

# IN-KY SYNOD 2025 BULLETIN OF REPORTS



# **Indiana-Kentucky Synod Assembly**

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Indiana-Kentucky Synod, Evangelical Lutheran Church in America  
**38<sup>th</sup> Annual Assembly**  
 Crowne Plaza Union Station | Indianapolis, Indiana

### Proposed Agenda for Adoption at the Assembly

#### General Schedule of Events *All times are Eastern (EDT)*

#### **Thursday, June 5, 2025**

- 11:00 am On-site check-in and registration opens**
- 1:00 pm Welcome and Orientation for First-Time Attendees
- 2:00 pm Plenary Session 1: Opening of Assembly, Preliminary Credentials Report; Adoption of Agenda, Rules, Committees
- 2:30 pm Keynote Presentation: “*FAITH: GIFT, ANCHOR, & JOURNEY*” (Bp. Timothy Graham)
- 3:10 pm Presentation of the 2026-27 and 2027-28 Budgets and the 2025-2026 Compensation Guidelines
- 4:00 pm Nominating Committee Report, Declare General Elections, Accept Nominations from the floor, Presentation of Resolutions, Practice Electronic Voting
- 4:30 pm Break
- 5:30 pm Deadline for submission of biographical forms for elections**
- 5:30 pm Registration/Check-in Closes**
- 6:00 pm Celebration Dinner: Ordination & Congregation Anniversaries and other recognitions
- 7:45 pm Pre-Service Music
- 8:00 pm Gathering Eucharist and Remembrance of the Faithful Departed

#### **Friday, June 6, 2025**

- 8:00 am Registration/Check-in Reopens**
- 8:30 am Morning Prayer 9:00
- am Plenary Session 2
- 9:15 am Keynote Presentation: “*HOPE: A LONGING, AN EXPERIENCE, AND AN INSPIRATION*” (Bp. Timothy Graham)
- 9:40 am Report ELCA Churchwide
- 10:20 am Breakout Session (75 minutes)
- Noon Lunch
- 12:30 pm Registration/Check-in Closes**
- 1:00 pm Plenary Session 3
- 1:05 pm Q&A with Vice President Candidates, Credential Reports
- 1:30 pm General Elections, Consideration of Resolutions
- 2:00 pm Report of the Synod Vice President, Synod Treasurer, Synod Secretary,
- 2:30 pm Report of the General Elections Committee, additional election votes if necessary
- 2:45 pm Breakouts Session 2 (75 minutes)
- 4:30 pm Question and Answer session with Bishop Graham
- 5:30 pm Dinner on your own

#### **Saturday, June 7, 2025**

8:30 am Registration/Check-in Reopens  
8:30 am Morning Devotion  
9:00 am **Registration/Check-in Closes**  
9:00 am Plenary Session 4  
9:05 am Keynote Presentation 3: “*LOVE: A PROMISE, A COMMAND, AND THE WAY*” (Bp Timothy Graham)  
9:40 am Adoption of 2026-2027 and 2027-28 Synod Budget, adoption of Compensation Standards, remaining elections, and resolutions  
10:15 am Bishop Graham’s Report with Staff  
11:00 am Sending Eucharist, including Installation of Assistants to the Bishop and elected Synod Council Members, and Closing of the Assembly

**Agenda and Rules.** The agenda and the rules of procedure will be adopted during the first plenary session of the synod assembly. Once adopted, neither document may be amended except by a two-thirds vote of the assembly.

1. **Closing Registration before Voting.** Registration will close 30 minutes before any ballot and will reopen once voting for that election is closed.

2. **Proxy or Absentee Voting.** Proxy and absentee voting are not permitted in the transaction of any business of this synod. (†S7.31.)

3. **Motions.** All substantive motions (not procedural motions) on matters related to the business before the assembly must be presented in writing to the chair, preferably in advance of making the motion or, if that is not possible, immediately after making the motion.

4. **Resolutions.** All resolutions submitted under S7.41.A21.c. (those supported by the signatures of at least 50 voting members) are due by 4:30 pm EDT, Thursday, June 5, 2025, to the Secretary of the Synod at the Information Desk.

5. **Speaking during Discussion.** Each speech from the floor on all resolutions and motions will be limited to three minutes. Speakers will alternate between those speaking for and those speaking against the pending matter.

6. **Previous Question.** A member who has spoken on the pending question may not move the previous question. A motion to end debate by moving the previous question shall apply only to the immediately preceding motion. A motion to end debate on all matters on the floor or more than the immediately pending question is not in order.

7. **Voting.** Voting may be accomplished by the use of electronic voting devices. The chair may call for affirmative and negative votes simultaneously or separately.

8. **Nominations from the Floor.** Nominations from the floor must have a completed “Nomination and Biographical Information Form” for each nominee submitted to the Nominating Committee before nominating the proposed nominee by 5:30 pm EDT on Thursday, June 5, 2025, to the Nominating Committee at the Information Desk. (See S9.03. and S9.03.A21.d.)

9. **Parliamentary Procedure.** The latest edition of Robert’s Rules of Order governs parliamentary procedure of this Synod Assembly. (S7.32).

10. **Substitute Motions.** When a substitute motion is made, secondary amendments may be offered first to the original motion. After all secondary amendments to the original motion have been disposed of, secondary amendments to the substitute motion may be offered. When all amendments to the substitute motion have been disposed of, the vote shall be taken on whether the substitute motion is to be substituted as the original motion or be rejected.

11. **Appropriating Funds.** Motions to appropriate funds without the approval of the Synod Council require a two-thirds vote for adoption. (S10.04.)

12. **Recounts.** Any recount must be ordered by a majority vote before the end of the assembly at which the voting result was announced.

13. **Unfinished Business.** Upon the adjournment of the assembly, all remaining unfinished items of business shall be referred to the Synod Council for disposition. (See †S10.02.)

## 2025 Indiana-Kentucky Synod Assembly Breakout Sessions

We're excited to share a summary of the breakout sessions lined up for our Assembly time! Mark your calendars for Friday, June 6, at 10:00 am and 2:45 pm., with each session lasting 75 minutes. Each session will be offered twice, unless noted otherwise. These sessions present excellent learning opportunities, and we encourage congregations to send delegates to different ones, helping you provide even more information and resources to your worship and outreach communities afterward! Please note that the room locations are also listed here for your planning.

1. **Seeking the Beloved Community in Politically Diverse Congregations** by our ELCA Guest Representative, The Rev. Amy E. Reumann. Rev. Reumann is the Senior Director for Witness in Society in the Evangelical Lutheran Church in America. Her leadership directs staff and church advocacy in federal public policy, through the ELCA-affiliated State Public Policy Office (SPPO) network, at the United Nations through the Lutheran Office for World Community representation, and with the ELCA Corporate Social Responsibility program
  - a. Description: In today's polarized climate, faith leaders face immense challenges in guiding politically diverse congregations while living out the values of their faith. This workshop presents faith leaders with some initial tools to engage political differences in their own congregations with courage, empathy and effectiveness in ways that strengthen both them and the broader community. Lutheran faith communities can be places of conversation that strengthen democracy in a polarized nation. Participants will learn how to:
    - Ground depolarization practices in Lutheran theology and Scripture
    - Engage leaders in their own congregations and the community
    - Navigate difficult conversations in faithful and respectful ways
    - Identify shared faith values that unite people across political perspectives
    - Mobilize diverse groups to work together on common community concerns
  - b. Room Location: **Edison North**
2. **IK Disaster Relief** – Jayme Beneker, Director for IK Disaster Relief
  - a. Description: Asset Mapping
  - b. Room Location: **Edison South**
3. **IK Synod Conversations around Budget, Compensation, and Congregational Accounting**
  - a. Description for both sessions:
    - i. 2026-7 and 2027-8 Synod Budget – Harry Albers, Synod Treasurer
    - ii. 2025-26 Compensation Guidelines – Rev. Priscilla Geerdes, Assistant to the Bishop for Ministry Transition
    - iii. Congregational Accounting Best Practices – Julie Walda, Synod Accountant
  - b. Room Location: **C&O**
4. **"Conversations around Christian Nationalism"** – IK Synod Racial Justice Task Force (RJFT)
  - a. **Session #1, 10:30 a.m.** - "Confronting Christian Nationalism with Angela Denker" - It is a good thing to be White—or Black, or Hispanic, or Indigenous, or Asian—all ethnic heritages have wisdom and beauty, as well as sin. It is a good thing to love your country. And it's wonderful to be Christian. But White Christian Nationalism seeks to merge our love for God with our love for the United States, and works for a country whose institutions are controlled by White Christians, rather than representatives of all the people. This is a perversion of the Gospel. Join ELCA Pastor and *Disciples of White Jesus* and *Red State Christians* author Angela Denker to discuss the growing popularity and influence of American white Christian Nationalism, especially its influence on Trump's second term, and the white men and boys in our own lives and communities who are facing radicalization and violent misogyny in media and politics.



- i. Pastor Angela has been researching white Christian Nationalism since 2018 as a reporter, pastor, and theologian. During this forum, Pastor Angela will help us define Christian Nationalism in theological terms, understand its roots and how it's being weaponized in American politics, as well as how to use the Theology of the Cross as a tool of resistance against Christian Nationalism, and a framework for helping boys and men find a healthier masculine identity and relationships. An essential conversation for pastors, parents, grandparents, educators, coaches, faith leaders, and all concerned Americans and Christians.
  - b. **Session #2, 2:45 p.m.** – What Is Being Done, What Can You Do?  
Hear from three leaders of the Indiana-Kentucky Synod who are advocating for racial justice in our communities: Joy Heine will discuss advocacy within the Indiana legislature; Chris Duckworth will focus on immigration; and Stephen Styles will talk about uniting White and Black Christians through music. We encourage you to share what you are currently doing and what you aspire to do.
  - c. Room Location: **New York Central**
- 5. **"E-Connect – A Transformational Journey for Your Congregation"** – Jon Dahl, E-Connect Director, and Missy Schroeder, Assistant E-Connect Director
  - a. Description: Ministry can be tough. The church often feels stuck or uncertain about its future, and let's be honest—sometimes it feels like you're figuring it out alone. That's where Ecumenical-Connect comes in. We walk alongside faith leaders and ministry teams, helping them listen deeply—to God, to each other, and to the communities they serve—so they can take their next faithful step with confidence. Whether you're navigating change, revitalizing your church, or discerning a new mission, we provide the coaching, support, and tools to help you move forward. Ministry isn't meant to be a solo journey—let's do this together. During this breakout session, come and experience a taste of Ecumenical-Connect.
  - b. Room Location: **B&O**
- 6. **"Getting to Know Your Community"** – Rev. Libby Davis-Manning, Director for the Wabash Pastoral Leadership Program
  - a. Description: We are made right with God or justified, by grace through faith, Romans 3:28. Once we realize this gift, we are called to live lives of grateful response by caring for others in our community. In other words, we are called to partner with God in God's saving, salvific work in our community because the Church is not a tomb to remember what God did, but a mission post to proclaim the healing work that God is doing. But, how do you get a pulse on what God is already doing in your community? Or, how do you determine faithful next steps? In this workshop, you will create a demographic "Community Profile" of your Indiana or Kentucky community that you can share with your church council for discussion. Also, you will leave with a set of questions around which to engage your local civic leaders over the course of a year.
  - b. This workshop is geared for pastors who are relatively new in their calls, or laypeople who desire a method to 'see' more deeply into their local community.
    - i. Please bring a Wi-Fi-connected laptop or device to engage in the online Community Profile Builder activity.
  - c. Room Location: **Nickel Plate**
- 7. **"De-stigmatizing Addiction and Recovery in Congregations"** – Rev. Grace Pardun, Supervisory Chaplain, Ministry on the River:
  - a. Description: Join Pastor Grace and Glenn as they discuss their efforts to combat the stigma surrounding addiction and recovery within their congregation. They will share programming ideas that you can implement with your own congregation, including the following: 1) Developing a sermon series on addiction and recovery based on scripture. 2) Offering community resources such as AA, treatment options, and recovery models in

Community Education (after worship). 3) Offering training sessions on NARCAN and harm reduction while determining invitees (after worship). 4) Hosting Temple Talks featuring faith community speakers who share personal stories on addiction and recovery.

b. Room Location: **Milwaukee**

## Indiana-Kentucky Synod

### Budget Worksheet w/ Previous Year Totals

Accounts	Assembly Approved Budget 2025-26		Revised Annual Budget 2025-26		Proposed Annual Budget 2026-27		Proposed Annual Budget 2027-28	
Revenues								
Mission Support								
40101000 - Mission Support	\$	1,600,000	\$	1,600,000	\$	1,550,000	\$	1,550,000
Total Mission Support	\$	1,600,000	\$	1,600,000	\$	1,550,000	\$	1,550,000
ELCA Direct Support								
402000000 - Grants								
40201000 - Campus Ministry Grants	\$	-	\$	-	\$	-	\$	-
40205000 - DEM Support	\$	10,000	\$	10,000	\$	10,000	\$	10,000
40220000 - Other ELCA Grants	\$	-	\$	-	\$	-	\$	-
40225000 - ELCA New Start Grants	\$	14,000	\$	-	\$	-	\$	-
40443000 - ELCA Strategic Ministry Grants								
Total ELCA Direct Support	\$	24,000	\$	10,000	\$	10,000	\$	10,000
Endowment Draws								
40301000 - Mission 2000 End. Draw								
40320000 - Ebenezer End. Draw								
40325000 - Candidacy End. Draw								
40330000 - Continuing Ed. End. Draw								
40357000 - Cncl Des - Operations End. Draw								
40360000 - Outreach End. Draw								
40390000 - Bishops Choice End. Draw								
40370000 - Missionary Leaders	\$	67,077	\$	67,077	\$	70,081	\$	74,417
40371000 - Congregations & Faith Community	\$	47,912	\$	47,912	\$	50,058	\$	53,155
40372000 - Faith-Filled Disciples	\$	95,824	\$	95,824	\$	100,115	\$	106,310
40373000 - Collaboration & Communication	\$	47,912	\$	47,912	\$	50,058	\$	53,155
40374000 - Operations Support	\$	76,659	\$	76,659	\$	80,092	\$	85,048
Total Endowment Draws	\$	335,384	\$	335,384	\$	350,403	\$	372,084
Gifts/Fees								
40400000 - Registration/Fees - REGIONAL GATHERINGS	\$	-	\$	-				
40401000 - Assembly Registration	\$	75,000	\$	75,000	\$	-	\$	39,000
40405000 - Candidacy Application Fees	\$	2,500	\$	2,500	\$	2,500	\$	2,500
40406000 - Candidacy Cong. Contrib	\$	2,500	\$	2,500	\$	2,500	\$	2,500
40407000 - Candidacy Retreats	\$	1,000	\$	1,000	\$	1,000	\$	1,000
40409000 - Candidacy Scholarships - Misc Gifts	\$	-	\$	-	\$	-	\$	-
40411000 - Campus Ministry Misc Income	\$	-	\$	-	\$	-	\$	-
40415000 - Connect - Cong. Contributions	\$	-	\$	-	\$	-	\$	-
40419000 - Conflict Management	\$	500	\$	500	\$	500	\$	500
40423000 - First Call	\$	-	\$	-	\$	-	\$	-
40425000 - Leadership Workshop	\$	-	\$	-	\$	-	\$	-
40431000 - Prof Leaders Retreat Income	\$	15,000	\$	15,000	\$	15,000	\$	15,000
40435000 - Rental	\$	-	\$	-	\$	-	\$	-
40439000 - Special Gifts	\$	-	\$	-	\$	-	\$	-
40447000 - Worship Events	\$	-	\$	-	\$	-	\$	-
40449100 - Youth Sales & Registrations	\$	-	\$	-	\$	-	\$	-
40451000 - Misc Contribution Income	\$	40,000	\$	40,000	\$	40,000	\$	40,000
Total Gifts/Fees	\$	136,500	\$	136,500	\$	61,500	\$	100,500

## Indiana-Kentucky Synod

### Budget Worksheet w/ Previous Year Totals

Accounts	Assembly Approved Budget 2025-26	Revised Annual Budget 2025-26	Proposed Annual Budget 2026-27	Proposed Annual Budget 2027-28
<b>Release of Restricted Funds</b>				
83005875 - Campus Ministry Support	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333
83061850 - Univ of Louisville Campus Ministry	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
82001800 - Abundant Grace/Strategic Ministry	\$ 6,800	\$ 6,800	\$ 6,800	\$ 6,800
83011850 - New Starts (40441050 offset)	\$ 22,000	\$ 22,000	\$ 22,000	\$ 22,000
83009850 - Cheesman Fund	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
83034850 - HKBP or 83038850 - IELCH Chile	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
82017800 - Pike Township/LDR position	\$ 65,000	\$ 65,000	\$ 65,000	\$ -
83033875 - IK Disaster Fund				
83018800 - Lily Grant/E-Connect - TLA Director	\$ 36,540	\$ 17,796		
83018800 - Lily Grant/E-Connect - Admin Asst.	\$ 16,474	\$ -		
83018800 - Lily Grant/E-Connect - Program Director	\$ -	\$ 65,000		
83018800 - Lily Grant/E-Connect - Asst. Program Dir.	\$ -	\$ 55,672		
83018800 - Lily Grant/E-Connect - Storyteller	\$ 10,000	\$ -		
<b>Total Release of Restrictions</b>	\$ 180,147	\$ 255,601	\$ 117,133	\$ 52,133
<b>Grants/Transfers</b>				
40511000 - Campus Ministry Grants	\$ -	\$ -		
40511200 - ELCA Special Grants				
<b>Total Grants/Transfers</b>	\$ -	\$ -	\$ -	\$ -
<b>Other Income</b>				
40250000 - Reimbursements	\$ 27,000	\$ -	\$ -	\$ -
41001000 - Interest/Dividends	\$ -	\$ -	\$ -	\$ -
41002000 - Unrealized Gain/(Loss)	\$ -	\$ -	\$ -	\$ -
41003000 - Realized Gain/(Loss)	\$ -	\$ -	\$ -	\$ -
41004000 - Miscellaneous Income	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
<b>Total Other Income</b>	\$ 37,000	\$ 10,000	\$ 10,000	\$ 10,000
<b>Total Revenues</b>	\$ 2,313,031	\$ 2,347,485	\$ 2,099,036	\$ 2,094,717

## Indiana-Kentucky Synod

### Budget Worksheet w/ Previous Year Totals

Accounts	Assembly Approved Budget 2025-26	Revised Annual Budget 2025-26	Proposed Annual Budget 2026-27	Proposed Annual Budget 2027-28
<b>Expenses</b>				
<b>ELCA Shared</b>				
50101700 - ELCA Shared Mission Support	\$ 688,000	\$ 688,000	\$ 666,500	\$ 666,500
<b>Total ELCA Shared</b>	\$ 688,000	\$ 688,000	\$ 666,500	\$ 666,500
<b>Direct Support</b>				
50201700 - Capital University	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
50210700 - Wittenburg University	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
<b>NEW - Valparaiso University</b>	\$ -	\$ 20,000	\$ 10,000	\$ 10,000
50215700 - Trinity Seminary	\$ 26,000	\$ 6,000	\$ 6,000	\$ 6,000
50220700 - Region 6 (Capital Univ Archives)	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000
<b>Total Direct Support</b>	\$ 38,000	\$ 38,000	\$ 28,000	\$ 28,000
<b>IK Synod Direct</b>				
50301750 - Ball State Campus Ministry	\$ 17,362	\$ 17,362	\$ 17,362	\$ 17,362
50305750 - Butler/IUPUI Campus Ministry	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
50310750 - Indiana U. Campus Ministry	\$ 31,335	\$ 31,335	\$ 31,335	\$ 31,335
50315750 - Purdue Campus Ministry	\$ 31,335	\$ 31,335	\$ 31,335	\$ 31,335
50320750 - U of Louisville Campus Ministry	\$ 20,834	\$ 20,834	\$ 20,834	\$ 20,834
50325750 - U of Kentucky Campus Ministry	\$ 22,501	\$ 22,501	\$ 22,501	\$ 22,501
50345725 - United Campus Ministry (ISU)	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500
50330750 - LOMIK	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
50335750 - Redevelopment Grants	\$ -	\$ -	\$ -	\$ -
50340750 - Resource Center, Indianapolis	\$ -	\$ -	\$ -	\$ -
50345750 - IPCUM	\$ -	\$ -	\$ -	\$ -
50350750 - Ky Council Of Churches	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
<b>Total IK Synod Direct</b>	\$ 148,366	\$ 148,366	\$ 148,366	\$ 148,366
<b>Campus/Mentorship</b>				
51001100 - College Program	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
51005100 - Travel & Meals - Campus Ministry	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
<b>Total Campus/Mentorship</b>	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
<b>Candidacy</b>				
51101100 - Evaluation	\$ 7,200	\$ 8,700	\$ 15,000	\$ 15,000
51105100 - Interviews	\$ 1,500	\$ -	\$ -	\$ -
51115100 - Retreats	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
51120100 - Scholarships	\$ 92,230	\$ 95,824	\$ 60,000	\$ 60,000
51125100 - Training & Materials	\$ -	\$ -	\$ -	\$ -
51130100 - Travel & Meals - Candidacy	\$ 3,500	\$ 3,500	\$ 7,500	\$ 7,500
51412100 - Internship Expense	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
51195100 - Misc Candidacy	\$ -	\$ -	\$ -	\$ -
<b>Total Candidacy</b>	\$ 109,430	\$ 113,024	\$ 87,500	\$ 87,500
<b>First Call</b>				
51201050 - First Call Mentor Stipend	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
51201100 - Retreat Gathering	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
<b>Total First Call</b>	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000

# Indiana-Kentucky Synod

## Budget Worksheet w/ Previous Year Totals

Accounts	Assembly Approved Budget 2025-26		Revised Annual Budget 2025-26		Proposed Annual Budget 2026-27		Proposed Annual Budget 2027-28	
Interim Ministry								
51301100 - Interim Expense	\$	1,000	\$	1,000	\$	1,000	\$	1,000
Total Interim Ministry	\$	1,000	\$	1,000	\$	1,000	\$	1,000
Leadership								
51110100 - New To Roster	\$	2,000	\$	2,000	\$	1,000	\$	1,000
51401100 - Workshops	\$	-	\$	-				
51405100 - Continuing Educational Grants	\$	2,500	\$	2,500	\$	2,500	\$	2,500
51415100 - Leadership Support Misc	\$	500	\$	500	\$	500	\$	500
51420100 - Profession Leadership Conf	\$	14,000	\$	14,000	\$	14,000	\$	14,000
51425100 - Support Grants	\$	-	\$	-				
51430100 - Travel & Meals - Leadership	\$	-	\$	-				
Total Leadership	\$	19,000	\$	19,000	\$	18,000	\$	18,000
E-Connect Program								
52501200 - E-Connect Expense	\$	-	\$	-				
Total Connect Program	\$	-	\$	-	\$	-	\$	-
Global Mission								
52601200 - International Travel	\$	2,500	\$	2,500	\$	2,500	\$	2,500
52605200 - Travel & Meals - Global Mission	\$	-	\$	-	\$	-	\$	-
52610200 - Training & Materials	\$	-	\$	-	\$	-	\$	-
52805200 - Travel & Meals - Multicultural	\$	250	\$	-	\$	-	\$	-
Total Global Mission	\$	2,750	\$	2,500	\$	2,500	\$	2,500
Social Justice & Advocacy								
NEW- Disabilities	\$	-	\$	2,500	\$	2,500	\$	2,500
NEW - Gender/LGBTQIA+	\$	-	\$	2,500	\$	2,500	\$	2,500
NEW - Hunger/Poverty	\$	-	\$	2,500	\$	2,500	\$	2,500
NEW - Immigration	\$	-	\$	2,500	\$	2,500	\$	2,500
52701100 - Anti-Racism Initiative	\$	3,000	\$	3,000	\$	3,000	\$	3,000
52705200 - Travel & Meals - Justice Team	\$	2,500	\$	2,500	\$	2,500	\$	2,500
54301300 - Youth Programs	\$	4,500	\$	4,500	\$	4,500	\$	4,500
54303300 - Youth Ministry	\$	4,500	\$	4,500	\$	4,500	\$	4,500
54305300 - Travel & Meals - Youth	\$	2,000	\$	2,000	\$	2,000	\$	2,000
Total Justice	\$	16,500	\$	26,500	\$	26,500	\$	26,500
Congregational Vitality								
52505200 - Travel & Meals - Renewing Mission	\$	300	\$	300	\$	300	\$	300
52510200 - Area Mission Conversations	\$	500	\$	500	\$	500	\$	500
52901200 - New Start Ministry Expense	\$	30,200	\$	17,500	\$	17,500	\$	17,500
53101100 - IK Strategic Ministry Grants	\$	25,800	\$	36,800	\$	36,800	\$	36,800
55003400 - Stewardship	\$	1,000	\$	1,000	\$	1,000	\$	1,000
55005400 - Training & Materials - Stewardship	\$	-	\$	-	\$	-	\$	-
55002100 DEM Ministry Expense	\$	-	\$	-	\$	-	\$	-
Total Congregational Vitality	\$	57,800	\$	56,100	\$	56,100	\$	56,100
ECUM Ministry								
54001300 - Isaiah 43 Expense	\$	-	\$	2,500	\$	2,500	\$	2,500
Total ECUM Ministry	\$	-	\$	2,500	\$	2,500	\$	2,500

## Indiana-Kentucky Synod

### Budget Worksheet w/ Previous Year Totals

Accounts	Assembly Approved Budget 2025-26	Revised Annual Budget 2025-26	Proposed Annual Budget 2026-27	Proposed Annual Budget 2027-28
<b>Education</b>				
54110300 - Travel & Meals - Education	\$ 1,000	\$ 1,000	\$ -	\$ -
54115300 - Education Resource Material	\$ 500	\$ 500	\$ -	\$ -
<b>Total Education</b>	\$ 1,500	\$ 1,500	\$ -	\$ -
<b>Worship</b>				
54201300 - Travel & Meals - Worship	\$ 500	\$ 500	\$ 500	\$ 500
54205300 - Worship Events/Regional Gatherings	\$ 5,000	\$ 500	\$ 5,000	\$ 500
<b>Total Worship</b>	\$ 5,500	\$ 1,000	\$ 5,500	\$ 1,000
<b>College of Deans</b>				
56101600 - Travel & Meals - Deans	\$ 3,000	\$ 500	\$ 500	\$ 500
56195600 - Deans - Misc Costs	\$ 500	\$ 500	\$ 500	\$ 500
<b>Total College of Deans</b>	\$ 3,500	\$ 1,000	\$ 1,000	\$ 1,000
<b>Synod Council</b>				
56201600 - Travel & Meals - Council	\$ 6,500	\$ 6,500	\$ 8,500	\$ 8,500
56205600 - Council Expense	\$ 2,500	\$ 500	\$ 250	\$ 250
56210600 - Travel - Finance Committee	\$ 250	\$ -	\$ -	\$ -
56215600 - Consultation Cost	\$ 250	\$ 250	\$ 250	\$ 250
<b>Total Synod Council</b>	\$ 9,500	\$ 7,250	\$ 9,000	\$ 9,000
<b>Synod Assembly</b>				
56301500 - Assigned Candidates	\$ 500	\$ 500	\$ -	\$ -
56303500 - Audio/Visual	\$ 7,000	\$ 7,000	\$ 10,000	\$ 1,000
56305500 - Entertainment	\$ 5,000	\$ 5,000	\$ -	\$ -
56307500 - Event Planner	\$ 5,000	\$ 5,000	\$ -	\$ -
56309500 - Honorariums	\$ 7,500	\$ 7,500	\$ -	\$ 2,500
56311500 - Lodging & Travel - Synod Assembly	\$ 27,500	\$ 27,500	\$ -	\$ 10,000
56313500 - Meals	\$ 45,000	\$ 45,000	\$ -	\$ 10,000
56317500 - SA Office Supplies	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
56318000 - SA Printing Expense	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
56319500 - Professional Services	\$ 15,000	\$ 15,000		\$ -
56321500 - SA Rental - Space	\$ 30,000	\$ 30,000		\$ 5,000
56323500 - SA Rental - Equipment	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
56325500 - Retired Pastors	\$ 1,500	\$ -	\$ -	\$ -
56327500 - Special Call Leaders	\$ 500	\$ -	\$ -	\$ -
56329500 - Travel & Meals - Committee	\$ 1,500	\$ 1,500	\$ -	\$ 1,000
56331500 - Worship Service Musicians	\$ 3,000	\$ 3,000	\$ -	\$ 2,000
56395500 - Misc. Assembly	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
<b>Total Synod Assembly</b>	\$ 156,500	\$ 154,500	\$ 17,500	\$ 39,000

## Indiana-Kentucky Synod

### Budget Worksheet w/ Previous Year Totals

Accounts	Assembly Approved Budget 2025-26		Revised Annual Budget 2025-26		Proposed Annual Budget 2026-27		Proposed Annual Budget 2027-28	
<b>Synod Personnel</b>								
<b>Program Staff</b>								
56401600 - Salary & Housing - Prog. Staff	\$	365,711	\$	311,232	\$	320,569	\$	330,186
56401800 - FICA - Prog. Staff	\$	5,988	\$	15,175	\$	15,631	\$	16,100
56402000 - Medical/Dental - Prog. Staff	\$	124,740	\$	112,212	\$	120,067	\$	128,472
56402200 - Pension - Prog. Staff	\$	43,886	\$	35,523	\$	36,589	\$	37,686
56402400 - Group Life/Disability Insurance	\$	3,325	\$	1,480	\$	1,554	\$	1,632
56402600 - Retirement Supplement - Prog. Staff			\$	-				
<b>Total Program Staff</b>	\$	543,650	\$	475,622	\$	494,409	\$	514,075
<b>Administrative Staff</b>								
56411600 - Salary - Admin Staff	\$	127,526	\$	130,018	\$	133,918	\$	137,936
56411800 - FICA - Admin Staff	\$	9,756	\$	9,946	\$	10,245	\$	10,552
56412000 - Medical/Dental - Admin Staff	\$	4,246	\$	-	\$	-	\$	-
56412200 - Pension - Admin Staff	\$	15,303	\$	8,789	\$	9,053	\$	9,324
56412400 - Group Life/Disability Insurance	\$	3,325	\$	389	\$	408	\$	428
56412600 - Retirement Supplement - Admin Staff			\$	-	\$	-	\$	-
<b>Total Administrative Staff</b>	\$	160,156	\$	149,142	\$	153,624	\$	158,240
<b>Fiscal Agency/Grant Staff</b>								
56421600 - Salary & Housing - FA Staff	\$	65,560	\$	129,825	\$	129,825	\$	133,720
56431800 - FICA - FA Staff	\$	-	\$	9,932	\$	9,932	\$	10,230
56432000 - Medical/Dental Fiscal Agency Staff	\$	9,300	\$	13,392	\$	14,329	\$	15,333
56432200 - Pension - FA Staff	\$	7,867	\$	9,900	\$	9,900	\$	10,197
56432400 - Group Life/Disability Insurance	\$	880	\$	412	\$	433	\$	455
56432600 - Retirement Supplement - FA Staff	\$	-	\$	-	\$	-	\$	-
56432699 - Reclassified Expense - FA Staff	\$	-	\$	-	\$	-	\$	-
<b>Total Fiscal Agency Staff</b>	\$	83,607	\$	163,461	\$	164,419	\$	169,934
<b>Total Synod Personnel</b>	\$	787,413	\$	788,225	\$	812,452	\$	842,249
<b>Synod Administration</b>								
56501500 - Accounting/Auditors	\$	20,000	\$	20,000	\$	20,000	\$	20,000
56502000 - Professional Services	\$	15,000	\$	10,000	\$	10,000	\$	10,000
56503500 - Bank Fees & Charges	\$	1,600	\$	4,500	\$	4,500	\$	4,500
56505500 - Books & Resources	\$	3,000	\$	3,000	\$	3,000	\$	3,000
56509500 - Dues/Registrations	\$	1,000	\$	1,000	\$	1,000	\$	1,000
56511500 - Computer Support/Training	\$	5,000	\$	5,000	\$	5,000	\$	5,000
56513500 - Conferences & Seminars	\$	1,000	\$	2,000	\$	1,000	\$	1,000
56515500 - Continuing Education	\$	2,000	\$	2,000	\$	2,000	\$	2,000
56517500 - Depreciation - Equipment	\$	9,000	\$	9,000	\$	9,000	\$	9,000
56518500 - Depreciation - Furniture	\$	500	\$	500	\$	500	\$	500
56519500 - Depreciation - Vehicles	\$	15,000	\$	15,000	\$	15,000	\$	15,000
56521500 - Equipment Under \$500	\$	1,000	\$	1,000	\$	1,000	\$	1,000
56522450 - Payroll Processing Fees	\$	1,500	\$	1,500	\$	1,500	\$	1,500
56522500 - Furniture Under \$500	\$	1,000	\$	1,000	\$	1,000	\$	1,000
56523500 - Insurance	\$	20,000	\$	20,000	\$	22,000	\$	24,200
56525500 - Interest	\$	-	\$	-	\$	-	\$	-
56529500 - Legal	\$	15,000	\$	10,000	\$	10,000	\$	10,000



## Indiana-Kentucky Synod

### Budget Worksheet w/ Previous Year Totals

Accounts	Assembly Approved Budget 2025-26	Revised Annual Budget 2025-26	Proposed Annual Budget 2026-27	Proposed Annual Budget 2027-28
56531500 - Licenses	\$ 750	\$ 750	\$ 750	\$ 750
56533500 - Office Supplies	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
56535500 - Postage	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
56537500 - Printing & Paper	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
56539500 - Rent	\$ 75,000	\$ 75,000	\$ 75,000	\$ 75,000
56541500 - Rental - Equipment	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
56543500 - Repair, Maintenance & Supplies	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
56544500 - Auto Maintainence Expense	\$ 9,000	\$ 5,000	\$ 5,000	\$ 5,000
56545500 - Retreats/Meetings	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
56547500 - Software Subscriptions	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000
56549500 - Telephone & Internet	\$ 6,750	\$ 6,750	\$ 6,750	\$ 6,750
56550500 - Staff Cell Phone Reimb.	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
56551500 - Web Page/E-mail	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
56595500 - Admin - Misc	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
56595550 - Miscellaneous Document Fees	\$ 50	\$ 50	\$ 50	\$ 50
<b>Total Synod Administration</b>	<b>\$ 235,150</b>	<b>\$ 225,050</b>	<b>\$ 226,050</b>	<b>\$ 228,250</b>
<b>Synod Travel &amp; Meals</b>				
56601500 - Bishop Bill Gafkjen	\$ -	\$ -	\$ -	\$ -
56602500 - Bishop Tim Graham	\$ 8,500	\$ 8,500	\$ 8,500	\$ 8,500
56610500 - DEM	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
56620500 - Digital Storyteller	\$ 500	\$ 500	\$ 500	\$ 500
56625500 - Stewardship Jerry O'Neal	\$ 1,500	\$ 1,500	\$ -	\$ -
56630500 - Staff Mileage	\$ 500	\$ 100	\$ 100	\$ 100
56630750 - FA Exepnses		\$ -	\$ -	\$ -
56631000 - Asst to Bishop Cory Driver	\$ -	\$ -	\$ -	\$ -
56631500 - Asst to Bishop Dan Forehand	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
56605550 - Asst to Bishop Priscilla Geerdes	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
56635500 - ELCA Churchwide Assembly	\$ 2,500	\$ 2,500	\$ -	\$ -
<b>Total Synod Travel &amp; Meals</b>	<b>\$ 28,500</b>	<b>\$ 28,100</b>	<b>\$ 24,100</b>	<b>\$ 24,100</b>
<b>Total Expenses</b>	<b>\$ 2,313,909</b>	<b>\$ 2,307,115</b>	<b>\$ 2,138,068</b>	<b>\$ 2,187,065</b>
<b>Net Total</b>	<b>\$ (879)</b>	<b>\$ 40,369</b>	<b>\$ (39,032)</b>	<b>\$ (92,348)</b>

Indiana-Kentucky Synod of the ELCA  
Annual Budget vs. YTD Actual  
February 2024 to January 2025

Note: The Report Option to include Open Transactions is selected.

Accounts	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)
<b>Revenues</b>				
<b>Mission Support</b>				
40101000 - Mission Support	\$1,467,881.35	\$1,750,000.00	\$282,118.65	83.88 %
<b>Total Mission Support</b>	\$1,467,881.35	\$1,750,000.00	\$282,118.65	83.88 %
<b>ELCA Direct Support</b>				
40201000 - ELCA Campus Ministry Support	\$25,500.00	\$25,500.00	\$0.00	100.00 %
40205000 - DEM Support	\$10,000.00	\$10,000.00	\$0.00	100.00 %
40225000 - ELCA New Start Support	\$14,417.00	\$19,000.00	\$4,583.00	75.88 %
40443000 - ELCA Strategic Ministries Support	\$1,034.00	\$6,200.00	\$5,166.00	16.68 %
<b>Total ELCA Direct Support</b>	\$50,951.00	\$60,700.00	\$9,749.00	83.94 %
<b>Endowment Draws</b>				
40301000 - Mission 2000 Endow Draw	\$182,624.64	\$182,625.00	\$0.36	100.00 %
40320000 - Ebenezer Endow Draw	\$32,128.41	\$32,128.00	(\$0.41)	100.00 %
40325000 - Candidacy Endow Draw	\$93,003.29	\$93,003.00	(\$0.29)	100.00 %
40330000 - Continuing Education Endow Draw	\$9,300.33	\$9,300.00	(\$0.33)	100.00 %
40357000 - Council Design. - Operations Endow	\$4,227.42	\$4,227.00	(\$0.42)	100.01 %
40360000 - Outreach Endow Draw	\$16,909.69	\$16,910.00	\$0.31	100.00 %
<b>Total Endowment Draws</b>	\$338,193.78	\$338,193.00	(\$0.78)	100.00 %
<b>Gifts/Fees</b>				
40400000 - Registration/Fees	\$25.00	\$0.00	(\$25.00)	0.00 %
40401000 - Assembly Registration	\$71,075.00	\$100,000.00	\$28,925.00	71.08 %
40405000 - Candidacy Application Fees	\$1,800.00	\$2,500.00	\$700.00	72.00 %
40406000 - Candidacy Congregation Fee	\$0.00	\$2,500.00	\$2,500.00	0.00 %
40407000 - Candidacy Retreats	\$0.00	\$1,000.00	\$1,000.00	0.00 %
40419000 - Conflict Management	\$0.00	\$500.00	\$500.00	0.00 %
40431000 - Prof Leaders Retreat Income	\$0.00	\$15,000.00	\$15,000.00	0.00 %
40451000 - Misc Contribution Income	\$1,769.37	\$40,000.00	\$38,230.63	4.42 %
<b>Total Gifts/Fees</b>	\$74,669.37	\$161,500.00	\$86,830.63	46.23 %
<b>Grants/Transfers</b>				
40441050 - New Starts - Release of Restricted	\$22,000.00	\$22,000.00	\$0.00	100.00 %
40511500 - Thriving Congregations Grant	\$93,970.90	\$60,525.00	(\$33,445.90)	155.26 %
40530000 - Net Transfers from Temp Restricted	\$81,959.70	\$0.00	(\$81,959.70)	0.00 %
<b>Total Grants/Transfers</b>	\$197,930.60	\$82,525.00	(\$115,405.60)	239.84 %
<b>Other Income</b>				
40250000 - Reimbursement	\$24,374.15	\$23,507.00	(\$867.15)	103.69 %
41001000 - Interest/Dividends	\$77,323.57	\$0.00	(\$77,323.57)	0.00 %
41002000 - Unrealized Gain/(Loss)	\$437,556.05	\$0.00	(\$437,556.05)	0.00 %
41003000 - Realized Gain/(Loss)	\$160,732.33	\$0.00	(\$160,732.33)	0.00 %
41004000 - Miscellaneous Income	\$15,348.85	\$10,000.00	(\$5,348.85)	153.49 %
<b>Total Other Income</b>	\$715,334.95	\$33,507.00	(\$681,827.95)	2134.88 %

Indiana-Kentucky Synod of the ELCA  
Annual Budget vs. YTD Actual  
February 2024 to January 2025  
Note: The Report Option to include Open Transactions is selected.

