



# BULLETIN OF REPORTS

*June 2026*

# Indiana-Kentucky Synod Assembly

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## 2026 Indiana-Kentucky Synod Assembly Agenda (Proposed) Saturday, June 6, 2026, by Zoom

**“Living in Harmony: Together [we] may with one voice glorify the  
God and Father of our Lord Jesus Christ.” (Romans 15:5-6)**

9:30 am Eastern/ 8:30 am Central:	<b>Opening of the Assembly</b>
	<ul style="list-style-type: none"><li>• Prayer/Call to Order/Opening Remarks</li><li>• Credentials Report</li><li>• Adoption of Proposed Agenda/Rules/</li><li>• Notification of Appointment of Committee</li></ul>
10:00 am Eastern/9:00 am Central	<b>Churchwide Report – Maryn Olson</b>
10:30 am Eastern/9:50 am Central	<b>Elections</b>
10:45 am Eastern/9:30 am Central	<b>Presentation: Lutheran Disaster Response – Maryn Olson</b>
11:05 am Eastern/10:05 am Central	<b>Presentation of Resolutions</b>
11:15 am Eastern/10:15 am Central	<b>Adoption of Compensation Standards</b>
11:25 am Eastern/10:25 am Central	<b><u>BREAK</u></b>
11:40 am Eastern/10:40 am Central	<b>Report of Synod Vice President: Anne Simerman</b>
11:50 am Eastern/10:45 am Central	<b>Report of the Bishop: The Rev. Timothy M. Graham</b>
12:05 pm Eastern/11:05 am Central	<b>Report of the Elections Committee: 2nd Ballot, if needed</b>
12:15 pm Eastern/11:15 am Central	<b>Report of Synod Secretary: Julie Slavens</b>
12:25 pm Eastern/11:25 am Central	<b>Treasurer’s Report: Harry Albers</b>
12:35 pm Eastern/11:35 am Central	<b>Ordination Anniversary Video</b>
12:40 pm Eastern/11:40 am Central	<b>Consideration of Resolutions</b>
1:00 pm Eastern/Noon Central:	<b>Final Session</b>
	<ul style="list-style-type: none"><li>• Closing Remarks by the Bishop</li><li>• Motion to Adjourn</li><li>• Installation of Newly Elected/Deans</li><li>• Sending Rite</li></ul>

## 2026 Indiana Kentucky Synod Assembly Rules of the Assembly

1. **Agenda and Rules:** The agenda and the rules governing the Assembly will be adopted during the first plenary session of the Synod Assembly. Once adopted, neither document may be amended except by a two-thirds majority vote of the assembly.
2. **Quorum:** One-half of the members of the Synod Assembly shall constitute a quorum. (**S7.14.**) The presence of a quorum shall be determined by the list of participating members on the Zoom call. The chair shall verify the presence of a quorum before stating the question on any new motion or taking any vote. If a quorum is absent, the chair shall declare that fact.
3. **Proxy or Absentee Voting:** Proxy and absentee voting shall not be permitted in the transaction of any business of the synod. (**†S7.31.**)
4. **Signing in and out:** Voting members shall identify themselves as required to sign in to the Zoom meeting service and shall maintain video and audio access during the meeting whenever present, but shall sign out upon any departure before adjournment.
5. **Technical Requirements and Malfunctions:** Voting members are responsible for their own audio and Internet connections.
6. **Forced Disconnections:** The chair may cause or direct the disconnection or muting of a member's connection if it is causing undue interference with the meeting
7. **Making a Motion:** If a voting member wishes to make a motion (including any motions to amend a pending matter or refer a pending matter), the motion must be submitted in writing via private message to "Motions" on the Zoom platform. The Motions Monitor will forward the motion to the Chair of the Assembly. When recognized by the chair, the maker of the motion should unmute themselves, and identify themselves (including name and congregation name, city, and state) and state the motion using: "I move that...". The chair shall then announce whether the motion requires a second. After it is moved (and seconded, as needed), the chair shall restate the motion, and, as appropriate, ask for discussion.
8. **Speaking during Discussion:** If a voting member wishes to speak to a pending matter, they will request permission by sending a private Chat message via "Motions" on the Zoom platform – indicating name, congregation name, city and state, and whether favoring or opposing the pending matter or is asking a clarifying question. Speakers are limited to no more than two minutes; and a voting member may address the same topic no more than two times. Speakers will alternate between those speaking for and speaking against the pending matter. The chair will ensure that ample time is given for a voting member to submit a request to speak during discussion via "Motions" on the Zoom platform.
9. **Moving the Previous Question:** A member who has spoken on the pending question(s) 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.

10. **Resolutions:** Because of the limitations of an online assembly, only resolutions received 30 days prior to the assembly shall come before the Synod Assembly. The deadline to receive resolutions is May 7, 2026. (Alters **S7.41.A21.** for this meeting of the Synod Assembly)
11. **Voting:** Voting will be accomplished by the use of the Zoom polling feature, which shall be deemed a ballot vote. As such, each voting member of the Synod Assembly will require their own device and log-on in order to vote. Computers, tablets, and phones, may not be shared by more than one voting member. Business may also be conducted by unanimous consent.
12. **Parliamentary Procedure:** The latest edition of Robert's Rules of Order shall govern parliamentary procedure of this Synod Assembly (**S7.32.**)
13. **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.
14. **Recounts Out of Order:** Motions to order a recount are not in order.
15. **Unfinished Business:** Upon the adjournment of the Synod Assembly, all remaining unfinished items of business shall be referred to the Synod Council for disposition (**†S10.02.**)

# Indiana-Kentucky Synod

## Budget Worksheet w/ Previous Year Totals

Accounts	Assembly Approved Budget 2026-27	Revised Annual Budget 2026-27	Assembly Approved Budget 2027-28
<b>Revenues</b>			
<b>Mission Support</b>			
40101000 - Mission Support	\$ 1,550,000	\$ 1,550,000	\$ 1,550,000
<b>Total Mission Support</b>	<b>\$ 1,550,000</b>	<b>\$ 1,550,000</b>	<b>\$ 1,550,000</b>
<b>ELCA Direct Support</b>			
402000000 - Grants			
40201000 - Campus Ministry Grants	\$ -	\$ -	\$ -
40205000 - DEM Support	\$ 10,000	\$ 9,500	\$ 9,500
40220000 - Other ELCA Grants	\$ -	\$ -	\$ -
40225000 - ELCA New Start Grants	\$ -	\$ -	\$ -
40443000 - ELCA Strategic Ministry Grants			
<b>Total ELCA Direct Support</b>	<b>\$ 10,000</b>	<b>\$ 9,500</b>	<b>\$ 9,500</b>
<b>Endowment Draws</b>			
40370000 - Missionary Leaders	\$ 70,081	\$ 70,081	\$ 74,417
40371000 - Congregations & Faith Community	\$ 50,058	\$ 50,058	\$ 53,155
40372000 - Faith-Filled Disciples	\$ 100,115	\$ 100,115	\$ 106,310
40373000 - Collaboration & Communication	\$ 50,058	\$ 50,058	\$ 53,155
40374000 - Operations Support	\$ 80,092	\$ 80,092	\$ 85,048
<b>Total Endowment Draws</b>	<b>\$ 350,403</b>	<b>\$ 350,403</b>	<b>\$ 372,084</b>
<b>Gifts/Fees</b>			
40400000 - Registration/Fees - REGIONAL GATHERINGS			
40401000 - Assembly Registration	\$ -	\$ -	\$ 39,000
40405000 - Candidacy Application Fees	\$ 2,500	\$ 2,500	\$ 2,500
40406000 - Candidacy Cong. Contrib	\$ 2,500	\$ 2,500	\$ 2,500
40407000 - Candidacy Retreats	\$ 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
40423000 - First Call	\$ -	\$ -	\$ -
40425000 - Leadership Workshop	\$ -	\$ -	\$ -
40431000 - Prof Leaders Retreat Income	\$ 15,000	\$ 7,500	\$ 15,000
40435000 - Rental	\$ -	\$ -	\$ -
40439000 - Special Gifts	\$ -	\$ -	\$ -
40447000 - Worship Events	\$ -	\$ -	\$ -
40449100 - Youth Sales & Registrations	\$ -	\$ -	\$ -
40451000 - Misc Contribution Income	\$ 40,000	\$ 40,000	\$ 40,000
<b>Total Gifts/Fees</b>	<b>\$ 61,500</b>	<b>\$ 54,000</b>	<b>\$ 100,500</b>
<b>Release of Restricted Funds</b>			

83005875 - Campus Ministry Support	\$	8,333	\$	8,333	\$	8,333
83061850 - Univ of Louisville Campus Ministry	\$	10,000	\$	10,000	\$	10,000
82001800 - Abundant Grace/Strategic Ministry	\$	6,800	\$	6,800	\$	6,800
83011850 - New Starts (40441050 offset)	\$	22,000	\$	22,000	\$	22,000
83009850 - Cheesman Fund	\$	2,500	\$	2,500	\$	2,500
83034850 - HKBP or 83038850 - IELCH Chile	\$	2,500	\$	2,500	\$	2,500
82017800 - Pike Township/LDR position	\$	65,000	\$	65,000	\$	-
83033875 - IK Disaster Fund						
83018800 - Lily Grant/E-Connect - TLA Director		\$	-			
83018800 - Lily Grant/E-Connect - Admin Asst.		\$	-			
83018800 - Lily Grant/E-Connect - Program Director		\$	-			
83018800 - Lily Grant/E-Connect - Asst. Program Dir.		\$	-			
83018800 - Lily Grant/E-Connect - Storyteller		\$	-	\$		-
83015275 - Lily Grant/Called Together - TLA Director		\$	35,000	\$		40,000
83015275 - Lily Grant/Called Together - Database Manager		\$	13,520	\$		21,840
83015275 - Lily Grant/Called Together - Communications		\$	15,000	\$		25,000
83015275 - Lily Grant/Called Together - Administrative Staff		\$	6,760	\$		14,560
<b>Total Release of Restrictions</b>	\$	117,133	\$	187,413	\$	153,533
<b>Grants/Transfers</b>						
40511000 - Campus Ministry Grants	\$	-	\$	-	\$	-
40511200 - ELCA Special Grants	\$	-	\$	-	\$	-
<b>Total Grants/Transfers</b>	\$	-	\$	-	\$	-
<b>Other Income</b>						
40250000 - Reimbursements	\$	-	\$	-	\$	-
41001000 - Interest/Dividends	\$	-	\$	-	\$	-
41002000 - Unrealized Gain/(Loss)	\$	-	\$	-	\$	-
41003000 - Realized Gain/(Loss)	\$	-	\$	-	\$	-
41004000 - Miscellaneous Income	\$	10,000	\$	10,000	\$	10,000
<b>Total Other Income</b>	\$	10,000	\$	10,000	\$	10,000
<b>Total Revenues</b>	\$	2,099,036	\$	2,161,316	\$	2,195,617

## Expenses

### ELCA Shared

50101700 - ELCA Shared Mission Support	\$	666,500	\$	666,500	\$	666,500
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<b>Total ELCA Shared</b>	\$	666,500	\$	666,500	\$	666,500
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### Direct Support

50201700 - Capital University	\$	2,500	\$	2,500	\$	2,500
50210700 - Wittenburg University	\$	2,500	\$	2,500	\$	2,500
50202700 - Valparaiso University	\$	10,000	\$	10,000	\$	10,000
50215700 - Trinity Seminary	\$	6,000	\$	6,000	\$	6,000
50220700 - Region 6 (Capital Univ Archives)	\$	7,000	\$	7,000	\$	7,000

<b>Total Direct Support</b>	\$	28,000	\$	28,000	\$	28,000
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### IK Synod Direct

50301750 - Ball State Campus Ministry	\$	17,362	\$	17,362	\$	17,362
50305750 - Butler/IUPUI Campus Ministry	\$	5,000	\$	5,000	\$	5,000
50310750 - Indiana U. Campus Ministry	\$	31,335	\$	31,335	\$	31,335
50315750 - Purdue Campus Ministry	\$	31,335	\$	31,335	\$	31,335
50320750 - U of Louisville Campus Ministry	\$	20,834	\$	20,834	\$	20,834
50325750 - U of Kentucky Campus Ministry	\$	22,501	\$	22,501	\$	22,501
50345725 - United Campus Ministry (ISU)	\$	7,500	\$	7,500	\$	7,500
50330750 - LOMIK	\$	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
<b>Total IK Synod Direct</b>	\$	148,366	\$	148,366	\$	148,366
<b>Campus/Mentorship</b>						
51001100 - College Program	\$	1,500	\$	1,500	\$	1,500
51005100 - Travel & Meals - Campus Ministry	\$	1,000	\$	1,000	\$	1,000
<b>Total Campus/Mentorship</b>	\$	2,500	\$	2,500	\$	2,500
<b>Candidacy</b>						
51101100 - Evaluation	\$	15,000	\$	15,000	\$	15,000
51105100 - Interviews	\$	-	\$	-	\$	-
51115100 - Retreats	\$	2,500	\$	2,500	\$	2,500
51120100 - Scholarships	\$	60,000	\$	60,000	\$	60,000
51125100 - Training & Materials	\$	-	\$	-	\$	-
51130100 - Travel & Meals - Candidacy	\$	7,500	\$	7,500	\$	7,500
51412100 - Internship Expense	\$	2,500	\$	2,500	\$	2,500
51195100 - Misc Candidacy	\$	-	\$	-	\$	-
<b>Total Candidacy</b>	\$	87,500	\$	87,500	\$	87,500
<b>First Call</b>						
51201050 - First Call Mentor Stipend	\$	1,000	\$	1,000	\$	1,000
51201100 - Retreat Gathering	\$	2,000	\$	2,000	\$	2,000
<b>Total First Call</b>	\$	3,000	\$	3,000	\$	3,000
<b>Interim Ministry</b>						
51301100 - Interim Expense	\$	1,000	\$	1,000	\$	1,000
<b>Total Interim Ministry</b>	\$	1,000	\$	1,000	\$	1,000
<b>Leadership</b>						
51110100 - New To Roster	\$	1,000	\$	1,000	\$	1,000
51401100 - Workshops						
51405100 - Continuing Educational Grants	\$	2,500	\$	2,500	\$	2,500
51415100 - Leadership Support Misc	\$	500	\$	500	\$	500
51420100 - Profession Leadership Conf	\$	14,000	\$	14,000	\$	14,000
51425100 - Support Grants						
51430100 - Travel & Meals - Leadership						
<b>Total Leadership</b>	\$	18,000	\$	18,000	\$	18,000
<b>E-Connect Program</b>						
52501200 - E-Connect Expense						
<b>Total Connect Program</b>	\$	-	\$	-	\$	-
<b>Global Mission</b>						

52601200 - International Travel	\$	2,500	\$	2,500	\$	2,500
52605200 - Travel & Meals - Global Mission	\$	-	\$	-	\$	-
52610200 - Training & Materials	\$	-	\$	-	\$	-
52805200 - Travel & Meals - Multicultural	\$	-	\$	-	\$	-
<b>Total Global Mission</b>	\$	2,500	\$	2,500	\$	2,500
<b>Social Justice &amp; Advocacy</b>						
52710300- Disabilities	\$	2,500	\$	2,500	\$	2,500
52710400 - Gender/LGBTQIA+	\$	2,500	\$	2,500	\$	2,500
52710200 - Hunger/Poverty	\$	2,500	\$	2,500	\$	2,500
52710500 - Immigration	\$	2,500	\$	2,500	\$	2,500
52701100 - Anti-Racism Initiative	\$	3,000	\$	3,000	\$	3,000
52705200 - Travel & Meals - Justice Team	\$	2,500	\$	2,500	\$	2,500
54301300 - Youth Programs	\$	4,500	\$	4,500	\$	4,500
54303300 - Youth Ministry	\$	4,500	\$	4,500	\$	4,500
54305300 - Travel & Meals - Youth	\$	2,000	\$	2,000	\$	2,000
<b>Total Justice</b>	\$	26,500	\$	26,500	\$	26,500
<b>Congregational Vitality</b>						
52505200 - Travel & Meals - Renewing Mission	\$	300	\$	300	\$	300
52510200 - Area Mission Conversations	\$	500	\$	500	\$	500
52901200 - New Start Ministry Expense	\$	17,500	\$	17,500	\$	17,500
53101100 - IK Strategic Ministry Grants	\$	36,800	\$	59,300	\$	58,800
55003400 - Stewardship	\$	1,000	\$	1,000	\$	1,000
55005400 - Training & Materials - Stewardship	\$	-	\$	-	\$	-
55002100 DEM Ministry Expense	\$	-	\$	-	\$	-
<b>Total Congregational Vitality</b>	\$	56,100	\$	78,600	\$	78,100
<b>ECUM Ministry</b>						
54001300 - Isaiah 43 Expense	\$	2,500	\$	2,500	\$	2,500
<b>Total ECUM Ministry</b>	\$	2,500	\$	2,500	\$	2,500
<b>Education</b>						
54110300 - Travel & Meals - Education	\$	-	\$	-	\$	-
54115300 - Education Resource Material	\$	-	\$	-	\$	-
<b>Total Education</b>	\$	-	\$	-	\$	-
<b>Worship</b>						
54201300 - Travel & Meals - Worship	\$	500	\$	500	\$	500
54205300 - Worship Events/Regional Gatherings	\$	5,000	\$	5,000	\$	500
<b>Total Worship</b>	\$	5,500	\$	5,500	\$	1,000
<b>College of Deans</b>						
56101600 - Travel & Meals - Deans	\$	500	\$	500	\$	500
56195600 - Deans - Misc Costs	\$	500	\$	500	\$	500
<b>Total College of Deans</b>	\$	1,000	\$	1,000	\$	1,000
<b>Synod Council</b>						
56201600 - Travel & Meals - Council	\$	8,500	\$	8,500	\$	8,500
56205600 - Council Expense	\$	250	\$	250	\$	250
56210600 - Travel - Finance Committee	\$	-	\$	-	\$	-
56215600 - Consultation Cost	\$	250	\$	250	\$	250
<b>Total Synod Council</b>	\$	9,000	\$	9,000	\$	9,000
<b>Synod Assembly</b>						

56301500 - Assigned Candidates	\$	-	\$	-	\$	-
56303500 - Audio/Visual	\$	10,000	\$	10,000	\$	1,000
56305500 - Entertainment	\$	-	\$	-	\$	-
56307500 - Event Planner	\$	-	\$	-	\$	-
56309500 - Honorariums	\$	-	\$	-	\$	2,500
56311500 - Lodging & Travel - Synod Assembly	\$	-	\$	-	\$	10,000
56313500 - Meals	\$	-	\$	-	\$	10,000
56317500 - SA Office Supplies	\$	1,500	\$	1,500	\$	1,500
56318000 - SA Printing Expense	\$	2,500	\$	2,500	\$	2,500
56319500 - Professional Services					\$	-
56321500 - SA Rental - Space					\$	5,000
56323500 - SA Rental - Equipment	\$	1,000	\$	1,000	\$	1,000
56325500 - Retired Pastors	\$	-	\$	-	\$	-
56327500 - Special Call Leaders	\$	-	\$	-	\$	-
56329500 - Travel & Meals - Committee	\$	-	\$	-	\$	1,000
56331500 - Worship Service Musicians	\$	-	\$	-	\$	2,000
56395500 - Misc. Assembly	\$	2,500	\$	2,500	\$	2,500
<b>Total Synod Assembly</b>	\$	17,500	\$	17,500	\$	39,000
<b>Synod Personnel</b>						
<b>Program Staff</b>						
56401600 - Salary & Housing - Prog. Staff	\$	320,569	\$	320,203	\$	328,226
56401800 - FICA - Prog. Staff	\$	15,631	\$	13,937	\$	15,937
56402000 - Medical/Dental - Prog. Staff	\$	120,067	\$	101,280	\$	108,369
56402200 - Pension - Prog. Staff	\$	36,589	\$	37,687	\$	38,817
56402400 - Group Life/Disability Insurance	\$	1,554	\$	1,586	\$	1,665
56402600 - Retirement Supplement - Prog. Staff						
<b>Total Program Staff</b>	\$	494,410	\$	474,693	\$	493,014
<b>Administrative Staff</b>						
56411600 - Salary - Admin Staff	\$	133,918	\$	97,418	\$	109,891
56411800 - FICA - Admin Staff	\$	10,245	\$	7,452	\$	8,407
56412000 - Medical/Dental - Admin Staff	\$	-	\$	-	\$	-
56412200 - Pension - Admin Staff	\$	9,053	\$	9,322	\$	9,602
56412400 - Group Life/Disability Insurance	\$	408	\$	420	\$	441
56412600 - Retirement Supplement - Admin Staff	\$	-	\$	-	\$	-
<b>Total Administrative Staff</b>	\$	153,624	\$	114,612	\$	128,341
<b>Fiscal Agency/Grant Staff</b>						
56421600 - Salary & Housing - FA Staff	\$	129,825	\$	129,821	\$	133,716
56431800 - FICA - FA Staff	\$	9,932	\$	9,931	\$	10,229
56432000 - Medical/Dental Fiscal Agency Staff	\$	14,329	\$	-	\$	-
56432200 - Pension - FA Staff	\$	9,900	\$	9,900	\$	6,180
56432400 - Group Life/Disability Insurance	\$	433	\$	425	\$	276
56432600 - Retirement Supplement - FA Staff	\$	-	\$	-	\$	-
56432699 - Reclassified Expense - FA Staff	\$	-	\$	-	\$	-
<b>Total Fiscal Agency Staff</b>	\$	164,419	\$	150,077	\$	150,401
<b>Total Synod Personnel</b>	\$	812,453	\$	739,382	\$	771,756

**Synod Administration**

56501500 - Accounting/Auditors	\$	20,000	\$	20,000	\$	20,000
56502000 - Professional Services	\$	10,000	\$	10,000	\$	10,000
56503500 - Bank Fees & Charges	\$	4,500	\$	4,500	\$	4,500
56505500 - Books & Resources	\$	3,000	\$	3,000	\$	3,000
56509500 - Dues/Registrations	\$	1,000	\$	1,000	\$	1,000
56511500 - Computer Support/Training	\$	5,000	\$	5,000	\$	5,000
56513500 - Conferences & Seminars	\$	1,000	\$	1,000	\$	1,000
56515500 - Continuing Education	\$	2,000	\$	2,000	\$	2,000
56517500 - Depreciation - Equipment	\$	9,000	\$	9,000	\$	9,000
56518500 - Depreciation - Furniture	\$	500	\$	500	\$	500
56519500 - Depreciation - Vehicles	\$	15,000	\$	15,000	\$	15,000
56521500 - Equipment Under \$1,500	\$	1,000	\$	1,000	\$	1,000
56522450 - Payroll Processing Fees	\$	1,500	\$	1,500	\$	1,500
56522500 - Furniture Under \$1,500	\$	1,000	\$	1,000	\$	1,000
56523500 - Insurance	\$	22,000	\$	22,000	\$	24,200
56525500 - Interest	\$	-	\$	-	\$	-
56529500 - Legal	\$	10,000	\$	10,000	\$	10,000
56531500 - Licenses	\$	750	\$	750	\$	750
56533500 - Office Supplies	\$	3,000	\$	3,000	\$	3,000
56535500 - Postage	\$	2,500	\$	2,500	\$	2,500
56537500 - Printing & Paper	\$	1,000	\$	1,000	\$	1,000
56539500 - Rent	\$	75,000	\$	75,000	\$	75,000
56541500 - Rental - Equipment	\$	1,000	\$	1,000	\$	1,000
56543500 - Repair, Maintenance & Supplies	\$	3,000	\$	3,000	\$	3,000
56544500 - Auto Maintenance Expense	\$	5,000	\$	5,000	\$	5,000
56545500 - Retreats/Meetings	\$	1,000	\$	1,000	\$	1,000
56547500 - Software Subscriptions	\$	8,000	\$	8,000	\$	8,000
56549500 - Telephone & Internet	\$	6,750	\$	8,550	\$	6,750
56550500 - Staff Cell Phone Reimb.	\$	5,000	\$	2,500	\$	5,000
56551500 - Web Page/E-mail	\$	5,000	\$	5,000	\$	5,000
56595500 - Admin - Misc	\$	2,500	\$	2,500	\$	2,500
56595550 - Miscellaneous Document Fees	\$	50	\$	50	\$	50

**Total Synod Administration**

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\$	226,050	\$	225,350	\$	228,250
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**Synod Travel & Meals**

56602500 - Bishop Tim Graham	\$	8,500	\$	8,500	\$	8,500
56610500 - DEM	\$	5,000	\$	5,000	\$	5,000
56620500 - Digital Storyteller	\$	500	\$	500	\$	500
56625505 - Justice Advocate K. Nelson	\$	-	\$	1,000	\$	-
56630500 - Staff Mileage	\$	100	\$	100	\$	100
56630750 - FA Exepnses	\$	-	\$	-	\$	-
56631500 - Asst to Bishop Dan Forehand	\$	5,000	\$	5,000	\$	5,000
56605550 - Asst to Bishop Priscilla Geerdes	\$	5,000	\$	5,000	\$	5,000
56635500 - ELCA Churchwide Assembly	\$	-	\$	-	\$	-

**Total Synod Travel & Meals**

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\$	24,100	\$	25,100	\$	24,100
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**Total Expenses**

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\$	2,138,069	\$	2,087,798	\$	2,138,572
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<b>Net Total</b>	\$	(39,033)	\$	73,518	\$	57,045
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**Indiana-Kentucky Synod of the ELCA  
Annual Budget vs. YTD Actual  
February 2025 to January 2026**

**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	\$1,422,218.61	\$1,600,000.00	\$177,781.39	88.89 %
<b>Total Mission Support</b>	\$1,422,218.61	\$1,600,000.00	\$177,781.39	88.89 %
<b>ELCA Direct Support</b>				
40205000 - DEM Support	\$10,000.00	\$10,000.00	\$0.00	100.00 %
<b>Total ELCA Direct Support</b>	\$10,000.00	\$10,000.00	\$0.00	100.00 %
<b>Endowment Draws</b>				
40370000 - Missionary Leaders	\$67,077.00	\$67,077.00	\$0.00	100.00 %
40371000 - Congregations & Faith Community	\$47,912.00	\$47,912.00	\$0.00	100.00 %
40372000 - Faith Filled Disciples	\$95,824.00	\$95,824.00	\$0.00	100.00 %
40373000 - Collaboration & Communication	\$47,912.00	\$47,912.00	\$0.00	100.00 %
40374000 - Operations Support	\$76,659.00	\$76,659.00	\$0.00	100.00 %
<b>Total Endowment Draws</b>	\$335,384.00	\$335,384.00	\$0.00	100.00 %
<b>Gifts/Fees</b>				
40401000 - Assembly Registration	\$71,325.00	\$75,000.00	\$3,675.00	95.10 %
40405000 - Candidacy Application Fees	\$4,200.00	\$5,000.00	\$800.00	84.00 %
40407000 - Candidacy Retreats	\$200.00	\$1,000.00	\$800.00	20.00 %
40419000 - Conflict Management	\$0.00	\$500.00	\$500.00	0.00 %
40425000 - Leadership Workshop	\$125.00	\$0.00	(\$125.00)	0.00 %
40431000 - Prof Leaders Retreat Income	\$1,350.00	\$15,000.00	\$13,650.00	9.00 %
40451000 - Misc Contribution Income	\$9,129.03	\$40,000.00	\$30,870.97	22.82 %
<b>Total Gifts/Fees</b>	\$86,329.03	\$136,500.00	\$50,170.97	63.24 %
<b>Grants/Release of Restrictions</b>				
40441050 - New Starts & Strategic Ministry	\$22,000.00	\$22,000.00	\$0.00	100.00 %
40511500 - Thriving Congregations Release	\$114,492.01	\$138,500.00	\$24,007.99	82.67 %
40530000 - Net Transfers from Temp Restricted	\$95,465.05	\$65,000.00	(\$30,465.05)	146.87 %
<b>Total Grants/Release of Restrictions</b>	\$231,957.06	\$225,500.00	(\$6,457.06)	102.86 %
<b>Other Income</b>				
40250000 - Reimbursement	\$4,312.22	\$0.00	(\$4,312.22)	0.00 %
41001000 - Interest/Dividends	\$79,312.73	\$0.00	(\$79,312.73)	0.00 %
41002000 - Unrealized Gain/(Loss)	\$66,591.93	\$0.00	(\$66,591.93)	0.00 %
41003000 - Realized Gain/(Loss)	\$392,009.46	\$0.00	(\$392,009.46)	0.00 %
41004000 - Miscellaneous Income	\$1,270.00	\$10,000.00	\$8,730.00	12.70 %
<b>Total Other Income</b>	\$543,496.34	\$10,000.00	(\$533,496.34)	5434.96 %
<b>Total Revenues</b>	\$2,629,385.04	\$2,317,384.00	(\$312,001.04)	113.46 %

