$248,321 that, combined with all other synods, helped us reach the goal of \$15 million dollars. This campaign started at a difficult time in the life of the ELCA, helping us to keep our focus on the mission work of the church, and during a low economic time in the nation. God has multiplied the loaves and fishes again. Praise the Lord!

Pastor Amy Beitelschees-Albers provided a Holy Conversations report. She reported that Debbie Asberry will be our consultant in Michael Bischoff's absence. The Guiding Team has met with Debbie by Skype. She will bring a lot to the task. The big focus now is to have congregations report their holy conversations. The conversations may not be the same as what was demonstrated during Synod Assembly. There has been some difficulty in getting the reports submitted. If individuals have trouble uploading the information they can just send to Pastor Amy. The plan is to take the information, summarize it, and help share where God is working. There are many examples of how people have engaged in the Holy Conversations. She asked for prayer.

Treasurer Appointment Task Force

Paul Trickel reported that the task force is putting together a job description for the treasurer including an estimate of the time commitment. Members of the task force are Paul Trickel, Pastor Pamela Thiede, and Amy Kruse.

2016 Synod Assembly

The surveys are out but not many have been returned. The polling system will allow us to break up voting over the course of the assembly. There is a tentative agenda but it is still in flux. The first plenary session will be the afternoon of June 9. There will not be pre-assembly workshops. At this time, it is undecided if we will have conference conversations. The Synod Assembly will be in South Bend. Pastor Heather is looking at a travel equalization fee which would be per congregation.

Other

Bishop Gafkjen discussed the fact that with Danielle Burrus's resignation we need to confront how to address communication. He is trying to determine what needs to be done and who needs to do it. Pastor Wade Apel will be doing the website work. The weekly emails are still under consideration as to who will be doing them.

Each of the four groups that looked at the values underlying the structures we have reported on their discussion Friday evening. Values that were reported were the following: values of being a part of the whole, honor the traditions of the original three groups, priesthood of all believers, diversity, witness of each one and each congregation, social statements of churchwide, core values, word and sacrament, Triune God, inclusivity, support, collegiality, worship in large groups, spreading Gospel, Body of Christ in assembly and living out, diversity, accommodating different schedules and lifestyles, global so that not just talking about local values, unity, body of Christ, sacraments, geographical representation, diversity, age, communication (keep all informed), discernment, constitutions, elections, governing bodies, representation, prayer and worship, doing the right thing, ecumenical and collaboration.

Diversity was discussed, its definition, and how to increase it among our bodies. Growing the church was discussed in relationship to the values. The demographics of the group was seen as a hindrance to growing the church. The core commitment to Jesus and the Gospel is not being seen as the core value and seen as evident.

CLARIFICATION OF TASKS, MEETING REVIEW, SENDING PRAYER

Mission Monitor Charlie Strietelmeier said in our discussion last night were some items that shows were God is leading us. The goal of the leader is to be swept up into what God is doing. The notion of a delayed sign of God's work is helpful. The discussion is the painful task of becoming self-aware and to look at our assumptions underlying our structures. Our people have been so well trained in the structures so it can be painful. We try to create and practice a tone of joy in our work. If there is no joy it is not about the work of Jesus Christ. One is about organizing people which is about power. The Lutheran Federation is not for sale; creation is not for sale. Our money situation is not as dire as it used to be. Every organization has to be serious about its resources. Attention put into reaching out to Roman Catholics and others is us acting out our mission of reconciliation. Time becoming more aware of CONNECT is a way of helping us becoming more intentional. Getting Holy Conversations into the dna of the church.

Bishop stated that he will ask the Prayer Team to be chaplains for the January meeting. Pastor Karen Strietelmeier volunteered to be the mission monitor.

Bishop made announcements regarding the January meeting. He reminded individuals that the date for the April meeting has been changed to April 15-16.

In answer to the questions, "*What are you taking home, what was the highlight, what can we do differently*" were the following responses: I regret I wasn't here last night, but since we last met I was in Brazil and in Chicago and heard that our ministry should be from the margin not to the margin, my highlight was as I was reading the book and fighting it and then getting pulled in, the conversation last night pulled me to make change, the hard part is realizing that we need to change but don't really know how to change, we should be open to change but is sometimes hard to do, I agree that the book was a struggle and even going to share with my community members

and put a note saying look at how these white people are struggling with change, I know the Holy Spirit is working within each one of you, when a lot of congregations are not welcoming, some just don't know how to talk to those who are different, I have grandchildren who have grandparents who are American Indian and some who are white, the struggle that we experience, when Liz sang during communion.