Accounts	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)
Total Revenues	<u>\$2,844,961.05</u>	<u>\$2,426,425.00</u>	<u>(\$418,536.05)</u>	<u>117.25 %</u>

Indiana-Kentucky Synod of the ELCA  
Annual Budget vs. YTD Actual  
February 2024 to January 2025

Note: The Report Option to include Open Transactions is selected.

Accounts	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)
<b>Expenses</b>				
<b>ELCA Shared</b>				
50101700 - ELCA Shared Mission Support	\$631,188.99	\$752,500.00	\$121,311.01	83.88 %
<b>Total ELCA Shared</b>	\$631,188.99	\$752,500.00	\$121,311.01	83.88 %
<b>Direct Support</b>				
50201700 - Capital University	\$2,499.96	\$2,500.00	\$0.04	100.00 %
50210700 - Wittenberg University	\$2,499.96	\$2,500.00	\$0.04	100.00 %
50215700 - Trinity Seminary	\$26,000.04	\$26,000.00	(\$0.04)	100.00 %
50220700 - Region 6	(\$9,874.92)	\$7,000.00	\$16,874.92	0.00 %
<b>Total Direct Support</b>	\$21,125.04	\$38,000.00	\$16,874.96	55.59 %
<b>IK Synod Direct</b>				
50301750 - Ball State Campus Ministry	\$20,832.96	\$20,833.00	\$0.04	100.00 %
50305750 - Butler/IUPUI Campus Ministry	\$5,000.04	\$5,000.00	(\$0.04)	100.00 %
50310750 - Indiana U. Campus Ministry	\$37,599.96	\$37,600.00	\$0.04	100.00 %
50315750 - Purdue Campus Ministry	\$37,599.96	\$37,600.00	\$0.04	100.00 %
50320750 - U of Louisville Campus Ministry	\$25,000.00	\$25,000.00	\$0.00	100.00 %
50325750 - U of Kentucky Campus Ministry	\$27,000.00	\$27,000.00	\$0.00	100.00 %
50330750 - LOMIK	\$11,000.04	\$11,000.00	(\$0.04)	100.00 %
50345725 - United Campus Ministries (ISU)	\$0.00	\$7,500.00	\$7,500.00	0.00 %
50350750 - Ky Council Of Churches	\$1,500.00	\$1,500.00	\$0.00	100.00 %
<b>Total IK Synod Direct</b>	\$165,532.96	\$173,033.00	\$7,500.04	95.67 %
<b>Campus/Mentorship</b>				
51001100 - College Programs	\$0.00	\$1,500.00	\$1,500.00	0.00 %
51005100 - Travel & Meals - Campus Ministry	\$1,206.70	\$1,000.00	(\$206.70)	120.67 %
<b>Total Campus/Mentorship</b>	\$1,206.70	\$2,500.00	\$1,293.30	48.27 %
<b>Candidacy</b>				
51101100 - Candidacy Evaluations	\$14,817.50	\$7,200.00	(\$7,617.50)	205.80 %
51105100 - Candidacy Interviews	\$0.00	\$1,500.00	\$1,500.00	0.00 %
51120100 - Candidacy Scholarships	\$58,776.52	\$93,003.00	\$34,226.48	63.20 %
51125100 - Training & Materials - Candidacy	\$387.05	\$0.00	(\$387.05)	0.00 %
51130100 - Travel & Meals - Candidacy	\$7,381.57	\$0.00	(\$7,381.57)	0.00 %
51412100 - Internship Expense	\$0.00	\$2,500.00	\$2,500.00	0.00 %
<b>Total Candidacy</b>	\$81,362.64	\$104,203.00	\$22,840.36	78.08 %
<b>First Call</b>				
51201050 - First Call Mentor Stipend	\$500.00	\$1,000.00	\$500.00	50.00 %
51201100 - First Call Retreat Gathering	\$496.01	\$2,000.00	\$1,503.99	24.80 %
<b>Total First Call</b>	\$996.01	\$3,000.00	\$2,003.99	33.20 %
<b>Interim Ministry</b>				
51301100 - Interim Expense	\$343.04	\$1,000.00	\$656.96	34.30 %
<b>Total Interim Ministry</b>	\$343.04	\$1,000.00	\$656.96	34.30 %

Indiana-Kentucky Synod of the ELCA  
Annual Budget vs. YTD Actual  
February 2024 to January 2025

Note: The Report Option to include Open Transactions is selected.

Accounts	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)
<b>Leadership</b>				
51110100 - New To Roster	\$0.00	\$2,000.00	\$2,000.00	0.00 %
51401100 - Leadership Workshops	\$0.00	\$1,500.00	\$1,500.00	0.00 %
51405100 - Continuing Educational Grants	\$1,200.00	\$2,500.00	\$1,300.00	48.00 %
51415100 - Leadership Support Misc	\$0.00	\$500.00	\$500.00	0.00 %
51420100 - Profession Leadership Conf	\$0.00	\$14,000.00	\$14,000.00	0.00 %
51430100 - Travel & Meals - Leadership	\$0.00	\$500.00	\$500.00	0.00 %
<b>Total Leadership</b>	<u>\$1,200.00</u>	<u>\$21,000.00</u>	<u>\$19,800.00</u>	<u>5.71 %</u>
<b>Global Mission</b>				
52601200 - International Travel	\$0.00	\$2,500.00	\$2,500.00	0.00 %
<b>Total Global Mission</b>	<u>\$0.00</u>	<u>\$2,500.00</u>	<u>\$2,500.00</u>	<u>0.00 %</u>
<b>Social Justice &amp; Advocacy</b>				
52701100 - Anti-Racism Initiative	\$2,480.00	\$3,000.00	\$520.00	82.67 %
52705200 - Travel & Meals - Justice Team	\$2,019.48	\$2,500.00	\$480.52	80.78 %
54301300 - Youth Programs	\$0.00	\$4,500.00	\$4,500.00	0.00 %
54303300 - Youth Ministry	\$2,000.00	\$4,500.00	\$2,500.00	44.44 %
54305300 - Travel & Meals - Youth	\$0.00	\$2,000.00	\$2,000.00	0.00 %
<b>Total Social Justice &amp; Advocacy</b>	<u>\$6,499.48</u>	<u>\$16,500.00</u>	<u>\$10,000.52</u>	<u>39.39 %</u>
<b>Multicultural</b>				
52805200 - Travel & Meals - Multicultural	\$0.00	\$250.00	\$250.00	0.00 %
<b>Total Multicultural</b>	<u>\$0.00</u>	<u>\$250.00</u>	<u>\$250.00</u>	<u>0.00 %</u>
<b>Congregational Vitality</b>				
52505200 - Travel & Meals - Renewing Mission	\$0.00	\$300.00	\$300.00	0.00 %
52510200 - Area Mission Conversations	\$257.43	\$500.00	\$242.57	51.49 %
52901200 - New Start Ministry Grants	\$28,513.87	\$35,200.00	\$6,686.13	81.01 %
53101100 - IK Strategic Ministry Grants	\$26,058.93	\$25,800.00	(\$258.93)	101.00 %
55003400 - Stewardship	\$136.50	\$1,000.00	\$863.50	13.65 %
55005400 - Training & Materials - Stewardship	\$22.99	\$0.00	(\$22.99)	0.00 %
<b>Total Congregational Vitality</b>	<u>\$54,989.72</u>	<u>\$62,800.00</u>	<u>\$7,810.28</u>	<u>87.56 %</u>
<b>ECUM Ministry</b>				
54001300 - Isaiah 43 Expense	\$619.70	\$0.00	(\$619.70)	0.00 %
<b>Total ECUM Ministry</b>	<u>\$619.70</u>	<u>\$0.00</u>	<u>(\$619.70)</u>	<u>0.00 %</u>
<b>Education (Trans Ldrshp Acad)</b>				
54110300 - Travel & Meals - Education	\$107.20	\$1,000.00	\$892.80	10.72 %
54115300 - Education Resource Material	\$441.94	\$500.00	\$58.06	88.39 %
<b>Total Education (Trans Ldrshp Acad)</b>	<u>\$549.14</u>	<u>\$1,500.00</u>	<u>\$950.86</u>	<u>36.61 %</u>
<b>Worship</b>				
54201300 - Travel & Meals - Worship	\$0.00	\$500.00	\$500.00	0.00 %
54205300 - Worship Events/Regional Gathering	\$119.59	\$5,000.00	\$4,880.41	2.39 %
<b>Total Worship</b>	<u>\$119.59</u>	<u>\$5,500.00</u>	<u>\$5,380.41</u>	<u>2.17 %</u>

**Indiana-Kentucky Synod of the ELCA**  
**Annual Budget vs. YTD Actual**  
**February 2024 to January 2025**

**Note: The Report Option to include Open Transactions is selected.**

<b>Accounts</b>	<b>YTD Actual (This Year)</b>	<b>Annual Budget (This Year)</b>	<b>Annual Budget Remaining (This Year)</b>	<b>% of Annual Budget Used (This Year)</b>
<b>College of Deans</b>				
56101600 - Travel & Meals - Deans	\$0.00	\$3,000.00	\$3,000.00	0.00 %
56195600 - Deans - Misc Costs	\$0.00	\$500.00	\$500.00	0.00 %
<b>Total College of Deans</b>	<b>\$0.00</b>	<b>\$3,500.00</b>	<b>\$3,500.00</b>	<b>0.00 %</b>
<b>Synod Council</b>				
56201600 - Travel & Meals - Council	\$8,187.16	\$6,500.00	(\$1,687.16)	125.96 %
56205600 - Council Expense	\$33.19	\$2,500.00	\$2,466.81	1.33 %
56210600 - Travel - Finance Committee	\$0.00	\$250.00	\$250.00	0.00 %
56215600 - Consultation Cost	\$0.00	\$250.00	\$250.00	0.00 %
<b>Total Synod Council</b>	<b>\$8,220.35</b>	<b>\$9,500.00</b>	<b>\$1,279.65</b>	<b>86.53 %</b>
<b>Synod Assembly</b>				
56301500 - SA Assigned Candidates	\$0.00	\$500.00	\$500.00	0.00 %
56303500 - SA Audio/Visual	\$31,472.48	\$7,000.00	(\$24,472.48)	449.61 %
56305500 - SA Entertainment	\$46.17	\$5,000.00	\$4,953.83	0.92 %
56307500 - SA Event Planner	\$5,950.00	\$5,000.00	(\$950.00)	119.00 %
56309500 - SA Honorariums	\$416.64	\$7,500.00	\$7,083.36	5.56 %
56311500 - SA Lodging & Travel	\$13,216.70	\$27,500.00	\$14,283.30	48.06 %
56313500 - SA Meals	\$101,567.36	\$45,000.00	(\$56,567.36)	225.71 %
56317500 - SA Office Supplies	\$1,650.68	\$1,500.00	(\$150.68)	110.05 %
56318000 - SA Printing Expense	\$3,986.43	\$2,500.00	(\$1,486.43)	159.46 %
56319500 - SA Professional Services	\$5,350.82	\$15,000.00	\$9,649.18	35.67 %
56321500 - SA Rental - Space	\$11,093.75	\$30,000.00	\$18,906.25	36.98 %
56323500 - SA Rental - Equipment	\$3,418.97	\$1,000.00	(\$2,418.97)	341.90 %
56325500 - SA Retired Pastors	\$0.00	\$1,500.00	\$1,500.00	0.00 %
56327500 - SA Special Call Leaders	\$0.00	\$500.00	\$500.00	0.00 %
56329500 - Travel & Meals - SA Committee	\$610.24	\$1,500.00	\$889.76	40.68 %
56331500 - SA Worship Service Musicians	\$4,087.12	\$3,000.00	(\$1,087.12)	136.24 %
56395500 - Misc. Assembly	\$2,649.48	\$2,500.00	(\$149.48)	105.98 %
<b>Total Synod Assembly</b>	<b>\$185,516.84</b>	<b>\$156,500.00</b>	<b>(\$29,016.84)</b>	<b>118.54 %</b>
<b>Synod Personnel</b>				
<b>Program Staff</b>				
56401600 - Salary & Housing - Prog. Staff	\$268,263.88	\$303,384.00	\$35,120.12	88.42 %
56401800 - FICA/SS Allow - Prog. Staff	\$3,173.43	\$0.00	(\$3,173.43)	0.00 %
56402000 - Health Insurance - Prog. Staff	\$60,203.71	\$72,160.00	\$11,956.29	83.43 %
56402200 - Pension - Prog. Staff	\$26,126.06	\$33,898.00	\$7,771.94	77.07 %
56402400 - Group Life/Disability - Prog. Staff	\$2,048.64	\$4,515.00	\$2,466.36	45.37 %
<b>Total Program Staff</b>	<b>\$359,815.72</b>	<b>\$413,957.00</b>	<b>\$54,141.28</b>	<b>86.92 %</b>
<b>Administrative Staff</b>				
56411600 - Salary - Admin Staff	\$107,934.33	\$123,809.00	\$15,874.67	87.18 %
56411800 - FICA - Admin Staff	\$8,144.16	\$9,471.00	\$1,326.84	85.99 %

**Indiana-Kentucky Synod of the ELCA**  
**Annual Budget vs. YTD Actual**  
**February 2024 to January 2025**

**Note: The Report Option to include Open Transactions is selected.**

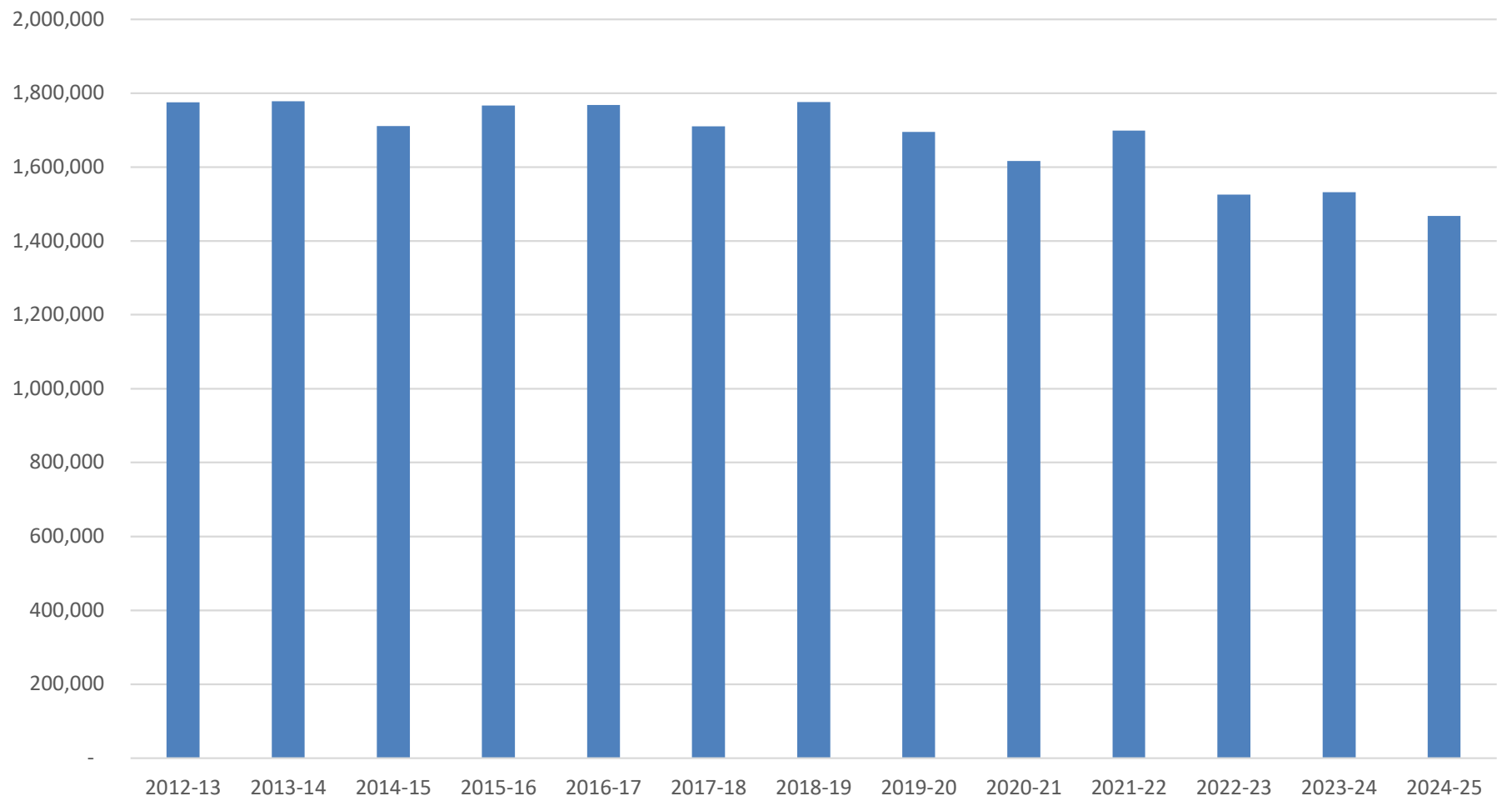
<b>Accounts</b>	<b>YTD Actual (This Year)</b>	<b>Annual Budget (This Year)</b>	<b>Annual Budget Remaining (This Year)</b>	<b>% of Annual Budget Used (This Year)</b>
56412000 - Health Insurance - Admin Staff	\$2,696.00	\$4,145.00	\$1,449.00	65.04 %
56412200 - Pension - Admin Staff	\$12,612.16	\$14,857.00	\$2,244.84	84.89 %
56412400 - Group Life/Disability - Admin Staff	\$1,052.10	\$1,644.00	\$591.90	64.00 %
<b>Total Administrative Staff</b>	<b>\$132,438.75</b>	<b>\$153,926.00</b>	<b>\$21,487.25</b>	<b>86.04 %</b>
<b>Fiscal Agency/Grant Paid Staff</b>				
56421600 - Salary & Housing - FA Staff	\$128,583.50	\$40,858.00	(\$87,725.50)	314.71 %
56431800 - FICA - FA Staff	\$10,058.51	\$3,126.00	(\$6,932.51)	321.77 %
56432000 - Health Insurance - FA Staff	\$20,094.19	\$9,000.00	(\$11,094.19)	223.27 %
56432200 - Pension - FA Staff	\$12,515.46	\$4,903.00	(\$7,612.46)	255.26 %
56432400 - Group Life/Disability - FA Staff	\$991.89	\$880.00	(\$111.89)	112.71 %
<b>Total Fiscal Agency/Grant Paid Staff</b>	<b>\$172,243.55</b>	<b>\$58,767.00</b>	<b>(\$113,476.55)</b>	<b>293.10 %</b>
<b>Total Synod Personnel</b>	<b>\$664,498.02</b>	<b>\$626,650.00</b>	<b>(\$37,848.02)</b>	<b>106.04 %</b>
<b>Synod Administration</b>				
56501500 - Accounting/Auditors	\$29,000.00	\$16,000.00	(\$13,000.00)	181.25 %
56502000 - Professional Services	\$10,429.94	\$15,000.00	\$4,570.06	69.53 %
56503500 - Bank Fees & Charges	\$4,961.72	\$1,600.00	(\$3,361.72)	310.11 %
56503501 - tithe.ly fees - paid	(\$326.72)	\$0.00	\$326.72	0.00 %
56505500 - Books, Subscriptions & Resources	\$1,694.33	\$5,000.00	\$3,305.67	33.89 %
56509500 - Dues/Registrations	\$0.00	\$1,000.00	\$1,000.00	0.00 %
56511500 - Computer Support/Accting Prog.	\$7,649.74	\$5,000.00	(\$2,649.74)	152.99 %
56513500 - Staff Conferences & Seminars	\$0.00	\$1,000.00	\$1,000.00	0.00 %
56515500 - Staff Continuing Education	\$256.00	\$2,000.00	\$1,744.00	12.80 %
56517500 - Depreciation - Equipment	\$8,913.94	\$5,000.00	(\$3,913.94)	178.28 %
56518500 - Depreciation - Furniture	\$500.52	\$250.00	(\$250.52)	200.21 %
56519500 - Depreciation - Vehicles	\$14,302.20	\$15,000.00	\$697.80	95.35 %
56521500 - Equipment Under \$500	\$685.77	\$1,500.00	\$814.23	45.72 %
56522450 - Payroll Processing Fees	\$1,346.06	\$2,000.00	\$653.94	67.30 %
56522500 - Furniture Under \$500	\$0.00	\$1,000.00	\$1,000.00	0.00 %
56523500 - Insurance	\$19,165.92	\$20,000.00	\$834.08	95.83 %
56525500 - Interest	\$34.50	\$0.00	(\$34.50)	0.00 %
56529500 - Legal	\$10,340.02	\$15,000.00	\$4,659.98	68.93 %
56531500 - Licenses	\$902.88	\$750.00	(\$152.88)	120.38 %
56533500 - Office Supplies	\$2,827.49	\$4,000.00	\$1,172.51	70.69 %
56535500 - Postage	\$1,928.12	\$2,500.00	\$571.88	77.12 %
56537500 - Printing & Paper	\$126.25	\$1,500.00	\$1,373.75	8.42 %
56539500 - Rent	\$73,158.00	\$77,000.00	\$3,842.00	95.01 %
56541500 - Rental - Equipment	\$636.02	\$1,500.00	\$863.98	42.40 %
56543500 - Repair, Maintenance & Supplies	\$1,498.57	\$3,000.00	\$1,501.43	49.95 %
56544500 - Auto Maintenance Expense	\$5,653.59	\$9,000.00	\$3,346.41	62.82 %
56545500 - Retreats/Meetings	\$0.00	\$1,000.00	\$1,000.00	0.00 %

**Indiana-Kentucky Synod of the ELCA**  
**Annual Budget vs. YTD Actual**  
**February 2024 to January 2025**  
**Note: The Report Option to include Open Transactions is selected.**

Accounts	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)
56547500 - Software Subscriptions	\$6,307.03	\$3,000.00	(\$3,307.03)	210.23 %
56549500 - Telephone & Internet	\$7,277.84	\$6,750.00	(\$527.84)	107.82 %
56550500 - Staff Cell Phone Reimb.	\$3,188.61	\$5,000.00	\$1,811.39	63.77 %
56551500 - Web Page	\$5,274.90	\$5,000.00	(\$274.90)	105.50 %
56595500 - Admin - Misc	\$3,531.51	\$2,500.00	(\$1,031.51)	141.26 %
56595550 - Miscellaneous Document Fees	\$45.32	\$0.00	(\$45.32)	0.00 %
<b>Total Synod Administration</b>	<b>\$221,310.07</b>	<b>\$228,850.00</b>	<b>\$7,539.93</b>	<b>96.71 %</b>
<b>Synod Travel &amp; Meals</b>				
56601500 - Bishop Bill Gafkjen	\$3,354.96	\$8,500.00	\$5,145.04	39.47 %
56602500 - Bishop Tim Graham	\$5,422.37	\$0.00	(\$5,422.37)	0.00 %
56610500 - DEM	\$3,194.36	\$5,000.00	\$1,805.64	63.89 %
56625500 - Jerry O'Neal	\$765.28	\$1,500.00	\$734.72	51.02 %
56630500 - Staff Mileage	\$100.56	\$500.00	\$399.44	20.11 %
56631000 - Cory Driver	\$227.93	\$0.00	(\$227.93)	0.00 %
56631500 - A2B Dan Forehand	\$4,244.05	\$5,000.00	\$755.95	84.88 %
56631750 - A2B Priscilla Geerdes	\$238.92	\$0.00	(\$238.92)	0.00 %
<b>Total Synod Travel &amp; Meals</b>	<b>\$17,548.43</b>	<b>\$20,500.00</b>	<b>\$2,951.57</b>	<b>85.60 %</b>
<b>Total Expenses</b>	<b>\$2,062,826.72</b>	<b>\$2,229,786.00</b>	<b>\$166,959.28</b>	<b>92.51 %</b>
<b>Net Total</b>	<b>\$782,134.33</b>	<b>\$196,639.00</b>	<b>(\$585,495.33)</b>	<b>397.75 %</b>



## Total Mission Support



**Indiana-Kentucky Synod of the ELCA  
Mission Support by Churches  
3-Year Trend**

Organization	Envelope Number	City	State	Conference	2024-2025		2023-2024		2022-2023	
					Mission Support	Designated Giving	Mission Support	Designated Giving	Mission Support	Designated Giving
Redeemer Lutheran Church	2202	Bryant	IN	ECIC: East Central IN	8,400.00	600.00	8,400.00	600.00	8,400.00	600.00
St John's Evangelical Lutheran Church	2203	Anderson	IN	ECIC: East Central IN	9,784.10	10.00	9,749.05	0.00	11,121.28	220.00
Holy Trinity Lutheran Church	2226	Muncie	IN	ECIC: East Central IN	17,374.00	0.00	17,654.31	0.00	17,280.00	0.00
Holy Trinity Lutheran Church	2227	New Castle	IN	ECIC: East Central IN	7,177.80	762.50	8,097.00	0.00	7,620.19	0.00
Our Saviour Lutheran Church	2232	Winchester	IN	ECIC: East Central IN	2,600.00	0.00	2,600.00	0.00	2,600.00	0.00
Zion Lutheran Church	2262	Portland	IN	ECIC: East Central IN	2,128.88	15.00	1,523.71	100.00	2,016.61	105.00
St Paul Lutheran Church	2309	Connersville	IN	ECIC: East Central IN	1,000.00	300.00	1,000.00	640.00	1,000.00	721.00
Zion's Lutheran Church	2313	Pershing	IN	ECIC: East Central IN	0.00	0.00	400.00	717.00	0.00	488.00
First English Lutheran Church	2314	Richmond	IN	ECIC: East Central IN	15,488.00	160.00	13,414.50	135.00	15,000.00	0.00
St Paul's Lutheran Church	2316	Richmond	IN	ECIC: East Central IN	18,735.36	320.00	18,517.01	285.00	23,282.95	1,120.00
St John Lutheran Church	2368	Elwood	IN	ECIC: East Central IN	2,500.00	0.00	2,500.00	0.00	2,500.00	0.00
Faith United Lutheran Church	7384	Richmond	IN	ECIC: East Central IN	0.00	470.00	0.00	575.00	0.00	474.36
Zion Lutheran Church	13204	Hartford City	IN	ECIC: East Central IN	6,718.30	50.00	7,993.60	650.00	9,415.20	430.00
Lutheran Church Of The Cross	13260	Muncie	IN	ECIC: East Central IN	8,059.56	1,260.00	8,713.60	1,107.70	7,063.94	949.45
Trinity Evangelical Lutheran Church	13291	Richmond	IN	ECIC: East Central IN	0.00	0.00	0.00	0.00	0.00	0.00
Trinity Lutheran Church	13313	Union City	IN	ECIC: East Central IN	5,014.75	3,543.19	5,029.68	3,528.28	3,590.88	2,593.90
Our Blessed Savior Lutheran Church	20072	Alexandria	IN	ECIC: East Central IN	4,329.00	0.00	3,996.00	0.00	3,663.00	0.00
Resurrection Lutheran Church	30733	Marion	IN	ECIC: East Central IN	3,952.10	104.30	2,961.85	378.00	2,929.98	377.66
					113,261.85	7,594.99	112,550.31	8,715.98	117,484.03	8,079.37
St Luke Lutheran Church	2319	Cold Spring	KY	EKY: East KY	800.00	0.00	0.00	0.00	3,500.00	1,494.10
Faith Lutheran Church	2324	Lexington	KY	EKY: East KY	21,039.12	1,081.00	29,306.64	40.00	14,410.83	3,520.00
St John Lutheran Church	2325	Melbourne	KY	EKY: East KY	1,110.00	3,020.00	802.00	5,653.00	125.00	3,940.00
Hope Lutheran Church	2378	Frankfort	KY	EKY: East KY	3,900.00	0.00	3,900.00	0.00	3,900.00	0.00
Redeemer Lutheran Church	7217	Somerset	KY	EKY: East KY	1,150.00	0.00	750.00	0.00	1,500.00	2,015.00
Gloria Dei Lutheran Church	7696	Crestview Hills	KY	EKY: East KY	48,204.50	10,266.17	52,175.50	12,134.72	40,662.00	19,468.00
St Thomas Lutheran Church	7699	Richmond	KY	EKY: East KY	9,525.00	0.00	9,470.00	0.00	9,180.00	0.00
Word Of Hope Lutheran Church	7746	Lexington	KY	EKY: East KY	1,000.00	0.00	2,009.00	0.00	4,200.00	130.00
Gethsemane Lutheran Church	13226	Lexington	KY	EKY: East KY	15,142.50	2,120.00	7,420.61	1,150.00	13,709.30	1,875.00
Prince Of Peace Lutheran Church	30103	Russell Springs	KY	EKY: East KY	1,920.00	0.00	1,920.00	0.00	1,900.00	500.00
					103,791.12	16,487.17	107,753.75	18,977.12	93,087.13	32,942.10
Christ Lutheran Church	2333	Evansville	IN	EVANS: Evansville IN	0.00	0.00	0.00	0.00	0.00	0.00
St Mark Lutheran Church	2335	Evansville	IN	EVANS: Evansville IN	6,000.00	179.00	6,050.00	40.00	8,500.00	0.00
St Paul Lutheran Church	2336	Jasper	IN	EVANS: Evansville IN	13,800.00	0.00	15,000.00	3,220.00	15,000.00	846.00
Our Saviour Lutheran Church	2338	Princeton	IN	EVANS: Evansville IN	3,798.30	200.00	4,301.55	0.00	4,870.49	267.42
St Paul Lutheran Church	2341	Vincennes	IN	EVANS: Evansville IN	7,521.00	180.51	6,963.00	266.35	6,250.00	250.00
Redeemer Lutheran Church	2342	Jasper	IN	EVANS: Evansville IN	7,000.00	620.00	7,000.00	680.00	7,000.00	0.00
St Matthew Lutheran Church	2357	Paducah	KY	EVANS: Evansville IN	1,000.00	500.00	1,000.00	500.00	1,000.00	500.00
Faith Lutheran Church	2359	Owensboro	KY	EVANS: Evansville IN	4,210.00	0.00	4,400.00	0.00	3,900.00	60.00
Holy Cross Lutheran Church	7726	Rockport	IN	EVANS: Evansville IN	4,800.00	100.00	4,800.00	0.00	4,800.00	0.00
St Matthew By The Lake Lutheran Church	7766	Benton	KY	EVANS: Evansville IN	13,393.99	0.00	9,360.79	0.00	10,596.74	0.00
St Luke Lutheran Church	7815	Newburgh	IN	EVANS: Evansville IN	1,800.00	0.00	1,800.00	0.00	1,500.00	0.00
St John Lutheran Church	10638	Dubois	IN	EVANS: Evansville IN	10,200.00	200.00	10,200.00	0.00	10,200.00	1,982.23
Emanuel Lutheran Church	10650	Evansville	IN	EVANS: Evansville IN	2,500.00	500.00	2,500.00	500.00	2,500.00	500.00
Shepherd Of The Hills Lutheran Church	10652	Evansville	IN	EVANS: Evansville IN	1,632.75	0.00	1,546.18	0.00	1,389.51	0.00
Christ Lutheran Church	10682	Jasper	IN	EVANS: Evansville IN	3,351.50	2,250.00	5,018.00	125.00	3,939.77	0.00
St John Lutheran Church	10710	Loogootee	IN	EVANS: Evansville IN	1,300.00	550.00	2,600.00	550.00	3,300.00	550.00
St John Lutheran Church	10752	Otwell	IN	EVANS: Evansville IN	5,717.00	4,531.53	5,950.00	2,630.00	6,814.00	2,966.00
Grace And Peace Lutheran Church	30766	Evansville	IN	EVANS: Evansville IN	0.00	0.00	3,000.00	0.00	2,200.00	0.00
					88,024.54	9,811.04	91,489.52	8,511.35	93,760.51	7,921.65
St Thomas Lutheran Church	2204	Bloomington	IN	INDPLS: Indianapolis	17,800.40	3,394.00	19,000.00	6,139.00	19,000.00	4,130.00
First Lutheran Church	2206	Columbus	IN	INDPLS: Indianapolis	14,497.70	9,272.09	13,912.55	2,453.75	15,854.86	3,909.65
St George Lutheran Church	2207	Edinburgh	IN	INDPLS: Indianapolis	5,250.00	0.00	5,250.00	600.00	5,250.00	0.00
Bethany Lutheran Church	2210	Indianapolis	IN	INDPLS: Indianapolis	8,000.00	7,000.00	500.00	8,200.00	7,000.00	7,000.00
Bethlehem Lutheran Church	2211	Indianapolis	IN	INDPLS: Indianapolis	20,000.00	0.00	20,000.00	0.00	20,000.00	0.00
Gethsemane Lutheran Church	2215	Indianapolis	IN	INDPLS: Indianapolis	9,060.51	0.00	8,476.53	0.00	7,010.19	0.00
King of Glory Lutheran Church	2217	Carmel	IN	INDPLS: Indianapolis	3,475.94	4,624.30	4,754.53	4,782.00	4,604.48	2,778.50
Pleasant View Lutheran Church	2218	Indianapolis	IN	INDPLS: Indianapolis	2,000.00	0.00	2,000.00	0.00	2,000.00	0.00
St Andrew's Lutheran Church	2220	Speedway	IN	INDPLS: Indianapolis	7,000.00	1,085.00	7,000.00	1,510.00	7,000.00	405.00
St Stephen Lutheran Church	2222	Plainfield	IN	INDPLS: Indianapolis	600.00	220.00	600.00	235.00	0.00	0.00
Salem Lutheran Church	2223	Indianapolis	IN	INDPLS: Indianapolis	4,550.00	136.00	4,500.00	170.00	4,450.00	344.00
Trinity Lutheran Church	2224	Lebanon	IN	INDPLS: Indianapolis	0.00	0.00	0.00	0.00	0.00	0.00
Messiah Lutheran Church	2234	Brownsburg	IN	INDPLS: Indianapolis	21,999.97	2,035.14	11,916.70	3,234.25	22,099.96	3,494.94
Resurrection Lutheran Church	2235	Indianapolis	IN	INDPLS: Indianapolis	34,400.00	2,200.00	37,350.00	3,500.00	34,850.00	2,490.00
Christ The Savior Lutheran Church	7644	Fishers	IN	INDPLS: Indianapolis	70,000.00	7,032.00	64,166.63	0.00	70,000.00	0.00
St Paul Lutheran Church	10629	Seymour	IN	INDPLS: Indianapolis	23,899.00	7,378.00	14,323.00	2,285.00	0.00	1,248.00
Cross and Crown Lutheran Church	10686	Indianapolis	IN	INDPLS: Indianapolis	22,000.00	4,700.00	18,000.00	2,699.98	20,000.00	2,500.00
Faith Lutheran Church	10687	Avon	IN	INDPLS: Indianapolis	14,295.34	719.47	11,402.76	0.00	13,800.80	80.00
First Trinity Lutheran Church	10688	Indianapolis	IN	INDPLS: Indianapolis	0.00	0.00	0.00	0.00	0.00	0.00
Christ Lutheran Church	16334	Zionsville	IN	INDPLS: Indianapolis	31,032.34	0.00	31,359.43	0.00	26,229.84	0.00
Pilgrim Lutheran Church	20081	Carmel	IN	INDPLS: Indianapolis	26,000.00	1,866.00	25,020.00	0.00	23,000.00	0.00
Servants Of Christ Lutheran Church	30011	Indianapolis	IN	INDPLS: Indianapolis	27,625.00	7,183.00	22,600.00	3,540.00	30,452.00	2,040.00
Risen Lord Lutheran Church	30306	Bargersville	IN	INDPLS: Indianapolis	16,513.79	150.00	13,822.27	0.00	13,552.94	0.00
New Joy Lutheran Church ELCA	30485	Westfield	IN	INDPLS: Indianapolis	17,923.88	1,282.85	20,584.62	3,034.29	20,896.53	1,089.13
Cross of Grace Lutheran Church	30542	New Palestine	IN	INDPLS: Indianapolis	55,000.00	0.00	70,755.92	0.00	78,576.76	0.00
Roots of Life	31085	Noblesville	IN	INDPLS: Indianapolis	3,000.00	0.00	2,000.00	0.00	0.00	0.00
Mara Evangelical Church in Indianapolis Corp	31390	Indianapolis	IN	INDPLS: Indianapolis	3,813.88	0.00	5,396.57	0.00	3,364.94	0.00
					459,737.75	60,277.85	434,691.51	42,383.27	448,993.30	31,509.22
Christus Victor Lutheran Church	2229	Terre Haute	IN	LAF: Lafayette IN	0.00	0.00	0.00	0.00	0.00	0.00
Trinity Lutheran Church	2230	Terre Haute	IN	LAF: Lafayette IN	1,575.00	1,231.65	2,979.17	1,125.55	1,605.00	1,065.93
First Lutheran Church	2362	Attica	IN	LAF: Lafayette IN	1,720.00	0.00	1,720.00	0.00	1,720.00	0.00
St Peter Lutheran Church	2363	Camden	IN	LAF: Lafayette IN	700.00	0.00	700.00	0.00	700.00	0.00
Christ Lutheran Church	2364	Crawfordsville	IN	LAF: Lafayette IN	6,000.00	0.00	9,000.00	0.00	9,000.00	0.00
St Paul's Evangelical Lutheran Church	2369	Frankfort	IN	LAF: Lafayette IN	3,300.00	0.00	3,600.00	0.00	3,600.00	0.00
Holy Trinity Lutheran Church	2371	Lafayette	IN	LAF: Lafayette IN	22,116.63	4,000.00	27,400.00	8,500.00	27,600.00	11,045.00
Our Saviour Lutheran Church	2374	West Lafayette	IN	LAF: Lafayette IN	32,421.00	0.00	33,830.50	50.00	39,327.50	0.00
Faith Lutheran Church	2375	Logansport	IN	LAF: Lafayette IN	3,000.00	0.00	2,750.00	0.00	5,750.00	0.00