**Indiana-Kentucky Synod of the ELCA  
 Annual Budget vs. YTD Actual  
 February 2025 to January 2026**

**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	\$611,661.37	\$688,000.00	\$76,338.63	88.90 %
<b>Total ELCA Shared</b>	<b>\$611,661.37</b>	<b>\$688,000.00</b>	<b>\$76,338.63</b>	<b>88.90 %</b>
<b>Direct Support</b>				
50201700 - Capital University	\$2,499.96	\$2,500.00	\$0.04	100.00 %
50202700 - Valparasio University	\$20,000.00	\$20,000.00	\$0.00	100.00 %
50210700 - Wittenberg University	\$2,499.96	\$2,500.00	\$0.04	100.00 %
50215700 - Trinity Seminary	\$6,000.04	\$6,000.00	(\$0.04)	100.00 %
50220700 - Region 6	\$7,000.00	\$7,000.00	\$0.00	100.00 %
<b>Total Direct Support</b>	<b>\$37,999.96</b>	<b>\$38,000.00</b>	<b>\$0.04</b>	<b>100.00 %</b>
<b>IK Synod Direct</b>				
50301750 - Ball State Campus Ministry	\$17,361.96	\$17,362.00	\$0.04	100.00 %
50305750 - Butler/IUPUI Campus Ministry	\$5,000.04	\$5,000.00	(\$0.04)	100.00 %
50310750 - Indiana U. Campus Ministry	\$31,335.00	\$31,335.00	\$0.00	100.00 %
50315750 - Purdue Campus Ministry	\$31,335.00	\$31,335.00	\$0.00	100.00 %
50320750 - U of Louisville Campus Ministry	\$20,834.04	\$20,834.00	(\$0.04)	100.00 %
50325750 - U of Kentucky Campus Ministry	\$22,500.00	\$22,500.00	\$0.00	100.00 %
50330750 - LOMIK	\$11,000.04	\$11,000.00	(\$0.04)	100.00 %
50345725 - United Campus Ministries (ISU)	\$7,500.00	\$7,500.00	\$0.00	100.00 %
50350750 - Ky Council Of Churches	\$0.00	\$1,500.00	\$1,500.00	0.00 %
<b>Total IK Synod Direct</b>	<b>\$146,866.08</b>	<b>\$148,366.00</b>	<b>\$1,499.92</b>	<b>98.99 %</b>
<b>Campus/Mentorship</b>				
51001100 - College Programs	\$0.00	\$1,500.00	\$1,500.00	0.00 %
51005100 - Travel & Meals - Campus Ministry	\$116.10	\$1,000.00	\$883.90	11.61 %
<b>Total Campus/Mentorship</b>	<b>\$116.10</b>	<b>\$2,500.00</b>	<b>\$2,383.90</b>	<b>4.64 %</b>
<b>Candidacy</b>				
51101100 - Candidacy Evaluations	\$12,161.50	\$8,700.00	(\$3,461.50)	139.79 %
51115100 - Candidacy Retreats	\$1,569.07	\$2,500.00	\$930.93	62.76 %
51120100 - Candidacy Scholarships	\$27,118.43	\$95,824.00	\$68,705.57	28.30 %
51130100 - Travel & Meals - Candidacy	\$4,446.49	\$3,500.00	(\$946.49)	127.04 %
51412100 - Internship Expense	\$0.00	\$2,500.00	\$2,500.00	0.00 %
<b>Total Candidacy</b>	<b>\$45,295.49</b>	<b>\$113,024.00</b>	<b>\$67,728.51</b>	<b>40.08 %</b>
<b>First Call</b>				
51201050 - First Call Mentor Stipend	\$1,000.00	\$1,000.00	\$0.00	100.00 %
51201100 - First Call Retreat Gathering	\$1,141.09	\$2,000.00	\$858.91	57.05 %
<b>Total First Call</b>	<b>\$2,141.09</b>	<b>\$3,000.00</b>	<b>\$858.91</b>	<b>71.37 %</b>
<b>Interim Ministry</b>				
51301100 - Interim Expense	\$77.74	\$1,000.00	\$922.26	7.77 %
<b>Total Interim Ministry</b>	<b>\$77.74</b>	<b>\$1,000.00</b>	<b>\$922.26</b>	<b>7.77 %</b>

**Indiana-Kentucky Synod of the ELCA  
 Annual Budget vs. YTD Actual  
 February 2025 to January 2026**

**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>Leadership</b>				
51110100 - New To Roster	\$0.00	\$2,000.00	\$2,000.00	0.00 %
51405100 - Continuing Educational Grants	\$0.00	\$2,500.00	\$2,500.00	0.00 %
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 %
<b>Total Leadership</b>	<b>\$0.00</b>	<b>\$19,000.00</b>	<b>\$19,000.00</b>	<b>0.00 %</b>
<b>Global Mission</b>				
52601200 - International Travel	\$0.00	\$2,500.00	\$2,500.00	0.00 %
<b>Total Global Mission</b>	<b>\$0.00</b>	<b>\$2,500.00</b>	<b>\$2,500.00</b>	<b>0.00 %</b>
<b>Social Justice &amp; Advocacy</b>				
52701100 - Anti-Racism Initiative	\$875.00	\$3,000.00	\$2,125.00	29.17 %
52705200 - Travel & Meals - Justice Team	\$0.00	\$2,500.00	\$2,500.00	0.00 %
52710200 - Hunger & Poverty	\$0.00	\$2,500.00	\$2,500.00	0.00 %
52710300 - Disabilities Initiative	\$24.47	\$2,500.00	\$2,475.53	0.98 %
52710400 - Gender/LGBTQIA+ Initiative	\$0.00	\$2,500.00	\$2,500.00	0.00 %
52710500 - Immigration Initiative	\$0.00	\$2,500.00	\$2,500.00	0.00 %
54301300 - Youth Programs	\$66.32	\$4,500.00	\$4,433.68	1.47 %
54303300 - Youth Ministry	\$0.00	\$4,500.00	\$4,500.00	0.00 %
54305300 - Travel & Meals - Youth	\$0.00	\$2,000.00	\$2,000.00	0.00 %
<b>Total Social Justice &amp; Advocacy</b>	<b>\$965.79</b>	<b>\$26,500.00</b>	<b>\$25,534.21</b>	<b>3.64 %</b>
<b>Congregational Vitality</b>				
52505200 - Travel & Meals - Renewing Mission	\$0.00	\$300.00	\$300.00	0.00 %
52510200 - Area Mission Conversations	\$68.04	\$500.00	\$431.96	13.61 %
52701200 - Vital Congregation	\$38.51	\$0.00	(\$38.51)	0.00 %
52901200 - New Start Ministry Grants	\$17,499.96	\$17,500.00	\$0.04	100.00 %
53101100 - IK Strategic Ministry Grants	\$58,800.00	\$58,800.00	\$0.00	100.00 %
55002100 - DEM Ministry Expense	\$24.99	\$0.00	(\$24.99)	0.00 %
55003400 - Stewardship	\$0.00	\$1,000.00	\$1,000.00	0.00 %
55005400 - Training & Materials - Stewardship	\$15.03	\$0.00	(\$15.03)	0.00 %
<b>Total Congregational Vitality</b>	<b>\$76,446.53</b>	<b>\$78,100.00</b>	<b>\$1,653.47</b>	<b>97.88 %</b>
<b>ECUM Ministry</b>				
54001300 - Isaiah 43 Expense	\$5,665.10	\$2,500.00	(\$3,165.10)	226.60 %
<b>Total ECUM Ministry</b>	<b>\$5,665.10</b>	<b>\$2,500.00</b>	<b>(\$3,165.10)</b>	<b>226.60 %</b>
<b>Education (Trans Ldrshp Acad)</b>				
54110300 - Travel & Meals - Education	\$0.00	\$1,000.00	\$1,000.00	0.00 %
54115300 - Education Resource Material	\$290.22	\$500.00	\$209.78	58.04 %
<b>Total Education (Trans Ldrshp Acad)</b>	<b>\$290.22</b>	<b>\$1,500.00</b>	<b>\$1,209.78</b>	<b>19.35 %</b>
<b>Worship</b>				
54201300 - Travel & Meals - Worship	\$0.00	\$500.00	\$500.00	0.00 %
54205300 - Worship Events/Regional Gathering	\$55.99	\$500.00	\$444.01	11.20 %

**Indiana-Kentucky Synod of the ELCA  
 Annual Budget vs. YTD Actual  
 February 2025 to January 2026**

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<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>Total Worship</b>	\$55.99	\$1,000.00	\$944.01	5.60 %
<b>College of Deans</b>				
56101600 - Travel & Meals - Deans	\$307.65	\$500.00	\$192.35	61.53 %
56195600 - Deans - Misc Costs	\$0.00	\$500.00	\$500.00	0.00 %
<b>Total College of Deans</b>	\$307.65	\$1,000.00	\$692.35	30.76 %
<b>Synod Council</b>				
56201600 - Travel & Meals - Council	\$8,980.84	\$6,500.00	(\$2,480.84)	138.17 %
56205600 - Council Expense	\$0.00	\$500.00	\$500.00	0.00 %
56215600 - Consultation Cost	\$0.00	\$250.00	\$250.00	0.00 %
<b>Total Synod Council</b>	\$8,980.84	\$7,250.00	(\$1,730.84)	123.87 %
<b>Synod Assembly</b>				
56301500 - SA Assigned Candidates	\$500.00	\$500.00	\$0.00	100.00 %
56303500 - SA Audio/Visual	\$40,566.80	\$7,000.00	(\$33,566.80)	579.53 %
56305500 - SA Entertainment	\$0.00	\$5,000.00	\$5,000.00	0.00 %
56307500 - SA Event Planner	\$6,350.00	\$5,000.00	(\$1,350.00)	127.00 %
56309500 - SA Honorariums	\$0.00	\$7,500.00	\$7,500.00	0.00 %
56311500 - SA Lodging & Travel	\$25,459.78	\$27,500.00	\$2,040.22	92.58 %
56313500 - SA Meals	\$70,783.82	\$45,000.00	(\$25,783.82)	157.30 %
56317500 - SA Office Supplies	\$0.00	\$1,500.00	\$1,500.00	0.00 %
56318000 - SA Printing Expense	\$2,388.37	\$2,500.00	\$111.63	95.53 %
56319500 - SA Professional Services	\$3,215.24	\$15,000.00	\$11,784.76	21.43 %
56321500 - SA Rental - Space	\$450.00	\$30,000.00	\$29,550.00	1.50 %
56323500 - SA Rental - Equipment	\$202.61	\$1,000.00	\$797.39	20.26 %
56329500 - Travel & Meals - SA Committee	\$0.00	\$1,500.00	\$1,500.00	0.00 %
56331500 - SA Worship Service Musicians	\$810.98	\$3,000.00	\$2,189.02	27.03 %
56395500 - Misc. Assembly	\$2,242.46	\$2,500.00	\$257.54	89.70 %
<b>Total Synod Assembly</b>	\$152,970.06	\$154,500.00	\$1,529.94	99.01 %
<b>Synod Personnel</b>				
<b>Program Staff</b>				
56401600 - Salary & Housing - Prog. Staff	\$317,727.31	\$311,232.00	(\$6,495.31)	102.09 %
56401800 - FICA/SS Allow - Prog. Staff	\$13,538.30	\$15,175.00	\$1,636.70	89.21 %
56402000 - Health Insurance - Prog. Staff	\$122,415.41	\$112,212.00	(\$10,203.41)	109.09 %
56402200 - Pension - Prog. Staff	\$38,150.83	\$35,523.00	(\$2,627.83)	107.40 %
56402400 - Group Life/Disability - Prog. Staff	\$1,629.27	\$1,480.00	(\$149.27)	110.09 %
<b>Total Program Staff</b>	\$493,461.12	\$475,622.00	(\$17,839.12)	103.75 %
<b>Administrative Staff</b>				
56411600 - Salary - Admin Staff	\$73,729.05	\$130,018.00	\$56,288.95	56.71 %
56411800 - FICA - Admin Staff	\$5,570.83	\$9,946.00	\$4,375.17	56.01 %
56412200 - Pension - Admin Staff	\$9,051.84	\$8,789.00	(\$262.84)	102.99 %
56412400 - Group Life/Disability - Admin Staff	\$400.20	\$389.00	(\$11.20)	102.88 %

**Indiana-Kentucky Synod of the ELCA  
 Annual Budget vs. YTD Actual  
 February 2025 to January 2026**

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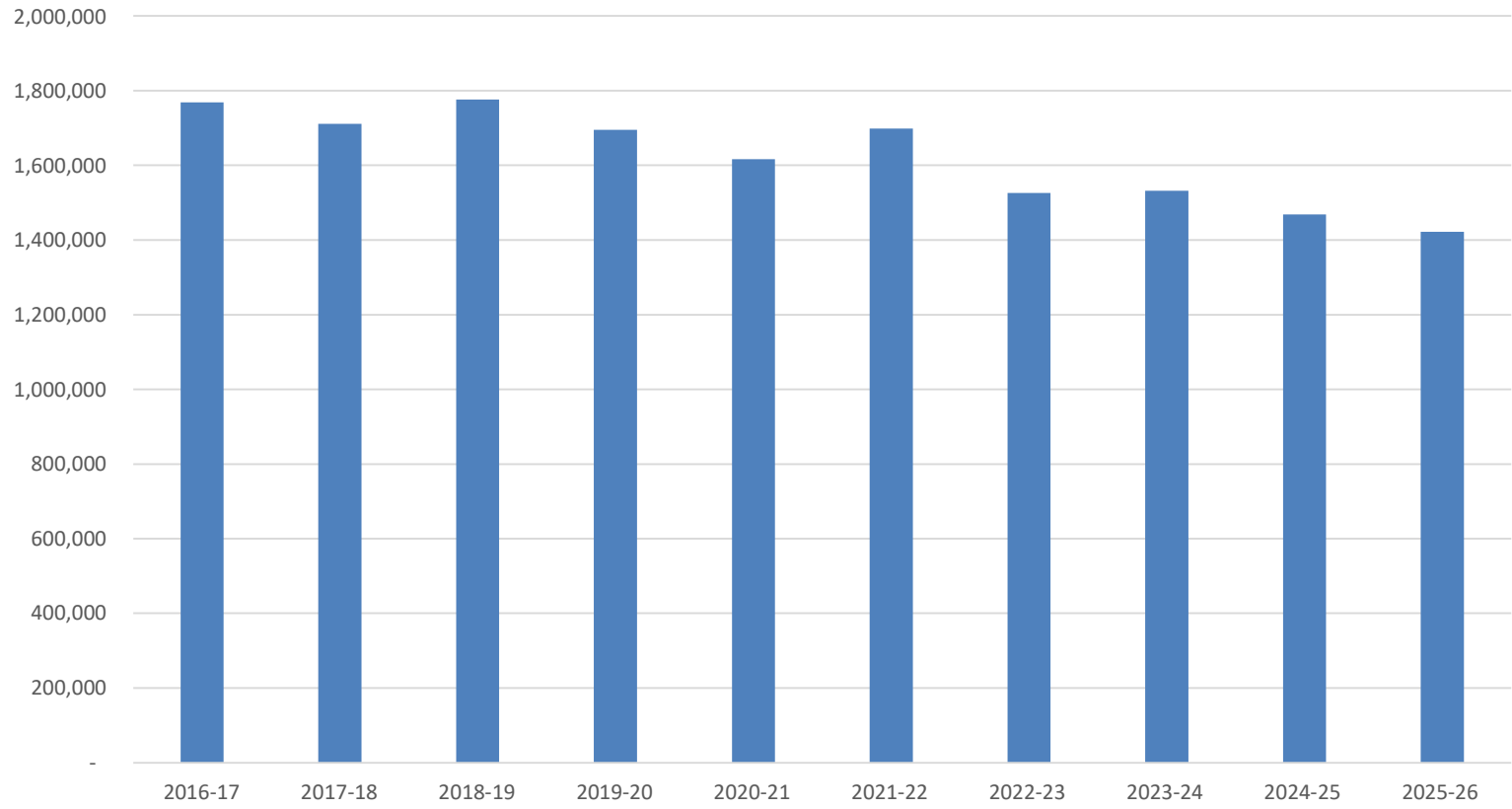
<b>Accounts</b>	<b>YTD Actual (This Year)</b>	<b>Annual Budget (This Year)</b>	<b>Annual Budget Remaining (This Year)</b>	<b>% of Annual Budget Used (This Year)</b>
<b>Total Administrative Staff</b>	\$88,751.92	\$149,142.00	\$60,390.08	59.51 %
<b>Fiscal Agency/Grant Paid Staff</b>				
56421600 - Salary & Housing - FA Staff	\$116,165.94	\$129,825.00	\$13,659.06	89.48 %
56431800 - FICA - FA Staff	\$9,064.63	\$9,932.00	\$867.37	91.27 %
56432000 - Health Insurance - FA Staff	\$6,667.38	\$13,392.00	\$6,724.62	49.79 %
56432200 - Pension - FA Staff	\$8,561.21	\$9,900.00	\$1,338.79	86.48 %
56432400 - Group Life/Disability - FA Staff	\$396.65	\$412.00	\$15.35	96.27 %
<b>Total Fiscal Agency/Grant Paid Staff</b>	<b>\$140,855.81</b>	<b>\$163,461.00</b>	<b>\$22,605.19</b>	<b>86.17 %</b>
<b>Total Synod Personnel</b>	<b>\$723,068.85</b>	<b>\$788,225.00</b>	<b>\$65,156.15</b>	<b>91.73 %</b>
<b>Synod Administration</b>				
56501500 - Accounting/Auditors	\$22,000.00	\$20,000.00	(\$2,000.00)	110.00 %
56502000 - Professional Services	\$10,000.00	\$10,000.00	\$0.00	100.00 %
56503500 - Bank Fees & Charges	\$4,835.11	\$4,500.00	(\$335.11)	107.45 %
56503501 - tithe.ly fees - paid	(\$420.16)	\$0.00	\$420.16	0.00 %
56505500 - Books, Subscriptions & Resources	\$1,671.52	\$3,000.00	\$1,328.48	55.72 %
56509500 - Dues/Registrations	\$0.00	\$1,000.00	\$1,000.00	0.00 %
56511500 - Computer Support/Accting Prog.	\$7,686.75	\$5,000.00	(\$2,686.75)	153.73 %
56513500 - Staff Conferences & Seminars	\$1,499.34	\$2,000.00	\$500.66	74.97 %
56515500 - Staff Continuing Education	\$1,019.32	\$2,000.00	\$980.68	50.97 %
56517500 - Depreciation - Equipment	\$7,218.76	\$9,000.00	\$1,781.24	80.21 %
56518500 - Depreciation - Furniture	\$500.52	\$500.00	(\$0.52)	100.10 %
56519500 - Depreciation - Vehicles	\$19,300.36	\$15,000.00	(\$4,300.36)	128.67 %
56521500 - Furniture & Equip Under \$1500	\$1,775.24	\$1,000.00	(\$775.24)	177.52 %
56522450 - Payroll Processing Fees	\$1,329.60	\$1,500.00	\$170.40	88.64 %
56522500 - Furniture Under \$1500	\$0.00	\$1,000.00	\$1,000.00	0.00 %
56523500 - Insurance	\$20,443.79	\$20,000.00	(\$443.79)	102.22 %
56529500 - Legal	\$10,582.62	\$10,000.00	(\$582.62)	105.83 %
56531500 - Licenses	\$1,245.68	\$750.00	(\$495.68)	166.09 %
56533500 - Office Supplies	\$1,708.98	\$3,000.00	\$1,291.02	56.97 %
56535500 - Postage	\$3,826.36	\$2,500.00	(\$1,326.36)	153.05 %
56537500 - Printing & Paper	\$135.92	\$1,000.00	\$864.08	13.59 %
56539500 - Rent	\$74,238.00	\$75,000.00	\$762.00	98.98 %
56541500 - Rental - Equipment	\$552.48	\$1,000.00	\$447.52	55.25 %
56543500 - Repair, Maintenance & Supplies	\$2,817.06	\$3,000.00	\$182.94	93.90 %
56544500 - Auto Maintenance Expense	\$4,766.46	\$5,000.00	\$233.54	95.33 %
56545500 - Retreats/Meetings	\$1,185.96	\$1,000.00	(\$185.96)	118.60 %
56547500 - Software Subscriptions	\$7,238.28	\$8,000.00	\$761.72	90.48 %
56549500 - Telephone & Internet	\$8,579.40	\$6,750.00	(\$1,829.40)	127.10 %
56550500 - Staff Cell Phone Reimb.	\$2,050.49	\$5,000.00	\$2,949.51	41.01 %
56551500 - Web Page	\$3,229.00	\$5,000.00	\$1,771.00	64.58 %

**Indiana-Kentucky Synod of the ELCA  
 Annual Budget vs. YTD Actual  
 February 2025 to January 2026**

**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>
56595500 - Admin - Misc	\$1,302.09	\$2,500.00	\$1,197.91	52.08 %
56595550 - Miscellaneous Document Fees	\$34.71	\$50.00	\$15.29	69.42 %
<b>Total Synod Administration</b>	<b>\$222,353.64</b>	<b>\$225,050.00</b>	<b>\$2,696.36</b>	<b>98.80 %</b>
<b>Synod Travel &amp; Meals</b>				
56602500 - Bishop Tim Graham	\$8,818.66	\$8,500.00	(\$318.66)	103.75 %
56610500 - DEM Missy Schroeder	\$4,459.32	\$5,000.00	\$540.68	89.19 %
56621500 - Digital Storyteller	\$0.00	\$500.00	\$500.00	0.00 %
56625500 - Jerry O'Neal	\$216.93	\$1,500.00	\$1,283.07	14.46 %
56625505 - Kelly Nelson	\$225.40	\$0.00	(\$225.40)	0.00 %
56630500 - Staff Mileage	\$0.00	\$100.00	\$100.00	0.00 %
56631500 - A2B Dan Forehand	\$2,443.66	\$5,000.00	\$2,556.34	48.87 %
56631750 - A2B Priscilla Geerdes	\$2,733.64	\$5,000.00	\$2,266.36	54.67 %
56635500 - ELCA Churchwide Assembly	\$1,058.71	\$2,500.00	\$1,441.29	42.35 %
<b>Total Synod Travel &amp; Meals</b>	<b>\$19,956.32</b>	<b>\$28,100.00</b>	<b>\$8,143.68</b>	<b>71.02 %</b>
<b>Total Expenses</b>	<b>\$2,055,218.82</b>	<b>\$2,329,115.00</b>	<b>\$273,896.18</b>	<b>88.24 %</b>
<b>Net Total</b>	<b>\$574,166.22</b>	<b>(\$11,731.00)</b>	<b>(\$585,897.22)</b>	<b>0.00 %</b>

### Total Mission Support



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

Organization	Envelope Number	City	State	2025-2026		2024-2025		2023-2024	
				Mission Support	Designated Giving	Mission Support	Designated Giving	Mission Support	Designated Giving
<b>ECIC: East Central IN</b>									
Redeemer Lutheran Church	2202	Bryant	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	11,380.30	0.00	9,784.10	10.00	9,749.05	0.00
Holy Trinity Lutheran Church	2226	Muncie	IN	18,620.00	0.00	17,374.00	0.00	17,654.31	0.00
Holy Trinity Lutheran Church	2227	New Castle	IN	7,414.11	50.00	7,177.80	762.50	8,097.00	0.00
Our Saviour Lutheran Church	2232	Winchester	IN	2,600.00	0.00	2,600.00	0.00	2,600.00	0.00
Zion Lutheran Church	2262	Portland	IN	1,208.34	0.00	2,128.88	15.00	1,523.71	100.00
St Paul Lutheran Church	2309	Connersville	IN	1,000.00	330.00	1,000.00	300.00	1,000.00	640.00
Zion's Lutheran Church	2313	Pershing	IN	0.00	0.00	0.00	0.00	400.00	717.00
First English Lutheran Church	2314	Richmond	IN	16,250.00	45.00	15,488.00	160.00	13,414.50	135.00
St Paul's Lutheran Church	2316	Richmond	IN	18,774.89	240.00	18,735.36	320.00	18,517.01	285.00
St John Lutheran Church	2368	Elwood	IN	3,000.00	0.00	2,500.00	0.00	2,500.00	0.00
Faith United Lutheran Church	7384	Richmond	IN	0.00	0.00	0.00	470.00	0.00	575.00
Zion Lutheran Church	13204	Hartford City	IN	5,837.00	50.00	6,718.30	50.00	7,993.60	650.00
Lutheran Church Of The Cross	13260	Muncie	IN	7,265.09	1,810.00	8,059.56	1,260.00	8,713.60	1,107.70
Trinity Evangelical Lutheran Church	13291	Richmond	IN	0.00	0.00	0.00	0.00	0.00	0.00
Trinity Lutheran Church	13313	Union City	IN	4,797.88	3,198.60	5,014.75	3,543.19	5,029.68	3,528.28
Our Blessed Savior Lutheran Church	20072	Alexandria	IN	3,663.00	0.00	4,329.00	0.00	3,996.00	0.00
Resurrection Lutheran Church	30733	Marion	IN	0.00	0.00	3,952.10	104.30	2,961.85	378.00
				<u>110,210.61</u>	<u>6,323.60</u>	<u>113,261.85</u>	<u>7,594.99</u>	<u>112,550.31</u>	<u>8,715.98</u>
<b>EKY: East KY</b>									
St Luke Lutheran Church	2319	Cold Spring	KY	900.00	0.00	800.00	0.00	0.00	0.00
Faith Lutheran Church	2324	Lexington	KY	41,996.56	1,110.00	21,039.12	1,081.00	29,306.64	40.00
St John Lutheran Church	2325	Melbourne	KY	1,090.00	3,090.00	1,110.00	3,020.00	802.00	5,653.00
Hope Lutheran Church	2378	Frankfort	KY	3,900.00	0.00	3,900.00	0.00	3,900.00	0.00
Redeemer Lutheran Church	7217	Somerset	KY	750.00	0.00	1,150.00	0.00	750.00	0.00
Gloria Dei Lutheran Church	7696	Crestview Hills	KY	52,065.00	5,895.00	48,204.50	10,266.17	52,175.50	12,134.72
St Thomas Lutheran Church	7699	Richmond	KY	9,450.00	200.00	9,525.00	0.00	9,470.00	0.00
Word Of Hope Lutheran Church	7746	Lexington	KY	333.32	0.00	1,000.00	0.00	2,009.00	0.00
Gethsemane Lutheran Church	13226	Lexington	KY	8,578.00	1,040.00	15,142.50	2,120.00	7,420.61	1,150.00
Prince Of Peace Lutheran Church	30103	Russell Springs	KY	1,920.00	0.00	1,920.00	0.00	1,920.00	0.00
				<u>120,982.88</u>	<u>11,335.00</u>	<u>103,791.12</u>	<u>16,487.17</u>	<u>107,753.75</u>	<u>18,977.72</u>
<b>EVANS: Evansville IN</b>									
Christ Lutheran Church	2333	Evansville	IN	500.00	0.00	0.00	0.00	0.00	0.00
St Mark Lutheran Church	2335	Evansville	IN	5,000.00	0.00	6,000.00	179.00	6,050.00	40.00
St Paul Lutheran Church	2336	Jasper	IN	14,300.00	0.00	13,800.00	0.00	15,000.00	3,220.00
Our Saviour Lutheran Church	2338	Princeton	IN	3,893.12	0.00	3,798.30	200.00	4,301.55	0.00