Bishop Bill thanked everyone and noted that he takes from the meeting a deep gratitude for the gifts of each, and the sightings of the work of the Spirit throughout the mission territory.

SENDING PRAYER

Liz Gaskins closed with an American Indian prayer.

The meeting was adjourned at 3:20 p.m.

Respectfully Submitted in His Service,

A handwritten signature in cursive script that reads "Judith A. Bush". The signature is written in black ink and is positioned below the typed name.

Judith A. Bush, Secretary

Regular Report to the Indiana-Kentucky Synod Council
For Synod Committees, Teams and Task Forces and Other Synod-Related Groups

Empower, equip and encourage the people of God to make Christ known

Treasurer's Report
Indiana-Kentucky Synod, ELCA
November 13 – 14, 2015

Financial Update as of **October 31, 2015 – Mission Support, Cash, Bottom Line** and as of **September 30, 2015 – Endowment**.

1. **Mission Support** is almost \$60,000 ahead of budgeted projections and is \$52,000 ahead of last year and thus, appears to be tracking to exceed the \$1.7 Million budget by year end.
2. **Operating Cash** continues a downward trend and is at negative (\$66,000). There is \$375,000 in the checking account but that is more than spoken for by Temporarily Restricted and Council Designated commitments.
3. The **Operating Bottom** line is \$33,000 positive to budget. The variance is comprised of positives in Mission Support, Assembly and Administrative Expense offset by negative variances in Ministry Committees, Council Committees and Closed Congregations.
4. As of 9/30/2015 our **Endowment** had lost \$302,282 in market value. The October Endowment statement had not been received prior to these reports being completed.

The \$7,190 remaining Freed to Lead pledge balance has been written therefore going forward any FTL receipts will be recorded as contributed revenue in the year in which received as opposed to reducing the pledge balance.

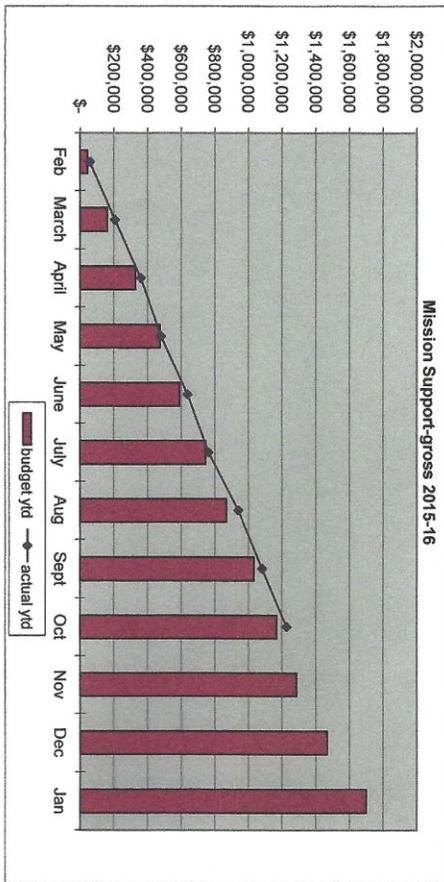
Detailed financial reports are available upon request by contacting Sue Miller, Treasurer, at (407) 415-7381 or via email at su1miller@aol.com.