Gloria Dei Lutheran Church	2377	Mulberry	IN	LAF: Lafayette IN	325.00	0.00	340.00	0.00	220.00	0.00
New Hope Lutheran Church	16416	Reynolds	IN	LAF: Lafayette IN	500.00	0.00	0.00	0.00	909.35	0.00
Christ Lutheran Church	30436	Kokomo	IN	LAF: Lafayette IN	15,412.15	2,702.98	14,796.97	1,047.93	15,585.00	2,057.17
					87,069.78	7,934.63	97,116.64	10,723.48	106,016.85	14,168.10
Grace Lutheran Church	2266	Syracuse	IN	NCC: North Central IN	0.00	0.00	7,500.00	0.00	0.00	0.00
Zion Lutheran Church	2271	Bristol	IN	NCC: North Central IN	5,600.00	3,230.00	5,400.00	0.00	5,200.00	0.00
Augustana Lutheran Church	2274	Elkhart	IN	NCC: North Central IN	6,000.00	0.00	6,000.00	0.00	9,850.00	20.00
Grace Lutheran Church	2275	Elkhart	IN	NCC: North Central IN	4,000.00	0.00	6,000.00	0.00	4,000.00	0.00
St John's Lutheran Church	2290	Shipshewana	IN	NCC: North Central IN	0.00	410.00	0.00	440.00	0.00	340.00
St Paul Lutheran Church	2291	Middlebury	IN	NCC: North Central IN	1,100.00	550.00	1,000.00	500.00	1,000.00	0.00
First English Evangelical Lutheran Church	2293	Mishawaka	IN	NCC: North Central IN	4,401.30	0.00	3,037.34	0.00	2,178.32	0.00
St John Lutheran Church	2295	North Liberty	IN	NCC: North Central IN	2,000.00	570.00	2,000.00	630.00	2,041.00	437.00
Immanuel Lutheran Church	2296	Plymouth	IN	NCC: North Central IN	3,569.85	0.00	2,849.36	0.00	1,798.75	0.00
Gloria Dei Lutheran Church	2299	South Bend	IN	NCC: North Central IN	8,400.00	2,375.00	8,400.00	1,715.00	7,700.00	2,165.00
Good Shepherd Lutheran Church	2300	South Bend	IN	NCC: North Central IN	1,200.00	0.00	1,200.00	0.00	600.00	0.00
Holy Trinity Lutheran Church	2301	South Bend	IN	NCC: North Central IN	0.00	0.00	800.00	0.00	800.00	0.00
Christ The King Lutheran Church	10795	South Bend	IN	NCC: North Central IN	74,817.81	11,066.31	73,625.66	8,303.38	72,817.36	9,028.42
Hilltop Lutheran Church of the Ascension	20083	South Bend	IN	NCC: North Central IN	3,954.85	3,743.31	5,532.74	5,395.93	4,420.27	7,851.04
Faith Lutheran Church	31076	Goshen	IN	NCC: North Central IN	6,750.00	0.00	9,000.00	0.00	9,000.00	0.00
					121,793.81	21,944.62	132,345.10	16,984.31	121,405.70	19,841.46
So Much More Ministries		Fort Wayne	IN	NEC: Northeast IN	0.00	0.00	3,948.00	0.00	0.00	0.00
Mt. Pleasant Lutheran Church	2237	Kendallville	IN	NEC: Northeast IN	0.00	1,945.00	2,855.00	535.00	1,800.00	885.00
St Mark Lutheran Church	2238	Albion	IN	NEC: Northeast IN	5,500.00	0.00	6,000.00	0.00	6,000.00	0.00
Hope Lutheran Church	2244	Columbia City	IN	NEC: Northeast IN	4,866.36	0.00	4,947.40	0.00	6,186.90	0.00
Grace Lutheran Church	2245	Columbia City	IN	NEC: Northeast IN	3,000.00	33.00	3,000.00	0.00	3,000.00	1,245.00
Calvary Evangelical Lutheran Church	2246	Cromwell	IN	NEC: Northeast IN	2,315.00	2,040.00	1,885.00	2,345.00	1,760.00	2,160.00
Faith Lutheran Church	2247	Fort Wayne	IN	NEC: Northeast IN	4,953.30	0.00	8,413.42	0.00	5,427.80	0.00
Messiah Evangelical Lutheran Church	2248	Fort Wayne	IN	NEC: Northeast IN	17,500.00	527.96	32,897.68	4,727.50	24,699.38	6,410.78
St Matthew Lutheran Church	2252	Fort Wayne	IN	NEC: Northeast IN	0.00	0.00	0.00	0.00	0.00	301.00
Trinity English Evangelical Lutheran Church	2253	Fort Wayne	IN	NEC: Northeast IN	45,846.00	0.00	48,618.00	0.00	71,883.00	0.00
Holy Trinity Lutheran Church	2254	Harlan	IN	NEC: Northeast IN	4,408.03	730.00	4,656.70	780.00	5,533.40	1,170.00
Mount Zion Lutheran Church	2256	Lagrange	IN	NEC: Northeast IN	10,327.00	0.00	9,931.10	0.00	9,600.00	211.00
Emmanuel Lutheran Church	2257	Laotto	IN	NEC: Northeast IN	500.00	0.00	0.00	0.00	500.00	0.00
Marquardt Lutheran Church	2258	Monroeville	IN	NEC: Northeast IN	500.00	0.00	550.00	0.00	550.00	0.00
St Mark Lutheran Church	2259	Monroeville	IN	NEC: Northeast IN	2,500.00	0.00	2,000.00	0.00	1,500.00	0.00
St James Lutheran Church	2260	New Haven	IN	NEC: Northeast IN	6,000.00	100.00	6,000.00	0.00	5,400.00	0.00
Zion Lutheran Church	2261	North Manchester	IN	NEC: Northeast IN	2,500.00	0.00	5,000.00	0.00	0.00	0.00
Eberhard Lutheran Church	2263	Columbia City	IN	NEC: Northeast IN	1,500.00	0.00	1,500.00	0.00	1,500.00	0.00
St Peter Lutheran Church	2265	Spencerville	IN	NEC: Northeast IN	0.00	0.00	0.00	0.00	0.00	0.00
Resurrection Lutheran Church	7722	Fort Wayne	IN	NEC: Northeast IN	15,789.09	336.15	11,157.10	651.26	14,562.58	520.51
Calvary Lutheran Church	10566	Angola	IN	NEC: Northeast IN	2,375.00	0.00	3,000.00	543.27	6,000.00	0.00
Calvary Lutheran Church	10581	Bluffton	IN	NEC: Northeast IN	6,837.54	0.00	5,243.79	0.00	6,996.93	0.00
St John Lutheran Church	10662	Fort Wayne	IN	NEC: Northeast IN	16,741.60	196.54	11,600.00	115.45	12,675.00	123.97
Trinity Lutheran Church	10810	Wabash	IN	NEC: Northeast IN	0.00	0.00	0.00	0.00	0.00	0.00
Epiphany Lutheran Church	20075	Fort Wayne	IN	NEC: Northeast IN	0.00	0.00	300.00	0.00	0.00	0.00
Gethsemane Lutheran Church	20076	Fort Wayne	IN	NEC: Northeast IN	2,000.00	0.00	1,500.00	0.00	1,500.00	1,750.00
Come2go Ministries Inc.	30580	Fort Wayne	IN	NEC: Northeast IN	0.00	0.00	0.00	0.00	1,500.00	0.00
					155,958.92	5,908.65	175,003.19	9,697.48	188,574.99	14,777.26
Bethlehem Lutheran Church	2272	Chesterton	IN	NWIC: Northwest IN	3,600.00	0.00	3,900.00	0.00	3,300.00	205.00
Bethel Lutheran Church	2278	Gary	IN	NWIC: Northwest IN	1,500.00	0.00	1,125.00	0.00	1,850.00	0.00
Christ Lutheran Church	2283	Hammond	IN	NWIC: Northwest IN	3,057.78	0.00	1,791.93	150.00	638.11	454.98
Gloria Dei Lutheran Church	2285	Highland	IN	NWIC: Northwest IN	4,200.00	0.00	3,850.00	0.00	4,500.00	0.00
Augustana Lutheran Church	2286	Hobart	IN	NWIC: Northwest IN	10,250.00	700.00	9,166.66	260.00	9,083.34	2,930.00
Prince of Peace Lutheran Church	2288	Merrillville	IN	NWIC: Northwest IN	5,600.00	1,630.00	6,600.00	399.00	8,400.00	518.00
Augsburg Lutheran Church	2297	Porter	IN	NWIC: Northwest IN	18,000.00	181.00	18,000.00	30.00	20,465.82	0.00
Trinity Lutheran Church	2302	Valparaiso	IN	NWIC: Northwest IN	27,440.34	0.00	27,958.15	1,500.00	26,309.77	1,050.00
Cross Of Christ Lutheran Church	7682	Crown Point	IN	NWIC: Northwest IN	1,100.00	236.00	0.00	0.00	1,000.00	0.00
Emmanuel Lutheran Church	10668	Merrillville	IN	NWIC: Northwest IN	1,750.00	0.00	7,045.00	971.00	1,500.00	0.00
St Paul Lutheran Church	10725	Michigan City	IN	NWIC: Northwest IN	10,340.00	370.00	8,810.00	170.00	8,100.00	320.00
Christ Lutheran Church	10808	Valparaiso	IN	NWIC: Northwest IN	51,965.69	0.00	55,622.41	0.00	69,870.09	0.00
Holy Shepherd Lutheran Church	16371	Saint John	IN	NWIC: Northwest IN	24,896.41	910.05	33,370.91	823.00	32,802.22	0.00
Griffith Evangelical Lutheran Church	20078	Griffith	IN	NWIC: Northwest IN	7,945.61	0.00	8,354.00	0.00	8,231.28	0.00
St Luke United Lutheran Church	30558	Michigan City	IN	NWIC: Northwest IN	880.00	0.00	660.00	0.00	1,650.00	0.00
					172,525.83	4,027.05	186,254.06	4,303.00	197,700.63	5,477.98
Gethsemane Lutheran Church	2331	Corydon	IN	SCC: South Central IN	0.00	0.00	557.00	0.00	899.00	0.00
St Peter Lutheran Church	2332	Corydon	IN	SCC: South Central IN	1,280.00	3,725.00	3,382.50	1,025.00	651.25	810.00
Faith Lutheran Church	2337	Jeffersonville	IN	SCC: South Central IN	4,470.57	0.00	4,325.58	0.00	9,505.79	0.00
St Stephen Lutheran Church	2343	Louisville	KY	SCC: South Central IN	300.00	0.00	300.00	0.00	300.00	0.00
Zion Lutheran Church	2344	Franklin	KY	SCC: South Central IN	4,857.43	0.00	2,015.00	0.00	2,015.00	0.00
Christ Evangelical Lutheran Church	2345	Jeffersontown	KY	SCC: South Central IN	39,666.00	3,532.00	43,363.00	6,270.00	42,862.70	7,524.30
First Lutheran Church	2349	Louisville	KY	SCC: South Central IN	5,400.00	0.00	5,400.00	0.00	5,400.00	0.00
Messiah-Trinity Lutheran Church	2351	Louisville	KY	SCC: South Central IN	2,500.00	0.00	2,500.00	0.00	2,500.00	0.00
St John Lutheran Church	2352	Louisville	KY	SCC: South Central IN	0.00	0.00	15,000.00	0.00	15,000.00	0.00
St Mark Lutheran Church	2353	Louisville	KY	SCC: South Central IN	0.00	2,000.00	0.00	1,000.00	0.00	0.00
St Paul Lutheran Church	2354	Louisville	KY	SCC: South Central IN	0.00	0.00	2,400.00	0.00	0.00	0.00
Third Lutheran Church	2355	Louisville	KY	SCC: South Central IN	7,602.00	0.00	10,135.00	0.00	4,600.00	0.00
Ascension Lutheran Church	16457	Louisville	KY	SCC: South Central IN	40,000.00	0.00	22,917.00	0.00	27,083.00	140.00
Grace And Glory Lutheran Church	30307	Goshen	KY	SCC: South Central IN	8,536.75	0.00	8,829.75	0.00	11,262.00	200.00
Christ Lutheran Chapel	30943	Elizabethtown	KY	SCC: South Central IN	750.00	0.00	750.00	0.00	750.00	0.00
					115,362.75	9,257.00	121,874.83	8,295.00	122,828.74	8,674.30
St Mark Evangelical Lutheran Church	2305	Batesville	IN	SEIC: Southeast IN	750.00	0.00	1,000.00	0.00	1,200.00	300.00
St Paul Evangelical Crossroads Lutheran Church	2306	Batesville	IN	SEIC: Southeast IN	14,433.50	2,165.00	18,341.98	1,635.00	19,933.80	4,035.75
St Paul Lutheran Church	2307	Greensburg	IN	SEIC: Southeast IN	500.00	135.00	500.00	80.00	500.00	130.00
St Thomas Lutheran Church	2308	Brookville	IN	SEIC: Southeast IN	2,633.50	60,909.00	3,901.60	985.00	3,706.40	575.00
Emanuel Lutheran Church	2310	Greendale	IN	SEIC: Southeast IN	7,375.00	1,300.00	5,924.00	1,283.00	5,165.00	1,100.00
St Paul Lutheran Church	2311	Milan	IN	SEIC: Southeast IN	1,266.00	0.00	1,832.00	500.00	3,185.00	0.00
St John Lutheran Church	2312	Napoleon	IN	SEIC: Southeast IN	5,650.00	916.00	6,825.00	175.00	6,567.04	626.96
St Peter Lutheran Church	2326	Milton	KY	SEIC: Southeast IN	1,453.00	0.00	2,652.00	0.00	2,757.00	0.00
Resurrection Lutheran Church	2328	Madison	IN	SEIC: Southeast IN	0.00	0.00	7,800.00	0.00	8,400.00	0.00
St Peter Lutheran Church	13067	Dillsboro	IN	SEIC: Southeast IN	5,460.00	1,390.00	5,040.00	1,325.00	4,660.00	1,100.00
Trinity Lutheran Church	13079	Brookville	IN	SEIC: Southeast IN	820.00	1,219.00	1,465.00	1,322.00	485.00	1,124.00
St Peter Lutheran Church	13168	Dillsboro	IN	SEIC: Southeast IN	0.00	0.00	0.00	0.00	0.00	0.00
St John Lutheran Church	13225	Lawrenceburg	IN	SEIC: Southeast IN	3,324.00	2,945.00	5,041.00	251.00	6,193.00	2,594.00

Zion Lutheran Church	13237	Sunman	IN	SEIC: Southeast IN	2,187.00	400.00	2,232.00	600.00	2,319.00	1,100.00
St Paul Lutheran Church	13273	Versailles	IN	SEIC: Southeast IN	4,503.00	800.00	4,590.00	0.00	4,642.00	70.00
					50,355.00	72,179.00	67,144.58	8,156.00	69,713.24	12,755.71
172					<b>1,467,881.35</b>	<b>215,422.00</b>	<b>1,526,223.49</b>	<b>136,747.59</b>	<b>1,559,565.12</b>	<b>156,147.15</b>

2025-2026

# Indiana-Kentucky Synod

PROPOSED COMPENSATION STANDARDS  
for  
MINISTERS OF WORD AND SACRAMENT  
and  
MINISTERS OF WORD AND SERVICE

As Approved by the  
Indiana-Kentucky Synod Assembly  
June 7, 2025

911 East 86<sup>th</sup> Street, Suite 200  
Indianapolis, IN 46240-1840  
317-253-3522

***Dear Friends in Christ Jesus,***

We're pleased to present to you the 2025-2026 Indiana-Kentucky Synod Compensation Standards for ELCA Rostered Ministers (Pastors and Deacons). We provide these for your use in determining just and honorable salary, benefits, allowances, and reimbursements for your professional staff. This document and the accompanying Excel spreadsheets are the best tools we have to enable you to make these decisions in a collaborative atmosphere with your co-workers in the gospel who give their lives to the ministry of Jesus Christ with you in your congregation.

Please use the standards in such a manner that there is good conversation between you and your rostered minister(s), whether they are currently serving in ministry or you are engaged in the call process. If determining compensation as part of the budget process, it is wise to begin these discussions at least four months before your congregation's next fiscal year, in an open manner with your executive committee and each staff professional. These standards contain information to assist discussion about issues relating to compensation and benefits, following established standards across the Evangelical Lutheran Church in America. The IN-KY Synod Compensation Committee has developed Excel spreadsheets to aid in the process of calculating and determining compensation packages for pastors and deacons.

Rostered Ministers are strongly encouraged to take the initiative in this conversation with congregation leaders since you are the ones who should understand your needs and desires. Don't expect your congregation leaders to be mind readers. They are waiting for you to be a leader.

Since age is now a factor (along with geography and total amount of compensation) in figuring health benefits rates there is no longer a chart with percentages for the coming year. Contact Portico Benefit Services by phone (800-352-2876) or e-mail ([mail@porticobenefits.org](mailto:mail@porticobenefits.org)) for information and assistance, or use the Benefits Calculators available on the EmployerLink section of their website: <https://employerlink.porticobenefits.org/>.

If you desire assistance with any matter in this document, or have a question not addressed in the document, please do not hesitate to contact any of our committee members directly through the Indiana-Kentucky Synod office (317-253-3522). Please note that all web links were current and functional at the time this document was prepared.

These Standards are recommended by the IN-KY Synod Council for adoption by the Indiana-Kentucky Synod in Assembly, June 7, 2025, and, upon adoption, become the appropriate norm for use in a current call process or in current conversation around compensation for a rostered minister under call.

Please note that this is now a unified compensation standards document which contains some separate sections pertaining to aspects of compensation that are unique to Ministers of Word and Sacrament (Pastors) and Ministers of Word and Service (Deacons). Separate spreadsheets for pastors and deacons exist here, <https://iksynod.org/compensationspreadsheets/>, to aid you in this process.

***With joy in the Gospel of Jesus Christ,***

Julie Slavens, Indianapolis, IN

Deacon Mary Lasits, Fort Wayne, IN

Rev. Adrienne Meier, Bloomington, IN

Rev. Dr. Jerry O'Neal, Muncie, IN

Rev. Priscilla Geerdes, Assistant to the Bishop for Ministry Transition

*Indiana-Kentucky Synod Rostered Ministers Compensation Committee*

## **How to Plan Compensation with Your Rostered Minister(s) for 2025-2026**

Often one of the most difficult challenges in ministry is deriving a fair and equitable compensation for the rostered minister(s) in your congregation. Generally, this has not been addressed until late in the process of preparing a new budget for the following year. This is a mistake since it often results in frustration for both the rostered minister(s) and those trying to make decisions with regard to salary, benefits, and reimbursements. The following guidelines should make this process pleasant and honest.

The first step is to begin your process with prayer. Second, know that your rostered minister(s) are not ‘hired’, they are ‘called’ into ministry with you, alongside the congregation.

It is extremely important that the rostered minister(s) be involved in this planning from the beginning to the end since they are the persons most affected by the final outcome. It is often difficult to talk about money and benefits, but it should not be. Good communication can, and must, occur at each step of this process.

1. Who should be in the planning process: The process should include the rostered minister(s) and a select group of leaders such as the Executive Committee of Council, the Mutual Ministry committee, or a personnel team if your congregation has one. Having too many in the meeting will slow communication and reduce effectiveness of the meetings. These are closed meetings and not open to the congregation for the purpose of maintaining a high level of open, honest, and healthy communication among the various leaders present. The selected leaders should include those with a grasp of the congregation’s financial picture and those who have been involved in evaluating the minister(s) and the call and may be best positioned in making recommendations for occasional merit raises and to aid the minister(s) in communicating his/her/their own financial needs.
2. What areas should be explored in the meetings: There are three areas of discussion: need, experience, and merit. These guidelines are, at their heart, considered a starting point and seek to aid ministry sites in determining both baseline salary and make suggestions for where a rostered minister’s salary ought to be increased commiserate with need, experience, and merit.
3. Start with need, including the current compensation each rostered minister is receiving. Compensation of the minister is no secret to the congregation, because it is normally listed in the annual budget and/or annual report to the congregation. It includes, but is not limited to, the following areas: base salary, defined benefits (including housing allowance or equity allowance in the case of a church-owned parsonage), social security offset, retirement and full health care/basic group life/disability insurance, continuing education, book allowance, reimbursements (car allowance, other tangibles applicable to your setting). Go through these step by step. Ask the minister at each juncture if they have any input that would be germane to the discussion: they alone know precisely how the current mix of salary, benefits, and reimbursements affects them. In some cases, your rostered minister’s compensation may be below approved Synod established minimum Compensation Standards. This needs to be discussed and remedied. Some congregations and ministry sites may create a three-year plan to include missed compensation increases; such a plan would wisely account for future increases over the same time period. Do this early in the process, preferably in early or mid-August, or four months before your congregation’s new fiscal year. Take a lot of notes during the meeting and share those written notes that week with members present and not present.

4. Address experience. Verify the rostered minister's date of ordination, any agreed upon compensation for prior experience, and any additional education begun or completed this year. These guidelines suggest additional compensation for roster ministers serving in multi-point or shared ministry settings, as well as for rostered ministers who advise or manage multiple staff (a suggested starting place is the equivalent of three full-time employees). These additions should be carried forward from year to year. The compensation spreadsheet can be saved and/or printed to ease the process in future years.
5. The next step is to address the merit of the rostered minister(s). It is the recommendation of this committee that rostered ministers be evaluated at least annually. Such an evaluation keeps in mind the covenantal relationship of the call: it should be thorough enough to highlight a rostered minister's strengths and growing edges, account for a ministry site's varied definitions of effectiveness, and consider the ministry site's own self-evaluation in participation in the roster minister's call. We advise this evaluation process be separate from conversations about compensation, as such a situation unnecessarily raises the stakes and makes it difficult for the roster minister to gain an understanding of their actual performance. On the other hand, there may be times where there is conflict with a rostered minister or concerns about her/his/their performance. An annual review provides the opportunity to discuss these concerns without the threat of punitive measures that impact the rostered minister's livelihood. Should there be conflict in or concerns about the collaborative ministry of rostered minister and ministry site, it is more appropriate to seek additional resources, especially the guidance of Synod Staff. The conversation around merit and compensation revolves around two key scenarios: one where the rostered minister(s) has taken significant additional new responsibilities or truly exceeded established ministry goals and additional compensation is warranted. The responsibilities should be reviewed by the Executive Committee of Council, the Mutual Ministry committee, or a personnel team with the rostered minister(s) and all parties should agree that these responsibilities should be part of the rostered minister(s) ongoing responsibility and additional compensation is warranted. These additional amounts can be included on the compensation spreadsheet in box M or box S. The second scenario may occur when the rostered minister(s) has, for a season, taken on additional responsibilities or exceeded ministry expectations and the congregation, through its representative leadership, might consider a one-time bonus for the rostered minister(s). Such a decision is the responsibility of the Congregation Council, not the general congregation, nor the rostered minister.
6. How to derive Total Compensation for the coming year: After you have completed the previous steps of the process, bring the entire group together to put the pieces together. Start with the effectiveness component that will help you determine how you will address the IN-KY Synod Rostered Ministers Compensation Standards for next year. Review all the sections in the Compensation Standards and complete the steps of the applicable compensation spreadsheet(s) that are provided on the IN-KY Synod's website: <https://iksynod.org/compensationspreadsheets/>. Together, discuss the various components at length, if necessary. After you have determined the appropriate defined compensation for the next year, discuss other financial matters such as the annual delegation of housing allowance, continuing education funds, professional expenses/reimbursements and the package of benefits through Portico (retirement and full health care/basic group life/disability insurance). When this part of the process is completed, take time to review it one more time as you discuss it together with your rostered minister(s). Let your rostered minister take the initiative here. Once again, it is them that will be most affected by this decision.



Hopefully, everyone will have had much time to pray, think, and discuss this very important part of your ministry. You honor the Lord God, your congregation, and your pastor/deacon by following the steps of this simple process. By God's grace you will all enjoy this unhurried process and come away from your meeting closer to one another and your Lord God. If you have questions or need resource materials, do not hesitate to contact any member of the Indiana-Kentucky Synod Rostered Ministers Compensation Committee through the synod office or the Indiana-Kentucky Synod staff for assistance. We stand ready to help you at any time.

In shared ministry with you,

*Indiana-Kentucky Synod Rostered Ministers Compensation Committee*

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## **I. DETERMINING COMPENSATION**

Compensation spreadsheets (<https://iksynod.org/compensationspreadsheets/>) have been developed to assist rostered ministers and ministry settings in the process of determining annual compensation. The same spreadsheets are used whether you are engaged in the call process or reviewing the compensation of a current rostered minister in preparation for the next fiscal year and budget. These have been developed in part to keep the IN-KY Synod's compensation figures in alignment with neighboring and similar sized synods, and to help ensure equity and appropriate compensation in a variety of ministry settings and locations within this synod. There are separate spreadsheets for pastors and deacons because of the differences in housing allowance and social security allowance. The sections below will give more information on each step of the process, but the online spreadsheets also have instructions to guide you through each step.

In many congregations, a specific committee is asked to have primary concern for this ministry to the pastor/deacon and their family. Normally this is either the Executive Committee of council, the mutual ministry committee, or a personnel team if your congregation has one. The key task of such a committee is to discuss annually with the pastor/deacon a fair, honorable, and equitable compensation package. Since the pastor/deacon depends on the congregation Council and the congregation to make adequate provision for their financial needs, the pastor/deacon requires an opportunity to discuss those needs in an open and supportive forum. The Executive Committee is in a position to provide such a forum. The committee can receive data from the rostered minister about their financial needs and subsequently make recommendations to the Congregational Council.

When calling a new pastor/deacon, care should be taken to have a healthy conversation about compensation. This shall be done by the Congregation Council as part of their interview with the candidate. The Council shall present to the candidate a compensation package based on these standards and invite the candidate's response before it is presented to the congregation for vote. It is important to have an open and honest conversation now, as this will set the tone for future compensation conversations. The Council will recommend a package to the congregation that has been agreed upon by Council and the candidate. The compensation will be voted on by the congregation at the Call Meeting.

*The sections below correlate with the online Pastor/Deacon Compensation Spreadsheets (<https://iksynod.org/compensationspreadsheets/>) to give more information and guidance on how to use the spreadsheets to determine compensation for your rostered minister(s).*

### **STEP 1 – DETERMINING BASELINE COMPENSATION**

The baseline compensation is set each year by the Indiana-Kentucky Synod Assembly as an appropriate compensation for a rostered minister just starting their ministry; it takes into account changes in the cost of living as well as other financial variations in our country. It includes what was formerly separate figures: a base salary and housing allowance. Increases to this baseline compensation will be addressed in step 2 to account for ministry experience, complexity of ministry, previous work history, etc., and appropriate decreases will be adjusted in step 3 for rostered ministers who are not under a full-time call or who live in church owned housing (parsonage).

A localized adjustment is also included to account for the vast differences in communities and housing prices across Indiana and Kentucky. It will be important for church leaders to know the median value of homes in the area surrounding the ministry site to help determine this aspect of compensation. One resource to use to assess median home values comes from the National Association of Realtors:

<https://www.nar.realtor/research-and-statistics/housing-statistics/county-median-home-prices-and-monthly-mortgage-payment>. Typically, a housing allowance would be 1% per month of the fair market value or median prices for houses in the community where the church is located.

Note: Honorariums or other fees received for weddings, funerals, outside speaking engagements, or from any other source should not be considered when determining the baseline compensation, nor should any income received by the spouse be a consideration.

## **STEP 2 – DETERMINING ADDITIONAL COMPENSATION**

Utilizing the baseline compensation, the spreadsheets use *a point system* to determine additional compensation. Each point equals 1% of the adjusted baseline compensation. There are many factors to consider in determining this additional compensation:

- Years of ordained ministry service
- Non-rostered work experience: it is recommended that a rostered minister's previous work experience be considered at a ratio of 3 years non-rostered to 1 year rostered, up to a maximum of 24 years of non-rostered work experience (equivalent to 8 years of rostered ministry service).
  - *Note: years of service (rostered and non-rostered) are converted into points on a sliding scale. The first year counts as 1 point, and each year afterwards counts slightly less, never dropping below 0.5 points.*
- Additional education beyond the entry level training required for a pastor/deacon: e.g. M.A., M.Th., D.Min., Ph.D., Th.D., S.T.M. in a ministry related field; or if the rostered minister has completed over 450 hours of Continuing Education (minimum of 3 points).
- The complexity and responsibilities of a specific call: serving in a shared/multi-point ministry setting (minimum of 5 points), a congregation with multiple full-time equivalent staff<sup>1</sup> (minimum 10 points), or other ministry roles with expanded responsibility (additional points appropriate to the role).

## **STEP 3 – DETERMINING RECOMMENDED COMPENSATION**

Every ministry setting and every rostered minister's call will be unique. This section of the worksheet considers the baseline compensation, any factors that would increase the pastor/deacon's compensation above that baseline, but also any factors that might cause it to decrease, such as this being a part-time call or if the rostered minister will be living in a church owned home (parsonage).

Parsonage Adjustment – If the pastor will be living in the church owned parsonage, the worksheet will reduce the total Paid Compensation to account for the congregation's parsonage costs but include the parsonage value for Defined Compensation and Portico benefit purposes. For congregations with a parsonage, it is fully expected that the congregation must pay the taxes, insurance, maintenance, and all utilities of the home.

The final blue box (Amount R for pastors, Amount O for deacons) in this section gives the minimum recommended compensation.

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<sup>1</sup> Neither Indiana nor Kentucky define "full-time." However, the Affordable Care Act defines a full-time work week as 30 hours or more for more than 120 days in a year. This would be the standard that we would recommend.  
<https://www.healthcare.gov/glossary/full-time-employee/>

## STEP 4 – DETERMINING DEFINED COMPENSATION

The previous 3 steps of the worksheet are designed to provide the rostered minister(s) and congregation with an appropriate compensation minimum to be used in determining an agreeable final compensation. This is an area where other factors not included in this spreadsheet may be taken into account, such as the rostered minister's contribution to past ministry goals, additional responsibilities or anticipated changes in the future, the current financial realities of the ministry, unique financial stresses (including student loan debt), etc.

Defined Compensation is the figure used by Portico for determining the cost of benefits, retirement contribution, etc. It includes the final negotiated compensation (and value of the parsonage if pastor lives in church owned property) along with the Social Security employer contribution amount. For a pastor living in a parsonage, the amount of Defined Compensation will appear higher than the Paid Compensation due to the value of the parsonage being included.

### *Self-Employed Contributions Act (SECA) Allowance*

- **For Pastors:**

1. For purposes of Social Security and Medicare, pastors are classified as self-employed. For purposes of income tax, pastors are considered employees, which makes their tax situation unique.
2. Currently, Social Security tax and Medicare is 7.65% (6.2% SS and 1.45% Medicare) for both an employer and for an employee.<sup>2</sup> That means an employee pays one half of the total Social Security assessed tax, and an employer pays the other half. Pastors are in a unique situation in that according to the Social Security Administration ordained professionals are classified as “self-employed.” This means pastors pay the entire 15.3% tax under SECA. For income tax purposes, pastors are NOT considered self-employed, but instead viewed as employees and thus are issued a W-2 like all other employees. This is a complex payroll situation, and it is recommended that you consult a tax professional who is knowledgeable in clergy taxation if you have further questions.
3. Throughout the ELCA nearly all 65 Synods strongly recommend that all congregations pay half of the SECA which equals 7.65%. This is also our recommendation. This should not be withheld and remitted by the employer, but must be paid by the pastor directly. This is paid to the pastor at the end of each pay period, along with all other compensation. At the end of the calendar year, this amount is fully taxable and reported on the W-2 issued to the employee. Currently, the vast majority of congregations of the ELCA abide by this recommendation. Remember this is not a “bonus” (i.e., in addition to salary) from the congregation any more than it is a “bonus” to any employee who works in a secular vocation and has this paid by the employer. (See Internal Revenue Service Publication 15<sup>3</sup> for further guidance).
4. The SECA allowance for pastors is determined by the worksheet and reflected in Amount U on line 48.

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<sup>2</sup> <https://www.ssa.gov/news/press/factsheets/colafacts2022.pdf>

<sup>3</sup> <https://www.irs.gov/pub/irs-pdf/p15.pdf>

- **For Deacons:**

1. Deacons are classified as employees for all tax purposes.
2. Congregations shall pay the employer portion of federal, state and local payroll taxes, and withhold the employee portion of the deacon's federal, state and local payroll taxes to remit it with the employer's amount.
3. The SECA allowance has not been included on the deacon compensation worksheet because the ministry setting is required by law to pay the employer portion of FICA as it would for any other employee as classified by the IRS.

## **STEP 5 – DESIGNATING HOUSING/FURNISHING ALLOWANCE FOR TAX PURPOSES**

- **For Pastors:**

1. Once the Paid Compensation is determined, the pastor determines the portion to be designated as Housing Allowance. The Congregation Council must approve this amount annually in advance of the start of the calendar year and record it in the council minutes (see #3 below and the sample resolution below step 5 on the spreadsheet). The overall amount of Paid Compensation will not change by this designation. (See [Appendix A](#) for more information.) When the housing allowance is designated in advance, and to the extent it is actually used, it is considered non-taxable for income tax purposes for the pastor.

Pastors living in a parsonage should also designate a small portion of their Paid Compensation as a Housing Allowance to cover out of pocket expenses such as furnace filters, cleaning supplies, landscape expenses, etc. that are not paid for by the congregation. The amount of the allowance may depend on several factors: whether or not the parsonage is furnished, who provides the upkeep, pays the utilities, etc. When the furnishings allowance is designated in advance, and to the extent it is actually used, it is considered non-taxable for income tax purposes for the pastor.

2. **Sample Housing Allowance Resolution:** After considering the estimate of Rev. \_\_\_\_\_ about their home expenses, a motion was made by \_\_\_\_\_, seconded by \_\_\_\_\_ and passed to adopt the following resolution:

RESOLVED, that the Rev. \_\_\_\_\_ for the calendar year 2025 will receive a salary of \$\_\_\_\_\_ and a housing/furnishings allowance of \$\_\_\_\_\_ .

- **For Deacons:**

1. Ministers of Word and Service are considered employees by the IRS for purposes of Social Security and income taxes and require standard withholdings from their salaries. A standard W-2 is issued. Congregations are encouraged to consider costs of local housing in determining compensation for all staff members. Even though Deacons are now ordained as their entry rite onto the roster of the ELCA, the ELCA has not taken a position on whether Ministers of Word

and Service qualify for the clergy housing allowance.<sup>4</sup> Therefore, the salary standards are based on the fact that a housing allowance is not added to their base salary when determining compensation. (See [Appendix B](#) for more information.)

## **II. BENEFITS**

Benefits are provided through Portico Benefit Services, a ministry of the ELCA. To determine costs, go to the EmployerLink portion of their website and use the ELCA Traditional Benefits Calculators: <https://employerlink.porticobenefits.org/>

The ELCA benefits program contribution rates are a percentage of Defined Compensation (with appropriate maximum and minimum health contributions). See Step 4 above for more details on how Defined Compensation is calculated.

### **A. Health Coverage Benefits**

1. This document sets as the standard for the “Definition of Compensation, Benefits, and Responsibilities of Pastors/Deacons” as the **Portico Gold+ Plan, the Value Co-Pay Plan, or the Portico Silver+ Plan with a fully funded HSA (\$900 per year for individual and \$1800 per year for family)**. A Letter of Call will be signed by the Bishop only when that standard is met to the satisfaction of the Bishop.
2. The standard expectation of this synod is that any congregation or eligible ministry setting will provide health coverage for the rostered minister and their family, unless the rostered minister’s family is covered elsewhere and chooses to waive coverage through Portico.
3. **Waiver of Health Benefits:** Some rostered ministers may elect to waive ELCA health benefits for themselves or their dependents because they have other valid health coverage, such as through a spouse’s employer, or because they receive a subsidy on a state or federal individual health insurance exchange *and* they purchase subsidized coverage through the individual exchange. See this section of the Portico EmployerLink for more information (login required to access this portion of the website): <https://employerlink.porticobenefits.org/resources/waiving-or-changing-health-benefits>
  - i. When a pastor/deacon waives their own health coverage because of coverage through the insurance of a spouse, or waives the coverage of their spouse/family through Portico, the congregation is strongly encouraged to provide additional compensation to their salary to account for the cost of this health coverage elsewhere.
  - ii. This additional compensation may be taxable income unless a Health Reimbursement Arrangement has been established.<sup>5</sup>
  - iii. While this may provide a short-term financial benefit to the congregation, it may have a long-term impact when there is change in call or a change in the healthcare needs of the rostered minister.

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<sup>4</sup> The ELCA General Counsel made it known via an email to the ELCA Conference of Bishops on February 3, 2020, that they do not have the ability to obtain further guidance on this ruling from the IRS as the IRS has made it clear that it will not be issuing any additional private letter rulings on who qualifies as a minister for purposes of the clergy housing allowance.

<sup>5</sup> <https://www.clergytaxnet.com/health-reimbursement-arrangement-churches/>

## **B. Retirement Benefits:**

1. **The Synod recommends that congregations contribute the 12% retirement rate for all rostered ministers.** This 12% rate should be used whether the pastor/deacon is called full-time or part-time, as this percentage is calculated on their defined compensation and will therefore reflect a reduced amount if the pastor/deacon is not full-time.
2. Additional retirement contributions can be made by the rostered minister (member pretax).
3. If the employer chooses to make additional contributions from time to time, they can be included when paying the regular monthly bill by using the *Explanation of Payment* included in the monthly billing statement.