**Indiana-Kentucky Synod of the ELCA  
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Organization	Envelope Number	City	State	2025-2026		2024-2025		2023-2024	
				Mission Support	Designated Giving	Mission Support	Designated Giving	Mission Support	Designated Giving
St Paul Lutheran Church	2341	Vincennes	IN	6,596.00	419.01	7,521.00	180.51	6,963.00	266.35
Redeemer Lutheran Church	2342	Jasper	IN	7,000.00	145.00	7,000.00	620.00	7,000.00	680.00
St Matthew Lutheran Church	2357	Paducah	KY	1,000.00	500.00	1,000.00	500.00	1,000.00	500.00
Faith Lutheran Church	2359	Owensboro	KY	5,400.00	0.00	4,210.00	0.00	4,400.00	0.00
Holy Cross Lutheran Church	7726	Rockport	IN	4,800.00	0.00	4,800.00	100.00	4,800.00	0.00
St Matthew By The Lake Lutheran Church	7766	Benton	KY	12,747.58	0.00	13,393.99	0.00	9,360.79	0.00
St Luke Lutheran Church	7815	Newburgh	IN	1,800.00	0.00	1,800.00	0.00	1,800.00	0.00
St John Lutheran Church	10638	Dubois	IN	10,200.00	4,131.64	10,200.00	200.00	10,200.00	0.00
Emanuel Lutheran Church	10650	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	1,535.40	0.00	1,632.75	0.00	1,546.18	0.00
Christ Lutheran Church	10682	Jasper	IN	4,067.25	0.00	3,351.50	2,250.00	5,018.00	125.00
St John Lutheran Church	10710	Loogootee	IN	1,700.00	500.00	1,300.00	550.00	2,600.00	550.00
St John Lutheran Church	10752	Otwell	IN	3,648.00	1,145.00	5,717.00	4,531.53	5,950.00	2,630.00
Grace And Peace Lutheran Church	30766	Evansville	IN			0.00	0.00	3,000.00	0.00
				86,687.35	7,340.65	88,024.54	9,811.04	91,489.52	8,511.35
<b>INDPLS: Indianapolis</b>									
St Thomas Lutheran Church	2204	Bloomington	IN	19,500.00	1,090.00	17,800.40	3,394.00	19,000.00	6,139.00
First Lutheran Church	2206	Columbus	IN	16,343.57	3,584.05	14,497.70	9,272.09	13,912.55	2,453.75
St George Lutheran Church	2207	Edinburgh	IN	5,250.00	750.00	5,250.00	0.00	5,250.00	600.00
Bethany Lutheran Church	2210	Indianapolis	IN	8,500.00	7,500.00	8,000.00	7,000.00	500.00	8,200.00
Bethlehem Lutheran Church	2211	Indianapolis	IN	20,000.00	0.00	20,000.00	0.00	20,000.00	0.00
Gethsemane Lutheran Church	2215	Indianapolis	IN	8,187.21	0.00	9,060.51	0.00	8,476.53	0.00
King of Glory Lutheran Church	2217	Carmel	IN	4,794.00	6,870.20	3,475.94	4,624.30	4,754.53	4,782.00
Pleasant View Lutheran Church	2218	Indianapolis	IN	2,000.00	0.00	2,000.00	0.00	2,000.00	0.00
St Andrew's Lutheran Church	2220	Speedway	IN	7,000.00	340.00	7,000.00	1,085.00	7,000.00	1,510.00
St Stephen Lutheran Church	2222	Plainfield	IN	600.00	260.00	600.00	220.00	600.00	235.00
Salem Lutheran Church	2223	Indianapolis	IN	4,600.00	140.00	4,550.00	136.00	4,500.00	170.00
Trinity Lutheran Church	2224	Lebanon	IN	0.00	0.00	0.00	0.00	0.00	0.00
Messiah Lutheran Church	2234	Brownsburg	IN	21,999.63	1,837.01	21,999.97	2,035.14	11,916.70	3,234.25
Resurrection Lutheran Church	2235	Indianapolis	IN	28,600.00	1,400.00	34,400.00	2,200.00	37,350.00	3,500.00
Christ The Savior Lutheran Church	7644	Fishers	IN	64,166.67	1,000.00	70,000.00	7,032.00	64,166.63	0.00
St Paul Lutheran Church	10629	Seymour	IN	16,315.25	6,765.00	23,899.00	7,378.00	14,323.00	2,285.00
Cross and Crown Lutheran Church	10686	Indianapolis	IN	20,000.00	2,700.00	22,000.00	4,700.00	18,000.00	2,699.98
Faith Lutheran Church	10687	Avon	IN	14,738.99	100.50	14,295.34	719.47	11,402.76	0.00
First Trinity Lutheran Church	10688	Indianapolis	IN	0.00	0.00	0.00	0.00	0.00	0.00
Christ Lutheran Church	16334	Zionsville	IN	31,312.40	0.00	31,032.34	0.00	31,359.43	0.00
Pilgrim Lutheran Church	20081	Carmel	IN	27,000.00	0.00	26,000.00	1,866.00	25,020.00	0.00

**Indiana-Kentucky Synod of the ELCA  
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				Mission Support	Designated Giving	Mission Support	Designated Giving	Mission Support	Designated Giving
Servants Of Christ Lutheran Church	30011	Indianapolis	IN	26,975.00	2,853.20	27,625.00	7,183.00	22,600.00	3,540.00
Risen Lord Lutheran Church	30306	Bargersville	IN	18,591.17	0.00	16,513.79	150.00	13,822.27	0.00
New Joy Lutheran Church ELCA	30485	Westfield	IN	18,557.88	3,217.98	17,923.88	1,282.85	20,584.62	3,034.29
Cross of Grace Lutheran Church	30542	New Palestine	IN	69,253.98	0.00	55,000.00	0.00	70,755.92	0.00
Roots of Life	31085	Noblesville	IN	4,500.00	0.00	3,000.00	0.00	2,000.00	0.00
Mara Evangelical Church in Indianapolis	31390	Indianapolis	IN	5,488.88	0.00	3,813.88	0.00	5,396.57	0.00
				<u>464,274.63</u>	<u>40,407.94</u>	<u>459,737.75</u>	<u>60,277.85</u>	<u>434,691.51</u>	<u>42,383.27</u>
<b>LAF: Lafayette IN</b>									
Christus Victor Lutheran Church	2229	Terre Haute	IN	0.00	0.00	0.00	0.00	0.00	0.00
Trinity Lutheran Church	2230	Terre Haute	IN	1,943.00	1,643.11	1,575.00	1,231.65	2,979.17	1,125.55
First Lutheran Church	2362	Attica	IN	1,720.00	0.00	1,720.00	0.00	1,720.00	0.00
St Peter Lutheran Church	2363	Camden	IN	700.00	0.00	700.00	0.00	700.00	0.00
Christ Lutheran Church	2364	Crawfordsville	IN	9,000.00	0.00	6,000.00	0.00	9,000.00	0.00
St Paul's Evangelical Lutheran Church	2369	Frankfort	IN	3,600.00	0.00	3,300.00	0.00	3,600.00	0.00
Holy Trinity Lutheran Church	2371	Lafayette	IN	23,250.04	3,500.00	22,116.63	4,000.00	27,400.00	8,500.00
Our Saviour Lutheran Church	2374	West Lafayette	IN	37,190.04	1,145.00	32,421.00	0.00	33,830.50	50.00
Faith Lutheran Church	2375	Logansport	IN	1,716.65	0.00	3,000.00	0.00	2,750.00	0.00
Gloria Dei Lutheran Church	2377	Mulberry	IN	60.00	0.00	325.00	0.00	340.00	0.00
New Hope Lutheran Church	16416	Reynolds	IN	500.00	0.00	500.00	0.00	0.00	0.00
Christ Lutheran Church	30436	Kokomo	IN	11,393.00	609.90	15,412.15	2,702.98	14,796.97	1,047.93
				<u>91,072.73</u>	<u>06,898.01</u>	<u>87,069.78</u>	<u>7,934.63</u>	<u>97,116.64</u>	<u>10,723.48</u>
<b>NCC: North Central IN</b>									
Grace Lutheran Church	2266	Syracuse	IN			0.00	0.00	7,500.00	0.00
Zion Lutheran Church	2271	Bristol	IN	6,000.00	2,447.05	5,600.00	3,230.00	5,400.00	0.00
Augustana Lutheran Church	2274	Elkhart	IN	6,000.00	0.00	6,000.00	0.00	6,000.00	0.00
Grace Lutheran Church	2275	Elkhart	IN	6,000.00	0.00	4,000.00	0.00	6,000.00	0.00
St John's Lutheran Church	2290	Shipshewana	IN	0.00	370.00	0.00	410.00	0.00	440.00
St Paul Lutheran Church	2291	Middlebury	IN	1,100.00	0.00	1,100.00	550.00	1,000.00	500.00
First English Evangelical Lutheran Church	2293	Mishawaka	IN	4,122.42	0.00	4,401.30	0.00	3,037.34	0.00
St John Lutheran Church	2295	North Liberty	IN	2,400.00	480.00	2,000.00	570.00	2,000.00	630.00
Immanuel Lutheran Church	2296	Plymouth	IN	2,547.00	0.00	3,569.85	0.00	2,849.36	0.00
Gloria Dei Lutheran Church	2299	South Bend	IN	6,400.00	2,975.00	8,400.00	2,375.00	8,400.00	1,715.00
Good Shepherd Lutheran Church	2300	South Bend	IN	1,200.00	0.00	1,200.00	0.00	1,200.00	0.00
Holy Trinity Lutheran Church	2301	South Bend	IN	0.00	0.00	0.00	0.00	800.00	0.00
Christ The King Lutheran Church	10795	South Bend	IN	72,192.61	6,382.78	74,817.81	11,066.31	73,625.66	8,303.38
Hilltop Lutheran Church of the Ascension	20083	South Bend	IN	3,970.32	4,284.08	3,954.85	3,743.31	5,532.74	5,395.93
Faith Lutheran Church	31076	Goshen	IN	3,750.00	0.00	6,750.00	0.00	9,000.00	0.00

**Indiana-Kentucky Synod of the ELCA  
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				Mission Support	Designated Giving	Mission Support	Designated Giving	Mission Support	Designated Giving
				115,682.35	16,938.91	121,793.81	21,944.62	132,345.10	16,984.31
<b>NEC: Northeast IN</b>									
So Much More Ministries		Fort Wayne	IN	3,000.00	0.00	0.00	0.00	3,948.00	0.00
Mt. Pleasant Lutheran Church	2237	Kendallville	IN	0.00	1,990.00	0.00	1,945.00	2,855.00	535.00
St Mark Lutheran Church	2238	Albion	IN	6,000.00	0.00	5,500.00	0.00	6,000.00	0.00
Hope Lutheran Church	2244	Columbia City	IN	4,533.50	0.00	4,866.36	0.00	4,947.40	0.00
Grace Lutheran Church	2245	Columbia City	IN	2,750.00	393.59	3,000.00	33.00	3,000.00	0.00
Calvary Evangelical Lutheran Church	2246	Cromwell	IN	3,840.00	8,629.00	2,315.00	2,040.00	1,885.00	2,345.00
Faith Lutheran Church	2247	Fort Wayne	IN	2,260.90	0.00	4,953.30	0.00	8,413.42	0.00
Messiah Evangelical Lutheran Church	2248	Fort Wayne	IN	30,000.00	300.00	17,500.00	527.96	32,897.68	4,727.50
St Matthew Lutheran Church	2252	Fort Wayne	IN	0.00	0.00	0.00	0.00	0.00	0.00
Trinity English Evangelical Lutheran Church	2253	Fort Wayne	IN	46,765.00	0.00	45,846.00	0.00	48,618.00	0.00
Holy Trinity Lutheran Church	2254	Harlan	IN	5,652.15	2,010.00	4,408.03	730.00	4,656.70	780.00
Mount Zion Lutheran Church	2256	Lagrange	IN	9,600.00	55.00	10,327.00	0.00	9,931.10	0.00
Emmanuel Lutheran Church	2257	Laotto	IN	500.00	0.00	500.00	0.00	0.00	0.00
Marquardt Lutheran Church	2258	Monroeville	IN	500.00	0.00	500.00	0.00	550.00	0.00
St Mark Lutheran Church	2259	Monroeville	IN	1,000.00	0.00	2,500.00	0.00	2,000.00	0.00
St James Lutheran Church	2260	New Haven	IN	6,600.00	0.00	6,000.00	100.00	6,000.00	0.00
Zion Lutheran Church	2261	North Manchester	IN	0.00	0.00	2,500.00	0.00	5,000.00	0.00
Eberhard Lutheran Church	2263	Columbia City	IN	1,500.00	0.00	1,500.00	0.00	1,500.00	0.00
St Peter Lutheran Church	2265	Spencerville	IN	0.00	0.00	0.00	0.00	0.00	0.00
Resurrection Lutheran Church	7722	Fort Wayne	IN	16,393.06	933.88	15,789.09	336.15	11,157.10	651.26
Calvary Lutheran Church	10566	Angola	IN	2,000.00	0.00	2,375.00	0.00	3,000.00	543.27
Calvary Lutheran Church	10581	Bluffton	IN	5,239.42	0.00	6,837.54	0.00	5,243.79	0.00
St John Lutheran Church	10662	Fort Wayne	IN	12,375.00	268.88	16,741.60	196.54	11,600.00	115.45
Trinity Lutheran Church	10810	Wabash	IN	0.00	0.00	0.00	0.00	0.00	0.00
Epiphany Lutheran Church	20075	Fort Wayne	IN	0.00	0.00	0.00	0.00	300.00	0.00
Gethsemane Lutheran Church	20076	Fort Wayne	IN	2,000.00	0.00	2,000.00	0.00	1,500.00	0.00
Come2go Ministries Inc.	30580	Fort Wayne	IN	0.00	0.00	0.00	0.00	0.00	0.00
				162,509.03	14,580.35	155,958.92	5,908.65	175,003.19	9,697.48
<b>NWIC: Northwest IN</b>									
Bethlehem Lutheran Church	2272	Chesterton	IN	1,400.00	0.00	3,600.00	0.00	3,900.00	0.00
Bethel Lutheran Church	2278	Gary	IN	1,500.00	0.00	1,500.00	0.00	1,125.00	0.00
Christ Lutheran Church	2283	Hammond	IN	3,564.28	0.00	3,057.78	0.00	1,791.93	150.00
Gloria Dei Lutheran Church	2285	Highland	IN	4,200.00	80.00	4,200.00	0.00	3,850.00	0.00
Augustana Lutheran Church	2286	Hobart	IN	10,500.00	200.00	10,250.00	700.00	9,166.66	260.00
Prince of Peace Lutheran Church	2288	Merrillville	IN	3,800.00	383.00	5,600.00	1,630.00	6,600.00	399.00

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				Mission Support	Designated Giving	Mission Support	Designated Giving	Mission Support	Designated Giving
Augsburg Lutheran Church	2297	Porter	IN	9,750.00	0.00	18,000.00	181.00	18,000.00	30.00
Trinity Lutheran Church	2302	Valparaiso	IN	17,303.00	0.00	27,440.34	0.00	27,958.15	1,500.00
Cross Of Christ Lutheran Church	7682	Crown Point	IN	1,911.00	0.00	1,100.00	236.00	0.00	0.00
Emmanuel Lutheran Church	10668	Merrillville	IN	1,750.00	185.00	1,750.00	0.00	7,045.00	971.00
St Paul Lutheran Church	10725	Michigan City	IN	8,500.00	383.00	10,340.00	370.00	8,810.00	170.00
Christ Lutheran Church	10808	Valparaiso	IN	10,633.70	0.00	51,965.69	0.00	55,622.41	0.00
Holy Shepherd Lutheran Church	16371	Saint John	IN	35,782.35	1,062.83	24,896.41	910.05	33,370.91	823.00
Griffith Evangelical Lutheran Church	20078	Griffith	IN	7,392.57	0.00	7,945.61	0.00	8,354.00	0.00
St Luke United Lutheran Church	30558	Michigan City	IN	600.00	0.00	880.00	0.00	660.00	0.00
				<b>118,586.90</b>	<b>2,293.83</b>	<b>172,525.83</b>	<b>4,027.05</b>	<b>186,254.06</b>	<b>4,303.00</b>
<b>SCC: South Central IN</b>									
Gethsemane Lutheran Church	2331	Corydon	IN	0.00	0.00	0.00	0.00	557.00	0.00
St Peter Lutheran Church	2332	Corydon	IN	847.00	700.00	1,280.00	3,725.00	3,382.50	1,025.00
Faith Lutheran Church	2337	Jeffersonville	IN	3,407.72	0.00	4,470.57	0.00	4,325.58	0.00
St Stephen Lutheran Church	2343	Louisville	KY	0.00	0.00	300.00	0.00	300.00	0.00
Zion Lutheran Church	2344	Franklin	KY	4,279.46	0.00	4,857.43	0.00	2,015.00	0.00
Christ Evangelical Lutheran Church	2345	Jeffersontown	KY	40,100.00	1,535.00	39,666.00	3,532.00	43,363.00	6,270.00
First Lutheran Church	2349	Louisville	KY	5,400.00	350.00	5,400.00	0.00	5,400.00	0.00
Messiah-Trinity Lutheran Church	2351	Louisville	KY	3,750.00	0.00	2,500.00	0.00	2,500.00	0.00
St John Lutheran Church	2352	Louisville	KY	7,500.00	0.00	0.00	0.00	15,000.00	0.00
St Mark Lutheran Church	2353	Louisville	KY	0.00	0.00	0.00	2,000.00	0.00	1,000.00
St Paul Lutheran Church	2354	Louisville	KY	1,200.00	0.00	0.00	0.00	2,400.00	0.00
Third Lutheran Church	2355	Louisville	KY	0.00	0.00	7,602.00	0.00	10,135.00	0.00
Ascension Lutheran Church	16457	Louisville	KY	45,500.00	0.00	40,000.00	0.00	22,917.00	0.00
Grace And Glory Lutheran Church	30307	Goshen	KY	0.00	0.00	8,536.75	0.00	8,829.75	0.00
Christ Lutheran Chapel	30943	Elizabethtown	KY	750.00	0.00	750.00	0.00	750.00	0.00
				<b>112,734.18</b>	<b>2,585.00</b>	<b>115,362.75</b>	<b>9,257.00</b>	<b>121,874.83</b>	<b>8,295.00</b>
<b>SEIC: Southeast IN</b>									
St Mark Evangelical Lutheran Church	2305	Batesville	IN	1,000.00	0.00	750.00	0.00	1,000.00	0.00
St Paul Evangelical Crossroads L.C	2306	Batesville	IN	13,770.50	370.00	14,433.50	2,165.00	18,341.98	1,635.00
St Paul Lutheran Church	2307	Greensburg	IN			500.00	135.00	500.00	80.00
St Thomas Lutheran Church	2308	Brookville	IN	1,905.45	7,615.00	2,633.50	60,909.00	3,901.60	985.00
Emanuel Lutheran Church	2310	Greendale	IN	4,560.00	1,100.00	7,375.00	1,300.00	5,924.00	1,283.00
St Paul Lutheran Church	2311	Milan	IN	0.00	0.00	1,266.00	0.00	1,832.00	500.00
St John Lutheran Church	2312	Napoleon	IN	4,093.00	280.00	5,650.00	916.00	6,825.00	175.00
St Peter Lutheran Church	2326	Milton	KY	0.00	0.00	1,453.00	0.00	2,652.00	0.00
Resurrection Lutheran Church	2328	Madison	IN	0.00	0.00	0.00	0.00	7,800.00	0.00

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

Organization	Envelope Number	City	State	2025-2026		2024-2025		2023-2024	
				Mission Support	Designated Giving	Mission Support	Designated Giving	Mission Support	Designated Giving
St Peter Lutheran Church	13067	Dillsboro	IN	4,620.00	1,205.00	5,460.00	1,390.00	5,040.00	1,325.00
Trinity Lutheran Church	13079	Brookville	IN	655.00	1,000.00	820.00	1,219.00	1,465.00	1,322.00
St Peter Lutheran Church	13168	Dillsboro	IN	0.00	0.00	0.00	0.00	0.00	0.00
St John Lutheran Church	13225	Lawrenceburg	IN	1,821.00	20.00	3,324.00	2,945.00	5,041.00	251.00
Zion Lutheran Church	13237	Sunman	IN	2,449.00	539.00	2,187.00	400.00	2,232.00	600.00
St Paul Lutheran Church	13273	Versailles	IN	4,354.00	100.00	4,503.00	800.00	4,590.00	0.00
				<u>39,227.95</u>	<u>12,229.00</u>	<u>50,355.00</u>	<u>72,179.00</u>	<u>67,144.58</u>	<u>8,156.00</u>
				<b>1,421,968.61</b>	<b>120,932.29</b>	<b>1,467,881.35</b>	<b>215,422.00</b>	<b>1,526,223.49</b>	<b>136,747.59</b>

**2026-2027**

# Indiana-Kentucky Synod

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

**To Be Approved** by the  
Indiana-Kentucky Synod Assembly  
**June 6, 2026**

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

Revised 4/14/2026  
Approval for presentation to the Synod Assembly by the Indiana-Kentucky Synod Council 4/18/2026  
Approved by the Synod Assembly – 6/6/2026

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

We're pleased to present to you the 2026-2027 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 6, 2026, 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/get-support/call-process.html>, 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

Mr. Jerre Fercho, Kokomo, 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 2026-2027

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/get-support/call-process.html>. 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/get-support/call-process.html>) 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/get-support/call-process.html>) 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/en/cola/factsheets/2026.html>

<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 2026 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

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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.

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 **Select Copay 2000, Value Copay 4000, or Select HDHP 2000 (with a funded HSA of \$1,000 per year for individual and \$2000 per year for family)**. The ELCA has four recommended plans (please reference Portico Benefits at [porticobenefits.org/campaign/annual-enrollment/new-options](http://porticobenefits.org/campaign/annual-enrollment/new-options)). 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.

### **B. Retirement Benefits:**

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

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://resources.elca.org/?categories=financial>, 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.**

*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 **2026** 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)



*"I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing" (John 15:5).*

March 23, 2026

Dear siblings in Christ,

As you gather for your synod assembly, I want to express my gratitude for what you are doing — and have been doing — for this church, *our* church.

In the months since I was installed as presiding bishop, I have been focused on connection. Some of you have heard me talk about what it means to be a connected church. This vision of connectedness grows directly out of one of the three priorities we, as the Evangelical Lutheran Church in America, have named for this season of our life together.

When we lifted up these priorities, we committed ourselves to them not as abstract ideas but as guiding commitments for how we live and serve as church. As I reflected on them, the third priority stood out with particular clarity: to be a connected, sustainable church, raising the bar together.

That priority has been shaping my thinking and my leadership. It asks not just what we do but how we do it — together, across congregations, synods and the churchwide organization. Connectedness is not a program or a slogan; it is a way of being church that recognizes our shared calling and our shared responsibility. This is not my church. It is yours. It is ours, together. The ministries you carry out in your congregations and synods are not just yours — they are ours together.

Over the next several years, you will hear this priority expressed with greater focus and clarity. In 2026, our emphasis is on connection — strengthening relationships, listening deeply and recognizing how much we depend on one another.

In 2027, you will begin to hear me speak more intentionally about sustainability — how we steward our people, our resources and our structures so that our witness remains strong for generations to come. By 2028, connection and sustainability will come together in a shared language of togetherness, as we more fully live into who God is calling us to be as church.

So, when you hear language about being together, it is about living out the ELCA's vision of a world experiencing the difference God's grace and love in Christ make for all people and creation. It matters deeply to me that we know who we are, moving forward as one body, trusting God and one another.

I believe this is how connection is built — not by standing alone but by being church together.

With gratitude and hope,

A handwritten signature in black ink, appearing to read 'Yehiel Curry', with a large, stylized flourish at the end.

The Rev. Yehiel Curry  
Presiding Bishop  
Evangelical Lutheran Church in America

2026 Annual Bishop's Report: "Steadfastness, Encouragement, and Our Life Together in Christ."

Dear Siblings in Christ,

Grace to you and peace from God our Father and the Lord Jesus Christ.

The Year in View: As I reflect on this past year, I return with gratitude to Romans 15:5-6: "May the God of steadfastness and encouragement grant you to live in harmony with one another, in accordance with Christ Jesus, so that together with one voice you may glorify the God and Father of our Lord Jesus Christ." These words continue to shape my understanding of our shared life across this synod.

This past year offered both hope and challenges, but God's faithfulness never wavered. Through the Word and Sacraments, Christ keeps gathering, enlightening, sanctifying, and supporting His church among us. Throughout the synod, congregations and ministries continued their worship, proclaimed Christ crucified and resurrected, served their neighbors with love, and testified to the gospel. Rostered ministers, lay leaders, councils, volunteers, and staff served diligently, often facing difficult circumstances.

Over the year, I conducted at least 70 congregational and ministry site visits, including 44 Sundays. The Office of the Bishop assisted with over 500 ministry transitions, calls, and discussions related to candidacy, SAMs, congregational visits, support for churches in transition, leadership development, and candidacy activities across the synod. Additionally, more than 1,000 leaders took part in synod-led trainings, gatherings, or consultations. These actions reflect not only our efforts but also God's continuous work among us through the means of grace.

Challenges Before Us: We must speak honestly about the pressures facing many congregations and ministries. Leadership transitions, financial strain, changing participation patterns, aging populations, long-term viability, and the wider sociopolitical climate weigh heavily on many communities. Some are burdened by conflict or exhaustion after years of limited resources and sustained stress. These realities call for honesty, patience, repentance where needed, and renewed trust in the Lord who sustains and builds this church.

The church must remain focused on its mission. Congregations and ministries cannot thrive on opposition, outrage, or criticism alone. Our calling is not only to name what is wrong, but also to proclaim the mercy of God in Jesus Christ and to hold before the world a compelling picture of what, by God's grace, is being made new.

In this time of uncertainty, change, polarization, and division, our task is not merely to manage challenges but to remain attentive to the people God has entrusted to our care and faithful to Christ's mission. Jesus' ministry among the lowly and overlooked reminds us that such welcome reflects the heart of the gospel. Like the Samaritan, we are called to costly neighborliness: drawing near to those who suffer, bearing one another's burdens, and confronting conditions that cause harm.

Staffing for Shared Ministry: A key development in 2025 was the enhancement of our synod staff. Pastor Priscilla Geerdes began her role at the end of 2024 as Assistant to the Bishop for Ministry Transitions. Missy Schroeder joined us in June 2025 as Director for Evangelical Mission, while the Rev. Kelly Nelson came on board in November 2025 as Social Advocacy and Justice Coordinator. Alongside the Rev. Dan Forehand, who serves as Assistant to the Bishop for Emerging Ministers and Ministries and Director for Candidacy, as well as our administrative and support teams, they have invigorated our shared ministry with energy, wisdom, and faithful witness.

This staff has already positively impacted supporting congregations in transition by coordinating leadership development and candidacy discussions, enhancing communication and partnerships across the synod, and fostering greater trust and collaboration. I am grateful for

these talented colleagues and for the work God has entrusted to them, which has also strengthened me in my role.

**Shared Leadership and Governance:** This year also underscored the importance of thoughtful leadership and shared governance. The Synod Council's work remains vital in overseeing finances, nominations, committee work, assembly planning, and other decisions that shape our common life. I am especially grateful to council members who connected with congregations in their conferences, represented the Office of the Bishop, and brought back the concerns and hopes they heard.

Their service, together with our retreats, has strengthened communication and trust across the synod, built relationships, and kept the council grounded in the real life of our congregations as we reflect prayerfully on the needs of the whole synod. I am grateful to council members, our vice president, secretary, treasurer, officers, committee leaders, and all who contribute their wisdom and time to this shared work.

**Regional Gatherings:** This year, we are launching a new series of Regional Gatherings across the synod. These are not Synod Assemblies but rather in-person extensions of our Zoom Synod Assembly, which will include worship, breakout sessions, and lunch. All people from our congregations and ministries, both rostered and lay, are invited and encouraged to attend.

The gatherings will be held September 19 at Christ the Savior in Fishers, Indiana; October 10 at Christ in Jeffersontown, Kentucky; and October 24 at Christ the King in South Bend, Indiana. (Notre Dame does not play this weekend©) Our goal is to welcome at least 150 participants at each site and use what we learn there to strengthen support, communication, and trust across the synod in the year ahead.