Submitted by,

Paul J. Trickel, Chair
Finance Committee

Attachment A

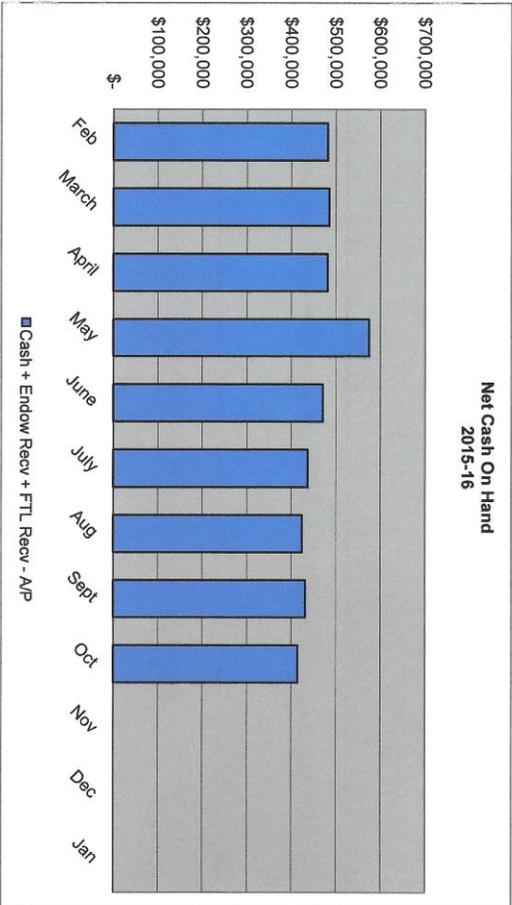
INAKY Synod, ELCA Mission Support- Gross 2015-16											
	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Jan
budget ytd	\$ 43,132	\$ 160,120	\$ 327,042	\$ 474,842	\$ 589,486	\$ 744,705	\$ 867,071	\$ 1,033,105	\$ 1,167,571	\$ 1,286,205	\$ 1,700,000
actual ytd	56,647	205,959	360,273	481,376	638,571	762,366	938,573	1,082,197	1,227,364	(1,286,205)	(1,700,000)
budget variance	13,514	45,839	33,231	6,534	49,085	17,661	72,502	49,092	59,792	-	-
ytd actual as % total	3%	12%	21%	28%	38%	45%	55%	64%	72%	-	-
budget											
actual \$ difference vs. last year	13,230	88,199	31,104	3,402	45,227	12,779	66,814	42,309	52,122	(1,294,657)	(1,711,212)
actual 2014-15 % of total	43,417 3%	117,760 7%	329,169 19%	477,974 28%	593,344 35%	749,587 44%	872,759 51%	1,039,888 61%	1,175,241 69%	1,294,657 76%	1,711,212 100%



Attachment A

**IN-KY Synod, ELCA
Total Cash On Hand
2015-16**

	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan
Cash + Endow Recv + FTL	\$ 481,069	\$ 484,321	\$ 481,069	\$ 574,500	\$ 470,502	\$ 437,106	\$ 424,413	\$ 431,158	\$ 414,123			
Recv - A/P	\$ 313,956	\$ 358,210	\$ 313,956	\$ 415,909	\$ 391,855	\$ 160,771	\$ 148,222	\$ 335,195	\$ 375,481			
Total Cash On Hand	\$ 206,765	\$ 206,765	\$ 206,765	\$ 238,153	\$ 239,671	\$ 289,809	\$ 289,809	\$ 89,759	\$ 119,837			
Endowment Owe Operations												
FTL owes Oper (Oper owes FTL)	\$ 7,178	\$ 7,033	\$ 7,178	\$ 6,891	\$ 6,660	\$ 6,526	\$ 6,382	\$ 6,204	\$ 5,820			
Accounts Payable	\$ (46,830)	\$ (87,687)	\$ (46,830)	\$ (86,453)	\$ (167,683)	\$ -	\$ -	\$ -	\$ (87,014)			
Total 2015-16	\$ 481,069	\$ 484,321	\$ 481,069	\$ 574,500	\$ 470,502	\$ 437,106	\$ 424,413	\$ 431,158	\$ 414,123			
Temporarily Restricted (not FTL)	\$ 215,802	\$ 214,735	\$ 215,802	\$ 305,810	\$ 300,243	\$ 273,389	\$ 262,198	\$ 267,084	\$ 266,033			
Council Designated	\$ 221,514	\$ 219,914	\$ 221,514	\$ 197,006	\$ 194,602	\$ 194,602	\$ 194,602	\$ 214,294	\$ 214,294			
Subtotal Non Oper Cash Due for other purposes	\$ 437,316	\$ 434,649	\$ 437,316	\$ 502,815	\$ 494,845	\$ 467,991	\$ 456,800	\$ 481,378	\$ 480,327			
Net operating cash This Yr	\$ 43,753	\$ 49,672	\$ 43,753	\$ 71,685	\$ (24,343)	\$ (30,885)	\$ (32,388)	\$ (50,220)	\$ (66,204)			
Net operating cash Last Yr	\$ (13,756)	\$ (15,282)	\$ 61,158	\$ 49,350	\$ (34,049)	\$ (4,642)	\$ (22,077)	\$ (20,432)	\$ (26,467)			