## **C. Housing Equity Fund:**

1. If the pastor lives in a parsonage, congregations should establish an Equity Fund in the range of 3%-5% of Defined Compensation. Such contributions are made to Portico as a Housing Equity Contribution and are not included as taxable income.
2. These funds and their earnings enjoy a special flexibility: they can be withdrawn at any time, and when used to purchase a home, they are often excluded from taxable income.<sup>6</sup>

## **D. Other Benefits:**

1. **Disability** – this coverage helps protect employees and their families should a serious injury or illness occur by providing 2/3 income replacement beginning the third month after disability.
2. **Life Insurance** – Participation in the ELCA Benefits Plan also includes a basic group life insurance policy and optional supplemental life insurance that the member can purchase for themselves and spouse/children.
3. Members may also elect to make contributions to qualified reimbursement accounts for health care, dependent care or other allowed expenses.
4. See [www.porticobenefits.org](http://www.porticobenefits.org) for more information.

## **WHAT DO I DO WHEN I TURN 65?**

To learn more about Medicare and how it can impact benefits and healthcare coverage with Portico go to these websites:

- Medicare Center for Medicare & Medicaid Services: <https://www.cms.gov/>
- Medicare: <https://www.medicare.gov/>
- Portico EmployerLink: <https://employerlink.porticobenefits.org/resources/turning-65> (login required to access)

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<sup>6</sup> Contact Portico for more information on making a Housing Equity Contribution as part of the rostered minister's benefits if the congregation utilizes a parsonage for housing. <https://employerlink.porticobenefits.org/>



### **III. PAID LEAVE**

#### **TIME OFF/ WEEKLY HOURS**

Pastors/deacons, like anyone else, need some time off from work in order to rest and re-energize themselves. Congregations should ensure that each pastor/deacon has **two full days off per week**. The pastor/deacon's weekly schedule (days/hours) may be negotiated as necessary. For the well-being of the pastor/deacon and health of the congregation, such a schedule **should not exceed 50 hours in a work week**.

#### **VACATION**

Everyone needs a period of time away from the job in order to refresh and recharge themselves. The congregation should provide **a minimum of four weeks of paid vacation per year** (28 days, including the expected 2 days off per week, if full-time), **including four Sundays for all rostered ministers**. An additional week of vacation should be granted after 15 years of service in the ministry; and an additional week should be granted at 25 years in the ministry. If a rostered minister is serving in a part-time call, they should still receive 4 weeks of paid vacation for whatever their typical ministry days are, which includes 4 Sundays. Continuing education time is not to be regarded as vacation, nor should it be used by the professional leader for vacation under any circumstances.

Congregations in which the pastor/deacon has served for an extended period of time should consider additional vacation time. All costs and procurement of ministry coverage during vacation times, including worship leadership supply, are the responsibility of the congregation. A list of available pulpit supply may be secured from the synod website (<https://iksynod.org/pulpit-supply-list/>).

#### **HOLIDAYS**

Because of the nature of their professional responsibilities, pastors are seldom able to take advantage of three-day weekends and other holidays such as Christmas, Easter, etc. Generally, 9 to 11 total holidays should be granted **plus three floating personal days** at the discretion of the Congregation Council. Consideration should be given, and the pastor/deacon should be encouraged to take these days off at another time during the week to compensate for these holidays. This should not be counted as vacation time. Consult the annual list of federal holidays and state/commonwealth holidays as a basis for the conversation on what dates will be agreed to by the congregation council and pastor/deacon for holidays in a particular year.

#### **CONTINUING EDUCATION**

The purpose of continuing education for pastors/deacons is to strengthen the professional for more effective service. The ELCA expects a minimum of 25 contact hours annually in organized continuing education. These experiences are to be with colleagues and under responsible sponsorship, capable directors, and qualified instructors.

Continuing education may range from a single day seminar to enrollment in a formal program at an educational institution. The ELCA Letter of Call presently recommends **a minimum of two weeks of continuing education annually and may be accumulated during a three-year period for a total of six weeks**. In the Indiana-Kentucky Synod, this time may be taken each year or after two or three years. It is recommended that the rostered minister(s) attend the annual Fall Professional Leaders Conference offered each year in the Indiana-Kentucky Synod; this should not be considered part of the annual two

weeks continuing education, nor should participation in the annual synod assembly or conference events be considered continuing education opportunities as attendance at these synod events are part of the expectation for all rostered ministers.

To financially support continuing education, **the congregation is encouraged to establish a fund to which it annually contributes a minimum of \$1,000** and may be accumulated over a period of years. Continuing education funds may be used for registration, course materials, travel and housing while the rostered minister pursues approved continuing education. Financial assistance is also available through the Indiana-Kentucky Synod Leadership Support Committee. An application form for funds can be found on the Synod's website.

**In addition to continuing education leave and funds, newly rostered ministers shall be given time and resources to participate in mandatory First Call Theological Education (FCTE).** This ELCA expectation of a three-year structured program of theological education is designed to support and strengthen the new rostered minister in terms of: (1) ministry skills; (2) vocational identity; and (3) discernment of context. FCTE is experiential learning designed to meet participants at their point of need as they encounter the demands and expectations of ministry.

### **SICK LEAVE**

**Sick Leave** of up to six weeks per year with full salary, housing and benefits should be provided by the congregation when needed. This is not accumulated and should not be abused. This is not an entitlement. If a pastor/deacon's health concerns last longer than the normal six-week sick leave, or they are considering applying for disability coverage, the congregation council should consult the synod office for guidance on continuing compensation and benefits, as well as available interim pastoral leadership for the congregation.

### **FAMILY LEAVE**

Paid **Family Leave** with full benefits of twelve weeks is standard practice when a child is born or adopted. The number of weeks of leave before and after the birth should be specified in advance and with mutual discussion with the rostered minister. If additional family leave beyond the twelve weeks is desired, it should be negotiated with the congregation council and is typically either paid vacation time or unpaid leave. Similarly, paid Family Leave with benefits of twelve weeks also should be available to care for a sick family member such as a spouse, child, parent, or sibling. Family leave also includes time for bereavement leave to grieve and heal from the loss of an immediate family member. It is recommended that Rostered Ministers take one to two weeks for bereavement leave. ***When calling a new pastor, the congregation must include a comment about sick leave and paid family leave on the ELCA Compensation and Benefits Form, under F. Other Matters.***

### **DISABILITY LEAVE**

**Disability Leave** - In the event a sponsored member of the ELCA benefits program is unable to perform their normal occupation as a direct result of injury, illness or physical or mental disorder that is verified by objective medical information from a Qualified Health Care Provider, they can apply for **Total or Partial Disability**. See details on Portico EmployerLink website (login required to access this portion of the website): <https://employerlink.porticobenefits.org/resources/disability> or the myPortico website for members (login required): <https://myportico.porticobenefits.org/other-benefits/disability>

Monthly disability benefits available to eligible interim pastors who have chosen to continue ELCA disability coverage at their own expense while between assignments or for rostered ministers on leave from call are slightly different. Contact Portico for more information.

Congregations are legally required by Indiana state and Kentucky commonwealth law to secure **Workers' Compensation** on pastors and deacons (*as well as all other employees*) and provide for such expenses in the event of disability.

## SABBATICAL LEAVE

Congregations shall offer their pastor/deacon **sabbatical leave** time for spiritual and personal renewal which may be a maximum of 8 weeks after four years or 12 weeks after six years in a congregation. Such sabbatical leave time should normally be offered at either of these intervals during a long ministry service and should not preclude vacation time during the year of sabbatical leave. This leave may include special continuing education emphasis. The request, specific description and purpose of the sabbatical leave are to be submitted to and approved by the Congregation Council at least six months prior to the time it is to begin. Congregations should consider the inclusion of a sabbatical fund in the budget so that funds may be set aside each year toward that sabbatical leave to spread the costs associated with a sabbatical over several years. For more information on sabbaticals and funding opportunities, please visit: <https://www.cts.edu/cpe/clergy-renewal/>.

During sabbatical leave, the congregation continues to provide normal compensation and benefits for the rostered minister and pays for pulpit supply and related congregational ministerial expenses. The pastor/deacon is responsible for expenses related to the sabbatical such as additional living expenses, tuition, books and supplies. Normal vacation time may be used to extend the sabbatical leave. A report of their sabbatical activities is to be submitted to the Congregation Council. A pastor/deacon taking a sabbatical is expected to continue to serve the congregation granting the sabbatical for at least one year following the leave. If a congregation does not have an established sabbatical policy, it is recommended that you adopt one. (See [Appendix C](#) for a sample sabbatical policy and recommended guidelines.)

Continuing education and sabbatical leave time accrue to an individual during the service in a single congregation. All accumulated time is forfeited at the time of retirement or with the acceptance of another position or call to a different setting. Such time may not be used for vacation purposes, may not be transferred to another rostered minister or staff person, and may not be exchanged for monetary reimbursement. If a pastor/deacon accepts a new call but was not able to take a sabbatical in previous ministry calls, the timing of a sabbatical may be a topic of consideration in the new call – whether it may be appropriate to engage in a sabbatical sooner than is recommended above.

## SABBATICAL PLANNING FOR INTERIM MINISTERS

Any Rostered Interim Minister who has not yet retired and **has received accredited Interim Ministry Training** shall be eligible for a sabbatical after four years [208 weeks] of contracted Interim service. As trained interim ministers, these leaders rarely accrue sufficient time in one congregation to qualify for a sabbatical. To remedy this, any congregation which has contracted with such an Interim, shall contribute 8/208 of the weekly compensation package specified in the contract. [8/208 represents the weekly contribution to an eight-week sabbatical accrued after 208 weeks of service.] These funds shall be held in special accounts established by the Synod Office in each interim minister's name and shall be held until the forty-eight months have been served. (Such contributions may be made weekly or monthly, by special arrangement with the synod bookkeeper.) Application to receive the funds and the sabbatical shall be made to the Synod Council, who shall collaborate with the Interim concerning content, timing, and reporting of the sabbatical.

## **IV. PROFESSIONAL REIMBURSEMENTS AND EXPENSES**

### **ACCOUNTABLE PLAN**

Congregations should consider establishing an Accountable Plan (AP) for their rostered minister(s) and employees who have reimbursable expenses. Reimbursement of expenses under an AP provides a tax advantage over claiming these expenses on Schedule A, Form 1040. For details of setting up an AP or other related financial matters, refer to the Financial Resources available on the ELCA website, <https://www.elca.org/Resources/Financial#FinanceC>, or refer to IRS Pamphlets 517 or 535.<sup>7</sup>

Examples of these reimbursements are:

1. Books and journals
2. Professional (professional dues, supplies, vestments, etc.)
3. Professional liability insurance
4. Cell phones
5. Mileage reimbursement (see below)

### **AUTOMOBILE REIMBURSEMENT**

The costs which your Rostered Minister(s) incur in driving an automobile while performing church business are not personal expenses, but rather costs incurred by the congregation in order for the pastor/deacon to carry on the ministries of the congregation. As such, reimbursement, or coverage, for such costs should be fair, monthly, and complete at a 100% rate of reimbursement.

There are a number of ways to provide for this expense:

1. A monthly or yearly allowance (taxable income);
2. A reimbursement (non-taxable at IRS standard mileage rate); check IRS website for current rate: [www.irs.gov](http://www.irs.gov).
3. Leasing\*; or
4. Purchasing (by the congregation)\*.

\*Please note that when a congregation leases or purchases a vehicle for the pastor to use, it is the congregation's responsibility to provide for the maintenance, and insurance of the vehicle.

Because of the vast differences in situations among our congregations, no recommendation is being made as to a minimum monthly or yearly allowance to be paid. The IRS requires that the rostered minister submit an accurate record of business miles driven and/or car expenses to the congregation or employing agency and that the car has a detailed log of distance and purpose of each use of the vehicle.

### **OTHER EXPENSES**

Your rostered minister's attendance at official assemblies and conferences is a professional expense. **Attendance at the annual Indiana-Kentucky Synod Assembly is constitutionally mandated** and expenses for registration, lodging, meals, travel and other fees are the responsibility of the congregation. Attendance at other conferences should also be supported by the congregation or agency by payment of registration fees and other expenses. Discuss with your pastor/deacon their anticipated expenses in connection with assemblies and conferences in the coming year.

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<sup>7</sup> <https://www.irs.gov/publications/p517> or <https://www.irs.gov/publications/p535>

## MOVING EXPENSES

At the time of a new or change of call, relocation and moving expenses of the pastor/deacon are the responsibility of the calling congregation. Because of the liability involved, it is strongly recommended that the services of a professional moving firm be secured. Under previous law, payment or reimbursement of an employee's qualified moving expenses were not subject to income or employment taxes. Beginning in 2018, under the previous year's tax reform legislation, employers must include all moving expenses in employees' wages, subject to income and employment taxes.<sup>8</sup>

## V. PASTOR OF RECORD, INTERIM, AND PULPIT SUPPLY

### PASTOR OF RECORD

At the time of pastoral vacancy in a congregation, the bishop, working with the Congregation Council, appoints a Pastor of Record to provide basic leadership and pastoral care until another pastor is called or appointed as an interim. A Pastor of Record may be in an area ELCA congregation or may be serving in a non-congregational setting.

Compensation and expenses for a Pastor of Record attending monthly council meetings and providing minimal emergency pastoral ministry (see Call Process Manual): **\$300 per month + mileage at current IRS rate.** *Honorariums for additional services may be negotiated with the Pastor of Record.*

### INTERIM PASTOR

Depending on congregational need and pastoral availability, an Interim Pastor may be appointed rather than a Pastor of Record to serve the congregation on a part-time or full-time basis during a pastoral vacancy. When this is done, the length of the interim, the pastoral responsibilities, and the compensation will be negotiated with interim pastor and the Congregation Council. It is standard practice that no pastor is to be considered as a candidate for call to a congregation when serving that congregation as a Pastor of Record or Interim Pastor. Exceptions are sometimes made, such as in the case of a pastor serving as interim in one ministry setting while the congregations explore shared ministry.

Compensation for Interim Ministers is negotiated and stated in the Interim Ministry Contract.

- Compensation should be appropriate to the minister's years of experience and time commitment to the congregation, utilizing the IN-KY Synod Compensation spreadsheet;
- Or if a retired pastor is serving in interim ministry, the minimum the compensation should be is **\$200/day if a parsonage is provided or \$250/day if housing is not provided**, or may be based on a set salary utilizing the IN-KY Synod Compensation spreadsheet, especially in reference to box K.
- Either compensation would also include auto allowance/mileage reimbursement, appropriate benefits, continuing education and other expenses/reimbursements as noted above.

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<sup>8</sup> <https://www.irs.gov/newsroom/tax-reform-brings-changes-to-qualified-moving-expenses>

## PULPIT SUPPLY

During a pastoral vacancy or absence, it may be necessary for a congregation to secure a pulpit supply to lead worship. A current list of persons available for pulpit supply may be secured from the synod website. Those asked to serve as pulpit supply should be contacted well in advance of the date needed and, upon acceptance, be provided with a copy of the worship bulletin and pertinent information about the service. A member familiar with the congregational worship practices should be on hand to welcome the pulpit supply prior to the service. The recommended honorarium for all persons serving as pulpit supply for one worship service is a minimum of **\$200 plus round-trip mileage to/from the church(es), with the appropriate compensation for additional responsibilities. For each additional service, whether at the same congregation or at another, as in shared ministry (multi-point parishes), an additional \$50 per service should be paid.**

**Whenever possible, the pulpit supply fee should be paid to the leader on the same day that they lead the worship service.**

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*If you have any questions, or need clarification with anything in this document, do not hesitate to contact the Indiana-Kentucky Synod office, or one of the members of the Indiana-Kentucky Rostered Ministers Compensation Committee for help. We are pleased to assist you in any way. Thank you for the opportunity to serve with you in ministry of the Gospel of our Lord and Savior Jesus Christ.*

## **Appendix A**

### **DESIGNATION OF HOUSING ALLOWANCE - PASTORS**

In IRS Publication 517<sup>9</sup>, the IRS states that “The church or organization that employs you must officially designate the payment as a housing allowance before it makes the payment. It must designate a definite amount. It can't determine the amount of the housing allowance at a later date. If the church or organization doesn't officially designate a definite amount as a housing allowance, you must include your total salary in your income.”

The Congregation Council must approve this amount annually in advance of the start of the calendar year and record it in the council minutes. The president/vice president informs the council that under the tax law, “Ordained, commissioned, or licensed ministers of the gospel may be able to exclude from income tax the rental allowance or fair rental value of a parsonage that is provided to them as pay for their services.” The pastor determines the amount they will claim as housing allowance for the upcoming year and shares that with the council president/vice president ahead of the meeting at which this will be designated (same resolution below). When the housing allowance is designated in advance, and to the extent it is actually used, it is considered non-taxable for income tax purposes for the pastor.

**Housing Allowance Resolution:** After considering the estimate of Rev. \_\_\_\_\_ about their home expenses, a motion was made by \_\_\_\_\_, seconded by \_\_\_\_\_ and passed to adopt the following resolution:

RESOLVED, that the Rev. \_\_\_\_\_ for the calendar year 2025 will receive a salary of \$\_\_\_\_\_ and a housing/furnishings allowance of \$\_\_\_\_\_.

When it is time to pay income tax, it is important to note IRS Publication 517 (*cited verbatim below*):

**Home Ownership.** If you own your home and you receive as part of your salary a housing or rental allowance, you may exclude from gross income the smallest amount of:

- The amount actually used to provide a home,
- The amount officially designated as a rental allowance, or
- The fair rental value of the home, including furnishings, utilities, garage, etc.

**Excess Rental Allowance.** You must include in gross income the amount of any rental allowance that is more than **the smallest of:**

- Your reasonable salary
- The fair rental value of the home plus utilities, or
- The amount actually used to provide a home.

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<sup>9</sup> <https://www.irs.gov/pub/irs-pdf/p517.pdf>



## **Appendix B**

### **CAN DEACONS CLAIM A HOUSING ALLOWANCE?**

IRS Publication 517 contains helpful guidance on this issue.<sup>10</sup> It states on page 10, upper left-hand column: “If you serve as a minister of music or minister of education, or serve in an administrative or other function of your religious organization, *but aren't authorized to perform substantially all of the religious duties of an ordained minister in your church (even if you are commissioned as a minister of the gospel)*, the housing exclusion doesn't apply to you.” (emphasis added)

Relatedly, (on page 3, right-hand column), “Ministers are individuals who are duly ordained, commissioned, or licensed by a religious body constituting a church or church denomination. *Ministers have the authority to conduct religious worship, perform sacerdotal functions, and administer ordinances or sacraments according to the prescribed tenets and practices of that church or denomination.* If a church or denomination ordains some ministers and licenses or commissions others, anyone licensed or commissioned must be able to perform substantially all the religious functions of an ordained minister to be treated as a minister for social security purposes.” (emphasis added)

Under this test, it would appear that Ministers of Word and Service would **not** be treated as ministers for Social Security purposes (i.e. they are subject to FICA withholding, not self-employment tax), as they do not have the authority to administer sacraments as part of their regular duties, and therefore this same test could apply to mean they are ineligible to receive a housing allowance.<sup>11</sup>

However, if a Deacon interprets the information in IRS Publication 517 differently and wants to claim a portion of the Defined Compensation as housing allowance, that is between the employer, the employee, their tax preparer and the IRS. If a Minister of Word and Service feels they qualify under IRS policy, and the Congregation Council agrees, they would have to pass a resolution to that effect as described in Step 5 above.

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<sup>10</sup> <https://www.irs.gov/pub/irs-pdf/p517.pdf>

<sup>11</sup> The ELCA General Counsel made it known via an email to the ELCA Conference of Bishops on February 3, 2020, that they do not have the ability to obtain further guidance on this ruling from the IRS as the IRS has made it clear that it will not be issuing any additional private letter rulings on who qualifies as a minister for purposes of the clergy housing allowance.



## **Appendix C**

### **EXTENDED STUDY LEAVE (SABBATICAL) POLICY<sup>12</sup>**

#### **PREFACE**

The Biblical witness is the story of God's continuing faithfulness to invest the Gospel into human hands and lives. The Apostle Paul speaks of it as pouring God's love into earthen vessels: "But we have this treasure in clay jars, so that it may be made clear that this extraordinary power belongs to God and does not come from us." (2 Corinthians 4:7). Earthen vessels are meant to be filled and emptied, again and again. However, care must be taken that, once emptied, the vessels can be filled once again.

St. Paul cautions us that spiritual strength essential to effective ministry comes from God and does not come from ourselves. Both in the strength and in the filling, it is a transcendent power given to us, poured into us as God's people. This is true for all the baptized. It is equally true, perhaps even to a greater degree, of those we look to for filling and spiritual nurture, the rostered ministers who serve among us: pastors and deacons.

The concept of wholeness and wellness in ministry is an important principle in the life of the Church. Healthy congregations and healthy rostered ministers are essential to a healthy community of faithful people. It is our belief that an extended time of study and inward renewal for rostered ministers is an expression of mutual care for one another. The Indiana-Kentucky Synod has developed the following guidelines for congregations, institutions, and agencies of the church to make a sabbatical leave possible for the rostered ministers who serve among us.

An extended sabbatical leave provides an opportunity for rostered ministers to reflect on their call to ministry and relationship to God. While continuing education on an annual basis provides regular short-term opportunities for growth in learning, an extended sabbatical leave may provide the needed opportunity for in-depth learning and renewal, free from current responsibilities, following a length of service to the congregation, agency, or institution. An extended sabbatical leave should be holistic, including time for prayer, reflection, relaxation, and refreshment of body and spirit, as well as further developing gifts for future ministry.

#### **EXTENDED SABBATICAL LEAVE GUIDELINES**

1. An extended sabbatical leave shall be granted for a maximum of 8 weeks after four years of service or 12 weeks after six years of service in a congregation, agency or institution.
2. The rostered minister is normally expected to serve the congregation, agency, or institution for at least one year following completion of the sabbatical leave.
3. An Extended Sabbatical Leave Covenant is the centerpiece of the sabbatical leave plan and experience. It is developed through conversation with key leaders: Congregation Council Executive Committee, staff support committee, supervisor, or others that relate to the rostered minister's continuing education needs in light of the ministry emphases of the congregation, institution, or agency. The Covenant may include information to address these items:
  - a. Identify ministry highlights and give thanks for ministry accomplished.

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<sup>12</sup> Adapted from the Central States Synod, ELCA

- b. Determine the ministry priority most affected by the rostered minister's leadership and ministry and explore how they can become an even more effective leader through further study and renewal.
  - c. Develop a specific education plan and focus for the sabbatical. The focus of the sabbatical leave should be for in-depth study on one or two topics directly related to the regular call of the rostered minister and should include time for personal and family reflection.
  - d. An outline of financial implications for the sabbatical leave and funding arrangements.
  - e. Identify a specific means through which the congregation, agency, or institution will share in the success of the sabbatical experience upon its completion.
- 4. The rostered minister will submit a report to the congregation, agency, or institution they serve within a mutually agreed upon period of time following completion of the study leave.
- 5. It is expected that congregation, institution, or agency provide the rostered minister full pay and benefits during the extended sabbatical leave.
- 6. Proposals for extended sabbatical leave shall be presented to the congregation council or governing body of the agency or institution not less than six (6) months prior to the beginning of the proposed leave. Careful consideration shall be given to all aspects of the proposal and implications for the congregation, agency, or institution and the rostered minister.
- 7. Expenses incurred during the sabbatical leave will be borne by the rostered minister (i.e., tuition, books, supplies, travel, living expenses, etc.). Continuing education funds would normally be used to cover some of the expenses.
- 8. Realizing the congregation, agency, or institution will be without the services of its regularly called minister, it should consult with the synodical bishop regarding possible options for continuing coverage during the period of the sabbatical leave.
- 9. It is understood that the extended sabbatical leave and the terms of the covenant are a mutually negotiated agreement between the rostered minister and the congregation, agency, or institution. The covenant will be completed and filed with the synod office ordinarily at least three months prior to the beginning date of the sabbatical leave.

## **Appendix D**

### **LEADERSHIP SUPPORT STANDARDS FOR CONTINUING EDUCATION**

- 1) A Continuing Education Covenant must be on file with the Synod office. This Covenant is renewable every seven years.
  - 2) Continuing education grants may be provided through the Office of the Bishop to all rostered ministers of the Indiana-Kentucky Synod, ELCA.
  - 3) Grants will normally not exceed the amount contributed by either the recipient or the congregation or appropriate agency. In the event of greater need, exceptions may be made. If applicants exceed available funds, they will be available based on needs. (The earlier application is made in the year, the greater the opportunities to receive funding.)
  - 4) Continuing education grants will be made for structured formal study programs directly related and beneficial to the applicant's ministry.
  - 5) Assistance grant requests will be made in these areas:
    - a. Stolldorf Grants, not to exceed \$400.00 for the synod's fiscal year (which begins Feb. 1), for single event programs, such as conferences, seminars and workshops.
    - b. Leadership Grants, not to exceed \$500.00 annually, for the development of leadership skills through participation in a multi-year program of supervised study, such as a D.Min. program.
  - 6) Sabbatical Grant for Pastoral Leaders (can include pastors, deacons, and those in specialized ministries) is a grant program of the Louisville Institute that provides funds up to \$15,000. Information can be found at [www.Louisville-Institute.org](http://www.Louisville-Institute.org), or in writing to The Louisville Institute, 1044 Alta Vista Road, Louisville, KY, 40205 502-895-3411. Other grants are available through the Lilly Endowment Clergy Renewal Program: <http://cpx.cts.edu/renewal>.
- Other grant resources can be found at [www.centerforcongregations.org](http://www.centerforcongregations.org).

## **Appendix E**

### **HELPFUL LINKS**

(All links were current and active at the time of publication.)

Indiana Department of Revenue: [www.in.gov/dor/](http://www.in.gov/dor/)

Kentucky Department of Revenue: [revenue.ky.gov](http://revenue.ky.gov)

Minister's Compensation and Housing Allowance: <https://www.irs.gov/faqs/interest-dividends-other-types-of-income/ministers-compensation-housing-allowance/ministers-compensation-housing-allowance>

Business Use of Car and Travel Expenses: <https://www.irs.gov/taxtopics/tc510> or <https://www.irs.gov/publications/p463>

Pastor and People: Making Mutual Ministry Work:  
<https://www.augsburgfortress.org/store/product/9780806646510/Pastor-and-People>

Center for Medicare & Medicaid Services: [www.cms.gov](http://www.cms.gov)

- Medicare: [www.medicare.gov](http://www.medicare.gov)
- Medicare & You Handbook: [www.medicare.gov/medicare-and-you/medicare-and-you.html](http://www.medicare.gov/medicare-and-you/medicare-and-you.html)
- Your Medicare Benefits: <https://www.medicare.gov/Pubs/pdf/10116-Your-Medicare-Benefits.pdf>
- Medicare Savings Premium: [www.socialsecurity.gov/prescriptionhelp](http://www.socialsecurity.gov/prescriptionhelp)



*"We have known and believe the love that God has for us. God is love, and those who abide in love abide in God, and God abides in them." —1 John 4:16*

April 2025

Dear friends in Christ,

Thank you for your dedication and faithfulness, as together we continue to share God's love throughout the world.

During the past year and a half, I had the privilege to gather with many of you at our God's Love Made Real regional conversations. Connecting with you during these events was extremely inspiring as we heard about the many ways God's love is being made real in communities across this church.

Among the stories that were shared, we heard about a congregation's "bold" decision to reconstruct a food pantry to help increase the capacity to serve more people, a Christmas in July celebration for a single mom and her five children experiencing homelessness, a Queer youth poetry open mic event described by one pastor as a tangible experience of God's Love Made Real, a partially gutted parsonage that was renovated to provide long-term housing for survivors of human trafficking, and an ecumenical ministry group that developed a community center that feeds people with meals and spiritual connections.

Our vision of a world experiencing the difference God's grace and love in Christ make for all people and creation is being made manifest in these ministries, but these are only a few examples of what's happening throughout our church. I know this is work your congregations do every day, and I thank you for helping people know the way of Jesus to discover community, justice and love.

The world around us is changing, and our church will also experience change with the election of a new presiding bishop and a new secretary at the 2025 Churchwide Assembly this summer. Many of you will be electing a new synod bishop and other leaders.


Amid these changes, our call remains the same: to love and serve others as Jesus taught. Our church will continue our work to proclaim the gospel and to serve all of God's people.

It has been a privilege to serve as your presiding bishop. May God continue to hold us and guide us into the future.

In Christ,

The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

**Annual Report to the 2025 Indiana-Kentucky Synod Assembly**  
**Rev. Timothy M. Graham, Bishop**

Dear beloved siblings, remember that grace, mercy, and peace are with you in the name of our wonderful Savior, the One who was,  who is, and who is to come, Jesus Christ, crucified and risen for the sake of the world. Amen.

It's hard to believe that an entire year has flown by since last year's bishop election! The lyrics of my favorite song, Kris Kristofferson's "Why Me Lord", feel even more relevant to me today than they did before.

- V.1.     Why me Lord, what have I ever done  
          To deserve even one  
          Of the pleasures I've known  
          Tell me Lord, what did I ever do  
          That was worth loving You  
          Or the kindness You've shown (Chorus)
- Chorus:    Lord, help me Jesus, I've wasted it  
              So help me Jesus, I know what I am  
              But now that I know that I've needed you  
              So Help me Jesus, my soul's in Your hand
- V.2.     Try me Lord, if You think there's a way  
          I can try to repay  
          All I've taken from You  
          Maybe, Lord, I can show someone else  
          What I've been through myself  
          On my way back to You. (Chorus)<sup>1</sup>

Reflecting on the above lyrics, I realize they speak profoundly to each major transition in my adult life. Last year's assembly was no different. I still marvel when I remember how the incredible members of the Indiana-Kentucky Synod, ELCA, elected me. Many have shared inspiring stories of experiencing the Holy Spirit at work in entirely new ways during last year's assembly. These extraordinary moments could only arise from God's divine presence. My journey, background, and experiences highlight how undeserving I am of the grace, love, and forgiveness I've received through our Lord Jesus Christ. Nevertheless, I fully believe in and trust God's loving presence and the transformative, spirit-driven actions we share as the body of Christ.

Today, I experience a greater sense of peace as I embark on this new journey. Since I took office eight months ago, I have faced a steep learning curve. My initial challenges have been acclimating to a new rhythm, a different staff, and a fresh list of responsibilities. The transition to the role of bishop has been a significant leap from the parish, not categorically good or bad, just entirely new. My first Conference of Bishops (COB) last fall 2025 was overwhelming; however, the Spring COB 2026 felt much more manageable. Planning the Synod Assembly has also been a new task, but I am grateful for a supportive staff that has rallied around me and each other. I have visited and preached at various congregations, and I'm getting to know our Synod better. While I am still learning the many procedural matters, repetition will aid my understanding eventually. The Synod Council has facilitated excellent meetings and discussions because we already have strong leadership.

As I mentioned last summer during the Q&A of the assembly, developing our staff will be essential in the first year as I launch my leadership. Significant changes took place when I began last September. Thankfully, many staff members initially chose to continue this journey with me, while a few opted to pursue new opportunities. Those who stayed on include:

- The Rev. Dan Forehand is the Assistant to the Bishop for Emerging Ministers and Ministries.
- Jayme Beneker is the Director of IK Synod Disaster Relief.
- The Rev. Jerry O'Neal serves as the Director for Stewardship.
- The Rev. Karl Biermann is our Regional Gift Planner for the ELCA Foundation.
- The E-Connect team features Director Jon Dahl and Associate Director Melissa Schroeder.

- Our dedicated support staff includes April Lynch, my Administrative Assistant; Synod Accountant Julie Walda; and Interim Storyteller Magen Pillar.

We are pleased to announce the addition of key leaders to our team:

- Rev. Priscilla Geerdes has joined as the Assistant to the Bishop for Ministry Transition (December 2024).
- Our new Director for Evangelical Mission (DEM), will be announced at or just before the Assembly.

We are also looking to fill two more positions:

- A Storyteller/Administrative Support person to lead digital communications and manage our database.
- A Director for Social Advocacy and Justice to engage with groups focused on disabilities, gender equity and LGBTQIA+, poverty and hunger, immigrants and refugees, and racial justice. This role will help convene leaders across our Synod and support Rostered/Appointed Leaders and congregations in these areas.

As we welcome new leaders, we also express gratitude to those stepping down:

- Rev. Jerry O'Neal, our Director for Stewardship, whose tenure ends in May 2025, has profoundly impacted congregations throughout the IK Synod with his leadership.
- Ted Miller, our Synod Vice President for 12 years, is also stepping down after a remarkable service, including 12 years as Synod Secretary before this V.P. role. We thank Ted for his Christ-like dedication to the gospel and wish him and his wife, Lisa, many happy travels and cherished moments with their grandchildren.

Finally, many people remain eager to hear my vision for the IK Synod. I didn't have one before the election, and I'm not sure if you would consider our theme, "Faith, Hope, and Love" a vision or not, perhaps. In any case, 1 Corinthians 13 comes to mind, especially v.13: <sup>1</sup> If I speak with human eloquence and angelic ecstasy but don't love, I'm nothing but the creaking of a rusty gate.

<sup>2</sup> If I speak God's Word with power, revealing all his mysteries and making everything plain as day, and if I have faith that says to a mountain, "Jump," and it jumps, but I don't love, I'm nothing.

<sup>3-7</sup> If I give everything I own to the poor and even go to the stake to be burned as a martyr, but I don't love, I've gotten nowhere. So, no matter what I say, what I believe, and what I do, I'm bankrupt without love.

Love never gives up.

Love cares more for others than for self.

Love doesn't want what it doesn't have.

Love doesn't strut,

Doesn't have a swelled head,

Doesn't force itself on others,

Isn't always "me first,"

Doesn't fly off the handle,

Doesn't keep score of the sins of others,

Doesn't revel when others grovel,

Takes pleasure in the flowering of truth,

Puts up with anything,

Trusts God always,

Always looks for the best,

Never looks back,

But keeps going to the end.

<sup>8-10</sup> Love never dies. Inspired speech will be over some day; praying in tongues will end; understanding will reach its limit. We know only a portion of the truth, and what we say about God is always incomplete. But when the Complete arrives, our incompletes will be canceled.

<sup>11</sup> When I was an infant at my mother's breast, I gurgled and cooed like any infant. When I grew up, I left those infant ways for good.

<sup>12</sup> We don't yet see things clearly. We're squinting in a fog, peering through a mist. But it won't be long before the weather clears and the sun shines bright! We'll see it all then, see it all as clearly as God sees us, knowing him directly just as he knows us!

<sup>13</sup> But for right now, until that completeness, we have three things to do to lead us toward that consummation: **Trust steadily in God, hope unswervingly, love extravagantly. And the best of the three is love.**<sup>ii</sup>

The Christians in Corinth were facing significant divisions. While people were converting to Christianity, they struggled to understand how to live this new spiritual life and navigate it together as a community of believers. Recognizing leaders, resolving disputes, sexual relations, food, and worship were among the various issues. Sound familiar at all? In chapter 12, Paul essentially says we are all different parts that make up one body, AND we need each other, each part, to be that body. Then in chapter 12:31 (MSG), Paul declares, "But now I want to lay out a far better way for you."<sup>iii</sup> In the NIV, it says... "And now I will show you the most excellent way."<sup>iv</sup> Thus, Paul launches into the Love chapter and concludes it with the familiar phrase, "And now these three remain: faith, hope and love. But the greatest of these is love."<sup>v</sup>

We face divisions as people, both worldwide and within the United States, and in the church. Resolving these divisions is challenging yet love remains our strongest remedy. 1 Corinthians 13 highlights a concept of love that seems distant from the realities of our world, nation, and even church today; quite frankly, it likely always has been. This love emphasizes embracing others and fostering forgiveness, deserved or not. If we neglect to embrace this love, it will have consequences, some more obvious than others. The void of love paves the path for these outcomes. The absence of love can be as destructive, or even more so, than violence.

As a person of color, I have endured challenges that many white individuals cannot comprehend. This reality continues today, whether I am at the grocery store, parked in a parking lot, or occasionally attending ELCA churches. However, the restoration I've experienced (and I'm not referring to becoming a bishop) stems from the forgiveness I've been granted- first by God, then by Meme, and by my family, each offering me immense grace. The only way I sustain this grace, even amidst racism, is by continually forgiving others, without expecting anything in return, no need for repentance, and without holding onto resentment. My forgiveness does not rely on their behavior. I simply can't afford not to forgive, or what some would call justified anger. Jesus proclaimed from the cross, "Father, forgive them; for they do not know what they are doing."<sup>vi</sup> Or, even when individuals are aware of their actions, as Peter was after denying Jesus, Jesus still restores him and leads him toward love, even without a specific request for forgiveness. God offers forgiveness and love even when we don't know, even when we don't deserve it. That is grace.

When Kris Kristofferson says, "Maybe, Lord, I can show someone else, what I've been through myself, on my way back to You," it clearly relates to my struggle with alcoholism and my journey of recovery and helping those who still suffer. However, on a deeper level, the core message is about sharing the grace God has given so abundantly through faith in Christ. Sharing God's grace does not determine our lovability. Rather, sharing God's grace and forgiveness is our response to God's actions. God extends the same grace to the world, our nation, and the church, but it starts with individual members of the body and the baptismal claims God makes upon each of us. Jesus declares: "This is how everyone will recognize that you are my disciples (followers)—when they see the love you have for each other." To live life fully as a Synod, church, and the body of Christ, let's wholeheartedly embrace the beautiful message of 1 Corinthians 13. This passage encourages us to live and respond with the same boundless love that Christ has generously shared. This encapsulates my vision.

God is able. Are we willing to let God be God and transform our lives through the power of the Holy Spirit? That will be our course and our challenge. Thanks be to God.

Respectfully in the love of Christ,  
Bishop Timothy Mark Graham



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<sup>i</sup> <https://genius.com/Kris-kristofferson-why-me-lyrics>

<sup>ii</sup> Eugene H. Peterson, [\*The Message: The Bible in Contemporary Language\*](#) (Colorado Springs, CO: NavPress, 2005), 1 Co 13:1–13.

<sup>iii</sup> Eugene H. Peterson, [\*The Message: The Bible in Contemporary Language\*](#) (Colorado Springs, CO: NavPress, 2005), 1 Co 12:31.

<sup>iv</sup> [\*The Holy Bible: New International Version\*](#) (Grand Rapids, MI: Zondervan, 1984), 1 Co 12:31.

<sup>v</sup> [\*The Holy Bible: New International Version\*](#) (Grand Rapids, MI: Zondervan, 1984), 1 Co 13:13.

<sup>vi</sup> [\*The Holy Bible: New Revised Standard Version\*](#) (Nashville: Thomas Nelson Publishers, 1989), Lk 23:34.

## 2025 VICE-PRESIDENT'S REPORT

“Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles, and let us run with perseverance the race marked out for us. Let us fix our eyes on Jesus ....”