**Priorities Ahead:** As we look to the year ahead, Romans 15:5–6 continues to offer a grounding vision. In that spirit, four priorities will guide our common life:

1. Support congregations in transition through SAMs, E-Connect, and Evangelism Initiatives.
2. Encourage and equip leaders through the Professional Leaders Conference, a Rostered Retirement Gathering, and other opportunities.
3. Strengthen trust and collaboration within the synod by implementing initiatives like the Kentucky Initiative and rethinking our conference structures.
4. Strengthen mission communication through the Called Together Grant and Storytelling.

**Closing Reflection:** For my part as bishop, I have sought to lead with honesty, clarity, and trust, keeping us pointed toward Jesus Christ crucified and risen, in whom alone the church finds its life and hope. If my work helps us keep looking to Christ, I will count that as faithful service.

We move forward trusting not in our own strength, but in God's grace, in the promise that God's Word does not return empty, and in the sure hope that the God of steadfastness and encouragement is still at work among us. Christ continues to gather his church, forgive sins, sustain its witness, and call us forward together. In him, we are justified by grace through faith and freed to serve our neighbors in love.

Thank you for the many ways you serve in your congregations, campus ministries, outreach ministries, shared ministries, conferences, committees, and other ministries.

My prayer for our synod is the prayer of Romans 15:5–6: that God would grant us to live in harmony with one another in accordance with Christ Jesus, so that together we may with one voice glorify the God and Father of our Lord Jesus Christ.

God's peace be with you through Christ, our Lord.

Bishop Timothy Graham

## 2026 VICE PRESIDENT'S REPORT

And what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God? Micah 6:8.

The first six months of my term have been a learning experience, and it's clear I will never be done learning! I have been blessed to know Bishop Tim for many years, but I'm now making the acquaintance of the Synod staff, attorney Josh Tatum, and the entire Synod Council. Most recently, the Council, staff, and Josh participated in a retreat that allowed us all to get to know each other at a deeper level, which I believe will promote our ability to work together effectively. We are a fascinating and diverse group. I will miss Pastor Vicki Garber and Chris Walda, who are rolling off Council as of this year's Assembly. Thank you Pastor Vicki and Chris for your many years of devoted service.

As the individual responsible for chairing the Synod Council, I am learning what that entails. There is no instruction manual. Familiarity with the Constitution, Bylaws and Continuing Resolutions is—or will be—helpful as I assimilate those documents. I am grateful to Josh and the others who help me make my way through our meetings.

Attending monthly Zoom meetings of the 65 Synod Vice Presidents has been a valuable and uplifting experience. We have learned about the ELCA and what it offers to Synods and congregations, about the role of the Vice President, about the operation of a Synod, and about other resources available to the church at large. As a group, we pray for the needs of the church, and specifically for each Synod as it holds its Assembly. I particularly enjoy the prayer at the beginning when we acknowledge and honor the indigenous peoples who once lived in our own geographic areas.

I have observed both the Council and the staff reaching out to individual congregations, sharing that the Synod office wants to engage with them, hear from them, and work cooperatively with them on the ministry of the church. I listened to the program put on by Pastor Dan Forehand, Assistant to the Bishop and Josh Tatum regarding amending a congregational constitution. I heard Bishop Tim report on his trip to the Holy Land. I learned what a SAM is, and what a Dean does. I have known both joy and sorrow as we walk together as individuals and as congregations.

This fall we will be hosting regional gatherings that will provide us an opportunity to meet face to face. We felt in-person time together would be important because our 2026 Assembly is being held remotely. The gatherings will be held in South Bend, Fishers, and

Louisville, and we invite you to join us for worship, lunch, learning, and socialization. Stay tuned!

Blessings to all,

Anne Simerman

REPORT OF THE TREASURER  
2026 INDIANA-KENTUCKY SYNOD ASSEMBLY  
HARRY ALBERS, TREASURER  
APRIL 2026

Our synod finances are in good shape.

Each year, we have Kemper, CPA's, audit our financial statements. The audit for fiscal year ending January 2026 should be completed by the June 6<sup>th</sup> assembly.

Mission Support from congregations: from a high of \$ 1.8 million giving in 2013 to \$ 14.2 million in 2025. But we are lowering our spending based on these figures.

Our assembly approved budgets are basically balanced. A plus \$ 73,000 income for this year and a plus \$ 57,000 for next year.

For the year ending, January 2026, Synod's investments total almost \$ 9 million. Our interest, dividends and market gains was approximately \$ 538,000.

Otherwise, the fiscal year ending, Jan'26, had a net income of around \$ 30,000.

Thanks to Julie Walda, our synod accountant, for all her diligence for Synod finances.

The Peace of the Lord be with all!

Harry Albers  
Treasurer, I-K Synod

**Secretary's Report  
Indiana-Kentucky Synod  
June 6, 2026, Synod Assembly**

**The following are the actions taken by the Indiana-Kentucky Synod Council between June 1, 2025, and May 31, 2026.**

**ACTION SC 2025/23:** The Synod Council approved the minutes of the April 2025 meeting unanimously.

**ACTION SC 2025/24:** The Synod Council approved the recommendation of the executive committee to appoint Pastor Dom Guido to the Vine and Branches UMC Campus Ministry at Northern Kentucky University as a Synod Authorized Call.

**ACTION SC 2025/25:** The Synod Council approved the agreement for the union agreement between Word of Hope and Saint Martha's unanimously.

**ACTION SC 2025/26:** The Synod Council approved the recommendation of Bishop Tim for the appointment of Conference Deans as presented unanimously. Lafayette Conference: Pastor Derek Nelson – 1 year remaining on term (2026), South Central Conference: Pastor Clair Ackleow – new 3 year term (2028), and East Kentucky Conference: Pastor Vicki Garber – new 3 year term (2028).

**ACTION SC 2025/27:** The Synod Council approved the recommendation of Bishop Tim for the hiring of Melissa Schroeder as the Director of Evangelical Mission unanimously.

**ACTION SC 2025/28:** The Council approved the minutes of the June 2025 meeting as presented unanimously.

**ACTION SC 2025/29:** Bishop Tim recommended and the Council approved unanimously the appointment of Chris Walda as Chair of the Finance Committee and Chuck Trundell and Cindy Leverenz as new members to the Finance Committee.

**ACTION SC 2025/30:** Bishop Tim recommended and the Council approved unanimously Leave of Call for the first year to Pastor Marjorie McDaniel and Pastor Brian Johnson.

**ACTION SC 2025/31:** Bishop Tim recommended and the Council approved unanimously the affirmation of the vote and decision of Saint Peter's in Milton, KY to disaffiliate from the ELCA.

**ACTION SC 2025/32:** Bishop Tim recommended and the Council approved unanimously the Resolution Regarding Grace and Peace Lutheran Church in Evansville, Indiana, and Synod Administration Subject to S13.24.

**ACTION SC 2025/33:** Bishop Tim recommended and the Council approved unanimously the appointment of Deacon Jody Winter to serve as the Synod Council

representative to the LOMIK Board to obtain the information and to carry out the provisions of the Synod Assembly Resolution R-04-25.

**ACTION SC 2025/34:** Bishop Tim recommended and the Council unanimously approved the Synod Authorized Call to Kristin Springmeyer to serve at Christ Episcopal Church in Madison, IN.

**ACTION SC 2025/35:** Bishop Tim recommended and the Council unanimously approved the Synod Authorized Call to Matt Geerdes as Interim Minister at Grace Village, Ball State University campus ministry.

**ACTION SC 2025/36:** Bishop Tim recommended and the Council unanimously approved the release of funds from the Sabbatical Account in the amount of \$8950.84 to Karen Husby.

**ACTION SC 2025/37:** Bishop Tim recommended and the Council unanimously approved the extension of one year of On Leave From Call to Carolyn Lesmeister.

**ACTION SC 2025/38:** The Constitution Committee recommended and the Council unanimously approved the ByLaws as presented of the Grace United Lutheran Episcopal Church in Lexington, Kentucky.

**ACTION SC 2025/39:** The Meeting Minutes for the August 2025 meeting of the Synod Council were unanimously approved the Council.

**ACTION SC 2025/40:** The Meeting Minutes for the September 2025 meeting of the Synod Council were unanimously approved the Council.

**ACTION SC 2025/41:** The Synod Council unanimously approved the resolution as recommended by the executive committee.

**ACTION SC 2025/42:** The Synod Council unanimously approved the guidelines for updating congregation constitutions as recommended by the Constitutional Committee.

**ACTION SC 2025/43:** The Synod Council unanimously approved the Bishop's recommendation to appoint Dan Forehand, Greg Platt, Sandra Morton, Daniel Mowery, and Larry Ahlersmeyer as trustees for the involuntary Synod Administration board of trustees.

**ACTION SC 2025/44:** The Synod Council unanimously approved the Bishop's recommendation to approve the disaffiliation vote of Saint John Lutheran Church in Napoleon Indiana from the Indiana-Kentucky and the ELCA and for the congregation to retain ownership of the church property.

**ACTION SC 2025/45:** The Synod Council unanimously approved the Bishop's recommendation to approve and acknowledge the relocation of Pleasant View

Lutheran Church in Indianapolis, Indiana to Suite 340 at the Indiana Interchurch Center, located at 1100 42<sup>nd</sup> Street, Indianapolis Indiana.

**ACTION SC 2025/46:** The Synod Council unanimously approved the Bishop's recommendation to extend a Synod Authorized Call to Angie Shannon to Trinity United Church of Christ in Gary, Indiana.

**ACTION SC 2025/47:** The Synod Council unanimously approved the Bishop's recommendation to move Scott Vana to retired status in the ELCA.

**ACTION SC 2025/48:** The Synod Council unanimously approved the Bishop's recommendation to grant Gretchen Freese another year of On Leave from Call for family reasons and to grant Kelly Nelson another year of On Leave from Call for family reasons.

**ACTION SC 2026/1:** Larry Ahlersmeyer made a motion to accept the minutes of the November 2025 meeting as presented and Greg Platt seconded the motion. The minutes were approved unanimously.

**Action SC 2026/2:** The Bishop recommended the Synod Council approve the application of the Congregational Outreach Ministry grant for Grace United Lutheran Episcopal Church in Lexington, Kentucky of \$5000 to the ELCA, with \$4500 from the Synod, and a matching grant of \$4500 from the congregation. The Synod Council unanimously approved the Bishop's recommendation.

**ACTION SC 2026/3:** The Bishop recommends the Synod Council authorize the continuation of So Much More Ministries as a Synodical Authorized Outreach Ministry for the 2026 ministry year and the recommendation was approved unanimously with Harry Albers abstaining due to a conflict of interest.

**ACTION SC 2026/4:** The Bishop recommends the following ministries be designed and authorized as Strategic Ministries in the IK Synod for the 2026 ministry year: Mara Evangelical Church, Grace and Glory Lutheran Church, The Apple Tree Center, Bethel Lutheran Church, and Trinity Lutheran Church. The recommendation was approved unanimously.

**ACTION: SC 2026/5:** Bishop Tim recommended the Synod Council approve the general Synod Assembly Agenda as presented. The Synod Council unanimously approved the agenda as presented.

**ACTION: SC 2026/6:** Bishop Tim recommended the Synod Council approve retirement status from active status for Rev. Kathy Crecelius. The Synod Council unanimously approved the agenda as presented.

**ACTION SC 2026/7:** Bishop Tim recommended the Synod Council approve the extension of a Synod Call to Pastor Brian Kronkol as President of Valparaiso University. The Synod Council unanimously approved the agenda as presented.

**ACTION: SC 2026/8:** Bishop Tim recommended the Synod Council approve the request of a final extension of Carolyn Lesmeister On Leave From Call status. The Synod Council unanimously approved the agenda as presented.

**ACTION: SC 2026/9:** Bishop Tim recommended the Synod Council approve the disaffiliation of Saint Paul Smyrna in Greensburg, Indiana. The Synod Council unanimously approved the agenda as presented.

**ACTION: SC 2026/10:** Bishop Tim recommended the Synod Council accept and approve the resolution to place Messiah-Trinity into Synod Administration. The Synod Council unanimously approved the agenda as presented.

**ACTION SC 2026/11:**

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 2026 and included in the budget for the year 2025-26: Pastor Timothy Graham, \$75,000. Pastor Dan Forehand, \$40,000.00; 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.

**ACTION SC 2026/12:** The Synod Council approved the January 2026 meeting minutes unanimously. Nicole Lee moved to accept the minutes as presented and DeeAnn Daniels seconded the motion.

**ACTION SC 2026/13:** The Finance Committee recommended the Gift policy as presented be adopted by the Council. The Council approved the Gift policy as presented unanimously.

**ACTION SC 2026/14:** The Finance Committee recommended to the Council to appoint Dave Klimes to the Finance Committee for his first term of five years. The Council approved the appointment unanimously.

**ACTION SC 2026/15:** The Compensation Committee recommends to the Council to amend the compensation guidelines to provide for a 2.8 percent Cost of Living increase for 2026-2027 Compensation Standards. The Council unanimously approved the recommendation.

**ACTION SC 2026/16:** Bishop Tim recommended the proposed 2026 Synod Assembly Agenda be approved by the Council as a recommendation for approval by the Synod Assembly. The Council unanimously approved the recommendation.

**ACTION SC 2026/17:** Bishop Tim recommended the proposed 2026 Synod Assembly Rules be approved by the Council as a recommendation for approval by the Synod Assembly. The Council unanimously approved the recommendation.

**ACTION SC 2026/18:** Bishop Tim recommended the Council appoint Alexa Kvande as the Credentials Chair for the 2026 Synod Assembly. The Council unanimously approved the recommendation.

**ACTION SC 2026/19:** Bishop Tim recommended the Council approve the appointment of Greg Platt and Jody Winter to the Election Committee for the 2026 Synod Assembly. The Council unanimously approved the recommendation.

**ACTION SC 2026/20:** Bishop Tim recommended the Council approve the appointment of DeeAnn Daniels, LaDona Webb, and Laura Nicholson to the 2026 Synod Assembly Minutes Committee. The Council unanimously approved the recommendation.

**ACTION SC 2026/21:** Bishop Tim recommended the Council ratify the action of the Executive Committee to extend a synod call to Rev, Dawn Roginski, to serve as Priest-in-Charge at Grace Episcopal Church in Muncie, Indiana as she is now transferred to the Indiana-Kentucky Synod. The Council unanimously approved the recommendation and ratified the action of the executive committee.

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

**April 2026:**

**ACTION EC2026/01: On January 28, 2026, The Executive Committee acting on behalf of the Synod Council extended a Synod call to The Reverend**

**Dawn Roginski, formerly of the Sierra Pacific Synod, who has accepted a call to serve as Priest-in-Charge at Grace Episcopal Church in Muncie, Indiana, and has now transferred to the Indiana-Kentucky Synod.**

Respectfully Submitted,

Julie M. Slavens  
Indiana-Kentucky Synod Secretary

**2026 Indiana-Kentucky Synod Assembly Report**  
Rev. Dan Forehand  
*Assistant to the Bishop for Emerging Ministers and Ministries*  
*Director of Candidacy*

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*“Sing to the Lord a new song; play skillfully on the strings, with loud shouts.”*  
- *Psalm 33:3*

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Change is ever constant, overwhelming, and an absolute gift! There is so much that has happened since the last time we gathered, and I cannot wait to share all the good things that are happening throughout our Synod. I am so grateful that I do not do this work alone but have amazing colleagues to support me in our work together. And so, it only seems appropriate to start this report with a whole lot of “thank yous.”

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, Missy Schroeder, Pastor Kelly Nelson, April Lynch, Julie Walda, Nancy Slover, Jon Dahl, Magen Pillar, Jayme Beneker, and Karl Biermann. Thank you to the Synod Council for your prayers and support of the work that we do together. 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.

Every Wednesday we gather as a staff to share in devotions together, share what’s happening in our lives and our work, and to listen for the Spirit at work in each of us as we discern how to live into our synod expression of the Church. Each Monday morning, I get to gather with Pastor Priscilla Geerdes and Missy Schroeder, our DEM, as we specifically focus on congregations and leaders in transition and new ways to strengthen relationships and support one another in times of change. The Indiana-Kentucky Synod is blessed with an amazing staff in the Office of the Bishop, and I am deeply honored to be a part of it.

### **The “333 Initiative”**

It feels like this past year or so has been spent writing many documents to support some grant initiatives to support the mission and ministry that we do together as a Synod. This has been a fruitful time, as we have received several grants in the past year that I will share more about in this report. As I navigate this, though, I sensed that we needed a “vessel” in which to hold all these new and exciting things. This brings us to the “333 Initiative.”

Psalm 33:3 reads, “Sing to the Lord a new song; play skillfully on the strings, with loud shouts.” As I look around the Synod, I see all sorts of ways that the over 36,000 baptized members of our congregations are skillfully sharing their gifts and singing some

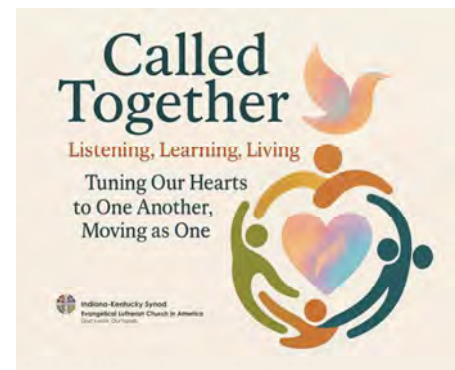


new songs to the Lord! But where we maybe lack is in our loud shouting! All around us there are lots of loud voices that are telling a story that is quite different from the story that we tell as followers of Jesus. So how might we imagine new ways to tell our stories?

The 333 Initiative invites us to tell 333 stories of how God is transforming lives and how we are responding to God’s call in the next 3 years. **By spring 2029, can we tell 333 stories of education, formation, and imagination of individuals, communities, and congregations?** These might be people stepping forward to serve as a Synod Authorized Minister (SAM) or discerning a call to start seminary to become a Deacon or Pastor. This might be a congregation that sees a need in its community and steps up to provide food or connection with its neighbors. The possibilities are endless and our calling to tell these stories is supported by 3 new and renewed areas of ministry and focus for me.

## Called Together

Last summer over 200 of you participated in intentional listening sessions at locations across the Synod and on Zoom to share in conversation the ways that the Synod can continue to best support the work that you are doing in your ministry settings. We are so grateful for all the feedback that was received – the affirmation of the work that we are doing and the challenge to grow in our presence. As we listened and gathered feedback, four areas of focus (we call them “callings”) quickly developed. Through a partnership with the Lilly Endowment, Inc., we were invited to apply for a grant to help us to do those callings. In late 2025, we were awarded an initial \$400,000 grant with a challenge to raise another \$400,000 by October 2028 to be matched \$1 for \$1 by the Lilly Endowment, for a hopeful final tally of \$800,000 from Lilly and \$400,000 from people in the Synod and a combined \$1.2 million gift! Let’s walk through the four callings:



### *Calling 1: Education and Formation*

We are all in a process of formation and we need tools and learning to get there. This calling focuses on supporting and raising individuals who feel called to ministry through TEEM (Theological Education for Emerging Ministers) – a program that we host jointly with our friends at Pacific Lutheran Theological Seminary; enhancing the funds available for Continuing Education for our rostered ministers and Synod Authorized Ministers; further developing our Transformational Leadership Academy that supports Synod Authorized Ministers and other lay leaders; and through workshops and other opportunities for lay leaders to grow in the skills and confidence they need to lead congregations in this day. Finally, there are funds available for the development of a resource library – a combination of physical and digital materials available for congregations to help you lead Sunday School for adults and children and facilitate other learning opportunities to help everyone in the Synod flourish as the people of God.

### *Calling 2: Communication and Connection*

We heard clearly that we need to always be working on communication. Our new website and expanded storyteller role being led by Magen Pillar is helping us to do that better than ever before, but we want to do more. We are working to develop and enhance our database so that we can better connect with congregations, ministry settings, and rostered ministers and have congregations, ministry settings, and rostered ministers better connect with one another. What if we had places for conversations and support for our chaplains serving in hospitals and hospice centers across the Synod? What if we had ways for congregations that have pre-schools to connect? How might a database manager help us to make connections that are not just geographic but are based around common interests allow us to communicate and connect in new and more helpful ways? Through this calling, we hope to do just that.

### *Calling 3: Reimagining Conferences*

We are one synod with ten conferences that are divided up in geographical parts. Most of these conferences do not function in the ways they were designed to – which was for congregations to get to know their neighboring congregations in the area. We want to reimagine what the role of a conference is and how it can be a localized hub for information, support, and connectedness within the wider structure of the Synod. Through **Regional Gatherings** that will be happening this fall, and the development of conference communicators who will work to share information across the congregations and ministry settings in a conference and be a communication liaison to and from the Synod storyteller, we hope to see congregations feel more connected with one another in their conferences.

### *Calling 4: The Called Together Endowment*

While the scope of this grant is 3 years long, we feel that this work will need to continue far beyond those three years. We are grateful that the Lilly Endowment, Inc. is permitting us to use some of the funds to create an endowment from which we can draw funds to continue this work into the next decade of our life together. It also allows us to reflect on where the movement of the Spirit is taking us as a Synod and to have sufficient gifts to respond.

If you or your congregation are interested in supporting Called Together reach it's goal of \$400,000 by October 2028 for a full match from the Lilly Endowment, please reach out to Bishop Tim or myself, so that we can work together to imagine an exciting future for all of us as we are called together as the people of Indiana and Kentucky.

## The CaSTLE Project

For a second year in a row, we applied for and received a grant from the CaSTLE Project out of Wartburg Seminary. The CaSTLE (Country and Small Town Lived Ecclesiology) Project works with synods to help the people of God to live out their baptismal callings to various vocations, both inside and outside of the church. It invites us all to be reminded of the promises made in Baptism: to live among God's faithful people; hear the word of God and share in the Lord's Supper; to proclaim the Good News of God in Christ through word and deed; to serve all people, following the example of Jesus; and to strive for justice and peace in all the earth.

We are using this grant to support our Synod Authorized Ministers (SAMs) who are individuals who have been lifted up by their congregations, authorized by the Bishop, and supported in education and formation through the Transformational Leadership Academy or other education programs, and use their gifts to help lead congregations by



preaching, teaching, and administering the sacraments. Each SAM has a mentor who walks alongside of them and supports them in their work, and we gather a couple times a year to learn and grow together. The CaSTLE Project also puts on helpful webinars that are available to anyone in the Synod and are advertised through our eNews. Through the generosity of the CaSTLE Project, we are learning new ways to be Church especially in our smaller towns and rural areas across the Synod.

## Candidacy Reimagined

We were selected as one of 10 synods (of the 65 in the ELCA) to begin piloting a brand-new process for Candidacy. Candidacy is the formation process that individuals who feel called to serve as a Deacon or Pastor in the ELCA participate in alongside of their theological education at a seminary or through a certificate program. This Candidacy process has remained largely the same over the past decades even as the needs of the Church and the needs of our candidates have changed dramatically.

This new Candidacy Process further empowers candidates and supports them on their journey toward answering a vocational call. It is more deeply and intentionally rooted in discernment, has a new role of an "accompanier" to support the candidate through the various steps, and moves to a competency-based form of assessment that will allow for a more uniform and fair process for all our candidates. Candidates will be invited to submit artifacts that show their growth and learning, and we will become even more connected to our seminaries and theological institutions as we share information and celebrate the gifts that unique candidates bring.

As a pilot, it means that things will change and we'll run into some unexpected bumps along the way. But I am grateful for a very gifted Candidacy Committee, and the support of our Region 6 Candidacy and Leadership Manager (CaLM), Rev. Denise Russell. Together I believe that this will better support our candidates and help to raise up new candidates for ministry, so that we can share their story alongside of the other 333 stories that we will tell together.

As always, if you are discerning that God might be calling you to consider a call as a Deacon or Pastor in the church, I would be so grateful to have conversation with you and to walk alongside of you in that discernment process. It is one of the greatest joys of my call to journey with others in their deep listening to how God is moving.

**In closing...**

There is so much more that is happening and that I get to be a part of each and every day, but I feel that this report is (as always) already way too long. If you have questions for me, please reach out, I'm happy to shed more light on each of these pieces and other areas of ministry that I get to participate in.

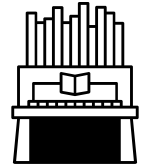
A final thank you to you...for your mission support, for your prayers and love, for all the ways that we get to do ministry together. I'm always delighted to be with congregations, rostered ministers, and anywhere we can be church together – please invite me to walk with you and know that you will be in my prayers.

Peace to you, in abundance,

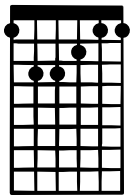
Pastor Dan Forehand



**Living...**We are a synod of 164 congregations, 7 campus ministries, 1 SAOM, an amazing synodical office staff, and countless individual and joint ministries to communities, counties, the commonwealth of Kentucky, and the state of Indiana.



**In(to)...**We are a synod of ministry being served: In congregations, by 87 ministers of word and sacrament, 4 ministers of word and service, and countless TEEM candidates, SAMs, and lay leaders. In specialized ministries of interims, chaplains, campus ministers and others, by 13 ministers of word and service and 32 ministers of word and sacrament. In ecumenical partnership by 7 leaders in our synod, as well as by 3 from our ecumenical partners who serve with us. Nor do we forget our 2 intentional interims, those on leave or pulpit supply, and our 133 retired clergy, 11 retired deacons, and 3 retired deaconness'.



**Harmony...**We are a synod of members facing some of the same uncertainties of the larger church-smaller numbers, less money, few leaders, and all the worries any of us carry. However, this new synod staff, this new vision of relationship, the new grants, and the new options that are available to the whole synod offer hope and the chance to create some new songs and stories together.

Finding the Spirit and the synod have new surprises,

Pastor Priscilla

Assistant to the Bishop for Ministry Transition

## 2025 Indiana–Kentucky Synod Assembly Report

### Melissa “Missy” Schroeder

Director for Evangelical Mission

*“But Mary treasured all these words and pondered them in her heart.” – Luke 2:19*

As I reflect on this past year, I find myself returning to this posture—holding the many stories, conversations, and experiences I have been entrusted with, and pondering them in my heart. In my first year serving as Director for Evangelical Mission, I have had the privilege of listening deeply—to God, to congregational leaders, and to the communities we are called to serve. And in that listening, I have seen the quiet, faithful, and often surprising ways the Holy Spirit is already at work across our synod.

I began this call in May of 2025, stepping into a role rooted in relationship, accompaniment, and discernment. What I have come to trust is this: God is already moving among us, and it is a gift to walk alongside others as we notice, name, and respond to that movement together.

### In Gratitude

Before anything else, I give thanks.

To **Bishop Tim Graham**, thank you for entrusting me with this call and for the opportunity to serve as a lay leader in this role. Your encouragement, partnership, and shared discernment have been a steady grounding.

I am deeply grateful for the **incredible staff I am blessed to work with**—Dan Forehand, Priscilla Geerdes, April Lynch, Jayme Beneker, Julie Walda, Kelly Nelson, Magen Pillar, and Karl Biermann. Working alongside each of you is truly a joy and a delight. I am constantly amazed by the talent, wisdom, and grace this staff embodies.

I also give thanks for the **E-Connect team**, Jon Dahl and Nancy Slover. Your leadership, creativity, and commitment to congregational transformation are a gift to this synod and beyond.

Together, this team reflects the very heart of our synod—faithful, collaborative, and rooted in Christ.

### Listening, Presence, and Relationship

Because I began this role mid-year, my primary focus in 2025 was to listen, learn, and build relationships across the synod.

Over the past months, I have:

- Met with leaders from over 35 congregations
- Worshiped with and preached in 10 congregations
- Established regular rhythms with strategic ministry leaders
- Participated in conference gatherings to share about my role and how the DEM office can support congregations

What I have learned is simple but profound: **presence matters**. When we show up, listen deeply, and create space for honest conversation, trust begins to grow. And in that trust, congregations begin to name both their challenges and their hopes more clearly.

This work has helped congregations better understand how the synod walks alongside them—not as problem-solvers, but as companions in discernment.

### **Accompanying Congregations in Discernment and Transition**

A significant part of my work has been walking alongside congregations navigating change—often complex, tender, and holy change.