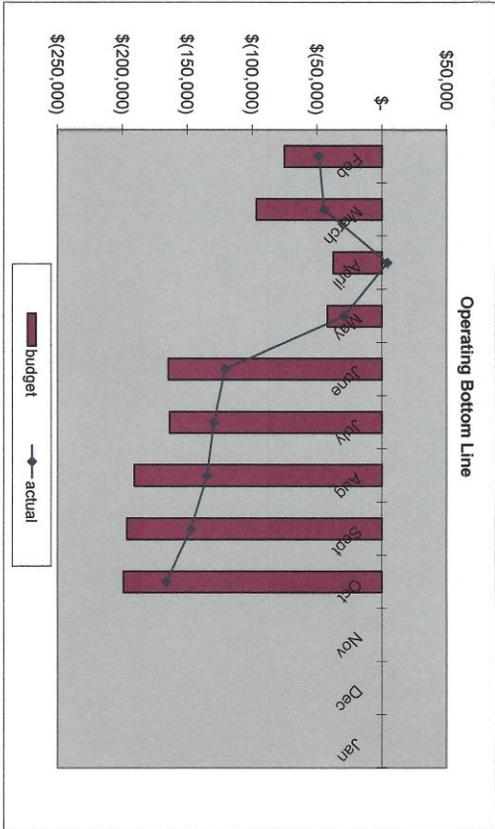


Attachment A

IN-KY Synod, ELCA
Operating Bottom Line
2015-16

	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan
budget	\$ (75,137)	\$ (96,941)	\$ (37,429)	\$ (41,967)	\$ (164,719)	\$ (163,702)	\$ (190,959)	\$ (196,720)	\$ (199,262)			
actual	\$ (48,569)	\$ (44,360)	\$ 4,320	\$ (28,962)	\$ (120,814)	\$ (129,503)	\$ (134,911)	\$ (147,087)	\$ (166,190)			
variance	\$ 26,568	\$ 52,581	\$ 41,749	\$ 13,005	\$ 43,905	\$ 34,199	\$ 56,048	\$ 49,633	\$ 33,072	\$ -	\$ -	\$ -

Dept	This Mos	Last Mos	
001	\$ 4,079	\$ 3,272	
002	28,596	23,460	Other Revenue
024	(38,685)	(10,348)	Net Mission Support
025	(2,576)	(2,614)	Ministry Committee
036	(2,193)	(2,349)	Candidacy
055	(1,888)	(1,693)	Congregational Life
070	(5,314)	(3,896)	New Starts & SAWCS
075	10,416	10,526	Council Committees
082 + 083 + 085	35,882	31,378	Assembly
097	(8,681)	(6,902)	Wages, Trvl, Depr, Admin
	13,436	8,799	Closed Congregations
			All other-net
Total YTD Variance	\$ 33,072	\$ 49,633	



Attachment A

**IN-KY Synod, ELCA
Endowment Principal Intact?**

	at 1/31/15	at 9/30/15
Historic Gift Value:		
Permanently Restricted	\$ 1,530,895	\$ 1,530,895
Temporarily Restricted	1,104,527	1,104,527
Council Designated	312,438	312,438
Total Endowment Historic Gift Value	2,947,860	2,947,860
Earnings in Excess of HGV @ 1/31/15	1,341,851	1,341,851
Earnings to Date FY 2015-16		(302,282)
Total Earnings in Excess of HGV @ month end	1,341,851	1,039,569
Total Endowment Net Assets	4,289,711	3,987,429
<i>Is principal intact? ***</i>	Yes	Yes
amount in excess	\$ 1,341,851	\$ 1,039,569
	31%	26%

*****principal is intact if Earnings in Excess of Historic Gift Value is positive**