Hebrews 12:1-2 (NIV)

As I report for a twelfth and final time as Indiana-Kentucky Synod Vice-President, I give thanks to God for the privilege of being “surrounded by such a great cloud of witnesses” in our service together in empowering, encouraging and equipping the people of God in our Mission Territory and beyond in our journey to make Christ known. I cannot begin in this report to thank the many hundreds of people with whom I’ve had the opportunity to serve in my three four-year terms as Indiana-Kentucky Synod Secretary from 1999-2011 and now in the final year of my third four-year term as Vice-President, but I’ll start by discussing the work of the current Synod Council and Synod Staff.

Our governing documents provide that the primary duty of the Synod Vice-President is chairing the Synod Council consisting of 25 voting members, including one lay member selected by each of our ten conferences plus 15 members elected at large by the Synod Assembly and including the four officers as well as a youth member (under age 18 at time of election) plus a young adult member (under age 30 at time of election) and nine rostered ministers including at least one deacon. In the second half of 2024, for the first time in several years we had a full 25-person Synod Council and that group went right to work with a ZOOM meeting on August 3<sup>rd</sup>, followed first by a retreat at Lutheran Hills on September 13<sup>th</sup> and 14<sup>th</sup> and then a meeting at the Synod Office on November 8<sup>th</sup> and 9<sup>th</sup>. In 2025, Synod Council met by ZOOM on January 11<sup>th</sup> and, as I write this report in March, additional meetings are scheduled for April 4<sup>th</sup> and 5<sup>th</sup> at the Synod Office as well as on the morning of June 5<sup>th</sup> preceding the Synod Assembly at Crowne Plaza Indianapolis-Downtown Union Station. I will leave it to Synod Secretary Julie Slavens to report the details of our meetings since the June 2024 Synod Assembly in Louisville at which Bishop Tim Graham was elected to serve a six-year term beginning on September 1, 2024, but suffice it to say that Synod Council is working diligently together with Bishop Tim in crafting the ministry of the Indiana-Kentucky Synod now and in the coming years. We are especially grateful, too, not only that Pastor Dan Forehand agreed to continue as an Assistant to the Bishop to serve as Director for Candidacy but also that Pastor Priscilla Geerdes accepted the call effective on December 1<sup>st</sup> to serve as Assistant to the Bishop for Ministry Transition. We look forward to further addition to the staff soon and especially to bringing on board a new Director of Evangelical Mission in collaboration with the ELCA Churchwide Office.

In addition to chairing the Synod Council, this year I also have served on the Gafkjen Endowment Fund Planning Team, about which you will be hearing much more before and at the Synod Assembly. I also continue to be strengthened in my service as a Synod Vice-President by participating in monthly Saturday morning ZOOM meetings regularly attended by many of the 65 Synod Vice-Presidents. Although the 65 of us who have been elected as volunteer lay leaders serve in very different contexts across the ELCA, we share many common challenges and opportunities and learn much from each other.

In other Churchwide activities, I continue to serve as one of the three Synod V.P.s charged with making recommendations to the 2025 Churchwide Assembly this summer in Phoenix regarding best practices in officer elections. With my term as Vice-President continuing until August 31<sup>st</sup>, I look forward to serving as one of the 12 voting members from the Indiana-Kentucky Synod in Phoenix in July. I also joined our Synod Attorney Josh Tatum at the 13<sup>th</sup> meeting of the ELCA Attorneys Association in Atlanta from October 25<sup>th</sup>-27<sup>th</sup>.

As always, I conclude with thanks to God for the privilege of serving as your Synod Vice-President. During my report at Synod Assembly, I'll have the opportunity to introduce all members of Synod Council and to ask you to thank them for their dedicated service. Special thanks, though, go to those at the conclusion of their current terms—Pastor Ryan Bailey, who has served the maximum two three-year terms (including a term on the Executive Committee); Pastors Evangeline Anderson-Rajkumar and Bimen Limbong, who are completing first three-year terms, as are East Kentucky Conference Representative Mike Hoover and Northwest Indiana Conference Representative Nicole Lee; North Central Conference Representative Nancy Bennett, who was appointed to serve the final year of an unexpired term; East Central Indiana Conference Representative Larry Ahlersmeyer and Pastor Kristin Rice, both of whom were appointed to serve the first year of three-year terms; Ella Engelau, who served a two-year term as youth representative; and Noah Smith, who has completed a second three-year term as young adult representative after serving two two-year terms as youth representative. I also give thanks for the support of our church family at Gloria Dei in Crestview Hills, Kentucky, many of whom have provided inspiring service to this synod—Pastors Neal Boese and Vicki Garber for their service on Synod Council, Chris Mehling for eight years as Synod Secretary, and six years each on Synod Council by Doug Ebert, Mary Chapin and Paul Trickel, who this year completes the maximum second five-year term on the Synod Finance Committee, all of that decade as its mission-focused Chair. Most especially, I thank God for the incredible love and support of my wife of 48 years Dr. Lisa Miller and our family of three children and their spouses who have gifted us with seven grandchildren now ranging in age from 12 to 4.

In His Service, C. Theodore Miller, Indiana-Kentucky Synod Vice-President

Report of the Treasurer  
2025 Indiana-Kentucky Synod Assembly  
Harry Albers, Treasurer

This is my first year as treasurer. I want to thank the synod council, the finance committee, Chris Walda (previous Treasurer), Julie Walda (Synod Accountant), Ted Miller (Vice President), Julie Slavens (Secretary) and Bishop Tim and his staff for their training, encouragement and guidance.

The audits done by Kemper CPAs are now current through the 2024-2025 fiscal year. A special thank you to Julie Walda for her hard work in getting these current!

Included in the Bulletins of Reports are two reports concerning the mission support giving:

Three-Year trend of detailed mission support giving of churches in the Synod by church and conference. Note there are decreases in mission support giving but increases in the designated giving.

A bar-graph showing a thirteen-year trend in mission support for the synod.

Through January, 2025 endowment returns have been strong, though the first few months of this year have a little loss, due to the uncertainty of the new government policies. We calculate the draw each year by averaging the last three-year balances as of December 31<sup>st</sup>. We use 5% of that number and allocate it to specific programs in the budget. It consistently provides over \$330,000 each year that goes directly to candidacy scholarships for our seminary students, outreach and evangelism that supports our churches and starts new churches. It also supports our overall budget allowing us to do more than we would otherwise.

Due to no live assembly next year, we are presenting two budgets: 2026-2027 and 2027-2028.

Each begin February of each year. We reduced the mission support by 3% (\$50,000). Many of the Lily grants will end for the budget periods and we will not know the results of our new requests until after this assembly. So, we do not show revenue for these grants in the budgets.

Under expenses, we added \$ 10,000 for new social justice and advocacy programs offset by

lowering some university direct support.

For staff, we are proposing 3% raises each budget year and 7% increases in health insurance costs.

Thanks to all of you for giving me this opportunity to serve our Lord!

The Peace of the Lord be with all!

Harry Albers, Treasurer, Indiana-Kentucky Synod

**Secretary's Report  
Indiana-Kentucky Synod  
June 5, 2025**

**The following are the actions taken by the Indiana-Kentucky Synod Council between June 1, 2024, and May 31, 2025.**

**ACTION: SC 2024/31:** The Synod Council approved the minutes of the April 2024 Synod Council meeting.

**ACTION: SC 2024/32:** The Synod Council approved the members of the Gafkjen Endowment Fund Planning Team. The members are Karl Biermann, Ted Miller, Julie Slavens, Charley Smith, Peter Iversen, and Barb Limbach.

**ACTION: SC 2024/33:** The Synod Council approved Alexa Kvande be appointed to the Finance Committee as recommended by the Bishop.

**ACTION: SC 2024/34:** The Synod Council approved the recommendation of the Bishop that John Roberts be appointed as Dean of Northeast Indiana Conference.

**ACTION: SC 2024/35:** The Synod Council approved the recommendation of the Bishop to grant a one year of extension from leave of call to Joshua Burkholder.

**ACTION: SC 2024/36:** The Synod Council approved the recommendation of the Bishop to recommend the Synod Assembly accept and welcome MECI to the Indiana-Kentucky as an IK Synod congregation.

**ACTION: SC 2024/37:** The Synod Council approved the recommendation of the Bishop to approve of the relocation of Come2Go ministries to Faith Lutheran Church in Fort Wayne.

**ACTION: SC 2024/38:** The Synod Council approved the recommendation of the Bishop Bill the appointment of the members of the Candidacy Committee as presented by Dan Forehand.

**ACTION: SC 2024/39:** The Synod Council by paper ballots elected the following Synod Council members to the Executive Committee: Mike Hoover, DeeAnn Daniels, and Pastor Tim Graham.

**ACTION: SC 2024/40:** The Synod Council appointed Larry Ahlersmeyer and Nancy Bennett to fill the vacancies on the Synod Council until the next Synod Assembly (2025).

**ACTION: SC 2024/41:** The Synod Council approved the June 2024 Synod Council meeting minutes.

**ACTION: SC 2024/42:** The Synod Council accepted the recommendation of the Bishop to accept Pastor Matthew Becker's resignation from Synod Call effective September 30, 2024.

**ACTION: SC 2024/43:** The Synod Council voted to place Bishop Bill Gafkjen on retirement status in the IK Synod effective September 1, 2024.

**ACTION: SC 2024/44:** The Synod Council approved the recommendation of the Bishop Bill of Synod Call to Pastor Emily Truby-Weller to serve as pastor in the UMC of the Indiana Conference.

**ACTION: SC 2024/45:** The Synod Council approved the recommendation of the Bishop to approve Pastor Michelle Freeman as pastor at Grace and Peace Lutheran Church pending approval of call to serve by the congregation.

**ACTION: SC 2024/46:** The Synod Council approved the recommendation of the Bishop to approve the disaffiliation of Grace Lutheran church, Syracuse, IN.

**ACTION: SC 2024/47:** The Synod Council approved the recommendation of the Bishop to allow Grace Lutheran Church in Syracuse, IN to keep title to the church property.

**ACTION: SC 2024/48:** The Synod Council approved the recommendation to the Bishop that the MECI congregation be designated as a strategic ministry in the IK Synod.

**ACTION: SC 2024/49:** The Synod Council voted to provide the Bishop's remaining four weeks of vacation pay over the two pay periods in August, specifically August 15 and August 31.

**ACTION: SC 2024/50:** The Synod Council approved gifting the Synod car used by the Bishop to him upon his retirement.

**ACTION: SC 2024/51:** The Synod Council approved the recommendation of the Finance Committee to establish an Endowment Fund for Disasters

administered by the ELCA Foundation to be used for response, coordination of services and spiritual aid for synod congregations and their members who have experienced disasters.

**ACTION: SC 2024/52:** The Synod Council voted to pay the upgrade premium for those staff members who choose the Value Plan.

**ACTION: SC 2024/53:** By written ballot the Synod Council elected Pastor Kristin Rice to fill the rostered minister vacancy on Synod Council which was created by the election of Bishop Tim Graham. Kristin will fill the vacancy until the 2025 IK Synod Assembly.

**ACTION: SC 2024/54:** By written ballot, the Synod Council elected Jody Winter to fill the rostered minister seat on the Synod Executive Committee created by the election of Bishop Tim Graham.

**ACTION: SC 2024/55:** The Synod Council approved the recommendation of the Bishop to approve the following ministries as designated.

1. Christ Lutheran Chapel, Elizabethtown, KY–Synod Authorized Worshipping Community; Pastor of Record: Pr. Robert Hetzel
2. So Much More Ministries, Fort Wayne, IN–Synod Authorized Outreach Ministry Leader: Pr. Amy Beitelschees-Albers

The following ministries as Strategic Ministries in 2025:

1. Mara Evangelical Church in Indianapolis, Indianapolis, IN; Leader: Pr. Khai Cho
2. Grace & Glory Lutheran Church, Goshen, KY; Leader: currently in transition (grant on hold)
3. The Apple Tree Center a ministry of Mt. Pleasant Lutheran Church, Kendallville, IN; Leader: Kara Quinn, Mission Director
4. Bethel Lutheran Church, Gary, IN; Leader: Pastor Joy Heine
5. Trinity Lutheran Church, Lebanon, IN; Leader: Pr. Joshua Penumaka

**ACTION: SC 2024/56:** The Synod Council approved the recommendation of the Bishop to grant Pastor Nancy Nyland On Leave from Call status for one year.

**ACTION: SC 2024/57:** The Synod Council approved the recommendation of the Bishop to grant Pastor Steve Flynn On Leave from Call status for one year beginning September 8, 2024.



**ACTION: SC 2024/58:** The Synod Council approved the recommendation of the Bishop to appoint Pastor Grace Pardun to the Constitution Committee as the Synod Council liaison.

**ACTION: SC 2024/59:** The Synod Council approved the recommendation of the Bishop to remove the congregation of New Hope in Reynolds, IN from Synod Administration under S13.25 of the Synod Constitution.

**ACTION: SC 2024/60:** The Synod Council approved the recommendation of the Bishop the amount of \$21,448 for housing allowance on an annual basis.

**ACTION: SC 2024/61:** The Synod Council approved the recommendation to the Bishop to hire Pastor Priscilla Geerdes as Assistant to the Bishop for Transition Ministry effective December 1, 2024.

**ACTION: SC 2024/62:** The Synod Council approved the recommendation of the Bishop Tim of an annual salary of \$95,257.62 and a \$4000 moving expense allowance for Pastor Geerdes.

**ACTION: SC 2024/63:** The Synod Council approved the recommendation of the Bishop that Dan Forehand's salary be raised to \$89,599.78 effective for the next pay period after the Council meeting on October 23, 2024.

**ACTION: SC 2024/64:** The Synod Council appointed Larry Ahlersmeyer as the Churchwide Assembly Representative of the East Central Indiana Conference of the IK Synod.

**ACTION: SC 2024/65:** The Synod Council approved the minutes of the August 3, 2024, Synod Council meeting.

**ACTION: SC 2024/66:** The Synod Council approved the minutes of the September 13 and 14, 2024 Synod Council meeting.

**ACTION: SC 2024/67:** The Synod Council approved the October 23, 2024, Synod Council meeting minutes.

**ACTION: SC 2024/68:** The Synod Council approved the recommendation of the Bishop to extend the Leave from Call – family leave of one year to Pastor Gretchen Freese.

**ACTION: SC 2024/69:** The Synod Council approved the recommendation of the Bishop to grant a one-year Leave from Call beginning October 2024 for Pastor Don Guido.

**ACTION: SC 2025/1:** The Synod Council approved the amended minutes of the September 2024 Synod Council meeting.

**ACTION: SC 2025/2:** The Synod Council approved the minutes of the November 2024 meeting.

**ACTION: SC 2025/3:** The Synod Council approved the recommendation to the Finance Committee to endow the Gafkjen Leadership Fund.

**ACTION: SC 2025/4:** The Synod Council approved the recommendation of the Bishop to extend the On Leave of Call and allow Bishop Tim to present Pastor Joshua Burkholder's extension for approval to the Council of Bishops.

**ACTION: SC 2025/5:** The Synod Council approved the recommendation of the Bishop to approve the second year of a six-year family leave for Pastor Elizabeth Lee.

**ACTION: SC 2025/6:** The Synod Council approved the recommendation of the Bishop to appoint Pastor John Bell as the interim dean for the South Central Conference.

**ACTION: SC 2025/7: The Synod Council passed the following resolution on the housing allowance of rostered synod staff members:**

WHEREAS the Indiana-Kentucky Synod is a religious non-profit institution of the Evangelical Lutheran Church in America, and, whereas the Synod employs Bishop Timothy Graham, Pastor Dan Forehand, and Pastor Pricilla Geerdes 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 2025 and included in the budget for the year 2024-25: Pastor Timothy Graham, \$65,000. Pastor Dan Forehand, \$35,000.00; and Pastor Pricilla Geerdes, \$21,000.00;

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 or all of them are actually used for such specific purpose.

**ACTION SC 2025/8:** The Synod Council approved the minutes of the January 2025 meeting.

**ACTION SC 2025/9:** The Synod Council approved the recommended changes to the 2025 Indiana-Kentucky Synod Assembly made by the Executive Committee.

**ACTION SC 2025/10:** The Synod Council approved the Rules of the 2025 Synod Assembly as recommended by the Bishop.

**ACTION SC 2025/11:** The Synod Council approved the recommendation of the Bishop concerning members of the Reference and Council Committee, who are Josh Tatum, Pastor Vicki Garber, Pastor Dan Forehand, Tim Knauff (Chair), and Chris Walda.

**ACTION SC 2025/12:** The Synod Council approved the recommendation of the Bishop concerning the members of the Election Committee, who are Mike Hoover and Pastor Grace Pardun.

**ACTION SC 2025/13:** The Synod Council approved the revised 2025-2026 budget as recommended by the Finance Committee to address the potential loss of grant money.

**ACTION SC 2025/14:** The Synod Council approved for presentation to the 2025 Synod Assembly per the recommendation of the Finance Committee the budget for the next two years: 2026-27; and 2027-28.

**ACTION SC 2025/15:** The Synod Council approved the recommended compensation standards from the Compensation Committee.

**ACTION: SC 2025/16:** The Synod Council approved the recommendation of the Bishop to approve the following ministries as Strategic Ministries or Synod Authorized Outreach Ministries as designated.

1. Bethel Lutheran Church, Gary, IN
2. Mara Evangelical Church in Indianapolis, Indianapolis, IN
3. The Apple Tree Center a ministry of Mt. Pleasant Lutheran Church, Kendallville, IN
4. Trinity Lutheran Church, Lebanon, IN

5. So Much More Ministries, Fort Wayne, IN (Synod Authorized Outreach Ministry)
6. Grace & Glory Lutheran Church, Goshen, KY (GRANT ON HOLD)

**ACTION SC 2025/17:** The Synod Council approved the recommendation of the Bishop to put Grace and Peace in Evansville, IN on Synod Administration until it sells its buildings.

**ACTION SC 2025/18:** The Synod Council approved the Synod Administration Committee for Grace and Peace upon the recommendation of the Bishop. The committee members are Rachel Mayes, Debbie Zehr, Pastor Dan Forehand, Deacon Jody Winter, and a member of Grace and Peace.

**ACTION SC 2025/19:** The Synod Council approved the recommendation of the Bishop to appoint Pastor Grace Pardun as a Synod Authorized Call to be pastor of the Seamen's Church Institute, an Episcopal Church associated ministry.

**ACTION SC 2025/20:** The Synod Council approved the recommendation of the Bishop to appoint Deacon Adrainne Gray as Executive Director of the Lutheran Diaconal Association.

**ACTION SC 2025/21:** The Synod Council approved the recommendation of the Bishop to place Pastor Jerri DeWitt on Retired status as of May 31, 2025.

**ACTION SC 2025/22:** The Synod Council approved the recommendation of the Bishop to reappoint Pastor John Roberts as Dean of the Northeast Conference for a 2-year term beginning upon the conclusion of the 2025 Synod Assembly.

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### **Executive Committee Actions Reported to Synod Council:**

#### **February 2025 Executive Committee Action:**

**EC2025/1:** Set the Early Bird registration fee for the 2025 IK Synod Assembly at \$250 and the regular registration fee at \$300 for all attendees.

## **2025 Indiana-Kentucky Synod Assembly Report**

Rev. Dan Forehand

*Assistant to the Bishop for Emerging Ministers and Ministries*

*Director of Candidacy*

*Director of the Transformational Leadership Academy*

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*“Now to him who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to him be glory in the church and in Christ Jesus to all generations, forever and ever. Amen.” – Ephesians 3:20-21, NRSVue*

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In this year of great transition on the Synod Staff, I continue to be amazed at how faithful God continues to be. God continues to give us abundantly more than we need and is able to accomplish much more than any of us could ever ask for or imagine. And so, as I begin this report, I give thanks to God for the goodness that God has poured out upon this Synod and upon me as well.

I want to thank the numerous folks who work alongside of me to make the ministry that I do possible. I’m grateful for Bishop Tim, Pastor Priscilla Geerdes, April Lynch, Julie Walda, Pastor Jerry O’Neal, Magen Pillar, and Jayme Beneker. I’m also grateful for Pastor Bill Gafkjen (Bishop Emeritus), Pastor Nancy Nyland, and Carol Ann Webb, who have left the staff this year. Thank you to the Synod Council for your leadership and guidance. I’m incredibly grateful to the congregations and committees that I work with daily and those who have welcomed me into your communities on Sundays to lead worship and other days to gather together to see all that God is accomplishing in our midst. I’m grateful to our partners in E-Connect, especially Jon Dahl and Missy Schroeder, as I get to work to support them as they walk alongside congregations throughout this Synod.

From February to November of 2024, I served as the lone Assistant to the Bishop in the Synod. This was obviously not sustainable, so I was overjoyed to welcome Pastor Priscilla Geerdes to the staff as Assistant to the Bishop in December. Pastor Priscilla has learned quickly, jumped in with both feet, and brings a great energy and love for Jesus to this work that we do together. Hopefully by the time we gather together for the Synod Assembly, we will be able to announce the calling of a Director for Evangelical Mission who will help all of us enormously. During the time that I was serving by myself as Assistant to the Bishop and in this time without a DEM, I have done many things, but for the sake of you the reader, I will focus on the responsibilities that I have going forward, as I reflect on the work that has been done and the work that will continue to be accomplished.

### **Candidacy**

I’m grateful for a wonderful Candidacy Committee that I get to work with throughout the year as we alongside people of all backgrounds, all gifts, all senses of where God might be

leading them on their journey to become a Minister of Word and Service (Deacon) or a Minister of Word and Sacrament (Pastor) in this church. In the past year, we have approved **7**



*Candidates and those in Discernment gather for conversation at our 2024 Discernment Retreat*

**candidates** for this ministry, meaning they have received their first call into an ELCA congregation or ministry, or they are awaiting their call. This is joyful news! We have also additional candidates entranced into the candidacy process and they are excited to begin their journey towards ordained ministry! God is good!

I'm so grateful for the generosity of this Synod that allows us to give generous scholarships to help offset the cost of seminary for all our candidates. Your gifts in the past have created an Endowment that allows us to give generously. We continue to appreciate any gifts that are given to the Synod earmarked for Candidacy scholarships. As most who have gone through seminary can tell you, the financial burden can sometimes become overwhelming and distract from saying "yes" to God's call. Thank you for partnering with our candidates to alleviate this burden.

I hope that you take time to listen for God's voice in your own life or in that of your community, and if you find yourself or others sensing the Spirit moving in your life, I hope that you would reach out to me. I would be honored to engage in conversation around discernment and support them in their walk of faith. Please stop by the Candidacy Table at Mission Fest to learn more about how we are ready to partner with you in your discernment.

## Campus Ministry

We have amazing campus ministries across this Synod, and it has been my joy to get to be the staff liaison to campus ministry this year. As college students try to navigate the complexities of life, discernment, and independence, our campus ministries are safe spaces for people to learn about themselves and about the radical love that God has for them. I am grateful for all our campus ministries and campus ministers: **Rev. Robert Abner (Grace Village at Ball State University), Rev. Amanda Ghaffarian (Luther Rose House at Indiana University), Rev. Matt Masko (Grace Unlimited at Butler University), Rev. Kristin Rice (Purdue Lutheran Ministry), Rob Coulston (University of Kentucky), Rev. Whit Stodghill (University of Louisville), Rev. Katherine Museus (Valparaiso University), and United Campus Ministries in Terre Haute.** These people are doing amazing things, and I am honored to support them in whatever small ways that I can. I hope that you take a few minutes to meet some of them at their Mission Fest table to hear about ways that you can work with these great ministries!



*A beautiful spring day to visit with Purdue Lutheran Ministry and Pr. Kristin Rice*

## Synod Authorized Ministers (SAMs) and Transformational Leadership Academy (TLA)

More and more congregations are being served by Synod Authorized Ministers (SAMs). These individuals courageously serve congregations without an ordained pastor through preaching and sharing the sacraments, while engaging in intentional theological education that helps them to live into their baptismal vocation. In many ways, they are helping their communities live into what Wartburg Seminary is calling a new “baptismal ecclesiology” that empowers an outward focus to look beyond the walls of the congregation and into the communities where they live, work, learn, and play. I enjoy when a SAM gives me a phone call to ask a question about a funeral or baptism and to hear how God is moving in their midst as they serve in communities where they’ve lived for decades. It is a joy to work with these SAMs as they help us all to live into a renewed sense of Luther’s priesthood of all believers.



*Our SAMs and Interim Pastors gather together in retreat led by our partners with E-Connect*

We held our first SAM retreat this past year and have re-imagined the Transformational Leadership Academy (TLA). The TLA has been a way that we have trained lay leaders for service in the church for the past many years, and we continue to expand these partnerships. Through self-paced learning, partnering with other synods and organizations in the ELCA, and intentional retreats, we have more than 20 individuals engaged with the Transformational Leadership Academy in a variety of ways. We expect that this number will continue to increase as we develop further partnerships and imagine new ways of living into this new understanding of leadership in the Church.

For those of you who are interested in learning more about why we need SAMs and why we need to continue thinking creatively about the ways that we do ministry together, I commend to you two resources that have come from the Office of the Secretary in the last year. The first is “The Use of Synod-Authorized Ministers in the Evangelical Lutheran Church in America.”<sup>1</sup> This document helps to understand the prevalence, growth, and variety of use of SAMs across the ELCA. The second is “The Future Need for Pastoral Leaders in the Evangelical Lutheran Church in America; Part One: Trends in Pastoral Transitions and Affordability.”<sup>2</sup> This document helpfully lays out the landscape for the ways that congregation needs are going to continue to change as we move forward resiliently and trusting in God’s presence among us.

I would be delighted to talk more with you about either of these documents, and, if you or your congregation would like to learn more about the TLA or SAM process, let’s find some time to have that conversation. It’s all part of the ways that we are church together through our commonality as synod.

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<sup>1</sup> December 2024. Available online: <https://resources.elca.org/congregations-and-synod-data/synod-authorized-ministers-in-the-elca-2024/>.

<sup>2</sup> February 2025. Available online: <https://resources.elca.org/congregations-and-synod-data/the-future-need-for-pastoral-leaders-in-the-elca-pt-1-2025/>.

## **First Call Theological Education (FCTE)**

Deacons and pastors in their first call are expected to engage in First Call Theological Education (FCTE). This process supports individuals as they navigate the joys and challenges in the transition from seminary education to leadership roles in congregations, hospitals, and other ministry sites. The pandemic put a bump in the road with First Call Theological Education, but we have relaunched it and I'm delighted to hear that it has been a blessing to our people in the first three years of their ministry.

I am so grateful for **Pastor Adrienne Meier** and **Pastor Emily Trubey-Weller** for serving as conveners for our two FCTE peer groups. These groups (one in the north and one in the south) meet regularly for conversation, prayer, support, laughter, and tears about ministry. These two conveners share their wisdom, experience, and presence to create spaces that allow for life-giving connections that will hopefully sustain these deacons and pastors in their ongoing ministry. We also gather once a year as a region for our First Call Theological Education retreat. This year, we met April 29-May 1<sup>st</sup> at Sauder Village in Archbold, Ohio, with others from Ohio and Michigan, for worship, fellowship, and learning around preaching and worship. I enjoy being able to walk alongside these beloveds of God who bring fresh perspectives and new energy to the work that we do.

### **In closing...**

This feels like just the tip of the iceberg of all that have had the privilege of being a part of this year. I've loved the opportunities to lead worship in many different congregations, to gather for council and other leadership meetings with people from across the synod, and to celebrate God's goodness together in times of triumph and difficulty. This continues to be a call that I celebrate and continue to find both life-giving and challenging. I wake up in the morning ready to see what God is doing in our midst and delighted to imagine new ways of responding to God's abundant generosity. Thank you for your partnership in this work that we do. May God continue to work within us and may we give glory to God together. For Alleluia, Christ is risen! Christ is risen indeed! Alleluia!

Peace to you, in abundance,

Pastor Dan Forehand





Pastor Priscilla Geerdes  
Assistant to the Bishop for Ministry Transition  
Report for Synod Assembly 2025

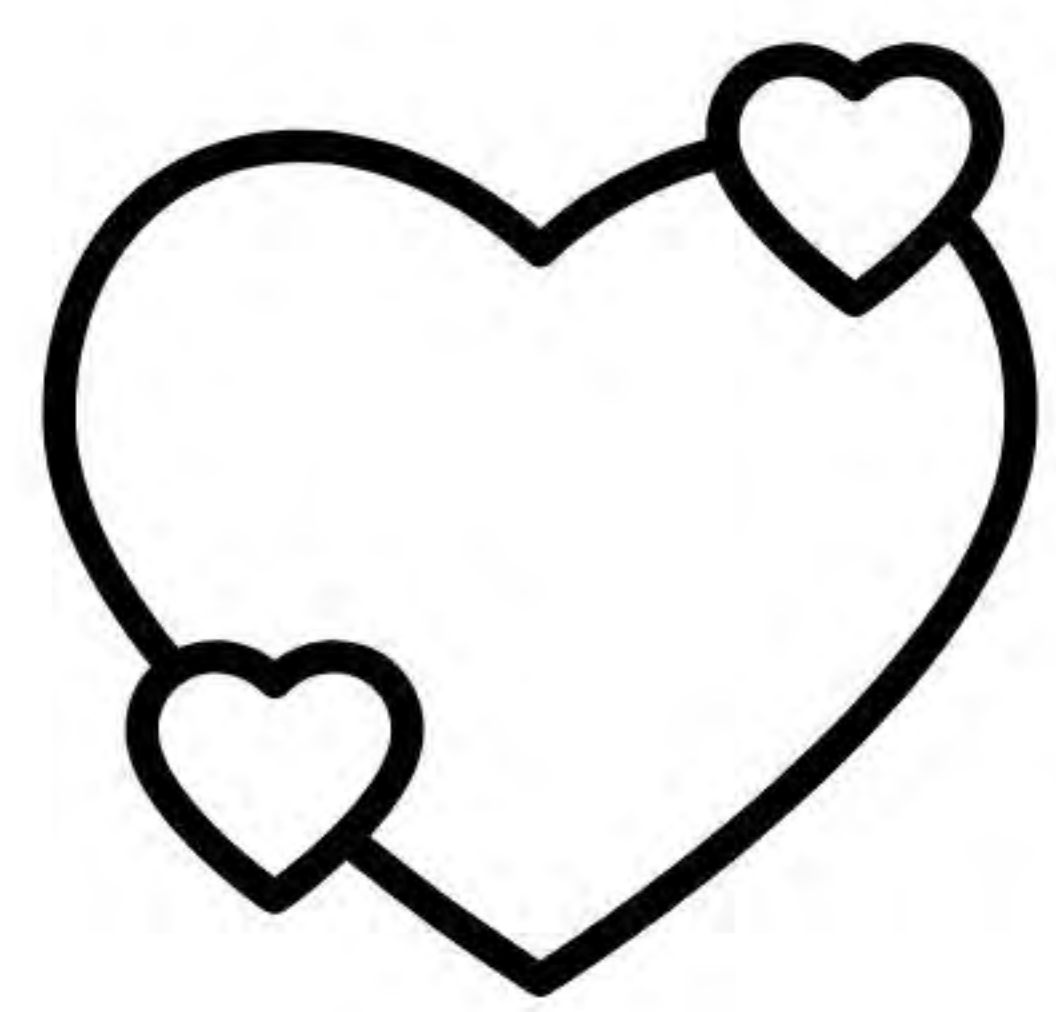


**FAITH**  
ENGAGING IN HONEST  
DIALOGUES BETWEEN  
CONGREGATIONS AND  
CANDIDATES FOR THE  
MISSION OF GOD



HOPE	
	THE SPIRIT OF JESUS CHRIST AT WORK IN THE I-K SYNOD
	170 CONGREGATIONS
 <small>*SAOM-SYNOD AUTHORIZED OUTREACH MINISTRY SAWC-SYNOW AUTHORIZED WORSHIPPING COMMUNITY</small>	8 CAMPUS MINISTRIES *1 SAOM, 1 SAWC, 1 OUTDOOR MINISTRY 31 SPECIALIZED MINISTERS
	16 COVENANT SHARED MINISTRY SITES 14 SHARED ELCA CONGREGATIONS 2 SHARED ECUMENICAL SITES 1 FEDERATED CONGREGATION

**LOVE**  
SIX MONTHS OF JOY  
LEARNING THE  
SITES, LEADERS, AND  
SAINTS OF THE  
INDIANA-KENTUCKY  
SYNOD





Report to the 2025 Indiana-Kentucky Synod Assembly  
*Pastor Jerry O'Neal, Director of Stewardship and Mission Support*

*I thank my God for every remembrance of you, always in every one of my prayers for all of you, praying with joy for your partnership in the gospel from the first day until now. I am confident of this, that the one who began a good work in you will continue to complete it until the day of Jesus Christ. (Philippians 1:3-6)*

First, let me say what joy and privilege it has been for me to serve as your Stewardship Director this past decade! I would like to thank Bishop Bill Gafkjen and Pastor Nancy Nyland for first asking me to serve in this role and Bishop Tim Graham for allowing me to serve with him this past year. God has done “good work” in us over the years. I fondly recall the StewardFest programs we offered before COVID, the many Stewardship Snippets I recorded during the pandemic, the workshops offered during various synod assemblies, and the many visits and conversations we had together.

We have continued this “good work” together since last year’s Synod Assembly. On June 18, 2024, our synod e-news published “God’s Grace Is So Much More!”, an article I wrote about Pastor Amy Beitelchees-Albers and her So Much More Ministries, a food truck ministry in Fort Wayne. I had stewardship meetings with the leaders of Cross of Christ, Crown Point on August 15, 2024 and March 15, 2025; with Bethlehem, Indianapolis on August 26, 2024; and with Faith, Jeffersonville on September 26, 2024. I offered a stewardship sermon and prayers in our weekly e-news on November 10, 2024. I also had email conversations with Messiah, Brownsburg; Servants of Christ, Indianapolis; Bethany, Indianapolis; and Faith, Goshen. I pray that these conversations bear good fruit for your ministries!

My role as the IK Synod Stewardship Director is ending on May 31, 2025. Bishop Tim has decided to use the funds for my position to support vital work in the areas of social justice and advocacy. The stewardship role traditionally falls under purview of the Director for Evangelical Mission. I am grateful to God that my friend Melissa Schroeder will be serving as our new DEM! I have known Melissa since her husband Randy and I were in seminary together, and I have greatly appreciated her work as a coach, spiritual director, and administrative assistant for the E-Connect program. She brings wonderful gifts to the role. Congratulations and God’s richest blessings on your ministry, Melissa!

Even though my time as your Stewardship Director is ending, I will not be absent from the synod. I continue serving full-time as the pastor of Holy Trinity, Muncie, and I will be volunteering in the synod in various ways. At this year’s Assembly, I will be joyfully assisting with music for our worship experiences. Please say hello to me, and I look forward to our future gatherings as the Indiana-Kentucky Synod. May God, who has begun a good work in you, continue to complete it until the day of Jesus Christ!

Shalom,  
Pastor Jerry

## 2025 IK Synod Assembly Nominating Committee Report

1. The lay representatives of the Synod Council are nominated by the Synod Conferences. Since there are no contested elections, the Assembly will elect the lay representatives by Acclamation.
2. All other positions for the Synod Council, the Consultation Committee, the Discipline Committee, the LOMIK Board, and the Vice President are nominated by the Nominating Committee. Nominations for these positions may come from the floor, including those positions that were not filled by the nomination committee. If there are nominations from the floor, the person, if present, will be asked to fill out a nomination form for the Assembly to review prior to the election.
3. After nominations from the floor have been completed, any uncontested elections will be elected by Acclamation of the Assembly.
4. The candidates for Vice President will be given the opportunity to answer the following questions at the Plenary Session at 1 p.m. on Friday, June 6, 2025: "Please provide a brief address, including information about you, your understanding of the Vice President's role, and your vision for the Indiana-Kentucky Synod."

<b>Vice President</b>	<b>1 Lay Person</b>	<b>4 years</b>	
Anne Simerman			
Chris Walda			
Dave Zehr			

<b>Synod Council</b>	<b>Conference -- Lay</b>	<b>STATUS</b>	<b>TERM</b>
Larry Ahlersmeyer	East Central IN	Lay Male	2 years
	<i>North Central IN</i>	<i>Lay Female</i>	<i>3 years</i>
Nicole Lee	Northwest IN	Lay Female	3 years
Mike Hoover	Eastern KY	Lay Male	3 years
<b>Synod Council</b>	<b>Rostered</b>		
	<b>4 open positions</b>		
E. Anderson-Rajkumar	(Second Term)	Rostered	3 years
Bimen Limbong	(Second Term)	Rostered	3 years

**2025 IK Synod Assembly  
Nominating Committee Report**

Tim Diemer		Rostered	3 years
Chris Duckworth		Rostered	3 years
Dana Lockhart		Rostered	3 years
Majorie McDaniel		Rostered	3 years
Kristin Rice		Rostered	2 years
<b>Young Adult Representative</b>	<b>1 open position</b>		
Dana Abbring		Young Adult Representative	3 years
Haley Matthias		Young Adult Representative	3 years
<b>Youth Representative</b>	<b>1 open position</b>		
Kasey Kissner		Youth Representative	2 years
<b>Consultation Committee</b>	<b>Rostered 1 open position</b>		
David Hewitt	6 years	Rostered	
Dana Lockhart	6 years	Rostered	
<b>Discipline Committee</b>	<b>3 Rostered open positions; 2 Lay Male; 1 Lay Female</b>		
Eric Black		Rostered	6 years
Teresa Cooksey		Lay Female	6 years
Eric Grayvold		Lay Male	6 Years
Grace Pardun		Rostered	6 years
Amy B-Albers		Rostered	2 years
<i>Lay Male</i>			5 years
<b>LOMIK Bd</b>	<b>1 Rostered open position</b>		
Caroline Satre		3 years	Rostered

**MINUTES**  
**INDIANA-KENTUCKY SYNOD COUNCIL**  
**MEETING**

**Friday, April 12, 2024: Meeting – 7:00-9:30pm EDT/6:00-8:30 CDT**  
**Saturday, April 13, 2024: Meeting – 9:30 a.m.-3:00 p.m. EDT/8:30am-2:00pm CDT**

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The Indiana-Kentucky Synod Council met in-person in the Conference Room of the Indiana-Kentucky Synod Office, Suite 200, 911 E 86<sup>th</sup> Street, Indianapolis, IN 46240.