This has included:

- Supporting a congregation in ministry with refugee families
- Walking with four congregations discerning shared ministry models
- Accompanying two congregations through Holy Closure
- Beginning a discernment process with a congregation exploring identity and future direction

In each of these contexts, I have seen that **congregational challenges are rarely problems to solve, but invitations to discern**.

These moments require patience, prayer, and space to hold both grief and hope. And in that space, the Spirit continues to guide communities toward faithful next steps.

### **Preaching and Proclamation**

Preaching has become an unexpected and life-giving part of this call.

While it has stretched me, it has also deepened my trust in the Holy Spirit and helped me grow into my voice as a proclaimer of the good news. Through proclamation, I have found new ways to connect with congregations and share in the wider story of what God is doing across our synod.

## **Hunger Ministries and Synod Collaboration**

This year, I had the privilege of convening a synod hunger discernment team to review ELCA Domestic Hunger Grant applications.

What became clear through this work is the deep compassion and creativity within our congregations. There is a strong desire not only to serve but to collaborate—to learn from one another and expand impact.

This work is helping cultivate leadership and strengthen connections across ministries, creating opportunities for shared mission in the future.

## **E-Connect Transformational Ministry**

E-Connect continues to be a vital expression of our synod's commitment to congregational vitality and faithful discernment.

At its heart, E-Connect is about helping congregations listen—  
to God,  
to one another,  
and to their communities—  
so they can take their next faithful steps.

Through a two-year process of learning events, guided by mentors, congregations engage practices that help them clarify their identity, purpose, and mission. These practices cultivate new energy, deeper relationships, and a renewed sense of calling.

In 2025, I had the opportunity to:

- Work weekly with the E-Connect leadership team
- Facilitate Purpose and Guiding Principles workshops
- Help lead multiple learning events across cohorts
- Accompany congregations discerning participation in the process

What I continue to witness is this: when congregations are given space to listen deeply and reflect honestly, the Spirit brings clarity, alignment, and renewed hope.

## **Churchwide Connection and Learning**

I am grateful for the ways this role connects our synod to the wider church.

This year included participation in:

- The DEM Gathering

- The Missional Leaders Gathering
- The CaSTLE Grant conversations

These spaces have strengthened relationships with colleagues across the ELCA and ensured that our work in this synod is aligned with broader efforts in evangelism, discipleship, and leadership development.

### **Looking Ahead**

As I look toward the coming year, I am excited about several areas of continued growth and focus:

- Supporting new and diverse worshiping communities
- Developing storytelling-based evangelism and mission support
- Building collaborative leadership teams
- Deepening cultural competency and trauma-informed ministry

At the center of all of this is a simple calling:

to help people and congregations **listen for where God is already at work—and join in.**

### **In Closing**

This report only begins to name the many ways God is moving across our synod. I am continually inspired by the faith, resilience, and creativity of our congregations and leaders.

Like Mary, I find myself continuing to hold these stories, to treasure them, and to ponder them—trusting that God is at work in ways we are still coming to understand.

It is a gift to wake up each day wondering:

*How is God at work today—and how are we being invited to respond?*

Thank you for your partnership in this shared ministry. Thank you for the ways you listen, lead, and love in your communities.

May we continue, together, to follow where the Spirit leads.

With gratitude and hope,

**Missy Schroeder**

Director for Evangelical Mission

Indiana–Kentucky Synod

## Report of Social Advocacy & Justice Coordinator, Kelly Nelson

Synod Assembly, June 2026

Since I started in November 2025, I have recruited and built teams around the areas of Hunger, Accessibility, Immigration, 2SLGBTQIA+.

Each team meets monthly by zoom. At the Professional Leaders Gathering in March, I had the chance to meet several team members in person. Each group is working to amass resources, while also continuing to ask “how can we be of service to the synod, congregations, individuals?”

There are discussions around having a quarterly “Board of Teams” meeting where a representative of each team, including the Racial Justice Team, meets to further discuss our interrelated work.

In my role, I’ve facilitated the team meetings, attended trainings on leading conversations, AMMPARO informational meetings, read books and resources for each team, presented our work at the Professional Leaders Gathering, and even lead a session on Christian Nationalism at Redeemer Lutheran.

Hunger Team: Laura Altman, Amy Beitelschees-Albers, Daryl Emowery, Gerhard Glomm, Tamera Jacobi, Todd Lotridge, Dawn Wells. This team started by developing a Lenten Devotional. They worked with the synod to select the recipients of the IK Synod Spring/Summer Hunger Grants.

Accessibility Team: Valerie Coulter, Grace Pardun, Terri Peterson, Rachael Peterson, Jody Winter. This team read “The Disabled God” to begin discussions together. They are considering a future “audit” to provide to congregations for thinking through possible steps a community could take to increase accessibility for all.

Immigration Team: Kathy Henkel, Patty Kudla, Adrienne Meier, Vicki Polansky, Ken Ranos, Paul Tyler. This team continues to work through resources to supports congregations and individuals as the landscape of immigration and refugee life changes in our country. They are working with immigrant and refugee communities to find ways we can better serve and support them. There is discussion around applying for an AMMPARO grant and the hope that the synod could begin building a fund to provide financial help for individuals and congregations.

2SLGBTQIA+ Team: Stephanie Abel, Ryan Bailey, Jeff Haupt, Glenn Mason, Kristen Rice, Kathy Sutherland, Lee Zandstra. This team has discussed ways to support and promote

resources for congregations and individuals. They discussed the possibility of resources for Pride Month. Also, future resources to help congregations think through starting points for their own ministries.

In the coming months, I hope to lift up a “team leader” within each group to begin facilitating the meetings and helping drive the conversations. The role I see for myself is the initial convener and builder. Hopefully in the coming year each team will become more self-sufficient. I am enjoying them all immensely.

Each team is beginning discussions around their own sharing for the regional gatherings AND all have come up with the thought for a future “Justice Summit” where each team could provide a training/info session and folks from around the synod could learn.

**Indiana Kentucky Synod  
Evangelical Lutheran Church in America  
2025 Synod Assembly  
June 5-7, 2025**

**Crowne Plaza Union Station  
Indianapolis, IN**

**MINUTES**

**Thursday June 5, 2025**

The 38<sup>th</sup> Annual Assembly of Indiana-Kentucky Synod was called to order by Bishop Timothy Graham at 2:04 PM with a land acknowledgement of the Native American tribes whose land we were meeting upon and led the Assembly in the liturgy for the opening of the Assembly. Bishop Graham welcomed those assembled and thanked them for being willing to serve the Synod at the Assembly to do the business of the Synod as part of the mission of the Synod. Bishop Graham introduced the special guests visiting the Synod Assembly on behalf of the ELCA.

**Credentials Report:** Pr. Alexa Kvande reported as of 2 PM, there were 128 Lay members and 83 Rostered Members registered for a total of 211 voting members present. Bishop Graham declared a quorum was present to do the business of the Synod.

**Agenda and Rules:** Synod Secretary Julie Slavens proposed the Assembly Agenda as recommended by Synod Council action SC/2025/9 on April 5, 2025. No other changes were made by the Assembly. Secretary Slavens then presented the Rules of the Assembly as recommended by Synod Council action SC/2025/10 on April 5, 2025. No changes were made to the rules by the Assembly.

**Action SA/2025/01: The Agenda and Rules of the 38<sup>th</sup> Annual IN-KY Synod Assembly as recommended by Synod Council were seconded. Approved unanimously.**

**Notification of Appointment of Committees:**

Secretary Slavens reported the following appointments of Synod Committees and Task Forces for the Assembly:

**Minutes:** Julie Slavens (ex officio), Ted Miller, DeeAnn Daniels, Mike Hoover, and Tina Smith.

**Reference and Counsel:** Pr. Tim Knauff, Chair; Pr. Vicki Garber, Josh Tatum, Synod Attorney, Chris Walda, and Pr. Dan Forehand, Synod Staff.

**Elections:** Mike Hoover, Chair; Pr. Grace Pardun.

**Nominating:** Julie Slavens, Chair; Pr. Libby Davis Manning (ECIC), Gina Moore (EVAN), Pr. Wendy Kalan (INDLPS), Pr. Kristin Schmid (LAF), Pr. Tim Diemer (NCC), Cory Dold (NEC), Pr. David Adams (NWIC), Hannah Limbong (SCC), Pr. Richard Gianzero (SEIC), Pr. Dan Forehand, Synod Staff.

Bishop asked the Assembly to thank those appointed for their work on these committees and service to the Indiana-Kentucky Synod.

**Keynote Presentation:** Bishop Tim presented the first of three keynotes relating to the theme of the Assembly: Faith, Hope, Love. The topic of this first keynote was "Faith: Gift, Anchor, Journey." Bishop Tim used I Corinthians 13:1-13 as the basis of his presentation. Key points were faith is a journey and a gift anchored in Christ. He spoke of his first year as Bishop and of getting to know the culture and people of the Synod. He allowed time for table discussion of faith as a gift in each person's life.

**Presentation of the 2026-27 and 2027-2028 Synod Budgets:**

Treasurer Harry Albers presented the budgets for the next two fiscal years. The Assembly was asked to adopt the budget for 2027-28 due to the fact there would be no in-person assembly in 2026.

**Presentation of the 2025-26 Compensation Guidelines:** Pr. Adrienne Meier presented the compensation guidelines on behalf of the Compensation Committee. Some adjustments were made for housing allowances and a 2.5% Cost of Living increase was given for salaries.

**Voting Devices Introduction:** Bishop Tim provided an explanation of the electronic voting process. Step by step instructions were given and a practice session was conducted. Another practice session will be conducted before the actual voting takes place.

**Nominating Committee Report:** Chair Slavens reported the nominees for Vice President, Synod Council, Consultation Committee, Discipline Committee, and the Lutheran Outdoor Ministries Indiana Kentucky Board:

**Vice President: (One Seat)(Four-year term)**

Anne Simerman  
Chris Walda  
Dave Zehr

**Lay Conference Positions:**

East Central (Lay-Male) Larry Ahlersmeyer (two-year unexpired term)  
Northwest Indiana (Lay-Female) Nicole Lee (second three-year term)  
Eastern Kentucky (Lay Male) Mike Hoover (second three-year term)

Having no other nominations, Larry Ahlersmeyer, Nicole Lee, and Mike Hoover were elected by acclamation.

Chair Slavens reported one conference had a vacancy: North Central Indiana (Lay Female). This vacancy will be appointed by the Synod Council.

**Action.SA/2025/02: Election of Larry Ahlersmeyer (East Central Conference), Nicole Lee (Northwest Indiana Conference), and Mike Hoover (Eastern Kentucky Conference) by acclamation of the voting members of the Synod Assembly to Synod Council Conference Lay Representatives with Larry Ahlersmeyer filling a two-year unexpired term and Nicole Lee and Mike Hoover serving three-year terms.**

**Rostered Ministers At-Large: (Three At-Large -- Three-year term)**

Pr. Evangeline Anderson-Rajkumar  
Pr. Bimen Limbong  
Pr. Tim Diemer  
Pr. Chris Duckworth  
Pr. Dana Lockhart  
Pr. Marjorie McDaniel

Pr. Kristin Rice – two-year term

**Young Adult Representative: (One Position -- Three-year term)**

Dana Abbring  
Haley Matthias

**Youth Representative: (Two-year term)**

Kasey Kissner

Hearing no other nominations, the Election of three Rostered Ministers of Word and Sacrament and a young adult representative to the Synod Council will take place on Friday, June 6, at 1:30 PM per the Agenda.

**Action: SA/2025/03: Election of Pr. Kristin Rice to the Synod Council as Rostered Minister of Word and Sacrament to two-year unexpired term by acclamation of the voting members of the Assembly.**

**Action: SA/2025/04: Election of Kasey Kissner to the Synod Council as Youth Representative for a two-year term by acclamation of the voting members of the Assembly.**

**Consultation Committee – Rostered (One Seat)(Six-year term)**

Pastor David Hewitt Rostered  
Pastor Dana Lockhart Rostered

**Discipline Committee – Rostered (Three Seats)(Six-year term)**

Pastor Amy Beitelschees-Albers Rostered  
Pastor Erik Grayvold Rostered  
Pastor Grace Pardun Rostered  
Deacon Eric Black Rostered

**Discipline Committee – Lay Female (One Seat)(Six -year term)**

Teresa Cooksey

**Lutheran Outdoor Ministries Indiana Kentucky Board: Rostered (One Seat)**

Pastor Caroline Satre Rostered

Bishop Tim asked for nominations from the floor for each committee position; one nomination for the Lutheran Outdoor Ministries Indiana Kentucky Board was made: Pastor Steve Wood.

Chair Slavens reported there were two Lay Male seats open on the Discipline Committee with no nominations. The Synod Council will be responsible for filling those seats. She reported one seat is for a six-year term and the other seat is for an unexpired five-year term.

Hearing no other nominations, the Election of Rostered Ministers of Word and Sacrament to the Consultation and Discipline Committees and the Lutheran Outdoor Ministries Indiana Kentucky Board will take place on Friday, June 6, at 1:30 PM per the Agenda.

**Action SA/2025/05: Election of Teresa Cooksey as a Lay Female Representative to the Discipline Committee for a term of six years by acclamation of the Assembly voting members.**

**Presentations of Resolutions:** Bishop Tim requested Pr. Tim Knauff to the dais to present the resolutions submitted to the Assembly for its consideration. Pastor Knauff presented four resolutions for consideration. These resolutions will be discussed by the Assembly at a later time during the Assembly. The resolutions will be reviewed by the Reference and Counsel Committee and the Committee will make a recommendation on each resolution as to whether it should be adopted as presented or needs to be amended. The Committee may provide amendments to the resolution for the Assembly to consider.

The resolution topics include disinvestment for the sake of Lutheran Nonprofits, National Day of Remembrance for Indian Boarding Schools, support of religious liberty and against Christian Nationalism, and transparency and Accountability in Support of LOMIK Camps.

Announcements were made relating to nominations from the floor that bio forms had to be submitted to the information desk by 5:30 pm and resolutions had to be submitted by 4:30 pm to the information desk with the required 50 or more signatures. Bishop Tim called the Plenary Session I closed after a motion and second to adjourn was adopted.

### **Recognition of Ordination Anniversaries and Congregation Anniversaries:**

Bishop Tim recognized the pastors who were celebrating 25 years of ordination. If present he asked each person to stand: Pastor Douglas Givan, Pastor Laura Altman, and Pastor Leah Schade.

Bishop Tim then recognized those pastors who were celebrating 50 years of ordained ministry: Pastor Stephen Bull and Pastor William Peugeot. He asked if they were present to stand and be recognized.

Bishop Tim then recognized those pastors who had retired since the 2024 Synod Assembly: Reverend Bill Gafkjen and Reverend Jerri DeWitt. He asked those present to stand and be recognized.

Bishop Tim then announced the names of the congregations who were celebrating significant milestones. He asked representatives of the congregations to come forward to be recognized: Holy Trinity Lutheran, New Castle, 100 years; Emmanuel Lutheran, Merrillville, 100 years; Holy Trinity Lutheran, South Bend, 125 years; and Emmanuel Lutheran, LaOtto, 150 years.

Bishop Tim then introduced those who are new to the synod on first call. He asked them to stand and be recognized as well:

Ordination: Deacon Eric Black, Messiah Lutheran Fort Wayne,

First Call Candidates: Marc Cohen, Samual Manoah, and Laura Applegate.

New to the Roster: Reverend Priscilla Geerdes, Assistant to the Bishop, Indianapolis, Reverend Kenneth Vogler, retired, Reverend Todd Wright, retired, and Deacon Adrienne Gray, Executive Director of the Lutheran Deaconess Association.

Special recognitions were given to Ted Miller for his 24 years of service as Synod Secretary and Synod Vice President and to Reverend Jerry O'Neal for his years of service as a member of the Synod staff. Former bishops Jim Stuck and Bill Gafkjen provided verbal tributes to both Ted and Jerry.

Bishop Tim made announcements pertaining to worship and the deadlines for submission of bio forms. He stated the second Plenary Session begins at 9:00 am on Friday, June 6.

Worship was held at 8 pm with Bishop Tim presiding and providing the sermon.

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

Bishop Tim called Plenary Session II to order at 9:00 a.m. He asked IK Synod Disaster Coordinator Jayme Beneker to present on the work of the Synod with respect to disaster relief. Jayme spoke on the various relief projects relating to flooding in Kentucky and tornado damage in Indiana the Synod was involved and provided information on how members and congregations could help with these relief efforts.

**Keynote Presentation II:** After announcing last night's worship offering of \$4400 designated for the Indiana-Kentucky Synod Disaster Fund, Bishop Tim spoke on "Hope: A Longing, an Experience, and an Inspiration" as the second element of the theme of the Assembly. Focusing on living from the heart he stressed that God's dramatic story calls for our affirmance and acclamation to tell the story of Jesus, our true hope and the way of love.

**ELCA Churchwide Greetings:** After providing a preview of the 2025 ELCA Churchwide Assembly in Phoenix during August 2025, Rev. Amy Reumann, ELCA Senior Director for Witness in Society, brought greetings and thanks from the Churchwide office. A video greeting from Bishop Eaton was played.

Bishop Tim provided information on the Breakout Sessions, lunch arrangements, and the Question-and-Answer period for the Vice President nominees during the third Plenary Session beginning at 1 pm.

Bishop Tim adjourned the second Plenary Session at 10:30 am.

Bishop Tim called to order the third Plenary Session at 1 pm. He asked Secretary Julie Slavens and Pr. Libby Manning to come to the Dais for the Question-and-Answer session for the candidates for Vice President. Secretary Slavens stated the candidates will be sequestered. Each one will have five minutes to answer the following question as determined by the Nominating Committee: Please give a brief address, including your bio, your understanding of the Vice President's role, and your vision for the Indiana-Kentucky Synod focusing on how the Synod can serve the youth and underrepresented groups in our Synod.

Pr. Manning read the question to each candidate in the order of Dave Zehr, Chris Walda, and Anne Simerman and monitored the time. Each candidate answered the question in the allotted five minutes.

**Credentials Report:** Rev. Alexis Kvande provided the following report: As of 12:30 pm, 102 Rostered members, 5 Deacons, and 162 Lay Members were registered. The total number of eligible voters is 269.

**Vice President Election:** Bishop Tim reported 50 percent of the votes cast plus one vote is required for the election of the Vice President. After Bishop Tim provided instruction on the voting devices and a prayer was said prior to voting, the Assembly was given time to vote for the Vice President.

240 votes were cast; 121 are needed for election. Anne Simerman – 178; Chris Walda – 42; and Dave Zehr – 20. Anne Simerman is elected as the Vice President of the Synod.

**Action SA/2025/06: The Synod Assembly elected Anne Simerman as Vice President of the IK Synod for a term of four years.**

**Synod Council Elections – Rostered:** Secretary Slavens provided the names of the candidates for the three seats for Rostered members of the Synod Council for a three-year term: Rev. Evangeline Anderson-Rajkumar; Rev. Tim Diemer; Rev. Chris Duckworth; Rev. Bimen Limbong; Rev. Dana Lockhart; and Rev. Majorie McDaniel. The Assembly was given a few minutes to vote for up to three candidates. 236 votes were cast. 50% of the votes cast plus one vote (119) are needed to be elected. The results of the vote

were: Rev. Bimen Limbong: 143; Rev. Evangeline Anderson-Rajkumar: 142; Rev. Marjorie McDaniel: 130; Rev. Chris Duckworth: 107; Rev. Tim Diemer: 83; Rev. Dana Lockhart: 70.

**Action SA/2025/07: The Synod Assembly re-elected Rev. Evangeline Anderson-Rajkumar and Rev. Bimen Limbong; and elected Rev. Marjorie McDaniel as rostered representatives to the Synod Council for three-year terms.**

Secretary Slavens presented the candidates for the Young Adult Representative to the Synod Council: Dana Abbring and Haley Matthias. 224 votes were cast and 113 were needed for election (50% plus one vote.). The results of the ballot were Dana Abbring: 97; and Haley Matthias: 127.

**Action SA/2025/08: The Synod Assembly elected Haley Matthias as the Young Adult Representative to the Synod Council for a three-year term.**

**Election for Synod Committee Members:** Secretary Slavens presented the candidates for the Consultation Committee: Rev. David Hewitt and Rev. Dana Lockhart. For the Discipline Committee of three seats for Rostered members: Rev. Amy Beitelschees-Albers; Rev. Erik Grayvold; Rev. Grace Pardun; and Deacon Eric Black. For one seat on the Lutheran Outdoor Ministries Indiana Kentucky: Rev. Caroline Satre and Rev. Steve Wood. Rev. Steve Wood was a nomination submitted from the floor in a timely manner to be considered for election. All successful candidates must receive 50% of the votes cast plus one vote. The results of the votes were as follows:

Consultation Committee: 225 votes cast; 113 needed for election. Rev. Dana Lockhart: 133 and Rev. David Hewitt: 92.

Discipline Committee: 230 votes cast; 116 needed for election. Rev. Grace Pardun: 184; Deacon Eric Black: 176; Rev. Amy Beitelschees-Albers: 150; Rev. Erik Grayvold: 132.

Lutheran Outdoor Ministries Indiana Kentucky: 240 votes cast; 121 needed for election. Rev. Steve Wood: 125; Rev. Caroline Satre: 115.

**Action SA/2025/09: The Synod Assembly elected Rev. Dana Lockhart as a Rostered member to the Consultation Committee, Rev. Amy Beitelschees, Rev. Grace Pardun, and Deacon Eric Black as Rostered members to the Discipline Committee, all for six-year terms and Rev. Steve Wood as the Synod Representative to the Lutheran Outdoor Ministries Board for a three-year term.**

The results of the elections are in Appendix A.

**Vice-President's Report:** Synod Vice-President Ted Miller referred to his written report in the Bulletin of Reports. As this was his final report as Vice President he thanked the past officers who served with him, especially those who served multiple terms, Bishops Jim Stuck and Bill Gafkjen, Treasurers Gary Philpy and Chris Walda, Secretary Judy Bush and his model as Synod Vice President, Judy Rehmel for their service and example of being servant leaders. He stated two very important relationships were God and his family. He felt serving on Synod Council enhanced his relationship with both and the Synod Council over the years felt like family as well. He thanked the Synod Council members, currently serving and retiring, and thanked all who support the Synod's various ministries as well as the ELCA Synod vice presidents serving our 65 Synods and especially his church family at Gloria Dei in Crestview Hills, Kentucky. He also thanked his family but most especially his wife of 48 years, Lisa, who the Assembly thanked with a round of applause.

**Secretary's Report:** Julie Slavens provided a report by thanking Ted Miller for his service as vice president and to the Synod over the past 24 years. She reiterated how helpful he was to her and she will continue to lean on him in the future. She will find a way to include him in other Synod committees and activities. She also thanked his wife for her support of Ted as his positions required many days away from home and family time. Julie also encouraged members of the Assembly to consider donations to the Gafkjen Leadership Endowment fund as the committee planned to grant awards in the fall of 2025.

**Treasurer's Report:** Harry Albers presented information on the state of the Synod's financial condition and reported it was in good shape for the beginning of 2025. He provided more information about the budget and answered questions from members of the Assembly about the budget.

Bishop Tim provided information about the second set of repeating breakout sessions. He stated the next Plenary Session will begin at 4:15 pm. Bishop Tim declared the second Plenary Session closed at 2:35 pm.

Bishop Tim declared the third Plenary Session open at 4:20 pm.

Bishop Tim took approximately 30 minutes for a question-and-answer session from members of the Assembly.

**Reference and Counsel Committee Report:** Pastor Tim Knauff, the Chair of the committee, presented four resolutions to come before the Assembly. R-01-25 concerned disinvestment of use of ELCA funds related to Elon Musk businesses. R-02-25 concerns the recognition of the National Day of Remembrance for Indian Boarding Schools and the role of the Lutheran church in the establishment of these schools. R-03-25 concerned the support of religious freedom and against Christian Nationalism and was submitted by the East Kentucky Conference. R-04-25 concerned the Lutheran Outdoor Ministries Indiana Kentucky and its responsibility to the IK Synod in regard to actions taken to close camps.

The Chair presented R-02-25 for discussion and vote first as it was reviewed by the committee and the committee recommended it for adoption as presented. There was no discussion on this resolution. It passed by voice vote of the Assembly.

**Action SA/2025/10: The Synod Assembly unanimously adopted resolution R-02-25 regarding the church's role in the Indian Boarding Schools.**

The Chair then presented R-03-25 for consideration by the Assembly. The committee reviewed the resolution on support of religious liberty and against Christian Nationalism. The committee recommended adoption of the resolution as presented. There was no discussion on the resolution. It passed by voice vote of the Assembly.

**Action SA/2025/11: The Synod Assembly unanimously adopted resolution R-03-25 concerning support of religious freedom and against Christian Nationalism.**

The Chair then presented R-04-25 concerning the actions of the Lutheran Outdoor Ministries Indiana Kentucky Board to close a camp for the summer of 2025. The Chair also presented the committee's recommendation of the resolution after its review of the original resolution. After some discussion on the original resolution a motion was made to vote on the reviewed version presented by the committee and close debate on the original resolution. This motion was seconded and passed. Discussion continued on the reviewed resolution. A motion was made to adopt the reviewed resolution and the motion was seconded. The motion passed.

**Action SA/2025/12: The Synod Assembly adopted the reviewed resolution R-04-25 as recommend by the committee concerning the actions of the Lutheran Outdoor Ministries Indiana Kentucky Board.**

The Chair then presented R-01-25. The original resolution was presented and the reviewed resolution was presented. The reviewed resolution was submitted by the committee and the committee recommended it as a substitute resolution. Per Rule 10, the original resolution could be discussed and amendments offered for it. Then discussion of the substitute resolution may take place with amendments offered for it. When all amendments are addressed, the Assembly will then determine whether the substitute motion is to be substituted as the original motion.

The Assembly then considered the original resolution. A motion was made to strike the first RESOLVED paragraph. It was seconded and the motion passed. A motion to remove the third paragraph was withdrawn after discussion. A motion was made to remove the word "illegal" from the last RESOLVED paragraph. The motion was seconded and the motion passed. A motion was made to move the previous question meaning to consider the amended original resolution. This motion passed. Then the previous question was considered to adopt the original resolution as amended. The previous question was adopted.

The substitute resolution was then considered by the Assembly. A motion was made and seconded to amend the last paragraph to state the IK Synod to memorialize to the 2025 Churchwide Assembly the bullet points stated in the substitute resolution. The motion passed. A motion was made and seconded to postpone consideration of this resolution indefinitely. This motion failed. A motion was made and seconded to call the question. The motion passed. A motion was made and seconded to refer the resolutions to review the resolutions to the Reference and Counsel Committee. The motion passed. The Committee will review and present its recommendation on Resolution 01-25 during the Saturday Plenary Session.

Bishop Tim made announcements concerning the agenda for Saturday and adjourned the Plenary Session III at 5:50 pm.

### **Saturday June 7th**

**Plenary Session IV:** Bishop Tim opened this session at 9:05 a.m.

**Keynote Presentation III:** Bishop Tim presented a keynote with the theme Love. Asking the questions: How do we love? and How do we bridge the gap with those who aren't here?

**Final Credentials Report:** Pastor Kvande presented a final report stating as of 9:05 a.m. 162 lay members and 107 rostered members were registered for a total of 269 voting members.

**FY 2026-27 and FY 2027-28 Budgets:** Treasurer Harry Albers presented the Budget for the next two fiscal years as included in the Bulletin of Reports. The budgets included salaries for two Assistants to the Bishop and part-time staff positions as needed. The Budgets were recommended by the Synod Council (SC/2025/14). After the presentation of the budget, the floor was open for discussion.

There were motions made and seconded to amend the budgets and all motions were defeated. The amendments were to provide \$5000 each to Valparaiso University, Wittenburg University and Capital University, to provide \$10,000 to each of the previously named universities resulting in \$15,000 going to each university per budget year, and to provide \$16,000 to Trinity Seminary per budget year. The budgets for each fiscal year were approved.