Members present: Bishop Bill Gafkjen, Vice President Ted Miller, Secretary Julie Slavens, Treasurer Chris Walda, Pastor Evangeline Anderson-Rajkumar, Pastor Ryan Bailey, Pastor Emmanuel Penumaka, Pastor Tim Graham, Pastor Jane Rothman, Deacon Jody Winter, Mike Hoover, Debbie Zehr (Saturday), Dee Ann Daniels, Dianna Hunsinger, Elizabeth Kirk, Noah Smith (Young Adult Representative)(Saturday). Present via Zoom: Pastor Vicki Garber, Pastor Bimen Limbong, Pastor Ladona Webb. Staff Members Present: Pastor Dan Forehand. Absent: Nicole Lee, Ella Engela (Youth Representative), Tina Smith (WELCA Representative).

Meeting Chaplains are Pr. Jane Rothman and DeeAnn Daniels.  
Mission Monitor is Pr. Vicki Garber.

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**Friday, April 12:**

Ted Miller called the meeting to order at 7 pm. The meeting began with a Gathering Prayer lead by the Meeting Chaplains.

Ted Miller then led the group in a getting (re)acquainted with one another asking each person present to provide thoughts on the following question:  
*Where have you sought or seen resurrection or new life recently?*

**Action: SC 2024/16:** The Synod Council approved the January meeting minutes. Mike Hoover made the motion to approve and Tim Graham second.

**Vice President's Report – Ted Miller**

Ted Miller provided a summary of his report that was previously submitted to the council members.

Bishop Election: Ted reported he received 34 names from the conferences of which 32 were eligible for the Office of Bishop. These 32 persons were sent the bio forms and he received 9 forms by the deadline for inclusion in the Bulletin of Reports. Ted reported the Executive Committee decided not to share the names with the committee nor the Synod Council so that everyone will receive the information at the same time through the Bulletin of Reports.

Ted provided a brief summary of the synod vice presidents conference. The vice presidents heard

updates on various ministries and activities of the ELCA. It was a productive and informative meeting. Ted also reported he was asked to be on a task force that would be looking into best practices for election of Synod officers and Bishops. The task force will be reporting out at the 2025 Churchwide Assembly.

Appointment of Bishop Election Task Force: Ted provided the names of the Bishop Election Task Force that Chair Mike Anderson recommended for approval by Synod Council. Their names are Vicky Carron, Becky Daum, Al Davis, Cory Dold, Deacon Barb Limbach, Don MacMillan, Paul Trickle, Linda Wray, and Dave Zehr. Ted pointed out most of these people have served on Synod Council in the past and represent the geographical areas of the synod. ELCA recommends 8 member and we have 10 members.

**Action: SC 2024/17:** The Synod Council approved the recommended members of the Bishop Election Task Force. Chris Walda made the motion and Betsy Kirk second.

#### Secretary's Report – Julie Slavens

Executive Committee: Julie reported there were a few items the committee took action on that the Synod Council needs to ratify. Some of these ratification on later on the agenda. The first item is to ratify EC2024/01, which places New Hope Lutheran Church in Reynolds under Synod Administration. This is for a six-month period and is needed due to the sudden death of the leader of the church who had all the information with respect to paying bills, payroll, and other financial information. The congregation asked to be placed under Synod Administration per the synod constitution. This is a recommendation from the Executive Committee.

**Action: SC 2024/18:** The Synod Council ratified the action of the Executive Committee to place New Hope, Reynolds under Synod Administration (EC2024/01).

The executive committee appointed the board of trustees that would be overseeing New Hope while under Synod Administration. The board of trustees includes Bob Hickman, member of New Hope, Candice Hinkle, pastor of New Hope, Cathy Raderstorf, member of New Hope, Dee Ann Daniels, lay member and Synod Council representative, Pastor Mike Crawford, Dean of Lafayette Conference, Julie Walda, synod accountant, and Pastor Nancy Nyland, staff representative. The executive committee recommends the council appoint of these members to the board of trustees for New Hope Lutheran Church.

**Action: SC 2024/19:** The Synod Council approved the members of the Board of Trustees for New Hope, Reynolds while under Synod Administration.

Nominations Committee: Julie reported on the candidates that were slated for the synod council, churchwide assembly, and various committees. The persons brought forth from the conferences are not up for nominations from the floor but those brought forth from the nominating committee are subject to nominations from the floor at Synod Assembly.

#### Treasurer Report – Treasurer Chris Walda

Annual Audit Report: Chris Walda presented a summary of the Audit report and the process. We are up to date with respect to the audit once the 2023 audit is completed. He also briefly went over the other financial reports as previously distributed, including income and endowments and other dedicated funds or restricted funds such as grants and gifts.

Chris presented the proposed 2025-2026 Budget. It includes salaries for Bishop, two Assistant Bishops, support staff and the current part-time positions. The council discussed it and will vote on it on Saturday. The budget as presented has a deficit of less than \$700.

The Friday session ended with a Closing Prayer led by the Meeting Chaplains.

### **Saturday, April 13**

The Saturday session began with Morning Prayer led by the Meeting Chaplains.

#### **Synod Assembly Updates and Decisions**

Rules of Assembly – Bishop Bill went over the Rules and the changes made since the last meeting in January. The changes include on-site Bishop Election process. After the second ballot the top seven plus ties will address the assembly before the third ballot by answering one question. It will be a timed answer of five minutes. This will not allow for breakout sessions but will allow for “Lunch and Learn” over box lunches on Saturday. Nancy Nyland is putting together these sessions. This was a suggestion by the deans and the executive committee decided to change the rules now rather than go through the rule change process at the Synod Assembly to save time. Other changes included the opening and closing of registration before each ballot and the timing for withdrawing from the ballot and submitting bio forms. The rule changes are a recommendation from the executive committee.

**Action: SC 2024/20:** The Synod Council approved the Executive Committee’s recommended changes to the rules of the Synod Assembly and the amended rules as presented.

Proposed Synod Assembly Agenda: Bishop Bill presented the proposed Synod Assembly Agenda and such agenda reflects the changes made to the rules. The executive committee recommends the proposed Synod Assembly as presented by adopted by the Synod Council.

**Action: SC 2024/21:** The Synod Council the Executive Committee’s recommendation of the changes in the Synod Assembly agenda and the amended agenda as presented.

Synod Assembly Committee Appointments: The council needed to appoint members to the various committees for the Synod Assembly. Volunteers were solicited by Ted Miller for the following committees:

Minutes: Julie Slavens as secretary, Ted Miller, Dee Ann Daniels, Betsy Kirk, and Noah Smith.  
Reference and Counsel: Pastor Eric Allen, Josh Tatum, and Pastor Vicki Garber  
General Elections: Julie Slavens, Mike Hoover (Chair)

**Action: SC 2024/22:** The Synod Council approved the members to the Minutes Committee, the Reference and Council Committee, and the General Elections Committee for the Synod Assembly. Jody Winter made the motion for appointment of the committees and Ryan Bailey second.

Proposed 2025-2026 Synod Budget: The council discussed the Finance Committee's recommendation of the proposed budget that will be presented to Synod Assembly for approval.

**Action: SC 2024/23:** The Synod Council approved the Finance Committee's recommended budget as presented.

Proposed 2024-2025 Compensation Standards: Dan Forehand presented the recommended compensation guidelines which include a 3% increase in salary and a new housing adjustment standard. The standards include both rostered and Word and Service employees.

**Action: SC 2024/24:** The Synod Council approved the Compensation Committee's recommend Compensation Schedules as presented.

Other Items: Bishop Bill shared the videos about a day in the life of a bishop continue and a 6<sup>th</sup> video has been added. The chair of the Conference of Bishops will be doing one on the role of the Conference of Bishops.

Congregational Concerns – Bill Gafkjen

Grace, Syracuse, IN – 1<sup>st</sup> vote to disaffiliate (March 17): 95.3% (22 people voted). They want to be independent from a national church in order to grow locally. Will continue to be Lutheran in worship and practice. A second vote cannot take place for 90 days the first vote. Bill explained what will happen when the second vote takes place that will involve Synod Council action, which includes approval of disaffiliation and potential of keeping the property.

Christ Lutheran Chapel, Elizabethtown KY – Bishop Bill recommended the annual renewal standing as a Synod Authorized Worshipping Community (SAWC).

**Action: SC 2024/25:** The Synod Council approved the renewal of Christ Lutheran Chapel in Elizabethtown, KY as Synod Authorized Worshipping Community (SAWC) per the Bishop recommendation.

Bishop Bill reported for information on the following items:

- Faith, Jeffersonville IN – exploring options around selling or leasing their building.
- Come2Go, Fort Wayne IN – exploring selling their building and moving in with Faith, Fort Wayne
- Mara Evangelical Lutheran Church Indianapolis (MECI) – working on formally organizing as a congregation in hope of being approved by Synod Council during June 7 meeting and received by the Synod during the assembly. Pastor of the congregation wants Bishop Bill to ordain him and the plan is to ordain him on August 31, providing he is approved for ordination and called by the congregation after ordination.



## Roster Concerns – Bill Gafkjen

Pastor Emmanuel Penumaka: Bishop Bill provided an update on his source of call to serve Trinity, Lebanon IN – it has been determined that the ELCA and the US Immigration Service requires Trinity to call Pastor Penumaka. The situation has been explained to the congregation and its council. The call vote has been set for July 14 and will be in conjunction with Pastor Penumaka's ordination anniversary.

Retired Status: Pastor Sharon Walker (6/1/24); Pastor Sue Socha (7/1/24). Bishop Bill recommended approval of moving these pastors to Retired Status.

**Action: SC 2024/26:** The Synod Council approved the status of Retired for Pastor Sharon Walker effective June 1, 2024, and Pastor Sue Socha effective July 1, 2024, as recommended by the Bishop.

On Leave from Call: Pastor Kelly Nelson (4/15/24); Extensions granted by Conference of Bishops for Pastor Carolyn Lesmeister and Pastor Aaron Stamper. Bishop Bill recommended to the council to place Pastor Nelson to On Leave From Call status and to extend the On Leave From Call status to Pastor Lesmeister and Pastor Stamper.

**Action: SC 2024/27:** The Synod Council approved the On Leave From Call status to Pastor Kelly Nelson effective April 15, 2024, and to extend the On Leave From Call status as approved by the Conference of Bishops to Pastor Carolyn Lesmeister and to Pastor Aaron Stamper for the first of three years as recommended by the Bishop.

Bishop Bill also reported the executive committee had approved Pastor Karyn Kost to be a Hospice Chaplain at VNA Hospice NWI. This entity is a non-profit and its business philosophy fits Pastor Kost better than her current position. Bishop Bill asked the council to ratify the executive committee action (EC2024/04).

**Action: SC 2024/28:** The Synod Council ratified the action of the Executive Committee to extend a Synod Call to Pastor Karyn Kost to be a Hospice chaplain at VNA Hospice NWI.

## Bishop's Report – Bill Gafkjen

Bishop Bill recommended the appointment of Conference Ministerium Deans. These will be 3-year terms, beginning at the conclusion of the 2024 Synod Assembly.

- SouthEast IN: Pastor Evangeline Anderson-Rajkumar, St. Paul, Olean, IN
- NorthWest IN: Pastor Erika Gibson-Even, Christ, Valparaiso, IN
- EastCentral IN: Pastor Chip Belanga, First English, Richmond, IN
- Evansville IN: Pastor Colleen Winkler, St. Matthew by the Lake, Benton, KY

**Action: SC 2024/29:** The Synod Council approved the appointment of Conference Deans as recommended and presented by the Bishop.

### “State of the Synod” and Other Reflections

Bishop Bill reported he had included his Bishop’s report in the materials for this meeting for the council to read and reflect on before the Synod Assembly. He reported that he generally talks about where the Synod has been and where it is going but he decided that was not appropriate for this report. He instead based it on the theme of “for what has been, thanks; and for what will be, Yes.” He said the theme is mostly “thank you” and especially for the synod council members present and past. He included the report in the materials for this meeting to say thank you to the synod council.

Bishop Bill also reported he is working with people from the ELCA on having a Zoom meeting on the upcoming social statement on Civic Life. He also reported there is money for Wellness Grants for rostered leaders to apply. To date 42 grants of up to \$500 each have been provided.

Bishop Bill provided an update on the work of the Disaster Response Coordinator, Jayme Beneker, who joined the meeting via Zoom. Bishop Bill introduced her and gave a summary of her work so far. Jayme also provided an update on the relief work going on in the communities who just experienced loss due to tornado damage. She started in February and has been networking with other disaster relief agencies in the two states of Indiana and Kentucky. She is also looking for opportunities to do new things in her area. In addition, she is building teams in various areas of the Synod to help in local disaster relief efforts.

### Other Synod Staff Reports

Pastor Dan Forehand provided his staff report stating he was involved in many things. He is helping synod staff to get data on congregations and other synod ministries as to how it is changing. Part of the data shows 100/167 calls in the Synod are part-time. He stated the compensation and candidacy committees were in need of lay persons and asked for any suggestions the council may have. He is also the Region 6 representative for the task force that is looking into the information provided for the Rostered and Word and Service ministry.

Ted Miller relayed his thanks to the council members for their work during the past year in preparation for a Bishop election and the transition to the new Bishop. He also thanked Bishop Bill for his many years of service to the Synod. Other members of council also expressed their gratitude for Bishop Bill’s service.

### Committees, Task Forces, and Tables

Constitution Task Force – Julie Slavens reported the committee met in January and approved four constitutions and letters of approval have been sent. The committee is scheduled to meet at the end of April to review and approve a few more constitutions.

Endowment Fund Task Force – Ted Miller reported the task force is not completely full yet but Karl, Ted, and Barb Limbaugh have agreed to be on the Task Force there will be one person from Cross and Crown that is yet to be named but Julie will be the placeholder until such time. There may also be someone from Bloomington that Karl will be contacting.

**Action SC2024/30:** Council approved the creation of the Endowment Task Force. Mike Hoover

made the motion to create the task force and Noah Smith second.

Mission Monitor Report:

Pastor Vicki reported the meeting was positive and productive. Everyone took the opportunity to speak appropriately. Being on Zoom gave her a different perspective on the dynamics of the meeting and interaction with people at the meeting.

Future Meetings

- Friday, June 7 – 9:00am – Noon, Crowne Plaza, Louisville KY (Jody Winter will be the secretary for the meeting as Julie Slavens will not be at the meeting due to a work obligation.)
- September 13-14 – Lutheran Hills Camp, Morgantown IN

The meeting ended with the Sending Prayer as led by the Meeting Chaplains at approximately 12:30 pm.

Respectfully submitted,

Julie M. Slavens  
IK Synod Secretary

**INDIANA-KENTUCKY SYNOD COUNCIL MEETING  
Minutes**

Friday June 7, 2024: 9:00am – 11:30am EDT

**Hancock Room**

Crowne Plaza Louisville Airport  
830 Phillips Lane, Louisville, Kentucky 40209

Present: Bishop Bill Gafkjen, Bimen Limbong, Jane Rothman, Debbie Zehr, Mike Hoover, Chris Walda, Ryan Bailey, Betsy Kirk, LaDona Webb, Evangeline R. Anderson, Dee Ann Daniels, Emmanuel Penumaka, Vicki Garber, Nicole Lee, Tim Graham, Ted Miller, Jody Winter, Dianna Hunsinger

Absent: Julie Slavens, Noah Smith, Ella Engela

Staff Present: Nancy Nyland, Dan Forehand

Guests: Karl Biermann, Region 6 ELCA Foundation Representative, Josh Tatum, Synod Attorney, Sue Rothmeyer, ELCA Secretary

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Ted Miller called the meeting to order at 9:00 with the information that today is Daniel Boone Day. (In 1769 he crossed the Cumberland Gap.)

Opening Prayer led by Bishop Bill, including devotions on Philippians, Chapter 4.

Bishop Bill introduced Deacon Sue Rothmeyer, who brought greetings from the Churchwide Office.

**SC2024/31: Ted Miller asked for a motion to approve the minutes from April Synod Council meeting: Mike Hoover moved and Tim Graham seconded. Approved by the Synod Council.**

Ted Miller stated his report was in Dropbox. He noted that Bishop Bill and Chris Walda will remain on the Executive Committee until August 31. He also thanked Jody Winter for taking minutes of this council meeting in the absence of Secretary Julie Slavens. Ted also read a letter from the Lutheran Foundation that will be distributed at the Assembly. The letter stated the Foundation was praying for the Assembly and gave thanks for Bishop Bill's years of service.

Karl Biermann provided an update on the Gafkjen Endowment Fund. He noted there will be a flyer in Assembly packets. The current balance is

approximately \$13,000. All individuals and congregations will be invited to contribute. The offering at the Friday evening service will go to this fund. The ELCA Foundation will manage the fund once it hits \$25,000. The plan is to make grants beginning next spring.

**SC2024/32: Karl Biermann listed the members of the Planning Team to be appointed by the Synod Council as follows: Karl Biermann, Ted Miller, Julie Slavens, Charley Smith, Peter Iversen, and Barb Limbach. LaDona Webb moved to appoint the members to the Planning Team. Chris Walda second. Motion passed.**

Ted Miller reported the Executive Committee met May 28<sup>th</sup> but there was no action to report as the committee mostly discussed the Synod Assembly logistics. The committee will probably have a Zoom meeting later this summer.

Chris Walda reported his report was in Dropbox and the synod had a great February in terms of income and this was a good start to the year over last year. Chris also reported there is an informational sheet on Missional Budget in the Synod Assembly folder.

**SC2024/33: Bishop Bill recommended Alexa Kvande be appointed to the Finance Committee. The council approved the recommendation of Bishop Bill to appoint Alexa Kvande to the Finance Committee.**

Bishop Bill Gafkjen Report:

**SC2024/34: Bishop Bill recommended John Roberts be appointed as Dean of Northeast Indiana Conference. The council approved the recommendation to appoint John Roberts as Northeast Conference Dean.**

Roster Concerns:

Pastor Joshua Burkholder requested one more year of On Leave From Call status. This is the fifth and final year of his extension.

**SC2024/35: Bishop Bill recommended to the council to grant the one year of extension from leave of call to Joshua Burkholder. The council approved the recommendation of the Bishop.**

Congregational Concerns:

Bishop Bill reported the Mara Evangelical Church in Indianapolis (MECI) needs the Synod Council to receive them as a congregation in the IK Synod. It is a Burmese refugee congregation with approximately 130 members participating in the congregation. SAM Kai Cho is due for approval for ordination on August 8 and ordination on August 31. If approved, the congregation will be welcomed by the Synod Assembly on Friday during the Bishop's first report.

**SC2024/36: Bishop Bill recommended the council recommend the Synod Assembly to accept and welcome MECI as an IK Synod congregation. The council approved the recommendation of the Bishop.**

Update on Grace, Syracuse disaffiliation process: Bishop Bill reported they are in the 90-day waiting period, which ends June 17. The second vote will probably happen after that date. The Synod Council will eventually have to vote on its disaffiliation and holding the property for remaining EELCA members.

Bishop Bill also reported on the relocation of Come2Go ministries in Fort Wayne to Faith Lutheran Church. There was a discussion to affirm the type of ministry done at Come2Go and So Much More ministries in addition to other congregations coming together in the Faith facility. The move has already taken place and the Bishop recommends approval.

**SC2024/37: Bishop Bill recommended the approval of the relocation of Come2Go ministries to Faith Lutheran Church in Fort Wayne. The council approved the recommendation of the Bishop.**

Other Synod Staff Concerns:

Dan Forehand explained the need for the expansion of the Candidacy Committee and requested the following persons be appointed to the Candidacy Committee:

First five-year term:

- Mr. Larry Gajderowicz, Newburgh, IN
- Ms. Karen Hernes, Valparaiso, IN
- Rev. Kathy VanOsdol, Indianapolis, IN
- Rev. Lee Zandstra, Fort Wayne, IN

Second five-year term:

- Rev. Matt Masko, Avon, IN
- Rev. Wendy Piano, Fort Wayne, IN

Chair, 1-year term, annually appointed

- Deaconess Carrie Svobola (current member of the committee)

**SC2024/38: Bishop Bill recommended the appointment of the members of the Candidacy Committee as presented by Dan Forehand. The council approved the recommendation and appointments.**

Dan Forehand also noted his report is in the Dropbox.

Nancy Nyland stated her report is in the Dropbox. She also reported the E-connect grant continues into 2025. She is planning for the transition of Synod staff so that the program may continue and also possible/planning to extend into 2026. There will be new cohorts starting in the Fall, 2024. She is looking for sustainability of transformational ministry. Bimen shared what a blessing this program has been for their congregation.

2024-2025 Executive Committee Members

A lay male and a lay female member of the council is to be elected to the executive committee by the council on an annual basis. In addition, a rostered member of the council is to be elected on an annual basis.

Eligible lay female members: DeeAnn Daniels, Ella Engela, Dianna Hunsinger, Deb Zehr, and Nicole Lee.

Eligible lay male members: Mike Hoover and Noah Smith

Eligible rostered members: Evangeline Rajkumar, Ryan Bailey, Vicki Garber, Bimen Limbong, Tim Graham, Emmanuel Penumaka, LaDonna Webb, and Jody Winter.

**SC2024/39: Paper ballots were submitted by each council member and the following persons were elected: Mike Hoover on the first ballot, DeeAnn Daniels on the second ballot, and Pastor Tim Graham on the fourth ballot.**

Preview of Synod Assembly: Bishop Bill and Ted Miller shared information about the assembly and details about its program, agenda, and the voting process for the Bishop election.

Schedule for upcoming Synod Council meetings:

There will be a special Zoom meeting for Saturday, August 3, from 9:30 am to noon. The November 2024 meeting dates are November 8 and 9. The January 2025 Zoom meeting date will be Saturday, January 11, 2025, and the April 2025 meeting dates are April 4 and 5, 2025.

The next regular meeting of the Synod Council will be September 13-14, 2024, at Lutheran Hills Camp, Morgantown IN.

Reflections from Departing Synod Council Members were given by Jane Rothman, Betsy Kirk, Chris Walda as treasurer, Nancy Nyland, and Bishop Bill.

Meeting Review: Jody Winter provided the meeting review: Thankful for all the work that has been done. Synod Council sincerely appreciates the service of these individuals and the time and energy they have given to this part of ministry in our synod.

The Meeting adjourned at 11 a.m.

Respectfully Submitted,

Julie Slavens  
IK Synod Secretary



**INDIANA-KENTUCKY SYNOD COUNCIL MEETING**  
**Minutes**

Saturday August 3, 2024: 9:30am – 11:35am EDT

**Via Zoom**

Present: Bishop Bill Gafkjen, Grace Pardun, Debbie Zehr, Mike Hoover, Chris Walda, Laura Nicholson, LaDona Webb, Noah Smith, Dee Ann Daniels, Emmanuel Penumaka, Vicki Garber, Nicole Lee, Tim Graham, Ted Miller, Jody Winter, Dianna Hunsinger, Julie Slavens, Greg Platt, Nancy Bennett, and Tina Smith, Representative Women of the ELCA

Absent: Ella Engela, Ryan Bailey, Evangeline R. Anderson, Bimen Limbong, Larry Ahlersmeyer

Staff Present: Nancy Nyland, Karl Biermann, Region 6 ELCA Foundation Representative

Guests: Josh Tatum, Synod Attorney; Harry Albers, Treasurer-Elect

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Ted Miller called the meeting to order at 9:30 am and welcomed everyone to the meeting and declared we had a quorum.

Opening Prayer led by Bishop Bill, including devotions on Psalm 78 with a devotion on Bread from Heaven and asked the question How will God feed us?

Ted Miller introduced the new Synod Council members who were present and asked everyone to introduce themselves and the conference they represented. Two vacancies have been filled since the Synod Assembly, Larry Ahlersmeyer from the East Central Indiana Conference and Nancy Bennett from the North Central Indiana Conference. Ted asked for a motion to approve Larry and Nancy to fill the vacancy until the next Synod Assembly.

**SC 2024/40: Vicki Garber made the motion to appoint Larry Ahlersmeyer and Nancy Bennett to fill the vacancies on the Synod Council until the next Synod Assembly. LaDona Webb seconded the motion and it was approved unanimously.**

Ted Miller then asked the members to review the June 2024 minutes of Synod Council. If there were no changes, he asked for a motion to accept the minutes as submitted.

**SC2024/41: Ted Miller asked for a motion to approve the minutes from June Synod Council meeting: DeeAnn Daniels made the motion and Chris Walda seconded. The motion was approved by the Synod Council.**

### **Vice President Report:**

Ted Miller stated his report was in Dropbox. He noted there would be a vacancy on the Synod Council and the Executive Committee on September 1, with the retirement of Bishop Bill and the ascension to the Office of Bishop by Tim Graham. He asked for consensus from the Synod Council to make those appointments at the September meeting so that we have time to solicit interest in the Synod Council vacancy which would be a rostered person. The Council members present agreed. He stated he would work with Julie Slavens on timing and notices to the rostered personnel. Bishop Bill shared he would be meeting with the Deans in a few days and would relay that information to them to share and Ted said he was willing to be a part of the meeting as well.

Ted continues to Zoom with the other synod Vice Presidents on a monthly basis. The topics lately have been on the election of Bishops in the various Synods and looking at best practices for the synod officers and Bishops.

### **Secretary Report:**

Julie Slavens reported the minutes of the 2024 IK Synod Assembly were completed and approved by the minutes committee. The minutes are in the Dropbox. No action is required by the Synod Council. Julie also gave an update on the nominating committee as all members are eligible for another term and she will contact them to determine who would like to continue on the committee. She also noted the Executive Committee met in July.

### **Treasurer Report:**

Chris Walda stated the Audits were up to date and the Synod was in good shape on that front. He also stated revenues for July 2024 were higher than in past years for July. He was encouraged by this trend and stated the Synod was in good financial shape to date.

### **Bishop Report:**

Bishop Bill began by thanking Chris Walda for his 8 years of service as the Treasurer. He brought the Synod through some challenging times and put it on solid footing with the help of the finance committee. He stated he is now

in transition mode with respect to his life and office. He is beginning to pack and is determining what he will take with him. He stated Nancy Nyland and Carol Webb will be leaving September 1. Bill also reported there would be a reunion of current and former staff members on August 7 in the Synod office.

#### Synod Calls:

Pastor Matthew Becker submitted his resignation from his IK Synod Call at Valparaiso University to take a congregation call in Iowa. Bill recommended to the Council to accept his resignation. The letter is in the Dropbox.

**SC 2024/42: Bishop Bill recommends accepting Pastor Matthew Becker's resignation from Synod Call effective September 30, 2024. The Synod Council unanimously approved the recommendation.**

Bishop Bill stated that due to the timing of his retirement, the next Synod Council meeting, and retirement benefits, the Council needed to vote to put him on retired status before its next meeting and before September 1, 2024.

**SC2024/43: Noah Smith made the motion to place Bishop Bill Gafkjen on retirement status in the IK Synod effective September 1, 2024. LaDona Webb seconded the motion. The Synod Council unanimously passed the motion.**

Bishop Bill recommended Pastor Emily Trubey-Weller be approved to be a pastor serving First United Methodist Church in South Bend, IN. This would be considered a Synod Call and she is recognized by and a member of the UMC Indiana conference, while remaining on the roster of the ELCA and IN-KY Synod.

**SC2024/44: Bishop Bill recommended approval of Synod Call to Pastor Emily Truby-Weller to serve as pastor in the UMC of the Indiana Conference. The Synod Council unanimously approved the recommendation.**

Bishop Bill recommended Pastor Michelle Freeman of the United Church of Christ (UCC) be placed as pastor of Grace and Peace Lutheran Church in Evansville. The area UCC governing body has agreed to this placement and the assignment would be contingent on the congregation calling Pastor Freeman.

**SC 2024/45: Bishop Bill recommended the approval of Pastor Michelle Freeman as pastor at Grace and Peace Lutheran Church**

**pending approval of call to serve by the congregation. The Synod Council unanimously approved the recommendation.**

Bishop Bill reported that Grace Lutheran in Syracuse, IN had its second vote to disaffiliate with the ELCA and it passed. The Disaffiliation is official when the Synod Council approves it. Since the church is going to be independent and not join another Lutheran body, the Synod Council may choose to retain title to the property for local members who wish to remain in the ELCA. Bishop Bill recommends the Synod Council allow the church to keep the property.

**SC2024/46: Bishop Bill recommends the Synod Council approve the disaffiliation of Grace Lutheran church, Syracuse, IN. The Synod Council unanimously approved the recommendation.**

**SC2024/47: Bishop Bill recommended to Synod Council allow Grace Lutheran Church in Syracuse, IN to keep title to the church property. The Synod Council unanimously approved the recommendation.**

Bishop Bill reported for information purposes that Grace and Peace of Evansville, IN is selling the property of Grace Lutheran church as it will not be used by the merged congregation.

Bishop Bill also reported MECI cannot receive ELCA funds until the Synod Council designates them as a strategic ministry. The type of ministry designation is for those that serve minorities and people on the fringe of society. Bishop Bill recommended the MECI be designated as a strategic ministry.

**SC2024/48: Bishop Bill recommended the MECI be designated as a strategic ministry. The Synod Council unanimously approved the recommendation.**

Karl Biermann provided an update on the Gafkjen Endowment Fund. He stated the current balance is approximately \$25,000. He stated ways to give to the endowment will be in the weekly newsletter.

Before going into executive session, Bishop Bill provided some final thoughts as Bishop:

He felt the Synod Assembly was very inspiring and will continue to pray for the Synod and the new things it will do under Bishop Tim Graham. He thanked the members of Synod Council both current and former he had

worked with over the last 22 years as Assistant to the Bishop and as Bishop. He felt all of them were wonderful witnesses to the Spirit of Christ and is profoundly grateful to all of them.

Executive Session: The Council went into executive session for half an hour and was briefed by Bishop Bill on confidential matters. Some of these matters were shared with the executive committee at its July meeting.

After the Executive Session, the Synod Council addressed two issues relating to Bishop Bill's retirement – his unused vacation of four weeks and the purchase of the Synod car he has been using. Discussion took place as to the timing of the payment of the vacation weeks per Indiana law and his status as an employee. In addition, discussion took place as to the car and Bill's purchase of it.

**SC2024/49: Chris Walda made a motion to provide the four weeks of vacation pay over the two pay periods in August, specifically August 15 and August 31. Nicole Lee seconded the motion. The Synod Council unanimously passed the motion.**

**SC2024/50: Chris Walda made a motion to gift the car to Bishop Bill and Vicki Garber seconded the motion. The Synod Council unanimously approved the motion.**

Ted Miller reviewed the meeting schedule for the rest of 2024. Mike Hoover volunteered to be the meeting monitor for the September meeting. And Ladona Webb will be the Chaplain for the September meeting. Vicki Garber and Laura Nicholson will be the November Chaplains. It was also reported that Dan Forehand will be staying on the Synod staff as will April Lynch and Julie Walda. There will be a new DEM as that position is appointed by the ELCA.

The meeting was adjourned at 11:35 am.

Respectfully Submitted,

Julie Slavens  
IK Synod Secretary

**Indiana Kentucky Synod Council Meeting  
MINUTES (AMENDED)  
Friday, September 13, 2024, 7:00 p.m.  
Saturday, September 14, 2024, 3:00 p.m. (EST)  
Lutheran Hills Camp 6371 Bear Creek Rd.,  
Morgantown IN**

**PRESENT:** Bishop Tim Graham, Ted Miller, Vice President, Julie Slavens, Secretary, Harry Albers, Treasurer, Grace Pardun, Mike Hoover, Vicki Garber, Dee Ann Daniels, Chris Walda, Nancy Bennett, Evangeline Anderson-Rajkumar (Friday only), Larry Ahlersmeyer, Greg Platt, Laura Nicholson, Jody Winter, Dianna Hunsinger, Ryan Bailey, Ladona Webb, Nicole Lee, Joshua Penumaka

**ABSENT:** Noah Smith, Ella Engela, Bimen Limbong, Debbie Zehr

Staff: Dan Forehand, Karl Biermann, Region 6 ELCA Foundation representative (Saturday)

Guests: Josh Tatum, Synod Attorney

Meeting chaplains: Rev. Dan Forehand, Bishop Tim Graham

Mission Monitor: Mike Hoover

**FRIDAY**

Prior to the meeting, an orientation session was held for new Council members with the Bishop, the executive committee, and the Synod attorney.

The meeting was called to order at 7 pm.

Dan Forehand led the prayer to begin the meeting.

Bishop Tim welcomed everyone to the meeting. He asked each individual to introduce themselves and to answer the question: When have you seen God? All present introduced themselves and shared their answers to the question.

Bishop Tim then reviewed and provided a history of the Synod's Mission and Vision statements, and its values, priorities, and principles. He shared these statements have not been changed in 20 years as they were adopted at the 2002 Synod Assembly. He thought it was time to review and update/change these items to reflect the current Synod. He did not expect changes to be

decided at this meeting but wanted to begin the review and discussion. He wanted all Council members to work together to re-work these statements. This would take place over a few of the meetings.

Bishop Tim asked the members to take a few minutes to review the statements and contemplate on them. The text of these statements is included at the end of these minutes.

After a few minutes, Bishop Tim led a discussion of thoughts and comments on the statements. Every person provided thoughts and suggestions on changes they felt needed to be made. Some felt they were too long. Other suggestions were to use more spiritual language, to be more focused on knowing Christ, to use more inclusive language, to be more encouraging of working together, and other similar suggestions. Bishop Tim thanked everyone for their participation and thoughtful suggestions and stated the discussion will continue at the November meeting.

At approximately 8:45 pm, Dan Forehand led the group in Evening Prayer.

The meeting was adjourned until Saturday morning.

## **SATURDAY**

Saturday morning began at 9 a.m. with Holy Communion with Bishop Tim presiding and preaching. After the morning worship service, Council members were divided into groups of three for a Deep Listening exercise. Each person in the group answered three questions while the other two members of the group just listened. They were not allowed to ask questions or comment in any way while the person asking the question was speaking. After the exercise, Bishop Tim asked how it felt to be listened to and to listen without asking questions. The point of the exercise was to show how important just listening is to someone who just needs to share.

The meeting continued with further Reflection on Mission, Vision, Values, Priorities, & Principles. In addition, the council members discussed what is a flourishing congregation vs. a languishing congregation. Discussion included actions of grace and service to the members and its community were signs of a flourishing congregation and a languishing congregation may be one that focuses only on itself and not serving others outside of the congregation.

**Vice President Report:** Ted Miller provided a report including explaining the council would be filling the vacancy left by the election of Tim Graham to the office of Bishop. Ted also pointed out the dates of the future meetings,

which were listed at the end of the agenda. (They are also listed at the end of these minutes.)

**Secretary Report:** Julie Slavens provided a report including the forms of the rostered ministers interested in serving on Synod Council, which were in the Dropbox and copies were also available. The minutes of the August meeting were not yet completed. And the minutes of the Synod Assembly were included in the Dropbox. No action is required by the Council as the Minutes Committee has reviewed and approved the minutes.

**Treasurer Report:** Harry Albers reported July was a good month for revenues. He reported that 43% of actual income goes to Churchwide. He reported the Finance Committee had met and had some recommendations for Council. He stated the following people are on the Finance Committee: Paul Trickel, Chair, Becky Daum, Vicki Garber, Alexa Kvande, Chris Walda, David York, Harry Albers, and Julie Walda.

Karl Biermann reported the finance committee is recommending initiating an Endowment Fund for Disasters. There is seed money available in the amount of \$110,400. The recommendation is the money be used for response, coordination, spiritual aid, and related services to congregations which have been hit by disasters.

**SC2024/51: The Finance Committee recommends the establishment of an Endowment Fund for Disasters administered by the ELCA Foundation to be used for response, coordination of services and spiritual aid for synod congregations and their members who have experienced disasters. Vicki Garber moved the establishment of the Fund and Mike Hoover seconded the motion. The Synod Council approved the motion unanimously.**

The Finance Committee also recommended to the Council staff members who choose the Value Plan through Portico, the ELCA insurance company, the Synod pay for the upgrade to have this Plan. The value plan provides better insurance coverage for staff members with dependents.

**SC2024/52: Mike Hoover made the motion to pay the upgrade premium for those staff members who choose the Value Plan. Chris Walda seconded the motion. The Council approved the motion unanimously.**

Elections: The Synod Council was required to fill the vacancy of a Rostered Minister which was created by the election of Tim Graham to Bishop. Names of interested rostered persons were collected during August and asked to fill



out a nomination form. Nine rostered persons from around the Synod submitted forms. The forms were distributed to the Council members prior to the meeting for their review. A written ballot was provided each member to vote on one of the nine rostered ministers.

**SC2024/53: By written ballot tabulated by Dan Forehand and Josh Tatum, Pastor Kristin Rice was elected to fill the rostered minister vacancy.**

Kristin will fill the vacancy until the 2025 IK Synod Assembly.

The Synod Council was also required to elect a rostered minister member to the Executive Committee as Tim Graham was elected to the executive committee at the June Council meeting prior to being elected Bishop. All rostered members of the Council were eligible. A written ballot was provided and resulted in no vote of a majority to elect. The top two were Jody Winter and Ryan Bailey; a second written ballot was conducted.

**SC 2024/54: By a second written ballot, Jody Winter was elected to fill the rostered minister seat on the Synod Executive Committee.**

Dan Forehand stated his report was in Dropbox and did not have anything to add to it. He asked the Council to authorize various ministries per the report from Nancy Nyland as follows:

1. Christ Lutheran Chapel (30943), Elizabethtown, KY–Synod Authorized Worshipping Community; Pastor of Record: Pr. Robert Hetzel
2. So Much More Ministries (31306), Fort Wayne, IN–Synod Authorized Outreach Ministry Leader: Pr. Amy Beitelschees-Albers

The following ministries that are continuing as Strategic Ministries in 2025:

1. Mara Evangelical Church in Indianapolis (31390), Indianapolis, IN; Leader: Pr. Khai Cho
2. Grace & Glory Lutheran Church (30307), Goshen, KY; Leader: currently in transition (grant on hold)
3. The Apple Tree Center a ministry of Mt. Pleasant Lutheran Church (02237), Kendallville, IN; Leader: Kara Quinn, Mission Director
4. Bethel Lutheran Church (02278), Gary, IN; Leader: Pastor Joy Heine
5. Trinity Lutheran Church (02224), Lebanon, IN; Leader: Pr. Joshua Penumaka

**SC2024/55: Bishop Graham recommended the Council approve these ministries as designated. The Synod Council unanimously approved**

**the recommendation.**

Roster Concerns: Bishop Tim reported Pastor Nancy Nyland has requested to be placed On Leave from Call Status until December 1, 2024. She is going to take three months to rest and discern God's call for her chapter of life. He also reported Pastor Steve Flynn resigned as Executive Director of Lutheran Outdoor Ministries. He also has requested On Leave from Call status for four months beginning September 8, 2024. Bishop Tim recommends the Council grant both requests.

**SC2024/56: Bishop Tim recommended the Council grant Pastor Nancy Nyland On Leave from Call status for one year. The Council unanimously approved the recommendation.**

**SC2024/57: Bishop Tim recommended the Council grant Pastor Steve Flynn On Leave from Call status for one year beginning September 8, 2024. The Council unanimously approved the recommendation.**

Bishop Tim reported a rostered member of the Synod Council was needed to be the Council liaison to the Constitution Committee. Bishop Tim recommended the Council appoint Pastor Grace Pardun to the committee. Bishop Tim indicated Pastor Grace has agreed to be appointed.

**SC2024/58: Bishop Tim recommended the appointment of Pastor Grace Pardun to the Constitution Committee as the Synod Council liaison. The Synod Council unanimously approved the recommendation.**

Bishop Tim recommended to the Council that New Hope in Reynolds, IN be removed from Synod Administration under Section S13.25 of the Synod Constitution as the congregation has completed the required actions of addressing its financial procedures and controls.

**SC2024/59: Bishop Tim recommended to the Council the congregation of New Hope in Reynolds, IN be removed from Synod Administration under S13.25 of the Synod Constitution. The Synod Council unanimously approved the recommendation.**

Bishop Tim reported the Synod Council needs to vote on his housing allowance. He is recommending the amount of \$21,448 for the year.

**SC2024/60: Bishop Tim recommended to the Synod Council to approve the amount of \$21,448 for housing allowance on an annual**

**basis. The Synod Council unanimously approved the recommendation.**

Evansville Resolution: Bishop Tim reminded the Council of its task in the Evansville Resolution passed by the 2024 Synod Assembly requiring the Council to investigate changes to increase the time congregations have to consider resolutions prior to the Synod Assembly. In addition to set rules for virtual assemblies for adequate and meaningful decisions of resolutions. This task will be undertaken by the Constitution Committee. The topic will be vetted at future meetings.

Racial Justice Task Force: Bishop Tim reported the task force will be meeting soon but no date had been set.

Mike Hoover provided a Mission Monitor report.

Rev. Dan Forehand led the Council in closing prayer.

The meeting ended at approximately 3 pm.

#### Future meeting dates

- November 8-9, 2024 (Friday-Saturday) + INKY Lutheran Center
- January 11, 2025 (Saturday morning Zoom, 9:30am-12:30pm)
- April 4-5, 2025 (Friday-Saturday) + INKY Lutheran Center
- Tentative: Thursday, June 5, 2025, 9:00am-12pm, First Day of Synod Assembly, Location TBD

## **INDIANA-KENTUCKY SYNOD, ELCA**

### **OUR MISSION:**

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

### **OUR VISION:**

Every person a Missionary

Every leader a Mission Director

Every Congregation, Conference and Ministry a Mission Center.

### **OUR CORE VALUES:**

Christ Centered Collaboration/Trust/Risk taking

Communication/Interconnected Compassion

Commitment and Faithfulness

### **FOUR PRIORITIES FOR SYNOD MINISTRY:**

- + Cultivate faith communities as centers for mission
- + Form and send faith-filled disciples for the daily baptismal vocations
- + Deepen and expand collaboration and communication
- + Identify, develop, and support missionary leaders

### **OUR OPERATING PRINCIPLES:**

- 1. Christ centered:** We pray together to determine God's will for us.
- 2. Mission focused:** Everything we do contributes to the mission of the church.
- 3. Ministry focused:** God has gifted each person for ministry.
- 4. Committed to collaboration:** Working together for the good of all and for mission.
- 5. Open to taking risks:** We encourage ourselves and each other to try new things.
- 6. Committed to excellence:** What we are called to do we do well.
- 7. People focused:** We respond to others with care and compassion.
- 8. Open to resources:** We want to use all the gifts God sends us.
- 9. Sharing decisions:** We use each person's knowledge/wisdom/experience.
- 10. Sharing accountability:** We are accountable to God, each other and the Wider Church.

## INDIANA-KENTUCKY SYNOD COUNCIL MEETING

### Minutes

January 11, 2025, 9:30 am ET/8:30 am CT – 12:30 pm ET/11:30 am CT  
(via Zoom)

Present: Bishop Tim Graham; Vice President Ted Miller; Secretary Julie Slavens; Treasurer Harry Albers; Pastor Evangeline Anderson-Rajkumar; Pastor Ryan Bailey; Pastor Emmanuel Penumaka; Pastor Vicki Garber; Pastor Bimen Limbong; Pastor Grace Pardun; Pastor LaDona Webb; Pastor Kristin Rice; Deacon Jody Winter; Larry Ahlersmeyer; Debbie Zehr; Greg Platt; Dee Ann Daniels; Nicole Lee; Dianna Hunsinger; Laura Nicholson; Noah Smith. WELCA Representative Tina Smith

Absent: Chris Walda; Mike Hoover; Nancy Bennett; Ella Engela  
Staff Present: Dan Forehand; Priscilla Geerdes; Karl Biermann; Synod Attorney Josh Tatum

Guests: Marjorie McDaniel, Racial Justice Task Force Member

**9:33 am** Bishop Tim opened the meeting with a welcome, a reading and meditation on 1 Cor. 13 and a prayer.

Julie Slavens presented an amended version of the previously approved meeting of the September meeting. Explaining additions were made on appointments to Synod committees.

**SC 2025/1: The amended minutes of the September 2024 Synod Council meeting were approved. Vicki Garber made a motion to approve the minutes as presented and Dee Ann Daniels seconded the motion.**

Julie Slavens then presented the meeting minutes of the November 2024 Synod Council Meeting. No amendments were offered for these meeting minutes.

**SC 2025/2: The minutes of the November 2024 meeting of the Synod Council were approved. Greg Platt made a motion to accept the minutes as presented and Harry Albers seconded the motion.**

### **Vice President – Ted Miller**

Ted Miller summarized his report, which was in the meeting Dropbox. He stated the Vice President term of office would begin September 1, 2025. He will be available to train and help out the person who is elected at the Synod Assembly in June. He also stated there are three rostered openings on the Council along with the youth representative who must be under 18 years old and the young adult representative who must be under 30 years old. He also went over the vacancies on the various Synod Committees.

### **Secretary – Julie Slavens**

Julie Slavens reported the executive committee has not met since the November

meeting. She also reported she will be in contact with the Nominating Committee to set up a meeting to fill the positions as set out in the Vice President's Report.

### **Treasurer – Harry Albers**

Harry presented the treasurer's report and stated the Synod was in good shape with the revenues and expenses tracking per usual for this time of year. He reported that through December 2024 \$400,000 was needed to make the budget but with the trends of giving he and the committee felt the budget would be met.

Karl Biermann reported the Gafkjen Fund has collected \$54,000 and this is enough to endow the fund. Harry reported the Finance Committee did vote via email to recommend to the Council to endow the fund. Karl will oversee the use of the fund with the fund committee's guidance.

**SC 2025/3: The Finance Committee recommended to endow the Gafkjen Leadership Fund. The Synod Council unanimously approved the recommendation.**

### **Bishop -- Report**

Bishop Tim reported on the update for the 2025 Churchwide Assembly. Voting Membership of the Synod would be invited and encouraged to attend a Region 6 CWA Registration Orientation Session scheduled for **March 31, 7:00 pm Eastern Time**. Information would be sent out to all voting members closer to the meeting date.

Bishop Tim also reported an update on the 2025 Synod Assembly. The theme is Faith, Hope, and Love based on 1 Cor 13.13.

Bishop Tim asked the Council for input on the registration fees due to the cost of the Assembly. He and the staff were suggesting not providing a discount for retired pastors to attend. Most council members were in agreement with this as it would provide increased revenue but not affect many people and attendance. Bishop Tim also stated the staff was looking at other changes in the fees but were not ready to propose any at this time. Ted Miller suggested the executive committee could meet to do that as the Council would not be meeting before the deadline to mail out the Call to Assembly in February.

Bishop Tim reported the staff is still working on the Agenda, which he shared a draft of with the Council. He also stated to save money, there would be no dinner on Friday evening. This would give an opportunity for attendees to go to dinner in downtown Indy. In addition, there will be no livestreaming of the Assembly but may be of the worship services due to expenses of equipment and wi-fi rental through the hotel. He suggested we not do an in-person Assembly in 2026.

Bishop Tim asked for Offering designations for the two worship services. There were a few suggestions but the council settled on the Synod Disaster Relief endowment

fund and the ELCA disaster relief funds for global disaster as suggestions for the staff to consider.

Roster Concerns – Bishop Tim reported on the following items.

Rostered Clergy Candidate Marc Cohen has been approved for call by the Synod Candidacy Committee. His paperwork will be submitted to the ELCA for approval in February and hopefully he will be assigned to the IK Synod.

Pastor Josh Burkholder has requested the status of On Leave from Call for another year which would be his second extension beginning in February for two years. Synod Council will have to approve each year of the extension. Bishop Tim recommended the Council approve his request for an extension of On Leave from Call and for Bishop Tim to request approval for the Council of Bishops to approve. Bishop Tim indicated Josh will be interested in serving in a congregation or ministry setting in the future.

**SC 2025/4: Bishop Tim recommended the Council approve the extension of the On Leave of Call and allow Bishop Tim to present Pastor Joshua Burkholder's extension for approval. The Council approved the recommendation unanimously.**

Pastor Elizabeth Lee has requested a year of On Leave from Call for family leave. This is her second year of the six-year leave. Bishop Tim recommended the Council approved the request.

**SC 2025/5: Bishop Tim recommended the Council approve the second year of a six-year family leave for Pastor Elizabeth Lee. The recommendation was approved unanimously.**

Congregational, Campus Ministry, and Other Concerns: Nancy Bennett, Zion in Bristol, IN has left her role at the church. So, her status as Rostered and as a member of Synod Council is being determined at this point in time. She was filling a vacancy on Council, so the conference or nomination committee will need to address this issue.

Bishop Tim reported that the Board of Directors for the UK Campus Ministry has not existed since COVID. Concerns from Lexington churches have indicated that a board is needed to help out the campus minister with the workload. The Synod staff will be working to reform the board and get the ministry functional in an effective manner.

Bishop Tim has recommended that Rev. John Bell be approved as the South Central Conference interim dean and the previous dean has taken a call to another state and synod.

**SC 2025/6: Bishop Tim recommended the Council approve the appointment of Pastor John Bell as the interim dean for the South Central Conference.**

**The Council unanimously approved the recommendation.**

Bishop Tim reported for information that Deacon Travis Woodfield was ordained in the IK Synod and served at Marian University. He was arrested in December 2024 on federal charges related to crimes related to minors. He was in New York at the time of the arrest. He is assigned to the NE Pennsylvania synod at this time. There is no evidence of such activity while he was in Indiana to this point in time. He was in this synod from 2019 to 2021.

Housing Allowance:

Bishop Tim reported on the housing allowance for the synod staff which must be approved by the council for IRS purposes. Bishop Tim presented to the Council for approval the Synod staff housing allowance designations for 2025:

Bishop Tim: \$65,000

Dan Forehand: \$35,000

Pricilla Geerdes: \$21,000

**SC 2025/7:**

**WHEREAS the Indiana-Kentucky Synod is a religious non-profit institution of the Evangelical Lutheran Church in America, and, whereas the Synod employs Bishop Timothy Graham, Pastor Dan Forehand, and Pastor Pricilla Geerdes 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 2025 and included in the budget for the year 2024-25: Pastor Timothy Graham, \$65,000. Pastor Dan Forehand, \$35,000.00; and Pastor Pricilla Geerdes, \$21,000.00;**

**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 or all of them are actually used for such specific purpose.**

**The above stated housing allowances were passed unanimously by the Synod Council.**



Pr. Dan Forehand submitted a written report, which is in Dropbox.

Pr. Priscilla Geerdes submitted a written report and referenced it. She also thanked Dan for his support and training. She has visited 6 of the 10 conferences and plans to visit the rest by the end of February.

Bishop Tim provided an update on the Director for Evangelical Mission. The ELCA accepted the job description and they are waiting for it to be posted on the ELCA webpage and then it can be posted by our Synod. After posting, applications will be accepted and interviews completed. No interim has been assigned yet by the ELCA.

**WELCA:** Meeting in the next week and setting goals for 2025. There will be a retreat in May at Lutherwald. More information to come. There will probably be a convention in the fall of 2025.

**Constitution Committee:** Committee met in December and approved a few congregational constitutions. Josh Tatum explained that the committee is here to help congregations update the constitutions. He also talked about updating constitutions with approved ELCA language and the process for approving constitutions by the congregations and the Synod.

**Racial Justice Task Force:** Majorie Mc Daniel reported on the work of the task force. There are 13 members who meet monthly. The task force had a breakout meeting at the Synod Assembly in 2024. They are meeting with the ELCA on a quarterly basis. They had a retreat in the fall and decided they needed to organize and have elected officers. They are also working on a mission statement. Reported on activity in Hamilton County with respect to KKK flyers. The task force helped churches address the situation. She also reported on the future activities the task force is planning to do. She submitted a written report which is in the Dropbox. The report includes the above information and additional information.

Next meeting: April 4-5, 2025 @ IN-KY Synod Office  
Mission monitor: Evangeline Anderson-Rajkumar  
Chaplain: Grace Pardun, Kristin Rice, and Mike Hoover

Bishop Tim leading the Council in a Sending Prayer and in the Lord's Prayer.

The meeting adjourned at 12:24 pm.

Respectively Submitted,

Julie M. Slavens  
IK Synod Secretary

# LUTHER COLLEGE®

Greetings from Luther College and our hometown of Decorah, Iowa. In these times of challenge and change, I am honored and excited to have stepped into my role as the 12<sup>th</sup> president of Luther this February. I am proud to share with you some of the ways that our Luther community continues to live into our commitment to prepare students for lives of meaning and purpose in service to the neighbor.

Luther College is known for drawing excellence out of all its students, and we are proud to report that our alumni testimonies earned Luther the No. 1 spot for learning opportunities and community and social life among our peers in Iowa and in the Associated Colleges of the Midwest in a recent Wall Street Journal survey. Luther also scored well in areas of character development, career preparation, learning facilities and campus facilities.

Examples of significant learning opportunities from this past year abound. Faculty member Todd Pedlar earned his seventh consecutive NSF-funded physics research grant, enabling students to contribute to an international research collaboration on elementary particle physics. Our nursing program approaches its 50th year of collaboration with the Mayo Clinic. Education majors continue to fulfill their student teaching placements in locations as varied as our nationally-ranked local Decorah Community Schools; metropolitan systems like Des Moines, Chicago, or Minneapolis area schools; or recently expanding internationally in Norway. Study away entered the second year of offering J-term courses specifically for first-year students. It is all part of a larger initiative to ensure that all Luther students have access to participation in documented high impact practices, such as internships, study away opportunities, and capstone projects. As a result, 99% of our 2024 graduates reported participating in two or more of these high impact practices.

In the past year, Luther has also continued to be recognized for our commitment to sustainability. For the fifth year in a row, Luther has been named a “hidden gem” institution in Iowa and the larger Plains region. We are also proud to have been ranked among the Princeton Review’s Top 50 Green Colleges in the nation, demonstrating our deep dedication to sustainability. Luther ranked seventh in America in 2024 among baccalaureate institutions for sustainable campus practices. This past year, we earned a Bicycle Friendly University silver award by the League of American Bicyclists. Last summer, students conducted significant summer research projects in prairie ecosystem restoration and conservation, using as their laboratory our 800 camps acres of natural lands.

We recognize the cost of higher education is a concern. We continue to increase avenues and opportunities for need-based, scholarship, and merit assistance, and these efforts have resulted in an overall reduction in the average net cost of attendance at Luther for the past three years. We have expanded our Luther College Impact Award, which offers four years of free tuition for qualified students in Iowa, Minnesota, and Wisconsin. We have also joined with 18 other four-year institutions to form the Iowa Private Transfer Collaborative, a grant-funded initiative to

improve transfer pathways for students. We have been selected as one of 80 new members of the FirstGenForward Network to support first-generation students.

Our students continue to demonstrate passion for and excellence in the arts. The theme of this year's annual Christmas at Luther performance was "Seeking Refuge for a Weary World," and involved more than 400 student performers, and marked another year of exciting growth in on-campus, regional television, and livestream audiences. During the 2024-2025 academic year, three of our choirs were chosen to perform at regional and national professional conferences: Cathedral Choir at the November 2024 Minnesota American Choral Directors Association conference, Norskkor at the February 2025 Minnesota Music Educators Association midwinter conference, and Nordic Choir at the national American Choral Directors Association conference in Dallas, Texas. The Nordic Choir and Jazz Orchestra toured internationally in summer 2024 summer—to Norway and Brazil, respectively—and in summer 2025 summer our Concert Band revives a longstanding tradition of touring in Japan.

While our athletic teams continue to win championships ranging from men's soccer, women's tennis, and both men's and women's swimming and diving in the past year, our greatest pride is reserved for our impressive number of 42 all-time NCAA Postgraduate Scholarship recipients, and the 73 Norse to earn Academic All-American, one of the most recent being softball catcher Abby Spore who was also Luther's 2024 NCAA Woman of the Year nominee. Currently at 22 varsity teams, Luther is set to add women's wrestling in the fall of 2025. The ongoing renovation of the 200,000-plus square foot Gerdin Fieldhouse for Athletics and Wellness will create new opportunities for all students and the greater Decorah community.

It has been a year of celebration, growth, and transition. We want to recognize our retiring President Jenifer K. Ward, who during this year stepped into the role of president emerita and senior advisor for strategic initiatives. We are grateful for her service, wisdom, and leadership, and we wish her the best in her retirement after the close of this academic year.

We do not take for granted the wide network of support that makes all of our work possible. Thank you to all of our local and regional partners, our alumni, and our supporting congregations and Synods. In the rapidly changing landscapes both of the church and of higher education, we continue to lean into the gifts of our Lutheran identity to offer us vision and encouragement in a complicated world.

Soli Deo Gloria!

President Brad Chamberlain



## Report to the ELCA Synod Assemblies - March 2025

Founded in 1874, the mission of St. Olaf College is to challenge students to excel in the liberal arts, examine faith and values, and explore meaningful vocation in an inclusive, globally engaged community nourished by Lutheran tradition. St. Olaf's current student population of approximately 3050 degree-seeking undergraduates represents 49 states and 102 countries. 20% are first-generation college students, 23% identify as domestic students of color, 10% are international students, and 24% are income-eligible for Pell grants. St. Olaf continues to be one of only a handful of higher education institutions nation-wide that meets the full demonstrated need of all admitted students through a variety of financial assistance programs, including a new [Indigenous Affordability Commitment](#) to be launched in Fall 2025. Approximately half of our students indicate that they are affiliated with a Christian denomination, with 16% self-identifying as Lutheran and another 5% as members of a denomination in full communion with the ELCA.

St. Olaf's core curriculum engages students with the full array of liberal arts disciplines, including one required course examining Religion, Faith, and Values, one on Christian Theology in Dialogue, and one on Ethical Reasoning in Context. Among our Class of 2024 graduates, 94% had participated in a "high-impact educational practice," such as a mentored research experience, a learning community, study abroad/away, or an academic civic engagement course. Over the past three years, an average of 95% of our recent graduates were working, pursuing further education, or engaged in full-time military or other service program within seven months of graduation.

In Summer 2023, St. Olaf welcomed [Dr. Susan Rundell Singer](#) as its twelfth president, succeeding President David R. Anderson '74. A national leader in the improvement of undergraduate teaching and learning, Dr. Singer previously served as vice president for academic affairs and provost at Rollins College in Winter Park, Florida; as the director of the Division of Undergraduate Education at the National Science Foundation (NSF); and as the Laurence McKinley Gould Professor of Biology at Carleton College. Under her leadership, the college is now implementing a new [six-year strategic plan](#), focused on elevating vocation, expanding innovation, and sustaining community. The plan includes a commitment to developing and implementing a strategy for college-wide inclusion, belonging, cultural competence, and engagement across differences, supported by a new Division of Community and Belonging. [Vice President Eduardo Pazos](#) joined President Singer's executive team on August 1 to lead this vital work, having previously served as assistant dean of student affairs for identity and culture, director of the Center for Multicultural Life, and director of the Rachel Lord Center for Religious and Spiritual Life. This year also marks the [commemoration of the college's 150<sup>th</sup> anniversary](#) with a wide variety of exhibits and events, including a [two-day St. Olaf Music Festival](#) at Orchestra Hall that will feature the St. Olaf Band and the St. Olaf Jazz Band on Friday, April 18 and the St. Olaf Orchestra and St. Olaf Choir on Saturday, April 19.

St. Olaf continues to offer [daily Chapel services and Sunday worship](#) throughout the academic year, led by its two ELCA pastors and featuring members and friends of the St. Olaf community as speakers and musicians. Consistent with St. Olaf's identity as a "rooted and open" ELCA institution, the College Ministry team also includes an Associate Chaplain for Jewish Life and an Associate Chaplain for Muslim Life (currently an open position, with a search underway). The college continues its weekly streamed [Sing For Joy®](#) radio program, built around the Revised Common Lectionary for the church year, and integrating the best in sacred choral music with thoughtful commentary by the program host Rev. Alexandra Jacob '16. The biannual [St. Olaf](#)

[Conference on Worship, Theology, and the Arts](#) returned in July 2024, providing professional development, spiritual nourishment and networking opportunities for more than 225 pastors, church musicians, and lay leaders serving congregations from across the country. Featured speakers included Jason DeRose '97, Religion Correspondent for National Public Radio.

The [Lutheran Center for Faith, Values, and Community](#) continues to advance a compelling vision for Lutheranism in the 21<sup>st</sup> century, foster interreligious engagement, nurture vocational discernment, and provide national and global thought leadership. A key part of the Lutheran Center's work is to help all the college's constituencies [understand the role of Lutheran tradition](#) in supporting the things they value most about St. Olaf. The Center offers professional development for faculty and staff, fellowships and internships for students, and programming and events for all members and friends of the St. Olaf community on a wide range of topics, such as Lutheran values in pedagogical practice, interreligious engagement in the workplace, the intersection of Native American spirituality and Christian faith, and vocational discernment post-retirement. The Lutheran Center is also home to a new St. Olaf [Sacred Texts Initiative](#), launched in Spring 2024 with the gift of a [Saint John's Bible Heritage Edition](#), one of only 299 state-of-the-art reproductions of the original hand-written, hand-illuminated seven-volume Saint John's Bible. Through partnerships with College Ministry and other offices and academic departments across the campus, the gift will also support the acquisition of a Torah Scroll and an illuminated Qur'an to support teaching and learning, spiritual practice, and artistic enrichment in both the curriculum and co-curriculum.

Supported by two significant grants from Lilly Endowment Inc., the Lutheran Center also provides programming and resources for education, worship, and leadership development to congregations of the ELCA and other denominations. The [Nourishing Vocation Project](#) helps individuals and faith communities thrive through life-giving accompaniment and spiritual renewal that supports them in aligning their values and actions with God's call. The [Nourishing Vocation with Children Project](#) supports congregations and their leaders in integrating music, theater, movement, poetry, and visual arts into congregational worship in ways that engage children and adults alike. Both projects provide individual and congregational coaching; resources for study and reflection, prayer and meditation, and arts-enriched worship; and connection with other congregations and congregational leaders through learning communities, webinars, and other gatherings. The projects also engage St. Olaf students as interns, project Fellows, and researchers. A number of the Nourishing Vocation resources are available at no cost on the project websites linked above, such as [Sing Vocare](#), a playlist of musical selections to accompany the [Vocare Spiritual Practice](#); a [Resource Corner](#) with devotional resources, sample liturgies, and teaching materials; and the [Near and Now](#) series of biblical reflections and guided meditation for vocational discernment. To date, more than 800 congregations and 5000 rostered and lay leaders have engaged with the programming or resources of one or both of these projects.

We encourage you to take advantage of the many opportunities and resources St. Olaf provides for education, artistic engagement, and spiritual enrichment. We look forward to welcoming you to campus, and to welcoming the prospective students you introduce to St. Olaf.



# TRINITY LUTHERAN SEMINARY

at Capital University

## Report to 2025 Synod Assemblies

Grace and peace to you in the name of our Triune God!

In Hebrews 13:8, we hear the proclamation that **“Jesus Christ is the same yesterday and today and forever.”** In Isaiah 43:19, the prophet declares this word from God: **“I am about to do a new thing; now it springs forth, do you not perceive it?”** **“The same”** and **“new”** – truly we worship a both/and God.

Trinity Lutheran Seminary at Capital University continues to live into its calling as a both/and seminary. Our mission remains steadfast: forming leaders for Christ’s church at work in the world. When we were founded in 1830, our primary focus was training Lutheran pastors to serve the needs of Lutheran congregations. We still do that—and so much more! Today, we are forming **leaders** (not only pastors) for **Christ’s church** (not only the ELCA) at work **in the world** (not only in congregations).

### In 2024, we saw many signs of God’s “new thing” taking shape at Trinity:

- Following national trends, our enrollment was almost evenly split between Master of Divinity (MDiv) and Master of Theological Studies (MTS) students. Many of our MTS students are already active in ministry, including in faith-based nonprofit work as well as local congregations.
- Our student body was also almost evenly divided between students of European and African descent. Many of our Black students come from Baptist and Pentecostal traditions. This rich diversity forms our ELCA MDiv students alongside peers from different cultures and Christian expressions—an experience that deeply enriches their preparation for ministry.

### In 2025, we anticipate more new beginnings:

- Dean Kathryn Kleinhans will retire on June 30 after 7½ years of faithful leadership. An interim dean will be named from the current faculty while we prepare for the search for Trinity’s next academic leader.
- Capital University President Dave Kaufman is also retiring, and the search for his successor is well underway. The new president is expected to begin on August 1.

As your partners in mission, we ask three things of you:

1. **Encourage** current and future church leaders to explore Trinity Lutheran Seminary at Capital University.
2. **Give generously**—as individuals, congregations, and synods—to support the work of the seminary.
3. **Pray for us**, as we faithfully pray for you.

In Christ,

The Rev. Kathryn A. Kleinhans, Ph.D.  
Dean of the Seminary

The Rev. Mary Ann Siefke  
Director of Congregational Engagement & Advancement

*Forming Leaders for Christ’s Church at Work in the World*

# The Impact of Our Benefits

## Portico Benefit Services' Report to 2025 Synod Assemblies

As the ELCA's benefit ministry, Portico is dedicated to helping our rostered ministers and church professionals live holistically healthy lives, so they can serve others with confidence and grace. Here is a visual recap of what our community of over 52,000 plan members experienced in 2024.

**52,067**  
*Members served by Portico*



**2,998**

**Text/Virtual Health Care Visits**

To 98point6®, and 699 of these were ELCA-Primary plan members new to our text-based primary care service.



**198**

*Births & Adoptions*

**10th**

**Consecutive Year**

Of our Customer Care Center being named a Center of Excellence by Benchmark Portal.



**518**

*Changes of Call\**

**1,199**

**Sword Health Enrollments**

And nearly 26K total sessions in their Thrive, Move, and Bloom digital physical therapy and mobility programs.

**\$199K**

**Debt Paid Off**

By members via LSS of Minnesota Financial Counseling, with over \$2.4M paid off since 2008.

**15.17%**

**of Member Income**

Saved for retirement, on average, by members sponsored in the Traditional Benefits Program, thanks to employer and member contributions.\*



**39**

*Beginning Disability Benefits\*\**

**\$209M**

**Made in Annuity Payments**

And 515 retirements.

**16K**

**Members and Employers Invited to Participate**

In our Benefits reExamined surveys, with more than 4,100 responses.\*



**Nearly 10% of Our 10K ELCA Medicare-Primary Plan Members**

Participated in the SilverSneakers fitness program with an average of 8 visits to a fitness center per month.\*

We design our benefits to align with the needs of the church and seek to provide accessible support that enhances and improves everyday living and brings value to those who serve.

\*Source: Traditional Benefits Program. All other numbers and percentages are drawn from across Portico's benefit programs.

\*\*Total as of 2023; 2024 disability claims numbers have not been finalized.



Dear Partners in Ministry,

Grace and peace to you this synod assembly season. **At Global Refugee we remain committed to the work of welcome, no matter the challenges.** For 85 years, Global Refugee (formerly known as Lutheran Immigration and Refugee Service) has championed the work of welcome by providing support to immigrants and refugees as they rebuild their lives in the United States. Founded by heartbroken Lutherans in the United States who felt called to provide a home for those fleeing violence of the World Wars, Global Refugee has continued this good work welcoming more than 800,000 newcomers since 1939.

Our mission states, “As a witness to God’s love for all people, we stand with and advocate for migrants and refugees, transforming communities through ministries of service and justice.” With help from Global Refugee, families are welcomed into their new homes with a hot meal, adults are enrolled in English language classes, children are enrolled in school, and Global Refugee partners guide newly-arrived refugee(s) in using public transportation and accessing community resources.

Unfortunately, on January 24, 2025, Global Refugee and the 9 other national resettlement agencies received a **stop-work order** from the U.S. Department of State as it relates to our funding for the U.S. Refugee Admissions Program, effectively cutting off vital support to families who have already lawfully resettled in the United States. The stop-work order directly affects thousands of refugees who rely on resettlement services for essential support such as housing, food, English classes, and job placement. While we were anticipating a pause of the refugee resettlement program and work with future clients, this stop-work order for clients in our care came as an unexpected blow. However, we are committed to carrying out our mission, through our hope in the promise of the resurrection, and remain steadfast in our holy work of welcome.

Despite the challenges, we are heartened by continued and growing support faith communities are providing for our work. **More people of faith are getting involved in our work each year to meet the ever-growing need.** In fact, 85 new faith communities became supporters of Global Refugee in 2024.

With the support of these new partners and Lutheran communities like yours, in 2024 we were able to...

- Welcome **18,622+ refugees** from countries across the world.



- Empower and support **116 clients** and **67 Businesses** through personal and business loans.
- Open **a new office in Mexico** to expand our Camino A Casa programming and serve **1017 clients** start again at home.
- Write and distribute **10,000 Hope for the Holidays cards** that provided messages of welcome and hope to newcomers.
- Attend the ELCA Youth Gathering in New Orleans where we engaged **20,000+** youth on the work of welcome and packed more than a **1000** welcome kits.

In a political season rife with anti-immigrant rhetoric and messages that villainize newcomers, we have a unique opportunity to change this narrative and refocus on all the gifts newcomers bring to community. We invite you to join us in this work!

- **Support Refugees with a gift** – If you or communities you’re connected with are willing to support financially, please use/share this link: [www.globalrefugee.org/give](http://www.globalrefugee.org/give)
- **Learn more and Advocate** – Explore resources with more information about executive orders and accompanying actions: [www.globalrefugee.org/advocate](http://www.globalrefugee.org/advocate)
- **Know Your Rights** – Our partners at AMMPARO have a great resource for communities to read about their rights and those of immigrants in their care. [www.blogs.elca.org/ammparo/the-latest-kyr/](http://www.blogs.elca.org/ammparo/the-latest-kyr/)
- **Explore Resources** – Visit our Congregational Resources page to explore all the resources available to you: [www.globalrefugee.org/congregations](http://www.globalrefugee.org/congregations)
- **Sign up for our Monthly E-newsletters** – Get the latest updates for faith leaders by emailing [outreach@globalrefugee.org](mailto:outreach@globalrefugee.org).
- **Volunteer with us** – Support refugees in your community and beyond: [www.globalrefugee.org/volunteer](http://www.globalrefugee.org/volunteer)

Thank you for your continued support. The many ways Lutheran communities embody Jesus’ ministry through the work of welcome is truly inspiring.

Go in peace. Welcome the stranger.



*Deacon Sarah Kretschmann | Congregational Engagement Specialist*  
[outreach@globalrefugee.org](mailto:outreach@globalrefugee.org)



Mission Investment Fund

## The Mission Investment Fund: Empowering communities with financial services



For more than 150 years, the Mission Investment Fund (MIF), a *financial services ministry of the ELCA*, has been a **steady and reliable financial partner** for congregations, ministries and individuals. Through times of growth and uncertainty alike, MIF has remained committed to strengthening ministries and communities through customer-centric support and flexible financial resources.

In 2024, MIF continued to support ministry growth across the ELCA. Your investments helped expand worship spaces, create new education and youth ministry areas, fund schools and programming for the next generation, start green projects and support accessibility remodeling for community spaces. These projects ensure that ELCA ministries remain welcoming, inclusive and equipped to serve their communities.

### By the Numbers:

- **Total Loans Outstanding:** \$610,534,000
- **Total Investment Obligations:** \$547,491,000
- **Total Assets:** \$774,550,000
- **Net Assets & Capital Ratio:** 27.5%

### Why Is MIF the Right Choice?

- **Proven Stability:** With over a century and a half of experience, MIF has weathered changing economic and political landscapes, maintaining financial strength for ELCA ministries.
- **Deep Expertise in Church and Ministry Financing:** We understand the unique needs of faith communities and have longstanding experience in congregation and ministry-building projects.
- **Competitive Rates and Terms:** Our financial offerings are structured to support ministries of all sizes.
- **A Full Suite of Financial Services:** In partnership with the ELCA Federal Credit Union, we provide a range of financial solutions for congregations, ministries, and individuals.
- **Faithful Stewardship:** Investments in MIF directly support loans that fund hundreds of capital projects across the church.

With 2025, MIF has entered a new era of modernization—enhancing our tools and financial services to better support ELCA ministries. While embracing innovation, we remain rooted in the trust and stability that have defined us for generations. Through every season, we stand with ELCA members, congregations, and ministries, walking together in faith and financial stewardship.

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### *MIF at work in the Indiana-Kentucky Synod (as of December 31, 2024):*

- 6 Mission Investment Fund loans, with a balance of \$3,211,194
- \$7,539,526 in Mission Investment Fund investment obligations

For more information about MIF capabilities, please visit our website, [mif.elca.org](https://mif.elca.org)  
or contact your Regional Manager, Kent Peterson: 773-380-1731 [kent.peterson@elca.org](mailto:kent.peterson@elca.org)



ELCA Foundation

## Updates from the ELCA Foundation | Synod Assemblies 2025

The ELCA Foundation doesn't just envision a future; it's building one where intentional generosity and stewardship have allowed the mission and ministry of the ELCA to grow beyond our expectations. Our goal is to create a vibrant culture where intentional giving fuels the expansion of the ELCA's ministries

With over \$1.2 billion in donor-designated gifts and invested assets entrusted to our care, we partner with individuals and organizations to thoughtfully steward these resources and maximize their impact. We're on a mission to grow ELCA ministries by empowering individuals, congregations, synods, and other entities with the tools they need to maximize their financial potential.

But what does that mean for you?

Imagine having a trusted partner who not only helps you navigate the complexities of gift planning and administration but also provides expert guidance on how to invest in the future of your ministry. That's where the ELCA Foundation steps in.

Whether you're considering leaving a legacy through an endowment, navigating estate planning, or exploring creative ways to support your congregation, we're here to make the process seamless and straightforward. Best of all, our gift planning services are completely free for you and your ministry.

Ready to take the next step in growing your congregation's culture of giving? Connect with your local ELCA Foundation representative today and discover how together we can make a lasting impact. Visit [Foundation.ELCA.org](https://Foundation.ELCA.org) to get started.

### 2024 AT A GLANCE

Our gift planning network walked alongside **199 donors/families** in developing their gift plans, which resulted in **\$59.9 million** in future planned-gift commitments. **More than \$13 million** of this will go to provide direct support to individual ELCA congregations.

The network generated **\$94.9 million** in total gifts and investment assets. This includes new planned-gift commitments, **\$6.2 million in current gifts**, including funded trusts, gift annuities and individual endowments, and **\$28.7 million in new assets** invested in the Ministry Growth Fund.

### CONTACT YOUR REGIONAL GIFT PLANNER:

Pastor Karl Biermann  
[karl.biermann@elca.org](mailto:karl.biermann@elca.org)  
330-612-4174



**Indiana-Kentucky Synod**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.

## General Nomination Form

(NOTE: Lay synod council positions are elected at the conference spring assemblies. Form should be sent immediately after conference assembly to Julie Slavens, Synod Secretary + [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org))

**Nominated Position:** Synod Vice President

**Name:** Anne Simerman

**Address, include city, state, zip code:**

10101 Carisbrooke Cove

Fort Wayne, IN 46835

**Phone:** (260) 450-2832

**E-mail address:** asimerman@hotmail.com

### Information about nominee:

**Occupation:** Attorney

**Congregation Membership:** Messiah Evangelical Lutheran Church Fort Wayne

**Congregation City and Conference:** Fort Wayne and Northeast Indiana

**CURRENT Congregation Service:** Communion assistant: assisting (lay) minister

**CURRENT Community Service:** Board member for Volunteer Lawyer Program of Northeast Indiana and The Lutheran Foundation

**CURRENT Conference/Synod/ELCA Service:** None

### List specific gifts or talents you think you would bring to this position (50 words maximum):

My gift is my love for the church and God's people, in whatever form they present themselves. My talents are the lessons learned through forty years of mistakes and successes

as a corporate lawyer, a volunteer, a care-giver, an amateur theologian, a friend, spouse, and mother.

**Nomination submitted by:** \_\_\_\_\_ **Phone:** \_\_\_\_\_

**If submitted by other than the nominee, has nominee agreed to serve?** Yes \_\_\_\_\_ No \_\_\_\_\_

**For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.**





**Indiana-Kentucky Synod**  
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**Nominated Position:** Vice President

**Name:** Chris Walda

**Address, include city, state, zip code:**  
1625 Hawthorn Rd

Fort Wayne, IN 46802

**Phone:** 260-249-7268

**E-mail address:** CJWalda@Yahoo.com

**Information about nominee:**

**Occupation:** Auditor

**Congregation Membership:** St. John

**Congregation City and Conference:** Fort Wayne, IN – NE Conference

**CURRENT Congregation Service:** Deacon, Cemetery Trustee, Rental Property Trustee

**CURRENT Community Service:** Lutheran Life Villages board member, Lutheran Foundation board member

**CURRENT Conference/Synod/ELCA Service:** Synod Council member – NE Conference

**List specific gifts or talents you think you would bring to this position (50 words maximum):**

I've served a total of 11 years on the IK Synod Council, eight as treasurer and three as the NE Conference representative. Through this service I've grown through my faith, knowledge of the synod's operations and as a person.

As Synod Treasurer I worked with staff and the finance committee to develop budgets over eight years. This involved listening to the staff and working with them to find a way to finance them. Then taking the budget and walking through it with the synod council and finally presenting it to the synod assembly.