**Action SA/2025/13: The Assembly approved the Budget for FY 2026-2027 and for FY 2027-2028 as presented.**

**Adoption of Revised Compensation Standards:** Pr. Priscilla Geerdes Assistant to the Bishop, reported out the proposed changes to the compensation standards for Word and Sacrament and for Word and Service positions in IN-KY Synod, the proposal coming from Synod Council Action (SC/2025/15). The Compensation Standards were included in the Bulletin of Reports for the Assembly. On Recommendation of the Synod Council, Assembly was asked to approve the standards.

**Action SA/2025/14: The Assembly approved the 2025 Compensation Standards as presented.**

**Reference and Counsel Committee Report -- Continued:** Pastor Tim Knauff, the Chair of the committee, returned to present to the Assembly for discussion R-01-25, the reviewed and revised resolution per the action of the Assembly in the previous Plenary Session. The Chair presented the approved revised resolution and the reviewed revised (substitute) resolution. After some discussion but no amendments, a motion was made and seconded to close discussion. Since no amendments were made to either resolution, the Assembly must vote on one or the other to adopt. A motion was made and seconded to adopt the revised reviewed (substitute) resolution. The motion passed.

**Action SA/20254/15: The Assembly approved the Substitute Resolution R-01-25 as presented.**

This concluded the committee's report.

All adopted resolutions are in Appendix B and the original resolutions are in Appendix C.

**Bishop's Report:** Bishop Tim presented his report to the Assembly as Bishop reflecting on his first year as Bishop and his first Synod Assembly. He thanked the Synod staff for their support and patience and members of the Synod Council. He especially thanked Ted Miller for his service to the Synod and his support of Bishop Tim during his first year as Bishop. He then asked Pastor Dan Forehand to provide a report. Pastor Dan reported on projects he would be working on during the rest of 2025, including a Lilly Grant on strengthening the connection between the Synod and its congregations. He noted this would require participation in surveys by members and asked for members to look for this request in August.

A motion to adjourn the Assembly was made and passed. Adjourned at 10:45 a.m.

### **Closing of the Assembly:**

Installation of the Synod Vice President, Synod Council Members, and Committee members took place at the closing worship at the end of the Assembly.

Respectfully Submitted,  
Julie M. Slavens  
IK Synod Secretary

## APPENDIX A

<b>Vice President <input checked="" type="checkbox"/> Four-year term (one seat)</b>			
Number of Votes Cast		Number of Votes Required (Simple Majority)	
240		121	
<b>Resolved</b>	<b>Name</b>	<b>Number of Votes</b>	<b>Percent of Votes</b>
Yes	Anne Simerman	178	74.17%
	Chris Walda	42	17.50%
	Dave Zehr	20	8.33%

<b>Synod Council <input type="checkbox"/> Rostered Minister <input type="checkbox"/> three-year term (three seats)</b>			
<b><u>Number of Votes Cast</u></b>		<b><u>Number of Votes Required (Simple Majority)</u></b>	
<u>236</u>		<u>119</u>	
<b><u>Resolved</u></b>	<b><u>Name</u></b>	<b><u>Number of Votes</u></b>	<b><u>Percent of Votes</u></b>
<u>Yes</u>	<u>Rev. Bimen Limbong</u>	<u>143</u>	<u>60.59%</u>
<u>Yes</u>	<u>Rev. Evangeline Anderson-Rajkumar</u>	<u>142</u>	<u>60.17%</u>
<u>Yes</u>	<u>Rev. Marjorie McDaniel</u>	<u>130</u>	<u>55.08%</u>
	<u>Rev. Chris Duckworth</u>	<u>107</u>	<u>45.34%</u>
	<u>Rev. Tim Diemer</u>	<u>83</u>	<u>35.17%</u>
	<u>Rev. Dana Lockhart</u>	<u>70</u>	<u>29.66%</u>

<b>Synod Council <input type="checkbox"/> Young Adult Representative <input type="checkbox"/> two-year term (one seat)</b>			
<b>Number of Votes</b>		<b>Number of Votes Required (Simple Majority)</b>	
224		113	
<b>Resolved</b>	<b>Name</b>	<b>Number of Votes</b>	<b>Percent of Votes</b>
Yes	Haley Matthias	127	56.70%
	Dana Abbring	97	43.30%

<b>Consultation Committee Rostered Minister Six-year term (one seat)</b>			
Number of Votes Cast		Number of Votes Required (Simple Majority)	
225		113	
<b>Resolved</b>	<b>Name</b>	<b>Number of Votes</b>	<b>Percent of Votes</b>
Yes	Rev. Dana Lockhart	133	59.11%
	Rev. David Hewitt	92	40.89%

<b>Discipline Committee - Rostered Minister Six-year term (three seats)</b>			
Number of Votes Cast		Number of Votes Required (Simple Majority)	
230		116	
<b>Resolved</b>	<b>Name</b>	<b>Number of Votes</b>	<b>Percent of Votes</b>
Yes	Rev. Grace Pardun	184	80.00%
Yes	Deacon Eric Black	176	76.52%
Yes	Rev. Amy Beitelschees-Albe	150	65.22%
	Rev. Erik Grayvold	132	57.39%

<b>Lutheran Outdoor Ministry Indiana Kentucky Board Rostered Minister Three-year term (one seat)</b>			
Number of Votes Cast		Number of Votes Required (Simple Majority)	
240		121	
<b>Resolved</b>	<b>Name</b>	<b>Number of Votes</b>	<b>Percent of Votes</b>
Yes	Rev. Steve Woo	125	52.08%
	Rev. Caroline Si	115	47.92%

## **APPENDIX B**

### **R-01-25            APPROVED**

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 public posts on X (formerly Twitter) in February, 2025 claimed that "Lutheran Family Services and affiliated organizations" are a "money laundering operation" that "must end"; and

WHEREAS LSA, its affiliates, and Global Refuge as nonprofits are 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 Presiding Bishop Elizabeth Eaton released a public statement "ELCA Responds to False Accusations on X" on February 7, 2025<sup>1</sup>;

WHEREAS the ELCA's Office of Corporate Social Responsibility has an established "Social Criteria Investment Screen: Policies and Procedures"<sup>2</sup> that "assist[s] this church in evaluating the types of investments it wishes to hold" as approved by the ELCA Church Council; and

WHEREAS the Office of Corporate Social Responsibility's "Boycott Policy: Policies and Procedures"<sup>3</sup> identifies issues and criteria as well as appropriate procedures for decisions related to boycotts; and

THEREFORE the 2025 Indiana-Kentucky Synod Assembly resolves to memorialize the 2025 Churchwide Assembly as follows:

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<sup>1</sup> <https://www.elca.org/news-and-events/elca-presiding-bishop-responds-to-false-allegations>

<sup>2</sup> <https://resources.elca.org/corporate-social-responsibility/social-criteria-investment-screens-policy>

<sup>3</sup> <https://resources.elca.org/corporate-social-responsibility/boycott-policy>

- To instruct the Church Council to review its investments and their alignment with the screening and boycott policies of the ELCA in light of Bishop Eaton’s rejection of the false public claims on X;
- To instruct the Church Council to report a summary of findings and proposed solutions, made available by video via the ELCA’s social media channels as well as by written report, with links to both to be emailed to all ELCA email list subscribers no later than March 1, 2026.

**R-02-25**

**APPROVED**

**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 Indiana-Kentucky 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.

## NOTES

Author: Elizabeth M. Address, Co-lead (lay volunteer), [ELCA Truth-Seeking & Truth-Telling Initiative on Indian Boarding Schools](#); [liz@solbrack.com](mailto:liz@solbrack.com), 651-983-8105 (m)

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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.
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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/>
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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)

**R-03-25**

**APPROVED**

**Resolution in Support of Religious Liberty and  
Against Christian Nationalism**

**WHEREAS** in agreement with the work of the ELCA Bishops of Wisconsin: Bishop Paul Erickson, Greater Milwaukee Synod, Bishop Anne Edison-Albright, East Central Synod of Wisconsin, Bishop Felix Malpica, La Crosse Area Synod, Bishop Martin Halom, Northwest Synod of Wisconsin, Bishop Katherine Finegan, Northern Great Lake Synod, and Bishop Joy Mortensen-Wiebe, South-Central Synod of Wisconsin; and

**WHEREAS** the executive order signed by President Trump on February 6, 2025, that established a new "Task Force to Eradicate Anti-Christian Bias," charged with the task to "identify any unlawful, anti-Christian policies, practices, or conduct by an agency," the Order raises numerous questions, such as who decides what is "Christian", what does "eradicate" mean, what does "unlawful anti-Christian policies, practices, or conduct" mean, and "to what agencies does this refer"?; and

**WHEREAS** although the Order may sound like it promotes Christian unity and protection of Christianity, it is a threat to the religious pluralism on which our nation was founded, does not actually protect Christians, and promotes a particular kind of Christianity (i.e., Christian Nationalism), a dangerous conflation of fundamentalist Christianity, conservative politics, and fierce patriotism that distorts what it means to be an American citizen and an engaged Christian in society; and

**WHEREAS** Christian Nationalism distorts the Gospel and turns Jesus and Christianity into a weapon for power and division, instead of a movement of love and justice;

**WHEREAS** in this Order the Trump administration purports to have given itself authority over the Church in defining Christianity, a task that belongs to the Church in governance over itself; and

**WHEREAS** the Order violates the separation of church and state; and

**WHEREAS** the Order creates a more hostile environment for Christians and all citizens who believe differently than the current administration and its religious advisors; therefore be it

**RESOLVED**, that the Indiana-Kentucky Synod Assembly memorialize the 2025 Churchwide Assembly of the Evangelical Lutheran Church in America to

call upon the President of the United States and to urge the federal government and all elected officials to protect religious freedom, not to align with any one religious ideology, and to honor the constitutional principle of religious freedom for each member of society.

**R-04-25 APPROVED**

WHEREAS Lutheran Outdoor Ministries Indiana-Kentucky (LOMIK) has played a vital role in the faith formation of children, youth, and adults across the Indiana-Kentucky Synod for generations, and many of our synod's leaders have been shaped by their experiences there; and

WHEREAS the Indiana-Kentucky Synod and LOMIK are separate but closely connected entities, with our congregations providing the primary audience for LOMIK camps and the Synod providing ongoing financial support for their work; and

WHEREAS all summer camp programming at Lutheran Hills was cancelled in 2025; and

WHEREAS the Indiana-Kentucky Synod has a vested interest in the future health, safety, theological alignment, and sustainability of LOMIK ministries, and in ensuring faithful stewardship of synod funds and resources; therefore be it

RESOLVED that the 2025 Indiana-Kentucky Synod Assembly affirms its continued support for outdoor ministry and its deep concern for the wellbeing, safety, and vitality of LOMIK and its camps; and be it further

RESOLVED that the 2025 Indiana-Kentucky Synod Assembly directs the Synod Council to engage LOMIK leadership in a process of accountability and communication, and requests a written report from LOMIK to be submitted to the Synod Council by November 1, 2025, to include:

- An account of the events leading to the cancellation of programming at Lutheran Hills;
- A summary of current staffing and personnel policies;
- Clarification of LOMIK's denominational and theological identity, including any partnerships with leaders or institutions outside the ELCA;
- A description of LOMIK's plans for safe, sustainable, and theologically faithful operations in the years to come; and be it further

RESOLVED that the Synod Council shall report back to the Synod, through either the Synod Assembly or another appropriate forum, on the outcome of this engagement, and offer any recommendations for strengthening the partnership and the responsible use of synod funds.

## **APPENDIX C**

### **R-01-25**

#### **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.

## **R-02-25**

### **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 Indiana Kentucky 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](#); [liz@solbrack.com](mailto:liz@solbrack.com), 651-983-8105 (m)

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## NOTES

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## R-03-25

### Resolution in Support of Religious Liberty and Against Christian Nationalism

**Whereas**, in agreement with the work of the ELCA Bishops of Wisconsin: Bishop Paul Erickson, Greater Milwaukee Synod, Bishop Anne Edison-Albright, East Central Synod of Wisconsin, Bishop Felix Malpica, La Crosse Area Synod, Bishop Martin Halom, Northwest Synod of Wisconsin, Bishop Katherine Finegan, Northern Great Lake Synod, and Bishop Joy Mortensen-Wiebe, South-Central Synod of Wisconsin;

**Whereas**, the executive order signed by President Trump on February 6, 2025, that established a new "Task Force to Eradicate Anti-Christian Bias," charged with the task to "identify any unlawful, anti-Christian policies, practices, or conduct by an agency," the Order raises numerous questions, such as who decides what is "Christian", what does "eradicate" mean, what does "unlawful anti-Christian policies, practices, or conduct" mean, and "to what agencies does this refer"?

**Whereas**, although the Order may sound like it promotes Christian unity and protection of Christianity, it is a threat to the religious pluralism on which our nation was founded, does not actually protect Christians, and promotes a particular kind of Christianity (i.e., Christian Nationalism), a dangerous conflation of fundamentalist Christianity, conservative politics,

and fierce patriotism that distorts what it means to be an American citizen and an engaged Christian in society;

**Whereas**, Christian Nationalism distorts the Gospel and turns Jesus and Christianity into a weapon for power and division, instead of a movement of love and justice;

Whereas, in this Order the Trump administration purports to have given itself authority over the Church in defining Christianity, a task that belongs to the Church in governance over itself;

**Whereas**, the Order violates the separation of church and state; and

**Whereas**, the Order creates a more hostile environment for Christians and all citizens who believe differently than the current administration and its religious advisors, therefore,

**BE IT RESOLVED**, that the Indiana-Kentucky Synod Assembly memorialize the 2025 Churchwide Assembly of the Evangelical Lutheran Church in America." to call upon the President of the United States and to urge the federal government and all elected officials to protect religious freedom, not to align with any one religious ideology, and to honor the constitutional principle of religious freedom for each member of society.

**R-04-25                      UNREVIEWED**

**Resolution for Transparency and Accountability in Support of LOMIK Camps**

WHEREAS Lutheran Outdoor Ministries Indiana-Kentucky (LOMIK) has played a vital role in the faith formation of children, youth, and adults across the Indiana-Kentucky Synod for generations, and many of our synod's leaders have been shaped by their experiences there;

WHEREAS the Indiana-Kentucky Synod and LOMIK are separate but closely connected entities, with our congregations providing the primary audience for LOMIK camps, and the synod providing ongoing financial support for their work;

WHEREAS all summer camp programming at Lutheran Hills was cancelled in 2025, reportedly due to staffing shortages that raised concerns about safety, staffing practices, and leadership oversight;

**INDIANA-KENTUCKY SYNOD COUNCIL MEETING  
MINUTES**

**Saturday, August 16, 2025: 9:30 am EDT/8:30 am CDT via Zoom**

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Synod Council Members Present: Bishop Tim; Ted Miller, Vice President, Julie Slavens, Secretary; Harry Albers, Treasurer; Rev. Evangeline Anderson-Rajkumar; Rev. Majorie McDaniel; Rev. Emmanuel Penumaka; Rev. Vicki Garber; Rev. Grace Pardun; Rev. Kristin Rice; Deacon Jody Winter; Larry Ahlersmeyer; Mike Hoover; Debbie Zehr; Dee Ann Daniels; Chris Walda; Laura Nicholson. Rev. LaDona Webb; Greg Platt; and Dianna Hunsinger.

Synod Council Members Absent: Nicole Lee; Rev. Bimen Limbong; Kasey Kissner; Haley Matthias Cater.

Staff Members Present: Rev. Dan Forehand; Rev. Priscilla Geerdes

Synod Attorney, Josh Tatum, Vice President Elect Anne Simerman, and Tina Smith, WELCA Representative, were present.

9:35 am: Bishop Tim opened the meeting with a prayer. He welcomed everyone and had everyone introduce themselves as there were new members on the Council. He also led a devotion on I Cor. 13:1-8. Julie reported the minutes of the June meeting were in the Dropbox. Greg made the motion to accept the minutes of the June 2025 Synod Council minutes. Emmanuel seconded the motion.

**ACTION SC 2025/28: The Council approved the minutes of the June 2025 meeting as presented unanimously.**

Vice President Report – Ted Miller

Ted Miller welcomed the new members of Council. He also provided a brief report on his experience at the Churchwide Assembly and asked members of the Council who attended to share their thoughts and experiences, which they did. He noted his report was in Dropbox for review and noted his experience on Synod Council was very fulfilling and enjoyed serving the church very much.

Treasurer and Finance Committee Report – Harry Albers

Harry reported the auto insurance went up 41% and they are looking for another policy. There were some questions about insurance coverage and Harry addressed those questions. He also reported congregational giving is down slightly but financially we are in good shape at the 6-month mark. Harry also reported all funds have been drawn from the Endowment funds.

Finance Committee: The Committee met on August 12. It was Paul Trickel's last meeting. Chris Walda has been asked to be and accepted the position of Chair of the Finance Committee. Two new members have been appointed by the Bishop who are Chuck Trundell and Cindy Leverenz. The Bishop asked the Council to approve these appointments.

**ACTION SC 2025/29: Bishop Tim recommended and the Council approved unanimously the appointment of Chris Walda as Chair of the Finance Committee and Chuck Trundell and Cindy Leverenz as new members to the Finance Committee.**

Bishop Report - Tim Graham

Bishop Tim provided updates from the 2025 Churchwide Assembly actions. The actions included the election of a new bishop and a new secretary, changes to the churchwide, synod, and congregation model constitutions, approval of resolutions, and changes to social statements. Tim reported detailed information may be found on the Churchwide Assembly page on the ELCA website.

Bishop Tim recommended the following leaves of Call:

- Pastor Marjorie McDaniels beginning June 15, 2025.
- Pastor Brian Johnson beginning August 16, 2025.

Both leaves are for the first year of the leave.

**ACTION SC 2025/30: Bishop Tim recommended and the Council approved unanimously Leave of Call for the first year to Pastor Marjorie McDaniel and Pastor Brian Johnson.**

Bishop Tim reported on the following congregation:

- St. Peter's, Milton, KY: Had its second Disaffiliation vote and to was 100% to disaffiliate with the ELCA and will be joining the NALC (National Association of Lutheran Churches) and asked the Council to affirm the decision of the congregation to disaffiliate from the ELCA.

**ACTION SC 2025/31: Bishop Tim recommended and the Council approved unanimously the affirmation of the vote and decision of Saint Peter's in Milton, KY to disaffiliate from the ELCA.**

Bishop Tim reported on the following congregations considering disaffiliation from the ELCA:

- St. John, Napoleon, IN: Disaffiliation vote for the first time took place in July and was 91% in favor of leaving the ELCA. The second vote will be in October 2025.
- St. Paul (Smyrna), Greensburg, IN: Bishop Tim met with the congregation before its first Disaffiliation vote. The first vote for disaffiliation is set for August 18, 2025.

Bishop Tim presented a Resolution moving Grace & Peace, Evansville, IN to S13.24 status. This requires the Council to appoint a Synod Administration Board of Trustees for Grace and Peace. This board will aid in the sale of personal and real property of Grace. This is required by the Synod Constitution as Grace and Peace has exhausted its funds and can no longer function as a congregation. Bishop Tim recommended the Council approve the Resolution which also names the members of the board of trustees as Rachel Mayes, Deb Zehr, Deacon Jody Winter, and Pastor Dan Forehand.

**ACTION SC 2025/32: Bishop Tim recommended and the Council approved unanimously the Resolution Regarding Grace and Peace Lutheran Church in Evansville, Indiana, and Synod Administration Subject to S13.24.**

Bishop Tim reported per the resolution passed at the 2025 IK Synod General Assembly regarding the Lutheran Outdoor Ministry in Indiana-Kentucky (LOMIK) board actions to close camps last summer, the Council is required to engage with the LOMIK board to address the accountability and communications regarding the decision to close camps. Bishop Tim had asked Priscilla to do this but with her duties and other issues, Bishop Tim thought it best to ask Jody Winter to be the Council representative and he would serve as back-up. Bishop Tim recommended such appointment to the Council. Josh addressed the history of the LOMIK split with the Synod and stated the Synod gifted the property to LOMIK and if it stops running camps, the property reverts to the Synod.

**ACTION SC 2025/33: Bishop Tim recommended and the Council approved unanimously the appointment of Deacon Jody Winter to serve as the Synod Council representative to the LOMIK Board to obtain the information and to carry out the provisions of the Synod Assembly Resolution R-04-25.**

#### Synod Staff Reports

Called Together update – Pr. Dan Forehand reported the gathering went well and the last one will be via Zoom on Monday August 18. This information will be used to form the basis for the second grant from Lily, which will be awarded in Fall 2025. Some of the items to be considered for the grant are

Synod administrative and committee databases development, resource library, SAMS and lay leadership development.

Pr. Priscilla Geerdes reported there will be some church treasurer meetings and conferences on a quarterly basis to discuss various issues treasurers deal with and to explain the Synod budget and other related issues. There will be a different topic for each session.

Tina Smith reported WELCA had 15 applications for its grants for conference functions and there were four approved. The grants were for \$100 each. Bishop Tim reviewed the dates of upcoming meetings. Pastor Evangeline volunteered to be chaplain and Dee Ann Daniels volunteered to be mission monitor for the September 2025 meeting.

11:35: Meeting was adjourned.

#### Future Meetings and Events

- September 19-20: Synod Office
- November 14-15: Synod Office
- 2026 - January 10: Zoom at 9:30 am EDT (8:30 am CDT)
- 2026 – Spring Retreat April 17-18 (Easter is April 5): Location to be determined
- 2026 - May 16 Zoom at 9:30 am EDT (8:30 am CDT)
- 2026 - Synod Assembly Zoom, Saturday, June 6, 9:30 am – 12:30 pm EDT

Respectfully Submitted,

Julie M. Slavens  
IK Synod Secretary

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

Friday, September 19, 2025: Meeting – 7:00 pm-9:30 pm EDT  
Saturday, September 20, 2025: Meeting – 9:30 a.m.-3:00 p.m. EDT  
Conference Room of the Indiana-Kentucky Synod Office, Suite 200  
911 E 86th Street, Indianapolis, IN 46240.

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Synod Council Members Present: Bishop Tim; Anne Simerman, Vice President, Julie Slavens, Secretary; Harry Albers, Treasurer; Rev. Evangeline Anderson-Rajkumar; Rev. Majorie McDaniel; Rev. Bimen Limbong; Rev. Vicki Garber; Rev. Grace Pardun; Rev, Kristin Rice; Deacon Jody Winter; Larry Ahlersmeyer; Mike Hoover; Debbie Zehr; Dee Ann Daniels; Laura Nicholson; Kasey Kissner; Nicole Lee; Rev. LaDona Webb (On-Line); Greg Platt (Saturday); and Dianna Hunsinger.

Synod Council Members Absent: Rev. Emmanuel Penumaka; Chris Walda; Haley Matthias Cater.

Staff Members Present: Rev. Dan Forehand; Rev. Priscilla Geerdes

Synod Attorney, Josh Tatum, was present.

Friday, September 19:

7:20 pm: Bishop Tim called the meeting to order and Rev. Evangeline and led the group in a discussion on Acts 1:1-8 and what it means to be a witness and a martyr by reviewing the roots of both words.

Bishop Tim asked everyone to introduce themselves and state where they worship and what is their favorite cookie.

Bishop Tim led a discussion entitled: What's the Good News? This was a group discussion on the role of the Synod Council with respect to congregations. Small groups discussed these roles and then in the whole Council group insights were shared on the role to connect with congregations, communications with congregations, intentionality of mission, and focused missions of the Synod.

At the end of the discussion, Rev. Evangeline led the group in a closing prayer.

The Friday meeting was adjourned at 9:10 pm.

Saturday, April 15:

The meeting began at 9:27 am with a devotion on Luke 16:1-13.

Approval of Minutes: August 16, 2025 – will be done at the November 2025 meeting.

Vice President's Report – Anne Simmerman – no report submitted or given due to it being her first meeting.

Secretary's Report/Executive Committee – Julie Slavens

Julie reported the executive committee met prior to Friday's meeting and went over some of the recommendations of Bishop Tim will make later. Julie also reported the Gafkjen Fund recipients have been selected by the committee. Only two were given as there was no deacon who had submitted an application. One recipient was a rostered minister and the other was a lay person. This information will be shared in the Friday newsletter once the recipients have been notified.

Treasurer Report– Treasurer Harry Albers

Harry provided the financial reports as provided prior to the meeting and are in Dropbox. Harry also discussed the Synod Gift Policy. He stated it is out of date and has not been reviewed since 2021. It is a concern given the Lily grant requirements. The finance committee will review it and make a recommendation to the Council at the November meeting. Harry stated there is some money available for gifts to be made. He will be recommending to the Council \$17,000 be used for the increase in health insurance costs with respect to Synod staff that were not budgeted in this budget cycle. He will discuss this with the Finance Committee and bring back its plan for this money in November. He asked Bishop Tim to address other designed gifts.

Bishop Tim announced he is designating two gifts: one for Indiana Faith Voices in the amount of \$5000. This entity is an advocacy group addressing issues of voter rights, immigration, and social justice to name a few of the issues; the second is to Kentucky Churches Initiative in the amount of \$8,500. This group helps Kentucky congregations with funds for staff and connections with the Synod and other congregations.

Harry summarized the Finance Committee will have two recommendations for the Council in November, revised Synod Gift policy and request for use of \$17,000 for the health insurance costs relating to the Synod staff.

Bishop Tim led along with the Synod staff members present a conversation on the Role of the Synod Council, both Lay & Roster members. The roles are in three types:

- Relational
- Communicational
- Missional

The Synod staff visit many congregations as part of their roles but there are many churches not visited by someone from council. As part of this discussion many examples of what congregations are doing were shared by staff members and Council members. Some examples include congregations starting to look for ministries outside of their building, meals for homeless, pre-schools, garage sales for fundraising for college students, and prayer tents near hospitals. A Jasper congregation helps out the church in Otwell that has not had a pastor in 5 years.

As a result of some discussions by the Synod staff, a plan happened to ask Synod Council members to visit one church in its conference before the November meeting. Instructions and a sample script to use were provided in the Dropbox. In addition, some of the smaller churches in the conferences were identified as places to visit. This list was also provided. The Council member is asked to pick a congregation, contact the pastor or SAM that is listed, set a date to visit and provide a temple talk to the congregation before, during, or at the end of service. Officers were encouraged to do so as well, especially in the North Central Indiana conference since there was no Council member from that area.

## Bishop Report - Tim Graham

Bishop Tim recommended Kristin Springmeyer, be given a Synod Authorized Call to Christ Episcopal Church in Madison, IN.

**ACTION SC 2025/34: Bishop Tim recommended and the Council unanimously approved the Synod Authorized Call to Kristin Springmeyer to serve at Christ Episcopal Church in Madison, IN.**

Bishop Tim recommended Matt Geerdes be granted a Synod Authorized Call as Interim Campus Minister for Grace Village at Ball State University.

**ACTION SC 2025/35: Bishop Tim recommended and the Council unanimously approved the Synod Authorized Call to Matt Geerdes as Interim Minister at Grace Village, Ball State University campus ministry.**

Bishop Tim recommended the release of sabbatical funds for Karen Husby, who has completed her interim assignment at Trinity Lutheran in Terre Haute. While doing interims, the congregations submit funds to the Sabbatical Account for interim pastors. The amount of funds for Karen Husby is \$8950.84. Karen is on the Retired Roster but has done interim assignments for a number of years even after retiring.

**ACTION SC 2025/36: Bishop Tim recommended and the Council unanimously approved the release of funds from the Sabbatical Account in the amount of \$8950.84 to Karen Husby.**

Bishop Tim recommended the extension of one year Leave From Call to Carolyn Lesmeister as she is in a time of discernment for her ministry. This is her sixth year of leave.

**ACTION SC 2025/37: Bishop Tim recommended and the Council unanimously approved the extension of one year of On Leave From Call to Carolyn Lesmeister.**

## Congregational Concerns:

Bishop Tim reported First Trinity Lutheran, Indianapolis will be going through Holy Closure. The congregation's last day of service will be December 28, 2025.

Bishop Bill reported the building owned by Peace, Evansville has been sold for cash at \$375,000. After all debts and bills are paid, the Synod will receive 20% of the sale price. The property owned by Grace Lutheran is still up for sale. It is still considering consolidating with another congregation.

## Staff Reports

Dan Forehand, A2B for Emerging Ministers and Ministries, provided an update on the Lily Grant which is a non-compete grant. There is a small chance it will not be granted to the Synod. The Synod is in Phase 2 of the grant. Dan provided a handout of the plan for Phase 2.