I've served on a variety of other boards and councils. I started, like a lot of us, through service on a church council and moving to wider reaching boards like The Lutheran Foundation and Lutheran Life Villages in Fort Wayne.

**Nomination submitted by:** Chris Walda **Phone:** \_\_\_\_\_

**If submitted by other than the nominee, has nominee agreed to serve?** Yes \_\_\_\_\_ No \_\_\_\_\_

**For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.**



**Indiana-Kentucky Synod**  
**Evangelical Lutheran Church in America**  
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## General Nomination Form

(NOTE: Lay synod council positions are elected at the conference spring assemblies. Form should be sent immediately after conference assembly to [assembly@iksynod.org](mailto:assembly@iksynod.org))

**Nominated Position:**

Vice President Synod Council \_\_\_\_\_

**Name:**

Dave Zehr \_\_\_\_\_

**Address, include city, state, zip code:**

1222 Russell Rd  
Chandler In 47610

**Phone:**

(812) 449-0978 \_\_\_\_\_

**E-mail address:**

dog1sam@yahoo.com \_\_\_\_\_

**Information about nominee:**

**Occupation:**

Accountant by education and experience, also Implementation Consultant mostly in the Oracle footprint

**Congregation Membership:**

St. Luke's \_\_\_\_\_

**Congregation City and Conference:**

Newburg, Indiana Evansville Area \_\_\_\_\_

**CURRENT Congregation Service:**

Church Council President, Worship Assistant

**CURRENT Community Service:**

Past Organization officer in youth organizations with the support of my kids activities, including swimming, soccer with various office and positions Official, Club President and regional positions with Indiana Swimming

**CURRENT Conference/Synod/ELCA Service:**

Past Council member whose term has expired

**List specific gifts or talents you think you would bring to this position (50 words maximum):**

Training in Scrum management, conflict resolution (Zenger-Miller), Self employed as a consultant, has shown flexibility in roles that I've performed in the past Worked with various levels of the organization to achieve successful outcomes

Nomination submitted by: Self Phone 812 449 0978

If submitted by other than the nominee, has nominee agreed to serve? Yes X No \_\_\_\_\_



**Indiana-Kentucky Synod**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.

## General Nomination Form

(NOTE: Lay synod council positions are elected at the conference spring assemblies. Form should be sent immediately after conference assembly to [assembly@iksynod.org](mailto:assembly@iksynod.org))

**Nominated Position:** Synod Council representative of the East Central Indiana Conference

**Name:** Larry W Ahlersmeyer

**Address, include city, state, zip code:**  
5210 W. Wedgewood Ln

Muncie IN 47304

**Phone:** 765-591-3176

**E-mail address:** lwahlersmeyer@gmail.com

### Information about nominee:

**Occupation:** Retired from Indiana Department of Natural Resources 37 years. Substitute teacher 10 years

**Congregation Membership:** Holy Trinity Lutheran Church.

**Congregation City and Conference:** Muncie IN,

**CURRENT Congregation Service:** Open Hands Food Distribution, Usher

**CURRENT Community Service:** NA

**CURRENT Conference/Synod/ELCA Service:** NA

### List specific gifts or talents you think you would bring to this position (50 words maximum):

Born into the Lutheran community and attended 1-8 grade Lutheran School. I am an Alumni of Ball State University  
and worked for the State Government for 37 years serving as the Chairman of a multi million dollar uniform contract. My  
training led me to work on the Board of directors for the American Red Cross and their Disaster Relief Service. As a  
substitute teacher I work with many young people and their parents.

**Nomination submitted by:** Pastor Jerry O'Neal **Phone:** 260-307-1345

**If submitted by other than the nominee, has nominee agreed to serve?** Yes            No           

**For questions, contact Synod Secretary Patricia McIntrye at [patricia@pqmcintrye.com](mailto:patricia@pqmcintrye.com) or Pastor Dan Fugate at [assembly@iksynod.org](mailto:assembly@iksynod.org) or 317.253.3522.**



**Indiana-Kentucky Synod**  
**Evangelical Lutheran Church in America**  
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## General Nomination Form

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**Nominated Position:** Synod Council - Lay Female

**Name:** Nicole Lee

**Address, include city, state, zip code:**

534-1 Hampton Manor Cr., Valparaiso, IN 46385

**Phone:** 253-212-6411

**E-mail address:** nicole.lee@valpo.edu

### Information about nominee:

**Occupation:** Pianist and Educator

**Congregation Membership:** Trinity Lutheran Church, Valparaiso

**Congregation City and Conference:** Valparaiso, Northwest Indiana

**CURRENT Congregation Service:** Church Council Vice-President

**CURRENT Community Service:** Meals On Wheels delivery (when available)

**CURRENT Conference/Synod/ELCA Service:** Synod Council Lay Female

**List specific gifts or talents you think you would bring to this position (50 words maximum):**

It has been a blessing to serve these past 3 years on Synod Council. I listen thoughtfully and prayerfully  
and seek to build relationships with those on Council.

**Nomination submitted by:** Nicole Lee **Phone:** 253-212-6411

**If submitted by other than the nominee, has nominee agreed to serve?** Yes            No           

**For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.**





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**Nominated Position:** Synod Council Lay Position (Male) East Kentucky Conference

**Name:** Michael Hoover

**Address, include city, state, zip code:**

147 Virginia Drive, Richmond, KY 40475

**Phone:** 859-779-2887

**E-mail address:** hoover.mike@gmail.com

### Information about nominee:

**Occupation:** Automation Specialist

**Congregation Membership:** St. Thomas Lutheran Church

**Congregation City and Conference:** Richmond KY, East Kentucky Conference

**CURRENT Congregation Service:** President Church Council

**CURRENT Community Service:** \_\_\_\_\_

**CURRENT Conference/Synod/ELCA Service:** \_\_\_\_\_  
Synod Council Lay member East Kentucky Conference, Lay member Executive Council

**List specific gifts or talents you think you would bring to this position (50 words maximum):**

I have served on Church Council at St. Thomas for 8 of the 10 years that I have been a member there. I have been a member of 5 different Churches over my life, so I bring a variety of experience from smaller church Congregations. As a member of the LGBTQIA+ community I try to spread the good news of god that he accepts and welcome everyone to gods family.

**Nomination submitted by:**  **Phone:** 859-779-2887

**If submitted by other than the nominee, has nominee agreed to serve? Yes** XXXX **No** \_\_\_\_\_

**For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.**



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Nominated Position: Synod council (Rostered Minister)

Name: Evangeline Anderson-Raykumar

Address, include city, state, zip code: 5879 S. State Road 129

Versailles, IN - 47042

Phone: 812-972-2741

E-mail address: utcevangeline@gmail.com

### Information about nominee:

Occupation: Clergy

Congregation Membership: St Paul Lutheran Church, Olean

Congregation City and Conference: Versailles, SEIC

CURRENT Congregation Service: St Paul, Olean

CURRENT Community Service: \_\_\_\_\_

CURRENT Conference/Synod/ELCA Service: SEIC / IK Synod

List specific gifts or talents you think you would bring to this position (50 words maximum):

Theological Education - Professor - 25 years  
'Engaged Solidarity for Embodied Justice'  
has been the theme of my pastoral ministry

Nomination submitted by: Evangeline Anderson-Raykumar Phone: 812 972 2741

If submitted by other than the nominee, has nominee agreed to serve? Yes ☒ No ☐

For questions, contact Synod Secretary Julie Slavens at jslavens@isba-ind.org or Pastor Dan Forehand at dforehand@iksynod.org or 317.253.3522.



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## General Nomination Form

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Nominated Position: Clergy Synod Council

Name: Rev. BIMEN LIMBONG

Address, include city, state, zip code:

11207 ARBOR WOOD Dr. LOUISVILLE Ky 40299

Phone: 502 - 553 - 6025

E-mail address: Pastor bimen@ChristLutheranLouisville.com

Information about nominee:

Occupation: Clergy

Congregation Membership: Christ Lutheran Church

Congregation City and Conference: Louisville, South Central Conference

CURRENT Congregation Service: Pastor of Christ Lutheran Church

CURRENT Community Service: Jeffersontown Area Ministry (JAM)

CURRENT Conference/Synod/ELCA Service: Synod Council, Chair of the Indonesian Caucus of the ELCA, President-elect of AAPI - ELCA

List specific gifts or talents you think you would bring to this position (50 words maximum):

First of all, being a person of color and was born and raised out of US (Indonesia) will help promote diversity. Being a leader in our local church, community locally and nationally will contribute to the leadership of the Synod

Nomination submitted by: Rev. Bimen Limbong Phone: 502 - 553 - 6025

If submitted by other than the nominee, has nominee agreed to serve? Yes ☐ No ☐

For questions, contact Synod Secretary Patricia McIntrye at [patricia@pqmcintrye.com](mailto:patricia@pqmcintrye.com) or Pastor Dan Fugate at [assembly@iksynod.org](mailto:assembly@iksynod.org) or 317.253.3522.



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**Nominated Position:** Synod Council

**Name** Tim Diemer

**Address, include city, state, zip code:** 3508 Briarwood Dr.

Elkhart, IN 46514

**Phone:** (H) 574-266-9580 © 219-861-2766

**E-mail address:** revtim1@comcast.net

**Information about nominee:**

**Occupation:** Retired Rostered Leader

**Congregation Membership:** Christ The King

**Congregation City and Conference:** South Bend; NCC

**CURRENT Congregation Service:** Supply Pastor: Pastor of Record for Prince of Peace in Merrillville, IN

**CURRENT Community Service:** Elco Community Chorus, Elkhart; Cultivate Culinary Food Rescue, Elkhart

**CURRENT Conference/Synod/ELCA Service:** NCC Dean; Nominating Committee, Consultation Committee

**List specific gifts or talents you think you would bring to this position (50 words maximum):**

I have served in the synod for 26 years. So I bring a historical perspective to leadership. I have also engaged in multiple point/shared ministry for close to 20 years. I can share that perspective with some of our smaller congregations contemplating entering into such an arrangement with neighboring churches.

**Nomination submitted by:** Tim Diemer **Phone:** 574-266-9580

**If submitted by other than the nominee, has nominee agreed to serve?** Yes            No           

**For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.**



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**Nominated Position:** Synod Council Rostered Leader

**Name:** The Rev. Chris Duckworth

**Address, include city, state, zip code:**  
13272 Aquamarine Drive  
Carmel, IN 46033

**Phone:** 317 385 5501

**E-mail address:** [pastor@newjoy.org](mailto:pastor@newjoy.org)

**Information about nominee:**

**Occupation:** Pastor

**Congregation Membership:** New Joy Lutheran Church

**Congregation City and Conference:** Westfield, Indiana - Indianapolis Conference

**CURRENT Congregation Service:** Pastor at New Joy since June 2014. In addition to standard pastoral role and tasks, I am engaged in notable ministries of Jewish-Christian dialogue with local synagogue rabbi and Jewish community leaders; partnerships with Westfield Pride event/organization; coalition-building efforts with local Latino community; and, recent commitment as AMMPARO congregation following January 2025 border immersion in El Paso, TX and Las Cruces, NM with team of 8 New Joy teens and adults.

**CURRENT Community Service:** Carmel High School Marching Band parent caregiver volunteer and coordinator

**CURRENT Conference/Synod/ELCA Service:** member of IK Synod Racial Justice Task Force; presenter to congregation groups and Indianapolis Conference on issues related to immigration and care for our immigrant neighbor

**List specific gifts or talents you think you would bring to this position (50 words maximum):** I am proficient in Spanish and engaged with Latino/Latin American communities. Prior experience includes service as US Army/Indiana Army National Guard Chaplain (year-long mobilization to Kuwait/Iraq in 2019), and employment with Augsburg Fortress Publishers and United Lutheran Seminary (Philadelphia). Served congregations in Saint Paul, MN and Arlington, VA.

**Nomination submitted by:** Chris Duckworth

**Phone:** 317 385-5501 (mobile)

**If submitted by other than the nominee, has nominee agreed to serve?** Yes \_\_\_\_\_ No \_\_\_\_\_

For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.





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## General Nomination Form

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Nominated Position: Synod Council Clergy

Name: Dana Lockhart

Address, include city, state, zip code:

527 Clifton Rd. Versailles, KY 40383

Phone: 859-489-0409

E-mail address: Pastordana@faithlutheranchurch.com

### Information about nominee:

Occupation: Pastor

Congregation Membership: Faith Lutheran Church

Congregation City and Conference: Lexington, East KY conference

CURRENT Congregation Service: Pastor - Faith Lutheran Church Lexington, KY

CURRENT Community Service: Harstad Fine Arts Series - Board member

CURRENT Conference/Synod/ELCA Service: Active in Conference Ministerium

List specific gifts or talents you think you would bring to this position (50 words maximum):

• Prior synod council experience 2015-2018

• Campus ministry experience

• Ecumenical experience: Episcopal diocese of Lexington, KY council of churches, 2017 local Roman Catholic-Lutheran dialogue.

Nomination submitted by: Dana Lockhart Phone: 859-489-0409

If submitted by other than the nominee, has nominee agreed to serve? Yes \_\_\_\_\_ No \_\_\_\_\_

For questions, contact Synod Secretary Julie Slavens at jslavens@isba-ind.org or Pastor Dan Forehand at dforehand@iiksynod.org or 317.253.3522.



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Nominated Position: synod council 3 year term

Name: Rev. Marjorie McDaniel

Address, include city, state, zip code:

10453 Mill Road, Cincinnati, Ohio 45240

Phone: 614-517-2210

E-mail address: chaplaininthehouse@yahoo.com

Information about nominee:

Occupation: Pastor

Congregation Membership: First Lutheran, Columbus, Indiana

Congregation City and Conference: Columbus, Indiana

CURRENT Congregation Service: First Lutheran

CURRENT Community Service: \_\_\_\_\_

CURRENT Conference/Synod/ELCA Service: Indianapolis Conf

List specific gifts or talents you think you would bring to this position (50 words maximum):

**I believe I would bring years of experience as a Pastor, the gift of teachings and a voice for diversity. I am gifted in administration and community involvement.**

Nomination submitted by: Rev. Marjorie McDaniel Phone: 614-517-2210

If submitted by other than the nominee, has nominee agreed to serve? Yes \_\_\_\_\_ No \_\_\_\_\_

For questions, contact Synod Secretary Julie Slavens at jslavens@isba-ind.org or Pastor Dan Forehand at dforehand@iksynod.org or 317.253.3522.



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**Nominated Position:** Rostered Minister at-large, two-year

**Name:** Rev. Kristin Rice (she/they)

**Address, include city, state, zip code:**  
3629 Thornhill Circle E, Lafayette IN 47909

**Phone:** 262-758-1235

**E-mail address:** [pastor@plm.org](mailto:pastor@plm.org)

### Information about nominee:

**Occupation:** campus pastor

**Congregation Membership:** Our Saviour Lutheran Church

**Congregation City and Conference:** West Lafayette, IN Greater Lafayette Conference

**CURRENT Congregation Service:** Purdue Lutheran Ministry; collaboration with Our Saviour Lutheran; pastor of record for Gloria Dei Lutheran Church, Mulberry IN

**CURRENT Community Service:** volunteer opportunities through campus events at Purdue University; community programs such as Lafayette Urban Ministry, Lafayette Transitional Housing, Food Finders; University Religious Leaders executive team

**CURRENT Conference/Synod/ELCA Service:** \_\_\_\_\_

Synod council appointed to fill at-large rostered ministry following Bishop's election in 2024 until 2025 assembly; LuMin campus ministry collaborations; LOMIK staff training and support; convener for the chaplain team for Proclaim, the community of publically serving LGBTQIA+ clergy and seminary students

### List specific gifts or talents you think you would bring to this position (50 words maximum):

I am creative and often operate outside the box, thanks to an ADHD brain and being a queer clergy person.

As a campus pastor, I bring a different perspective of ministry outside of 'traditional' ministry settings, which enables me to be an advocate and voice for both people and ministries that are on the margins or otherwise under-represented in the wider church.

**Nomination submitted by:** self **Phone:** 262-758-1235

**If submitted by other than the nominee, has nominee agreed to serve?** Yes \_\_\_\_\_ No \_\_\_\_\_

**For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.**





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## General Nomination Form

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Nominated Position: Young Adult Representative

Name: Dana Abbring

Address, include city, state, zip code:

233 Stone Creek Lane, Valparaiso, Indiana, 46383

Phone: (219) 464-1678

E-mail address: dabb3001@gmail.com

### Information about nominee:

Occupation: Student (graduated high school June 4th of 2025, incoming freshman at Purdue University)

Congregation Membership: Christ Lutheran Church

Congregation City and Conference: Valparaiso, IN (Northwest Conference)

CURRENT Congregation Service: Active youth group participant, Youth Board Secretary, Sunday School co-teacher, Breadbreakers dinner + devotion group coordinator, Theology Club member, occasional worship assistant (lectionary or prayer reading). Previously served two terms as Youth Member of Church Council.

CURRENT Community Service: school National Honor Society president, school Fellowship of Christian Athletes secretary, school Yearbook editor-in-chief, school Student Council secretary, school Key Club member, supports Lutheran World Relief

CURRENT Conference/Synod/ELCA Service: ELCA Formation Co-Op Group B participant (on the Core Team and Design Team for congregation)

List specific gifts or talents you think you would bring to this position (50 words maximum):

- Leadership
- Memory and recall
- Note-taking
- Communication and organization
- Curious listener that loves learning
- Enthusiasm to serve the church and accompany others
- Thoughtful, reliable, mature
- Hope for a loving society that grows its relationship with God and uplifts the lowly
- Ambition, initiative, and determination to get something done by doing something about it

Nomination submitted by: Christ Lutheran Church, Valparaiso IN Phone: (219) 462-6660

If submitted by other than the nominee, has nominee agreed to serve? Yes ☒ No ☐



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## General Nomination Form

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**Nominated Position:** Young Adult Council Member

**Name:** Haley Matthias Cater

**Address, include city, state, zip code:**  
1316 Mill Race Rd Louisville, KY 46835

**Phone:** 2604506087

**E-mail address:** haleymatthias97@gmail.com

**Information about nominee:**

**Occupation:** Pediatric Audiologist

**Congregation Membership:** Messiah Lutheran Church

**Congregation City and Conference:** Fort Wayne

**CURRENT Congregation Service:** Volunteer at events including concerts and holiday services

**CURRENT Community Service:** Volunteer with local Red Cross, Norton Children's Hospital, animal shelter

**CURRENT Conference/Synod/ELCA Service:** n/a

**List specific gifts or talents you think you would bring to this position (50 words maximum):**

Attended multiple regional and national conferences with the ECLA.

Gifts and talents for the position:

Compassion for others.

Understanding of the areas within the IN/KY Synod.

Medical provider in metro Louisville.

Continuous member of my home church in Indiana.

Unique understanding of different populations within our communities.

**Nomination submitted by:** Haley Matthias Cater **Phone:** 2604506087

**If submitted by other than the nominee, has nominee agreed to serve?** Yes        No       

For questions, contact Synod Secretary Patricia McIntrye at [patricia@pqmcintrye.com](mailto:patricia@pqmcintrye.com) or Pastor Dan Fugate at [assembly@iksynod.org](mailto:assembly@iksynod.org) or 317.253.3522.



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**Nominated Position:** Synod Council Youth Representative

**Name:** Kasey Kissner

**Address, include city, state, zip code:** 10207 Gerig Road, Leo, IN. 46765

**Phone:** 260-467-9220

**E-mail address:** kissnerkasey@gmail.com

### Information about nominee:

**Occupation:** Student

**Congregation Membership:** Messiah Lutheran Church

**Congregation City and Conference:** Fort Wayne, Northeast Conference

**CURRENT Congregation Service:** Sunday School teacher and VBS Team

**CURRENT Community Service:** Leo Student Council, Leo Lions Club Students Sharing Hearts Club,  
Volunteer assistant coach for Leo Middle School Tennis Club

**CURRENT Conference/Synod/ELCA Service:** N/A

**List specific gifts or talents you think you would bring to this position (50 words maximum):**

I have passion and a voice. I have seen youth ministry benefit my  
older sisters and i see the difference it has made in them and  
continues to make in mine. I work with kids at our church and  
want to make sure there is an active youth ministry in the  
ELCA for them.

**Nomination submitted by:** \_\_\_\_\_ **Phone:** \_\_\_\_\_

**If submitted by other than the nominee, has nominee agreed to serve? Yes** X **No** \_\_\_\_\_

**For questions, contact Synod Secretary Patricia McIntrye at [patricia@pqmcintrye.com](mailto:patricia@pqmcintrye.com) or Pastor Dan Fugate at [assembly@iksynod.org](mailto:assembly@iksynod.org) or 317.253.3522.**



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**Nominated Position:** Member of the Synod Consultation Committee

**Name:** Pastor David Hewitt

**Address, include city, state, zip code:**  
204 Crestview Court, Fishers, IN 46038

**Phone:** 317-372-9856

**E-mail address:** davidlhewitt@gmail.com

### Information about nominee:

**Occupation:** Minister of Word and Sacrament, ELCA

**Congregation Membership:** Cross and Crown Lutheran Church

**Congregation City and Conference:** Indianapolis, Indiana

**CURRENT Congregation Service:** Supply Pastor

**CURRENT Community Service:** Social Service Ministry efforts at Cross and Crown Lutheran in Indianapolis

**CURRENT Conference/Synod/ELCA Service:** \_\_\_\_\_

### List specific gifts or talents you think you would bring to this position (50 words maximum):

Guided by the Spirit of Jesus, I have been blessed to have been a called pastor for 35 years before my recent retirement. One strength of  
my pastoral ministry is being able to bring people together who disagree with each other, in order to move forward in being the church  
together. Perhaps I could therefore be of some use to the Consultation Committee of this synod, which works with congregations to work  
out situations where disagreements not only exist but impede the Lord's ministry.

**Nomination submitted by:** David Hewitt **Phone:** 317-372-9856

**If submitted by other than the nominee, has nominee agreed to serve?** Yes X No \_\_\_\_\_

**For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.**



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Nominated Position: Consultation Committee, Clergy

Name: Dana Lockhart

Address, include city, state, zip code:

527 Clifton Rd Versailles, KY 40383

Phone: 859-489-6409

E-mail address: Pastordana@faithlutheranchurch.com

### Information about nominee:

Occupation: Pastor

Congregation Membership: Faith Lutheran Church

Congregation City and Conference: Lexington, East KY conference

CURRENT Congregation Service: Pastor- Faith Lutheran Church Lexington, KY

CURRENT Community Service: Harstad Fine Arts Series- Board member

CURRENT Conference/Synod/ELCA Service: Active in conference ministerium

List specific gifts or talents you think you would bring to this position (50 words maximum):

- Healthy Congregations Facilitator training
- Interim ministry experience & experience in a wide variety of ministry settings

Nomination submitted by: Dana Lockhart Phone: 859-489-6409

If submitted by other than the nominee, has nominee agreed to serve? Yes ☐ No ☐

For questions, contact Synod Secretary Julie Slavens at jslavens@isba-ind.org or Pastor Dan Forehand at dforehand@iksynod.org or 317.253.3522.





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**Nominated Position:** Rostered Person, Discipline Committee

**Name:** Eric Black

**Address, include city, state, zip code:**

7211 Stellhorn Rd, Fort Wayne, IN 46815

**Phone:** 260-485-8716

**E-mail address:** eric@messiahlc.com

### Information about nominee:

**Occupation:** Deacon

**Congregation Membership:** Messiah Lutheran Church

**Congregation City and Conference:** Fort Wayne, Indiana-Kentucky Conference

**CURRENT Congregation Service:** Messiah Lutheran Church

**CURRENT Community Service:** N/A

**CURRENT Conference/Synod/ELCA Service:** N/A

### List specific gifts or talents you think you would bring to this position (50 words maximum):

Previous work experiences in the Fort Wayne Police Department as manager in the Crime Laboratory, positions of rank within the department including deputy chief and managing

The Crime Scene Management Division. I was president of the Patrolman's Benevolent Association which is the union that represents police officers in matters of disciplinary procedures.

**Nomination submitted by:** Eric Black

**Phone:** 260-797-3037 (cell)

**If submitted by other than the nominee, has nominee agreed to serve?** Yes            No           

**For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.**



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**Nominated Position:** Clergy Disciplinary Committee - Lay Person

**Name:** Teresa Ann Cooksey

**Address, include city, state, zip code:**

4973 N St Rd 29, Camden IN 46917

**Phone:** 574-709-7952 (cell) 574-859-2251 (home, can leave message)

**E-mail address:** tacdei@gmail.com

### Information about nominee:

**Occupation:** Legal Assistant for the Department of Child Services; Administrative Assistant Deer Creek Presbyterian Church; Bankruptcy Assistant for Knight Law Office

**Congregation Membership:** Faith Lutheran

**Congregation City and Conference:** Logansport, IN, Lafayette Conference

**CURRENT Congregation Service:** Financial Secretary, Lay Leadership, Communion Prep.

**CURRENT Community Service:** Deer Creek Park Board, Assist with activities at Deer Creek Community Center

**CURRENT Conference/Synod/ELCA Service:** Lay Leader/Pulpit Supply for Faith, St. Peter's and New Hope. Also have served at Deer Creek Presbyterian.

### List specific gifts or talents you think you would bring to this position (50 words maximum):

I feel that I have the ability to see both sides of a story to evaluate them before making a decision.

**Nomination submitted by:** Pastor Kristen Schmid **Phone:** 217-553-2812

**If submitted by other than the nominee, has nominee agreed to serve?** Yes ☒ No ☐

For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.



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Nominated Position: Discipline Committee (6-year term)

Name: Rev. Erik Grayvold

Address, include city, state, zip code:

315 S 11th St., Chesterton, IN 46304

Phone: 906.364.1035

E-mail address: grayvolde@gmail.com

### Information about nominee:

Occupation: Pastor and Student

Congregation Membership: Christ Lutheran Church

Congregation City and Conference: Valparaiso, IN NWIC

CURRENT Congregation Service: St. Francis' Episcopal Church, Chesterton, IN. Pastor-in-Charge

CURRENT Community Service: Religious Freedom Indiana

CURRENT Conference/Synod/ELCA Service: YAGM Alumni-Palestine, US-Lutheran Palestine Israel Justice Network

### List specific gifts or talents you think you would bring to this position (50 words maximum):

Political Theology researcher (specializing in Christian nationalism), organized, experience working  
in situations of conflict and transition, and active user of practical theology in ministry situations.

Nomination submitted by: Self Phone: \_\_\_\_\_

If submitted by other than the nominee, has nominee agreed to serve? Yes \_\_\_\_\_ No \_\_\_\_\_

For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.





**Indiana-Kentucky Synod**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.

## General Nomination Form

(NOTE: Lay synod council positions are elected at the conference spring assemblies. Form should be sent immediately after conference assembly to Julie Slavens, Synod Secretary + jslavens@isba-ind.org)

Nominated Position: Disciplinary Committee Member

Name: Grace Pardon

Address, include city, state, zip code: 914 N 23<sup>rd</sup> St Paducah, KY 42001

Phone: 651-212-0048

E-mail address: gpardon@examenschurchan.org or gracepardon@gmail.com

### Information about nominee:

Occupation: Supervisory Chaplain - Ministry on the River

Congregation Membership: TBD (recently can change into specialized

Congregation City and Conference: ministry so I haven't established church membership

CURRENT Congregation Service: N/A (Chaplain)

CURRENT Community Service: Crisis Response Chaplain

CURRENT Conference/Synod/ELCA Service: IN/KY Synod

List specific gifts or talents you think you would bring to this position (50 words maximum):

- 10 years of supervisory & management experience
- Compassionate and empathetic listener
- Strong commitment to justice
- Desire to work for healing for all people

Nomination submitted by: Grace Pardon Phone: 651-212-0048

If submitted by other than the nominee, has nominee agreed to serve? Yes          No         

For questions, contact Synod Secretary Julie Slavens at jslavens@isba-ind.org or Pastor Dan Forehand at dforehand@iksynod.org or 317.253.3522.



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**Nominated Position:** Discipline Committee

**Name:** Rev. Amy Beitelchees-Albers

**Address, include city, state, zip code:**  
PO Box 293 New Haven IN 46774

**Phone:** 260/715-7269

**E-mail address:** sanctuary.farm@yahoo.com

### Information about nominee:

**Occupation:** Pastor

**Congregation Membership:** Faith Lutheran/Come2Go Ministries

**Congregation City and Conference:** Ft. Wayne, IN Northeast Conference

**CURRENT Congregation Service:** Pastor, Come2Go Ministries; Mission Pastor So Much More Ministries; Interim Pastor Calvary, Bluffton

**CURRENT Community Service:** Poor People's Campaign:

**CURRENT Conference/Synod/ELCA Service:** \_\_\_\_\_

### List specific gifts or talents you think you would bring to this position (50 words maximum):

Have served on this committee previously; 26 years as pastor; 23+ years as mental health and addictions therapist, training and experience in conflict management

**Nomination submitted by:** self **Phone:** \_\_\_\_\_

**If submitted by other than the nominee, has nominee agreed to serve?** Yes \_\_\_\_\_ No \_\_\_\_\_

**For questions, contact Synod Secretary Julie Slavens at [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org) or Pastor Dan Forehand at [dforehand@iksynod.org](mailto:dforehand@iksynod.org) or 317.253.3522.**



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## General Nomination Form

(NOTE: Lay synod council positions are elected at the conference spring assemblies. Form should be sent immediately after conference assembly to Julie Slavens, Synod Secretary + jslavens@isba-ind.org)

Nominated Position: Lomik Board

Name: Rev. Caroline Satre

Address, include city, state, zip code:

52110 Conestoga Court Granger, IN 46530

Phone: 847-271-1414

E-mail address: csatre@ctkluth.com

### Information about nominee:

Occupation: ordained pastor

Congregation Membership: Christ the King, South Bend

Congregation City and Conference: South Bend, North

CURRENT Congregation Service: Senior Pastor

CURRENT Community Service: Living Matthew 25, Senior Suds

CURRENT Conference/Synod/ELCA Service: Lomik Board - Chair of the Governance Task Force

List specific gifts or talents you think you would bring to this position (50 words maximum):

I have a passion for outdoor ministries, having participated as a camper, staff member, pastor, parent, and board member. In my work with Lomik, I also lead with a serious yet lighthearted approach to faith and life, administrative competence, and the desire to strengthen the connection with the IK Synod.

Nomination submitted by: Caroline Satre Phone: 847-271-1414

If submitted by other than the nominee, has nominee agreed to serve? Yes ☐ No ☐

For questions, contact Synod Secretary Julie Slavens at jslavens@isba-ind.org or Pastor Dan Forehand at dforehand@iksynod.org or 317.253.3522.

## **A Call to the ELCA Churchwide for Disinvestment for the Sake of Lutheran Nonprofits**

WHEREAS, Christ identifies his disciples as those who feed the hungry, satisfy the thirsty, clothe the naked, care for the sick, and visit the prisoner (Matthew 25:31-46); and

WHEREAS, Lutheran Services in America (LSA) and its affiliates, and Global Refuge (formerly Lutheran Immigration and Refugee Service) are partners in ministry with the ELCA and its predecessor bodies; and

WHEREAS, on February 2, 2025, Michael Flynn falsely claimed on X (formerly Twitter) that “Lutheran Family Services and affiliated organizations” are a “money laundering operation” that “must end”; and

WHEREAS, Elon Musk shared Michael Flynn’s post saying “The @DOGE team is rapidly shutting down these illegal payments”; and

WHEREAS, LSA, its affiliates, and Global Refuge are nonprofits subject to oversight as required by law to maintain said status; and

WHEREAS, LSA, its affiliates, and Global Refuge have been given legitimate, congressionally appropriated grants and contracts for the work they do in the social service arena; and

WHEREAS, the “Department of Government Efficiency” is not a congressionally approved, constitutionally sanctioned entity, or in any way elected by the registered voters of this country; and

WHEREAS, the Churchwide offices of the ELCA are to use funding from its donors in ways that reflect the overall mission of the ELCA; and

WHEREAS, the ELCA’s Office of Corporate Social Responsibility already recommends not investing in corporations benefiting from the most egregious denial of the rights of humans as political and civic beings to have equal access and participation in legal and political decisions affecting them; therefore

LET IT BE RESOLVED, that the Indiana Kentucky Synod memorialize the 2025 Churchwide Assembly of the ELCA to direct the office of Corporate Social Responsibility to create an investment screen that requires Portico, the Mission Investment Fund, the ELCA Federal Credit Union, and other financial arms of the ELCA to divest from the publicly traded businesses of Elon Musk including but not limited to Tesla and halt the use of products and services of any such company; and

LET IT BE FURTHER RESOLVED, that the Indiana Kentucky Synod memorialize the 2025 Churchwide Assembly of the ELCA to require churchwide employees and departments cease the use of products, technologies, and services connected to the privately owned businesses of

Elon Musk such as but not limited to X (formerly known as Twitter), OpenAI, or SpaceX/Starlink for purposes related to their official positions in the Churchwide Office; and

LET IT BE FURTHER RESOLVED, that the Indiana Kentucky Synod memorialize the 2025 Churchwide Assembly of the ELCA to direct churchwide offices not to use any service, product, or technology connected to Elon Musk's businesses until he has ceased his illegal operations in US and State governments and has written a public letter of apology addressed to the ELCA's church council, the board of directors for LSA, and the board of directors for Global Refuge for taking illegal actions that harmed the livelihood of the people ministered by said organizations.

## **NATIONAL DAY OF REMEMBRANCE FOR INDIAN BOARDING SCHOOLS**

WHEREAS, from 1819 to 1969, countless Indian day schools and over 520 Indian boarding schools operated in the United States, with 417 receiving federal support [1], where Native children were forcibly taken from their families and communities, prohibited all expression of Native language and culture, and required to perform manual labor [2], with a goal to “Kill the Indian in him, and save the man” [3]; and

WHEREAS, religious organizations collaborated with the federal government in operating more than half of these federally-funded schools; and predecessor denominations of the Evangelical Lutheran Church in America (ELCA) operated Bethany Indian Mission Boarding School in Wittenburg, Wisconsin [4], and other non-federally funded boarding schools, day schools, and related institutions [5]; and

WHEREAS, these schools were part of a larger strategy of physical and cultural genocide that included forcing Indigenous people and Tribal Nations off of their original homelands and onto reservations so that settlers and governments could claim the stolen land for themselves, undermining sovereignty [6], and perpetrating extermination in multiple other ways; and

WHEREAS, boarding school students, which at one point included over 83% of all Native children [7], often suffered physical, sexual, emotional, and psychological abuse that caused deep trauma for the children, their families, their tribal communities, and subsequent generations [8]; and an untold number of children died while at boarding schools (nearly 1,000 identified to date) [9]; and

WHEREAS, the ELCA has committed to work against injustices and toward healing as stated in “The Repudiation of the Doctrine of Discovery” (2016) [10] and the “Declaration to American Indian and Alaska Native People” (2021) [11], therefore be it

RESOLVED, that the \_\_\_\_\_ Synod Assembly memorialize the 2025 Churchwide Assembly of the Evangelical Lutheran Church in America to address the legacies of our church’s role in Indian Boarding Schools through the following actions:

1. Actively invite and equip all congregations, synods, and affiliate ministries to commemorate the National Day of Remembrance for Indian Boarding Schools annually on or near September 30th;
2. Broaden and deepen awareness at congregation, synod, and churchwide levels of Christian and Lutheran roles in Indian boarding schools, through creation of adult and children/youth educational programs and materials and through consistent publishing of articles in all of the church’s publications;
3. Provide on-going recognition of and support for the growing network of lay people and clergy volunteering their time in the work of the ELCA Truth-Seeking & Truth-Telling

Initiative on Indian Boarding Schools (see [www.elca.org/IndianBoardingSchools](http://www.elca.org/IndianBoardingSchools)) to locate all known records related to the ELCA's predecessor bodies' involvement with Indian boarding and day schools and to educate others about Indian boarding schools;

4. Encourage ELCA affiliate ministries to commit to learning the truth of their involvement with Indian boarding schools, in partnership with the ELCA Truth-Seeking & Truth-Telling Initiative; and to responsibly create paths to healing and repair;
5. Organize and care for all information in the ELCA's possession that was recorded about Indian boarding and day schools and the students who attended them, forcibly or otherwise; carry out this work in partnership with the ELCA Truth-Seeking & Truth-Telling Initiative and the ELCA Archives; recognize that this information belongs to and is a source of healing for student survivors, their descendants, communities, and Tribal Nations; and ensure that the records and research are made accessible to Indian boarding school survivors and their families in a responsible manner; and
6. Identify sources of funding to sufficiently support research and organizing efforts; and to sufficiently support digitization and labeling of all ELCA Indian boarding school archival records.

Author: Elizabeth M. Andress, Co-lead (lay volunteer), [ELCA Truth-Seeking & Truth-Telling Initiative on Indian Boarding Schools](http://www.elca.org/IndianBoardingSchools); [liz@solbrack.com](mailto:liz@solbrack.com), 651-983-8105 (m)

## NOTES

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3. "'Kill the Indian in him, and save the man': R.H. Pratt on the Education of Native Americans." Carlisle Indian School Digital Resource Center. Accessed February 15, 2025. <https://carlisleindian.dickinson.edu/teach/kill-indian-him-and-save-man-r-h-pratt-education-native-americans>
4. Anna M. Peterson, "Norwegian Americans and the Bethany Indian Mission," *Currents: The Newsletter of the Norwegian-American Historical Society* (Volume 189, Fall 2023): 6-9.
5. United States Department of the Interior, Bureau of Indian Affairs, *Federal Indian Boarding School Initiative Investigative Report Volume II - List of Other Institutions* (Appendix F), July 2024, <https://www.bia.gov/service/federal-indian-boarding-school-initiative>
6. Ned Blackhawk, *The Rediscovery of America: Native Peoples and the Unmaking of U.S. History* (New Haven, CT: Yale University Press, 2023): 333-337.
7. "US Indian Boarding School History." National Native American Boarding School Healing Coalition. Accessed February 15, 2025. <https://boardingschoolhealing.org/education/us-indian-boarding-school-history/>
8. United States Department of the Interior, Bureau of Indian Affairs, *Federal Indian Boarding School Initiative Investigative Report Volume II*, July 2024, 15, <https://www.bia.gov/service/federal-indian-boarding-school-initiative>
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11. "A Declaration of the ELCA to American Indian and Alaska Native People," Evangelical Lutheran Church of America, 2021, [https://resources.elca.org/wp-content/uploads/Declaration\\_to\\_American\\_Indian\\_Alaska\\_Native.pdf](https://resources.elca.org/wp-content/uploads/Declaration_to_American_Indian_Alaska_Native.pdf)