Priscilla Geerdes, A2B for Ministry Transition, and Melissa Schroeder, Director for Evangelical Mission (DEM) provided reports in the Dropbox and had no additional oral reports to make.

Jayme Beneker, IK Synod Disaster Relief Coordinator, provided a report via electronic video. The Synod is working on the Winchester recovery after a tornado, \$30,000 has been given to Kentucky Rebuild for housing rehab after Spring flooding, congregations are involved in Onsite workshops to help with recovery efforts, asset maps have been created for congregations, and the Synod is a part of Disciples of Joy, a non-profit organization for disaster relief.

## Other Committees and Task Forces:

### Constitution Task Force:

Josh Tatum reported there will be webinars for congregations on how to update their congregation constitutions.

The committee recommended the Council approve the ByLaws for the Grace United Lutheran Episcopal Church in Lexington, Kentucky. While the congregation has been in existence for a few years, it has taken a bit of time to complete the ByLaws per the ELCA and Episcopalian constitutions.

**ACTION SC 2025/38: The Constitution Committee recommended and the Council unanimously approved the ByLaws as presented of the Grace United Lutheran Episcopal Church in Lexington, Kentucky.**

Racial Justice Task Force:

Pastor Majorie reported the task force is working on a mission statement. They want to do conversations with congregations on racism.

Gafkjen Fund:

The task force will be doing a focused fundraiser to the end of the year to increase ability to provide more grants or greater amount of money for each grant.

Task Forces for other issues such as sex, LGBTQA, and Social Justice are still being formed.

#### Mission Monitor Report

Dee Ann reported the Council dealt with some substantial issues during the meeting in a sufficient and efficient manner. She felt the small group discussions were given ample time and space to complete their tasks. For the November meeting the Mission Monitor will be Larry and the Chaplain will be LaDona, with Harry as her assistant.

The meeting ended with Pastor Evangeline leading a closing service and prayer.

The meeting was adjourned at approximately 2:45 pm.

### Future Meetings

1. November 14-15, 2025: Synod Office
2. 2026 - January 24: Zoom at 9:30 am EDT (8:30 am CDT)
3. 2026 – Synod Retreat April 16-17-18 (Easter is April 5): Location to be Determined
4. 2026 - May 16 at 9:30 am EDT (8:30 am CDT)
5. 2026 - Synod Assembly Zoom, Saturday, June 6, 9:30 am – 12:30 pm EDT

Respectfully Submitted,

Julie M. Slavens  
IK Synod Secretary

**MINUTES  
INDIANA-KENTUCKY SYNOD COUNCIL MEETING**

**Friday, November 14, and Saturday, November 15, 2025  
Conference Room of the Indiana-Kentucky Synod Office  
Suite 200, 911 E 86th Street, Indianapolis, IN 46240.**

Council Members Present: Bishop Tim Graham; Anne Simerman; Julie Slavens; Harry Albers; Mike Hoover; Kisten Rice; Grace Pardun; Evangeline Anderson-Rajkumar; Kasey Kisner; Majorie McDaniel; Dee Ann Daniels; Diana Hunsinger; Larry Ahlersmeyer; Chris Walda, Greg Platt. On-line: Bimen Limbong; LaDona Webb; Haley Carter; Debbie Zehr; Vicki Garber.

Council Members Absent: Jody Winter; Nicole Lee; Laura Nicholson

Special Guest: Josh Tatum, Synod Attorney

Staff Members Present: Dan Forehand; Priscilla Geerdes; Melissa Schroeder

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**Friday, November 14:**

The meeting was called to order at 7:01 pm by Vice President Anne Simermann.

LaDona Webb led the group with a devotion on Luke 21:5-19. The theme was "I notice, I wonder."

Approval of Minutes for August 16, 2025: the minutes for the August meeting were present by Julie Slavens. The minutes are in the Dropbox for the November 2025 meeting. Larry made a motion to accept the minutes as presented and Mike seconded the motion. The motion passed unanimously.

**ACTION SC 2025/39: The Meeting Minutes for the August 2025 meeting of the Synod Council were unanimously approved the Council.**

Approval of Minutes for September 19 and 20, 2025: the minutes for the September meeting were present by Julie Slavens. The minutes are in the Dropbox for the November 2025 meeting. DeeAnn made a motion to accept the minutes as presented and Larry seconded the motion. The motion passed unanimously.

**ACTION SC 2025/40: The Meeting Minutes for the September 2025 meeting of the Synod Council were unanimously approved the Council.**

Vice President's Report: – Anne Simmerman – no report was given.

Secretary's Report/Executive Committee: – Julie Slavens

Julie reported the executive committee by email vote in September approved the resolution convening the Peace Lutheran Church, Evansville, building to Grace and Peace Lutheran Church. This is a result of the merger of the two congregations. Julie asked the Council to accept the resolution as a recommendation from the executive committee. The resolution is in the Dropbox for the November 2025 meeting.

**ACTION SC 2025/41: The Synod Council unanimously approved the resolution as recommended by the executive committee.**

Treasurer Report– Treasurer Harry Albers

Harry reported on the financial statements which were in the November 2025 meeting in Dropbox. He reported the Synod is in good financial shape with respect to income for the year. This is the case even when the endowment and interest income is not factored into the equation.

Constitution Committee – Josh Tatum

Josh went over the changes in the guidelines for congregations to update their congregation constitution. The guidelines were in the Dropbox for the meeting and the Constitution Committee recommended they be adopted by the Council.

**ACTION SC 2025/42: The Synod Council unanimously approved the guidelines for updating congregation constitutions as recommended by the Constitutional Committee.**

As a point of information, the Synod Constitution is automatically updated as of the close of the Churchwide Assembly. Josh will update it and format it and it will then be sent to the Secretary of the ELCA.

There are some optional provisions for the Council to consider in the Synod constitution. The committee will review them and provide options for the Council to consider at the January meeting. These will then go to the June Synod Assembly for consideration.

## Congregational and Other Matters - Bishop Tim

- First Trinity LC, Indianapolis - Involuntary Synod Administration – Bishop Tim and Dan and Josh explained the congregation is going into involuntary Synod Administration and will be closing at the end of December 2025. This is under S13.24 of the Synod Constitution. The Council has to appoint Trustees that will walk with the congregation through disclosure. The last Sunday the congregation will be worshipping is December 28. The trustees will Dan Forehand as the Synod staff representative; Greg Platt as the conference representative from Synod Council; two congregation members – Sandra Morton and Daniel Mowery; and Larry Ahlersmeyer as the other Council representative. This recommendation for the appointment of the trustees comes from the Bishop. The resolution is in the Dropbox for the November 2025 meeting. Bishop Tim will amend the resolution to add the named trustees.

**ACTION SC 2025/43: The Synod Council unanimously approved the Bishop's recommendation to appoint Dan Forehand, Greg Platt, Sandra Morton, Daniel Mowery, and Larry Ahlersmeyer as trustees for the involuntary Synod Administration board of trustees.**

- LOMIK Letter in response to Synod Assembly – Bishop Tim reported on the events since the last meeting with respect to LOMIK. Bishop Tim sent a letter asking for the information in the resolution passed by the Synod Assembly. That letter is in Dropbox. The LOMIK director responded by letter, which is also in the Dropbox. Most of the discussion centered around the inadequate response. The director did not respond to the specific questions asked in the Bishop's letter. This was concerning to the Council as it was not able to carry out the directives of the resolution given the information in the LOMIK letter. It was decided by consensus Bishop Tim would follow up either with a phone call or a letter asking for the director or board to answer the specific questions in his letter. He will also let the IK Synod representatives on the LOMIK board know of the information exchanged with the LOMIK Director.

## Congregational Concerns -- Bishop Tim

Bishop Tim reported on the following items:

- St. John, Napoleon, IN – 2nd Disaffiliation Vote occurred on October 19 and the vote was to leave the ELCA with 90% voting to disaffiliate.
- St. Paul – Smyrna, Greensburg, IN – second disaffiliation vote is scheduled for November 20.

Closing Prayer – LaDona led the group in a closing prayer. The meeting ended at 9:05 pm.

## **Saturday, November 15**

[Attending: Diana, Bishop Tim, Dee Ann, Harry, Ann, Mike, Larry, Grace, Kristin, Chris, Debbie, Marjorie, Greg, Emmanuel  
Attending by Zoom: LaDona, Bimen, Evangeline, Kelly Nelson, Karl Biermann, Jamie Beneker, Vicki Garber.]

The meeting began after Morning Devotions led by LaDona and Harry.

### Staff Reports

Dan Forehand, A2B for Emerging Ministers and Ministries – He is waiting to hear about the Lily grant. Synod should be hearing from Lily by the end of the month. He reported Grace & Peace, Evansville, sold the Peace Lutheran church property for approximately \$345,000. After paying bills including \$33,000 to the Synod for reimbursement of utilities paid, Grace and Peace also donated 20% to the Synod in the amount of approximately \$55,000. The congregation still owns the old Grace property and building and the consolidation/dissolution process for the congregation are still in discernment. It appears they are leaning toward dissolution but Dan will be meeting with them in the next few days to see what their next step is. He announced the IK Synod is one of ten Synods approved for a new candidacy program which begins after February. It is a more flexible process as well. The former process will continue as well. Another grant which is a new one – CASTLE program – is a possibility for the Synod to receive and that information should be known in December. This is out of Wartburg Seminary. One of the grants will also help with the SAM program.

Priscilla Geerdes, A2B for Ministry Transition – She reported there are no candidates to place in congregations. Local congregations will need to find potential candidates for ministry and/or begin to raise up their own leaders. Looking at candidates from surrounding Synods to see if they are willing to be called to Kentucky or Indiana. She reported that she has visited all congregations in the call process in the Synod.

Melissa Schroeder, Director for Evangelical Mission (DEM) – her report is in Dropbox for the November 2025 meeting.

Kelly Nelson, Social Advocacy and Justice Director -- she is working on "issue teams" to address different issues. One team is the Hunger team that has five members and is ready to begin their work. She is also looking at training

for advocacy for the members of the teams. Focus would be on education and engagement for congregations and individuals.

Jayne Beneker, IK Synod Disaster Relief Coordinator – She is working on getting a Lily grant for disaster training for pastors. She reported the work on the Winchester church should be wrapped up this month (November). The work on the Somerset, KY church is underway and the goal is to have the congregation be in the church by Easter of 2026. She attended a conference in Washington DC on advocacy for disaster relief legislation and federal agencies.

Karl Biermann: he reported on the status of the Gafkjen Fund – the first two have been awarded. The goal is to have three grants each period of at \$1000 for a lay person, a Pastor, and a Deacon. The purpose of the grant is for leadership development. He also discussed the various endowments in the Synod.

Generative Conversation – Bishop Tim asked the members of the Council to report on their visits to congregations. Several members reported on their visits and the ministries going on at the congregations. There were expressions from the churches of their relationship with the Synod. The council members had a discussion of how the Synod can more effectively reach out to the congregations. Some of the barriers discussed were the information gets to the pastor but it is not passed on to the congregation members. The council discussed how the Synod can get information to the congregation members so they know more information about the Synod and its activities.

Bishop Tim asked for the lay members of the council to continue the practice of visiting congregations in their conferences.

Bishop Tim then turned the conversation to think about the youth members of the Synod and how do we get the information out to them about what the Synod has to offer them in their spiritual journey. Discussion included how to include youth in church activities and in ministry. Social media is key and to encourage members of the congregation to attend kids' outside activities. Do not just see the youth but build relationships with them and allow them to be part of the worship service. The youth include not only the high school students but also persons in their twenties.

### Bishop Tim Graham Report

Bishop Tim recommended the Council to approve the disaffiliation vote of Saint John in Napoleon, IN which took its second vote on disaffiliation from

the ELCA in October 2025. It passed with 90% voting for it. He also recommended the Council approve the congregation keeping ownership of their building. A question was raised about the 10% who voted No and what the Synod is planning to do to support them. Bishop Tim stated he did ask about the minority voters and most of them will probably stay with the congregation due to family connections. Bishop Tim explained the Synod would consider retaining the property if there was support of the minority voters to sustain the congregation or become a start-up church. This was not the case in this situation and so he is recommending the congregation retaining the property. He also reported at this time the congregation has not decided to join another national Lutheran body but will most likely join the NALC in the future.

**ACTION SC 2025/44: The Synod Council unanimously approved the Bishop's recommendation to approve the disaffiliation vote of Saint John Lutheran Church in Napoleon Indiana from the Indiana-Kentucky and the ELCA and for the congregation to retain ownership of the church property.**

Bishop Tim announced the date for the 2026 Synod Assembly. It will be a virtual meeting and will take place on Saturday, June 6, 2025, 9:30 am – 12:30 am EDT (8:30 am – 11:30 am CDT).

He reported Priscilla Geerdes is leading the planning team for the Fall 2026 Area Gatherings. Lunch will be available and five or six breakout sessions will be offered. The dates and locations are as follows:

- § September 19 - @ Christ the Savior, Fishers, IN
- § October 10 - @ Christ, Jeffersontown, KY
- § October 24 - @ Christ the King, South Bend, IN (no Notre Dame game that day)

Bishop Tim pointed out the letter from Pleasant View Lutheran Church stating they have relocated for which they are required to notify the Synod. The Council is required to acknowledge and approve the relocation of the congregation. This is a recommendation of the Bishop.

**ACTION SC 2025/45: The Synod Council unanimously approved the Bishop's recommendation to approve and acknowledge the relocation of Pleasant View Lutheran Church in Indianapolis, Indiana to Suite 340 at the Indiana Interchurch Center, located at 1100 42<sup>nd</sup> Street, Indianapolis Indiana.**

Bishop Tim recommended the council approve the following requests from Rostered persons in the Synod. Their letters explaining the reasons for the request are in the Dropbox for the November meeting.

- Angie Shannon, Synod Authorized Call to Trinity United Church of Christ in Gary, Indiana.
- Scott Vana, request to retired status on the ELCA roster.
- Gretchen Freese and Kelly Nelson requested another year to be On Leave from Call due to family situations.

**ACTION SC 2025/46: The Synod Council unanimously approved the Bishop's recommendation to extend a Synod Authorized Call to Angie Shannon to Trinity United Church of Christ in Gary, Indiana.**

**ACTION SC 2025/47: The Synod Council unanimously approved the Bishop's recommendation to move Scott Vana to retired status in the ELCA.**

**ACTION SC 2025/48: The Synod Council unanimously approved the Bishop's recommendation to grant Gretchen Freese another year of On Leave from Call for family reasons and to grant Kelly Nelson another year of On Leave from Call for family reasons.**

Aaron Stamper has requested removal from the ELCA roster. This is for information purposes only and does not require Synod Council approval.

Bishop Tim reported on the activities of the Kentucky Council of Churches which is an interdenominational group that engages in social justice activities. He had helped them start a prayer ministry at the prisons in Kentucky similar to the ones conducted in Indiana.

Bishop Tim also reported that he has been assigned to the Leadership Committee of the ELCA. This committee oversees Candidacy, SAM programs, Roster manuals, seminaries, and Lutheran universities. He is working with the committee on updating the roster manuals as eventually all Synods will be using the new candidacy process.

Bishop Tim also encouraged council members to be a part of the social justice teams Kelly is putting together. Contact her if interested and let her know your role is one of being a Synod council member on the team.

Racial Justice Task Force Report – there was an informative conference on the Indian schools. There was a meeting in Chicago which had some sessions on critical race theory and its origins and its history. Asked for

input from the Bishop as to what the task force should do. Educate and empower the congregations to help with racial relations through community outreach.

Mission Monitor Report – Larry provided a report on the decisions of the council. He asked for information on the social justice teams to share with congregations. He stated we followed the agenda and made the decisions as stated. Priscilla did a demonstration of Basecamp and will be replacing Dropbox eventually.

Sending Prayer: LaDona ended the meeting with a prayer.

The meeting ended at 2:10 pm.

#### Future Meetings -- 2026

1. January 24: Zoom at 9:30 am EDT (8:30 am CDT)
2. Synod Retreat April 16-17-18 (Easter is April 5): Madison, IN
3. May 16 at 9:30 am EDT (8:30 am CDT)
4. Synod Assembly Zoom, Saturday, June 6, 9:30 am – 12:30 pm EDT
5. August – date to be determined.

Respectfully submitted,

Julie M. Slavens  
Synod Secretary

WHEREAS additional concerns have been raised about unclear or inconsistent hiring and firing practices, a lack of public transparency in leadership decisions, and the theological identity of LOMIK, particularly in light of the involvement of individuals affiliated with the North American Lutheran Church (NALC), a denomination that has actively sought to undermine the ELCA in some regions;

WHEREAS the Indiana-Kentucky Synod has a vested interest in the future health, safety, theological alignment, and sustainability of LOMIK ministries, and in ensuring faithful stewardship of synod funds and resources;

1. THEREFORE, BE IT RESOLVED that the Indiana-Kentucky Synod affirms its continued support for outdoor ministry and its deep concern for the wellbeing, safety, and vitality of LOMIK and its camps;

2. BE IT FURTHER RESOLVED that the Synod Assembly respectfully requests that the Synod Council engage LOMIK leadership in a process of accountability and communication, and requests a written report from LOMIK to be submitted to the Synod Council by November 1, 2025, to include:

- An account of the events leading to the cancellation of programming at Lutheran Hills;
- A summary of current staffing and personnel policies;
- Clarification of LOMIK's denominational and theological identity, including any partnerships with leaders or institutions outside the ELCA;
- A description of LOMIK's plans for safe, sustainable, and theologically faithful operations in the years to come;

3. BE IT FINALLY RESOLVED that the Synod Council report back to the Synod, through either the Synod Assembly or another appropriate forum, on the outcome of this engagement, and offer any recommendations for strengthening the partnership and the responsible use of synodical funds.

**MINUTES**  
**INDIANA-KENTUCKY SYNOD COUNCIL MEETING**  
**January 24, 2026, 9:30 am EDT/8:30 am CDT — 12:30 pm EDT/11:30**  
**am CDT**  
**via Zoom**

All members of the Synod Council were present except for Hailey Matthias Cater; Tina Smith, and Chris Walda.

All Synod staff members were present.

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Tim opened the meeting at 9:35 am. He welcomed everyone to the meeting and provided a devotion entitled "thinking a new way" and led us in prayer.

The agenda was approved with no changes.

Minutes of previous meeting: Anne asked for approval of the November minutes after giving a few minutes for persons present to review. Laura Nicholson noted she was not present at the meeting. Julie Slavens will make that change.

**ACTION SC 2026/1: Larry Ahlersmeyer made a motion to accept the minutes as presented and Greg Platt seconded the motion. The minutes were approved unanimously.**

**Vice President Report – Anne Simerman**

Anne provided an oral report. She continues to meet with the Churchwide Vice President group and is learning from these meetings. She stated some of the topics addressed in the last few meetings of the group were available training resources for lay leaders and SAMS, setting salaries, and mission opportunities that she will share with the Synod staff.

**Secretary (and Executive Committee) Report – Julie Slavens**

Julie reported there will be no Bishop, Officer, or Churchwide Assembly representatives to elect at Synod Assembly this year. Julie is in the process of contacting the Nominating Committee to set times to meet. The positions to be filled are rostered positions and committee positions. The conference nominates the lay representatives from the conferences. Julie will be contacting the Deans for the respective conferences which have open positions.

Julie also reported the Executive Committee met on January 21, 2026. It went over the agenda for this meeting but did not take any action as those will be presented later in the meeting by the Bishop and other Synod staff members.

### **Treasurer and Finance Committee Report – Harry Albers**

Harry reported on the reports submitted prior to the meeting and stated the Synod is in good financial shape although through December 2025 the Mission Support is down from the budgeted amount by \$197,000. Although some money will come in during January 2026 will help but will not make up that deficit. The interest income will also help balance the budget but those are not included in the budget. He also reported the Finance Committee met on January 6, 2026, and will meet again in April and will finalize the gift policy recommendation for the Synod Council to review and take action.

### **DEM Report – Missy Schroeder**

Missy reported that since mission support is down, her budget for some grants were reduced by 21%. She also reported the Strategic Ministries grant sites are up for review and she will be doing those in March. Once the site reviews are completed, she will have to reapply for these grants.

Missy also reported there is a new category for ELCA grants entitled Congregational Outreach Ministry. These grants are for congregations that are doing ministries in their communities. Missy is requesting the Synod Council's approval to apply for a Congregational Outreach Ministry Grant on behalf of Grace United Lutheran Episcopal Church. This proposal includes a funding request of \$4,500 from the Indiana–Kentucky Synod, \$4,500 in matching funds from Grace United, and \$5,000 from the ELCA, for a total project budget of \$14,000. Missy's written report contains the ministries this church is doing in the community. The grant money from the ELCA is from its Christian Community and Leadership grant fund. This is a recommendation of the Bishop.

**Action SC 2026/2: The Bishop recommended the Synod Council approve the application of the Congregational Outreach Ministry grant for Grace United Lutheran Episcopal Church in Lexington, Kentucky of \$5000 to the ELCA, with \$4500 from the Synod, and a matching grant of \$4500 from the congregation. The Synod Council unanimously approved the Bishop's recommendation.**

Missy shared grant information for our strategic ministries and for Synodical Authorized Outreach Ministries. The Synod Council does not need to approve

the grant amount as that was done when the Synod budget was approved. The Synod Council does need to authorize the continuation of these ministries in order to receive the ELCA grants. The Bishop recommends the following SAOM be authorized to continue as such:

So Much More Ministries, Fort Wayne, IN  
Leader: Rev. Amy Beitelschees-Albers

**ACTION SC 2026/3: The Bishop recommends the Synod Council authorize the continuation of So Much More Ministries as a Synodical Authorized Outreach Ministry for the 2026 ministry year and the recommendation was approved unanimously with Harry Albers abstaining due to a conflict of interest.**

Missy then provided the list of Strategic Ministries as follows:

Mara Evangelical Church, Indianapolis, IN  
Leader: Rev. Khai Cho

Grace & Glory Lutheran Church, Goshen, KY  
Leader: Jana Zigrye, Council President/Susan Keys Lay Officer

The Apple Tree Center, a ministry of Mt. Pleasant Lutheran Church,  
Kendallville, IN  
Cindy Clark, Exec. Director

Bethel Lutheran Church, Gary, IN  
Leader: Pastor Joy Heine

Trinity Lutheran Church, Lebanon, IN  
Leader: Rev. Dr. Emmanuel Penumaka

The Synod Council is asked to approve and authorize these ministries to be designed as Strategic Ministries in the IK Synod.

**ACTION SC 2026/4: The Bishop recommends the following ministries be designed and authorized as Strategic Ministries in the IK Synod for the 2026 ministry year: Mara Evangelical Church, Grace and Glory Lutheran Church, The Apple Tree Center, Bethel Lutheran Church, and Trinity Lutheran Church. The recommendation was approved unanimously.**

Missy provided more information on each ministry and its funding through the Synod and ELCA grants in her written report.

## **Bishop Report - Tim Graham**

Bishop Tim reported the theme for the 2026 Synod Assembly will be: "Living in Harmony: Together [we] may with one voice glorify the God and Father of our Lord Jesus Christ." This is based upon Romans 15:5-6. Registration fees will be the same for the 2023 Synod Assembly which was also online. The Early Bird fee is \$25 and the registration is \$35.

Bishop Tim shared the draft Assembly Agenda which is not a detailed agenda. The detailed agenda will be done for the Assembly once more information is received. This draft is in Basecamp. Bishop Tim announced the ELCA representative will be the director of Lutheran Disaster Response. He recommended the Synod Council approve the Agenda for the Assembly as presented.

**ACTION: SC 2026/5: Bishop Tim recommended the Synod Council approve the general Synod Assembly Agenda as presented. The Synod Council unanimously approved the agenda as presented.**

### Roster Concerns:

Bishop Tim reported Rev. Kate Crecelius has requested to be removed from active status to retirement as she will not be seeking another call.

**ACTION: SC 2026/6: Bishop Tim recommended the Synod Council approve retirement status from active status for Rev. Kathy Crecelius. The Synod Council unanimously approved the agenda as presented.**

Bishop Tim is asking the Synod Council to extend a Synod Call to Pastor Brian Kronkol as President of Valparaiso University. He is from the Upstate New York Synod. Since he will be present in the IK Synod it is appropriate to extend to him a Synod Call. This is a recommendation from the Bishop.

**ACTION SC 2026/7: Bishop Tim recommended the Synod Council approve the extension of a Synod Call to Pastor Brian Kronkol as President of Valparaiso University. The Synod Council unanimously approved the agenda as presented.**

Bishop Tim reported as a matter of information Alec Brock is under the First Call process but has not received a call yet. He was approved three years ago for a First Call and needs to be reapproved for such. Tim reported he has been reapproved for first call and may be reassigned to another Synod within Region 6 since he has not yet received a call in our synod. The Bishops of Region 6 meet quarterly on these matters.

Bishop Tim reported Carolyn Lesmeister has requested an extension of her On Leave from Call status which is a final extension and must go to the Conference of Bishops to be approved. This requires the Synod Council to approve the extension first then the Conference of Bishops will consider it.

**ACTION: SC 2026/8: Bishop Tim recommended the Synod Council approve the request of a final extension of Carolyn Lesmeister ON Leave From Call status. The Synod Council unanimously approved the agenda as presented.**

#### Congregational, Campus Ministry, and Other Concerns

Disaffiliation – Bishop Tim reported Saint Paul Smyrna, in Greensburg, IN had its final vote on November 19, 2025. The vote was 15-0. Bishop Tim is asking the Synod Council to approve the disaffiliation vote and it will be able to keep its building per Synod procedures as it followed the required procedures to do so.

**ACTION: SC 2026/9: Bishop Tim recommended the Synod Council approve the disaffiliation of Saint Paul Smyrna in Greensburg, Indiana. The Synod Council unanimously approved the agenda as presented.**

Bishop Tim reported on an update with Lutheran Outdoor Ministries Indiana Kentucky (LOMIK) and reported per the Synod Council's directive at the November meeting, he sent a letter to Chris Miller the director of LOMIK. The letter was shared in Basecamp. Chris Miller spoke with Bishop Tim this past week. She said the board is moving forward and she did not want to address these concerns as they are in the past. Bishop Tim explained that is not possible as the Synod Assembly gave the Synod Council the charge to address these issues. Chris is willing to give the Synod Council a letter in response to Bishop Tim's or to meet with us in person. Bishop Tim told her we would be meeting in April and she will attempt to be there depending on her schedule. An ELCA member of the LOMIK board will also be present in an in-person meeting. Bishop Tim made it clear a response is required whether in writing or in a meeting so that the Council may report back to the Synod Assembly in June.

Synod Administration: Pastor Priscilla reported she met with Messiah-Trinity Church, Lutheran and Episcopal, Inc. in Louisville, Kentucky. The congregation is very small and is considering Holy Closure. In reviewing the legal documents of the congregation, the Synod staff and Synod attorney determined the best course of action was to put the congregation in an

involuntary Synod Administration status. This will allow the congregation to go through Holy Closure and address the sale of their property. A resolution to do so was presented to the Synod Council. It is entitled: Resolution regarding Messiah-Trinity Church, Lutheran and Episcopal, Inc. in Louisville, Kentucky and Synod Administration subject to †S13.24 and is in Basecamp. Bishop Tim recommended the Synod Council adopt and approve the Resolution.

**ACTION: SC 2026/10: Bishop Tim recommended the Synod Council accept and approve the resolution to place Messiah-Trinity into Synod Administration. The Synod Council unanimously approved the agenda as presented.**

2026 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 2026:

Bishop Tim: \$75,000  
Dan Forehand: \$40,000  
Pricilla Geerdes: \$21,000

Julie Slavens made the motion to accept the housing allowance for staff members resolution. Larry Ahlermeyer seconded the motion.

**ACTION SC 2026/11:**

**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 2026 and included in the budget for the year 2025-26: Pastor Timothy Graham, \$75,000. Pastor Dan Forehand, \$40,000.00; 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.**

Other Staff Concerns:

Pr. Dan Forehand, A2B for Emerging Ministers & Ministries, reported on matters in his written report. The Lily grant will require the Synod to raise \$400,000 over the course of the grant period.

Pr. Priscilla Geerdes, A2B for Ministry Transition, reported on items listed in her written report. She also mentioned some changes to the Rostered Ministries report that will be more in depth at the April meeting.

Missy Schroeder, DEM, reported on some changes to return of ELCA grants funds when a congregation disaffiliates with the ELCA. This includes all grants given that have been spent. This is set out in the contracts congregations sign when receiving the grants.

Pr. Kelly Nelson, Social Advocacy and Justice, submitted a written report on the formation of teams and the work they are doing. Bishop Tim encouraged Synod Council members to read the report.

Jayne Beneker, IK Disaster Relief, provided updates to projects. The housing projects have been completed. New format for story collections to put on the website. Winchester is very close to completely its long-term recovery work. Redeemer was visited by Jayme and Bishop Tim to give them money donated from the Synod congregations and people. LDR is applying for Lily grants to advance work it has done in other Synods. LDR is also planning to provide MEAS training for Synods and Congregations. She gave updates on other related disasters in Indiana and Kentucky and in our sister Synods.

Reports of Synod Council Congregation Visits: Harry reported he went to Emmanuel in Plymouth Indiana and reported it was a good visit and they appreciated the visit. They will be 150 years old in April. Greg Platt attended the Holy Closure service at First Trinity in Indianapolis. He was glad to be able to attend since they are also under Synod Administration.

#### Committees and Task Forces

Constitutions Committee: Julie reported the guidelines will not be released until Josh has done a webinar on the process.

Racial Justice Task Force: Pr. Marjorie McDaniel reported the task force is encouraging congregations to partner with other churches to do joint services and/or community projects. The task force is also willing to meet with congregations to talk about racism.

Bishop Tim reported the next meeting is a Synod Retreat on April 16-17-18, Fairfield Inn & Suites Madison Historic Eagle Cotton Mill. The Synod office needs RSVP's no later than March 15. He is planning to make time for opportunities for Synod Council members to get to know each other better and to bond, including enjoying the area.

Mission Monitor for Retreat: Larry Ahlersmeyer and Harry Albers

Chaplains for Retreat: Pr. Penumaka, Pastor Vicki Garber, and Nicole Lee

#### Upcoming Meeting Schedule

- 2026 – May 16 at 9:30 am EDT (8:30 am CDT); Zoom (Tentative)
- 2026 – Synod Assembly Zoom, Saturday, June 6, 9:30 am – 12:30 pm EDT
- 2026 – August 15, at 9:30 am EDT (8:30 am CDT); Zoom
- 2026 – September 11-12, in-person at IK Synod Office
- 2026 – November 13-14, in-person at IK Synod Office

The Lord's Prayer was said by all in unison.

The meeting adjourned at approximately 12:22 pm



## Report to the ELCA Synod Assemblies - April 2026

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 100 countries. 21% are first-generation college students, 22% identify as domestic students of color, 11% are international students, and 22% 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 study abroad affordability commitment to be launched in 2027, thanks to the generosity of Louis and Mary Kay Smith. Approximately half of our students indicate that they are affiliated with a Christian denomination, with 15% 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 2025 graduates, 97% 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 94% of our recent graduates were working, pursuing further education, or engaged in full-time military or other service programs within seven months of graduation.

Under the leadership of president Dr. Susan Rundell Singer, the college is now implementing a six-year strategic plan, focused on elevating vocation, expanding innovation, and sustaining community. Leading the implementation of the strategic plan are three implementation teams and the President's Leadership Team, including our new vice president for academic affairs and provost Dr. Tarshia Stanley and chief of staff Kathryn Lohre '99. Dr. Stanley comes to St. Olaf from Wagner College on Staten Island where she served as Provost and Vice President for Academic Affairs. Ms. Lohre comes to St. Olaf after serving for fifteen years in the Presiding Bishop's Office as the Executive for Ecumenical and Inter-Religious Relations and Theological Discernment.

St. Olaf continues to offer daily Chapel services and Sunday worship throughout the academic year, led by College Pastor, the Rev. Dr. Matthew Marohl, 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. This year, St. Olaf was ranked #4 on Niche's Best Christian Colleges in America list, recognizing St. Olaf as an academically strong, faith-based institution.

In the fall of 2025, the College named Dr. Kiara Jorgenson, Associate Professor of Religion and Environmental Studies, as the Martin E. Marty Chair in Religion and the Academy. The Marty

Chair fosters ongoing dialogue that explores the intersection between significant religious and cultural issues and St. Olaf's role as a liberal arts college of the church.

The Lutheran Center for Faith, Values, and Community continues to advance a compelling vision for Lutheranism in the 21st century, foster interreligious engagement, nurture vocational discernment, and provide thought leadership on campus and in the community. 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 has recently completed or is nearing completion on two projects made possible by grants from the Network for Vocation in Undergraduate Education. The Life on Purpose project infused vocational exploration in St. Olaf students' experiences by supporting shifts in advising, classroom projects, and faculty and staff capacity building around vocation. The Honest Storytelling project engaged twenty staff and faculty and one student to research and tell untold and undertold stories from the college's first 150 years, and will result in the publication of a volume in honor of the college's sesquicentennial due out through Fortress Press this fall.

In 2025, grants from Lilly Endowment Inc. continued to support two complementary initiatives—the Nourishing Vocation Project and the Nourishing Vocation with Children Project—advancing congregational leadership, vocational discernment, and intergenerational, arts-enriched worship. The Nourishing Vocation Project, part of the Thriving Congregations Initiative, strengthened congregations and ecclesiastical partners by fostering peer leadership, deepening vocational discernment, and expanding practical ministry tools. Pastoral coaching pilots and adaptable resources enhanced leaders' capacity for contextually grounded discernment, while integration with broader institutional and interfaith efforts extended the initiative's reach and sustainability.

The Nourishing Vocation with Children Project advanced child-attentive, arts-enriched worship through the Nurturing Children through Worship and Prayer Initiative. Resources were refined and expanded, engaging congregations across multiple states and denominational contexts. New liturgies and participatory art experiences nurtured children's faith while strengthening congregational life.

We look forward to an exciting summer 2026 at St. Olaf as we welcome back Lutheran Summer Music to campus for the first time since 1994 and the national conference of the Association of Lutheran Church Musicians.

We invite lay, professional, and rostered church leaders to the 2026 Conference on Worship, Theology, and the Arts, July 20–22, 2026, at St. Olaf College, under the theme “Nourishing Vocation: Every Time + Every Age + Every Place.” 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

## 2026 Synod Assembly Report

Grace and peace to you, dear friends, in the name of the Triune God.

### Forming Leaders

Trinity Lutheran Seminary at Capital University *forms leaders for Christ's church at work in the world*. We are a small seminary with a big impact. In this interim time, faculty and staff have been dwelling together in the book of Exodus, reflecting and discerning where God is leading and the Spirit is moving. And the Spirit is moving!

### For Christ's church

This academic year, our faculty and staff have found renewed energy in special projects. These are appropriately named, "Energy Projects." These projects include: Seminary Without Walls, Interfaith Hub, Graduate Certificates, Capital Collaborations, and Everyone a Trinity Ambassador.

*You can read more about these projects and more in Interim Dean Wrenn's e-Newsletter, "By Cloud and Fire."*

### At Work In the World

It is you, our stakeholders, who make our mission possible. We are grateful for your prayer, partnership, and generosity. This coming year we ask you to continue to make a difference in the lives of our students.

*To read more about how you can make an impact read Pastor Mary Ann's e-Newsletter, "At Work in the World."*

### Small Seminary. Big Impact.

This academic year, our impact begins and ends with change. Capital University welcomed a new President, Dr. Jared Tice and a new Provost, Dr. Kiersten Moore. Trinity welcomed: Dr. Suzanne Schier, Graduate Admissions Counselor of Seminary Discernment and Emily Clausing, Administrative Assistant. Next academic year we will welcome four more faculty and staff members: an Assistant Professor of Homiletics and Director of Assessment; an Assistant Professor of Lutheran Theology and History and Director of Grants; an Assistant Professor of Pastoral Care; and a University Pastor. Together with the University, we are undergoing a strategic planning process to move forward in our mission of transforming lives and forming leaders.

Throughout all of this change and planning, we take courage from the enduring presence of the LORD our God, who goes before us with grace, mercy, and truth:

The LORD went in front of them in a pillar of cloud by day,  
to lead them along the way, and in a pillar of fire by night, to give them light,  
so that they might travel by day and by night.

-Exodus 13:21

Peace be with you.

The Rev. Dr. Rachel Wrenn  
Interim Dean of Trinity Lutheran Seminary

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

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

# Your Calling + Our Benefits

## Portico Benefit Services' Report to 2026 Synod Assemblies

Your calling is to serve. Ours is to support you. As the ELCA's benefit ministry, Portico provides benefits that nurture holistic health, so you can live out your calling and serve with confidence and grace. Here's a visual recap of what our community of more than 52,000 plan members experienced in 2025.

**52K**  
Members Served by Portico



**2,829**

**Text/Virtual Health Care Visits** to 98point6®, with an estimated cost savings of \$263 per visit.



**205**  
Births & Adoptions

**11th**

**Consecutive Year** of our Customer Care Center being named a Center of Excellence by Benchmark Portal.



**619**  
Changes of Call\*

**1,702**

**Sword Health Enrollments** and nearly 42K total sessions in their Thrive, Move, and Bloom digital physical therapy and mobility programs.

**\$157K**  
**Debt Paid Off** by members via LSS of Minnesota Financial Counseling, with over \$2.6M paid off since 2008.

**16%**

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

**\$232M**

**Made in Annuity Payments** and 533 retirements.

**4,214**

**Members Worked with a Portico Financial Planner,** with a cumulative 95.5% satisfaction rate.\*



**32**  
**Beginning Disability Benefits**



**Nearly 10% of Our 10K ELCA Medicare-Primary Plan Members** participated in the SilverSneakers fitness program.\*

**1,927**  
**Members Made Roth After-tax Contributions** to their retirement plans.

We design our benefits to align with the needs of the church, pooling resources through a community benefits plan to deliver stable, sustainable support that enhances everyday life and brings value to those who serve. Follow us on social media @PorticoBenefits.

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





## The Mission Investment Fund: Helping ELCA congregations bring ministry to life



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 for more than 150 years. Through times of growth and uncertainty alike, MIF has remained committed to strengthening ELCA ministries and communities — delivering customer-first- support backed by flexible financing solutions.

In 2025, MIF continued to support ministry growth across the ELCA. Your investments helped expand worship spaces, rebuild congregations after fires and natural disasters, provide spaces for people to age with dignity, start green projects and support accessibility remodeling for community spaces. Each project strengthens ELCA ministries, ensuring that they stay vibrant, inclusive and fully prepared to support the communities they serve.

### By the numbers:

- **Total Loans Outstanding:** \$614,967,000
- **Total Assets:** \$779,189,000
- **Total Investment Obligations:** \$551,452,000
- **Net Assets & Capital Ratio:** 27.4%

### What makes MIF unique?

- **Proven stability:** With more than 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.

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MIF continues to enhance our tools and financial services to better support ELCA ministries. And even as we look ahead with fresh vision and innovation, our foundation remains the same: enduring trust, time-tested stability and commitment woven through generations. In every chapter, we journey with ELCA members and ministries, united in faith — a steadfast partner supporting God’s work in the world.

### *MIF at work in the Indiana-Kentucky Synod (as of December 31, 2025):*

- 12 Mission Investment Fund loans, with a balance of \$15,465,413
- \$9,628,093 in Mission Investment Fund investment obligations.

**For more information about MIF capabilities, please visit our website, [mif.elca.org](http://mif.elca.org) or contact The Rev. Kent Peterson, Regional Manager: 276-698-7970 [kent.peterson@elca.org](mailto:kent.peterson@elca.org)**

Dear Partners in Ministry,

Did you know there is a new project of the Evangelical Lutheran Church in America (ELCA), the [Church Property Resource Hub](#)?

Developed in response to requests from synod and congregational leaders, the Church Property Resource Hub offers support in navigating the opportunities and challenges that buildings and land represent for congregational vitality and the wider mission of the church.



COURSES &  
RESOURCES



SUPPORT  
FORUM



SUCCESS  
STORIES

Find **resources** and expand your knowledge of church property management through templates, guides, explainers; and **courses**.

Share advice and get support from colleagues with experience answering property management questions, all on our digital **forum** (forthcoming).

Be inspired by **success stories** of faith communities using underutilized space in exciting new ways to fulfill their missions.

The Church Property Resource Hub is ...

... an online platform that connects congregations and synod leaders to information, organizations and guidance on effective, faith-driven management of church property.

The Church Property Resource Hub is NOT ...

... an attempt by the churchwide organization to take control of congregations' property. Local churches hold the title and deed to their property; their right to make independent decisions about the use, management and future of their property is codified in the ELCA constitution and churches' individual constitutions.

The Church Property Resource Hub is led by the Rev. Sarah Jones (program director), Deacon Sarah Kretschmann (digital communications manager) and the Rev. Tim Brown (director of congregational stewardship). This team is reaching out across the ELCA, our sibling denominations and the many organizations and businesses that focus on church property, to collect, curate and disseminate information that synods and congregations need.

In these first months of the project, the Church Property Resource Hub team has:

- Invited all 65 of the synods across the ELCA to connect with the new initiative
- Published 15+ new FREE church property resources for faith leaders
- Hosted monthly webinars featuring experts in church property
- Sent monthly newsletters to leaders throughout out the ELCA and beyond
- Gathered 12+ stories of congregations' innovative space and land projects
- Launched the new Church Property Resource Hub online Support Forum for resource sharing and support
- Developed eLearning courses for rostered and lay leaders to building their skills in managing church property

We encourage you to access the following resources as you navigate church property opportunities and challenges:

- [\*\*Join the Church Property Resource Hub Online Community\*\* on LeadNet!](#)
- [\*\*Explore resources available to you today.\*\*](#)
- [\*\*Sign up for e-newsletters\*\* to receive invitations to future webinars and the \[latest resources.\]\(#\)](#)

We are grateful to do this work together. Please reach out to [CPRH@elca.org](mailto:CPRH@elca.org) with any questions or to set up an individualized meeting.

Grace and peace,



ELCA Federal Credit Union

## **ELCA Federal Credit Union** Faithful financial services for ELCA members and ministries



The ELCA Federal Credit Union (ELCA FCU) provides a full range of financial products and services to members, congregations and ministries of the ELCA. **As the first of the ELCA's financial ministries to offer loans to individuals**, the Credit Union offers savings and checking accounts, CDs, loans and lines of credit, credit cards, home mortgage loans for purchases or refinances, as well as home equity loans and lines of credit.

**The ELCA FCU serves ministries** through federally insured deposit accounts, a flexible corporate credit card program, auto loans and unsecured ministry loans up to \$100,000 to support smaller projects such as building repairs and purchases. In addition, the Workplace Banking program allows ministry organizations and congregations to offer ELCA FCU Credit Union products and services, along with other exclusive perks, to their employees.

A new cohort joined the ELCA's Resourceful Servants program, **designed to improve financial wellness and assist rostered leaders in building emergency savings funds**. Through this matching program, ELCA rostered leaders make ongoing deposits to their Credit Union emergency savings accounts. The Mission Investment Fund of the ELCA matches those deposits up to an established amount. Together, more **than 700 rostered ministers** have been served, collectively depositing more than \$1 million in emergency savings.

A **strong online presence** means members have access to funds with an ELCA Federal Credit Union Mastercard Debit Card at more than 30,000 surcharge-free ATMs. The ELCA FCU also offers account-to-account (A2A) transfers, person-to-person (P2P) payments (similar to Venmo and Zelle), remote deposit, bill pay and more.

### **Why choose the ELCA Federal Credit Union?**

- **The ELCA Federal Credit Union supports the ELCA's mission of good stewardship.** We provide full services to all ELCA members, congregations and related ministries.
- **As a not-for-profit financial cooperative chartered to serve our church, we offer socially responsible banking solutions often priced more competitively** than traditional banks. We have demonstrated success in providing savings to our members.
- **With the church as our sponsor, we operate in ways that are consistent with the church's values.**

**Membership is open to every ELCA member, synod, congregation and ministry—and their employees.**

**For more information about the products and services of the ELCA Federal Credit Union, please visit our website, [elcafcu.org](http://elcafcu.org) or call us toll-free at 877-715-1111.**

Updates from the ELCA Foundation

# Synod Assemblies 2026



We are the ELCA Foundation, a financial ministry of the Evangelical Lutheran Church in America. We walk alongside faithful people and organizations – helping them turn generosity into legacy, and legacy into ministry.

We believe generosity is more than a financial act; it is a testimony of faith, gratitude and hope. With \$1.5 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 serve as a bridge between individual generosity and the shared mission of the ELCA – from congregations and synods to seminaries, outdoor ministries, and churchwide ministries such as ELCA World Hunger and Lutheran Disaster Response. Every planned gift we steward is an investment in the church's life – now and into the future.

## What we do

We offer guidance that is both spiritually grounded and financially sound, ensuring every gift reflects the heart of the giver and the needs of the church.

- **Gift Planning Services:** Our regional gift planners accompany individuals and families through faithful, personalized planning – helping them create charitable legacies through bequests, trusts, charitable gift annuities, real estate, retirement assets and more.
- **Ministry Growth Fund:** A socially responsible investment option that supports endowments and ministries across the ELCA, balancing fiduciary excellence with faithful stewardship.
- **Resources and Tools:** From our online Planning Library and free Personal Estate Planning Kit to our partnership with Giving Docs, we provide easy, trustworthy ways to start planning today.
- **Ministry Partnership:** We help ELCA ministry leaders grow a culture of generosity without adding more to their workload, offering training, templates and direct support to strengthen local ministry.



### Our vision

is to support and sustain ELCA ministries by enhancing gifting capacity and stewarding resources.

### Our mission

is to be a thriving ministry that develops a culture of intentional generosity and financial stewardship to expand the work of the ELCA.

Updates from the ELCA Foundation

# Synod Assemblies 2026



## 2025 At a Glance ✨

In 2025, the ELCA Foundation's gift planning network walked alongside **190 donors/families** in developing faith-focused gift plans that reflect their passion and purpose.

**\$79.9M**

in future planned-gift commitments

**\$6.9M**

in currently funded gifts

**\$34.4M**

in direct support to individual congregations

**\$105.4M**

in existing gifts to ministry stewarded

In total, the network generated **\$205.4 million** in gifts and investment assets, which includes **\$118.5 million** in new assets invested in the Ministry Growth Fund.

## Let's continue the conversation

The ELCA Foundation has gift planning tools for every situation and professional staff throughout the U.S. ready to walk with you every step of the way. All of our gift planning services are made available to individuals and congregations without obligation. Contact your gift planner to get started:

**Lisa Marie Higginbotham, CFRE**

Lisa.Higginbotham@elca.org

805-910-5048

**2026 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. Any vacancies will be appointed by the Synod Council until the next Synod Assembly.
2. All other positions for the Synod Council, the Consultation Committee, the Discipline Committee, and the LOMIK Board 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.

<b>Synod Council</b>	<b>Conference -- Lay</b>	<b>STATUS</b>	<b>TERM</b>
	<i>Evansville IN</i>	<i>Lay Female</i>	<i>3 years</i>
	<i>North Central IN</i>	<i>Lay Female</i>	<i>2 years</i>
Greg Platt	Indianapolis IN	Lay Male	3 years
Paul Markin	North East IN	Lay Male	3 years
	<i>South Central IN</i>	<i>Lay Female</i>	<i>3 years</i>
<b>Synod Council</b>	<b>Rostered</b>		
	<b>3 open positions</b>		
Emmanuel Penumaka	(Second Term)	Rostered	3 years
Tim Diemer		Rostered	3 years
Alexa Kvande		Rostered	3 years
<b>Consultation Committee</b>	<b>Rostered</b>		
	<b>1 open position</b>		
Tim Diemer	6 years	Rostered	
	<b>2 Lay Members – 1 Male; 1 Female</b>		
Dave Zehr	6 years	Lay Male	
Annette Marette	6 years	Lay Female	

<b>Discipline Committee</b>	<b>1 Rostered; 1 Lay Male; 1 Lay Female; 1 Lay Male – 5 year; 1 Lay Male – 4 year</b>		
Libby Manning		Rostered	6 years
<i>Lay Female</i>			<i>6 years</i>
Ted Miller		Lay Male	6 Years
<i>Lay Male</i>			<i>5 years</i>
<i>Lay Male</i>			<i>4 years</i>
<b>LOMIK Bd</b>	<b>1 Lay position</b>		
Nick Biddle		3 years	Lay Male
Eric Felde		3 years	Lay Male



**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:** Lay Conference Representative – Indianapolis Conference

**Name:** Greg Platt

**Address, include city, state, zip code:**  
19230 Foley Drive Westfield, IN 46074

**Phone:** 317-946-4728

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

**Information about nominee:**

**Occupation:** Data Analyst/Manager

**Congregation Membership:** New Joy Lutheran

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

**CURRENT Congregation Service:** Radical Welcome Team

**CURRENT Community Service:** Westfield Pride Committee Member, Westfield Theatre and Choir Booster Assoc Board Member

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

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

I have served in this role for the past 2 years to complete the term for an open seat. I spend my work time analysing data and using that information to enable effective decision making, skills that I also leverage in my role on Synod Council

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**Nomination submitted by:** Greg Platt **Phone:** 317-946-4728

**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.



**Indiana-Kentucky Synod**  
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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:** Synod Council

**Name:** Paul E. Marken

**Address, include city, state, zip code:**  
3826 E. Lincolnway, Columbia City, IN 46725

**Phone:** 260-213-6196

**E-mail address:** pemarken13@gmail.com

**Information about nominee:**

**Occupation:** Electrical Engineer

**Congregation Membership:** Grace Lutheran Church

**Congregation City and Conference:** Columbia City, IN Northeast Conference

**CURRENT Congregation Service:** Council Secretary, Worship and Music, Finance

**CURRENT Community Service:** Was a Scout Leader for 16 years through 2025.

**CURRENT Conference/Synod/ELCA Service:** Delegate to Synod Assembly past two years. Played drums at  
most recent synod assembly.

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

I do not claim to have specific gifts or talents or even knowledge of what is needed on synod council. I am willing serve on synod council and use the talents God has given me  
to do what I can to help serve God's purposes.

Paul Marken is a lifelong Lutheran who is the son of a, now retired, LCA/ELCA pastor. Paul served four terms on church council at Bethlehem Lutheran Church in Glenshaw, PA and is now on his last year of his 5th term on council at Grace Lutheran Church in Columbia City. Paul is presently council secretary, Bell Choir director, and the drummer for the Rejoice Choir. Paul was a Scout Leader for 17 years and in that time received Religious Scouter of the Year, District Award of Merit, Silver Beaver Award, and the Lamb Award, among other honors. Professionally Paul has a Bachelor of Science degree in Electrical Engineering from Rose-Hulman Institute of Technology and has worked in industrial, commercial, and utility power transmission and distribution for thirty-six years at General Electric and ABB. Paul is a licensed professional engineer in Indiana and a Sr. Member of IEEE. Paul has written more than 20 published technical papers and has five US Patents. Paul enjoys antique cars and trains and is involved in two antique car clubs and four railroad historical societies.

**Nomination submitted by:** Pastor Matt Converse **Phone:** 260-503-9990

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



**Indiana-Kentucky Synod**  
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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:** Synod Council Clergy

**Name:** Emmanuel Penumaka

**Address, include city, state, zip code:** 110 E 51<sup>st</sup> St, Indianapolis IN 46205

**Phone:** 773 313 6740

**E-mail address:** peter.ejp@gmail.com

**Information about nominee:**

**Occupation:** Rostered Minister

**Congregation Membership:** Trinity Lutheran Church,

**Congregation City and Conference:** Lebanon IN Indianapolis conference

**CURRENT Congregation Service:** Trinity Lutheran church

**CURRENT Community Service:** Shalom House preparing meals, partnership with local food bank, distribution of grocery cards

**CURRENT Conference/Synod/ELCA Service:** IK-Synod council member

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

I have served on the synod council for the past three years, during which I have gained valuable experience. With 34 years in church ministry and non-profit organizations, I have held various positions in India, Hong Kong, and the United States. My ecumenical, multi-religious, and multicultural background equips me to be an analytical thinker and a team player. This enables me to integrate universal faith, unite people, collaborate effectively with churches, and foster dialogue with communities of diverse religions, cultures, and societal values.

**Nomination submitted by:** Emmanuel Penumaka **Phone:** 773 313 6740

**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.**



**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 Julie Slavens, Synod Secretary + jslavens@isba-ind.org)

Nominated Position: Synod Council

Name: Tim Diemer

Address, include city, state, zip code: 3508 Briarwood Dr.  
Elkhart, IN 46514

Phone: 574-266-9580

E-mail address: reutim1@a.comcast.net

**Information about nominee:**

Occupation: Retired Rostered Leader

Congregation Membership: Christ The King

Congregation City and Conference: South Bend North Central

CURRENT Congregation Service: Occasional Supply Preaching

CURRENT Community Service: Elco Chorus Cultivate Culinary

CURRENT Conference/Synod/ELCA Service: conference Dean Supply Pastor SAM Mentor Pastor of Record

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

Years of experience (going on 46) that could bring a new perspective to synod leadership.

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 or Pastor Dan Forehand at dforehand@iksynod.org or 317.253.3522.



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**Nominated Position:** Synod Council – Rostered Leader

**Name:** Pr. Alexa Kvande

**Address, include city, state, zip code:**  
50949 Briarwood Court, Granger, IN. 46530

**Phone:** 215/920-9199

**E-mail address:** alexa.epstein@gmail.com

**Information about nominee:**

**Occupation:** Pastor

**Congregation Membership:** Hilltop Lutheran Church of the Ascension

**Congregation City and Conference:** South Bend, Indiana – North Central Conference

**CURRENT Congregation Service:** Pastor

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

**CURRENT Conference/Synod/ELCA Service:** Member – IK Synod Certification Team, Member – IK Synod Finance Committee

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

- \* math undergraduate degree; publishing and teaching careers
- \* 6+ years’ pastoral experience in Ft. Wayne and South Bend
- \* spiritual gifts of administration/organization, faith, and wisdom
- \* voting member at Churchwide Assembly 2025
- \* with DEM’s help, co-leading planning process to consolidate 3 congregations in South Bend/Mishawaka

**Nomination submitted by:** Self **Phone:** 215/920-9199

**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.**



(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: consultation committee

Name: Tim Diemer

Address, include city, state, zip code: 3508 Briarwood Dr  
Elkhart, IN 46514

Phone: 574-266-9580

E-mail address: revtim1@comcast.net

**Information about nominee:**

Occupation: Retired Rostered Leader

Congregation Membership: Christ the King

Congregation City and Conference: South Bend North Central

CURRENT Congregation Service: Occasional Supply Preaching

CURRENT Community Service: Elco Community Chorus Cultivate culinary

CURRENT Conference/Synod/ELCA Service: Conference Dean - Supply  
Pastor - SAM Mentor Pastor of Record

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

Years of experience (going on 46) that could  
bring perspective to any given situation.

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 or Pastor Dan Forehand at dforehand@iksynod.org or 317.253.3522.



**Indiana-Kentucky Synod**  
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(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:** Consultation Committee

**Name:** David 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:** Independent Consultant/Semi Retired

**Congregation Membership:** St Luke's Lutheran

**Congregation City and Conference:** Newburgh, In Evansville Conference

**CURRENT Congregation Service:** Current Church Council President

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

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

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

I have Synod Council experience, Church Council experience with 2 different and variety of church situations, I have experience in the business world along with Zenger-Miller training

**Nomination submitted by:** Requested to consider serving **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 or Pastor Dan Forehand at dforehand@iksynod.org or 317.253.3522.

## 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: Consultation Committee

Name: Annette Marette

Address, include city, state, zip code: ~~610~~ 610 Nelson Drive  
Brownsville IN 46112

Phone: 317 408-6042

E-mail address: [amkmarette@gmail.com](mailto:amkmarette@gmail.com)

### Information about nominee:

Occupation: RN 40yrs retired  
Congregation: Messiah Lutheran  
Membership:  Current  Former  
Congregation City and Conference: Brownsville IN INKY Synod

CURRENT Congregation Service: Church Council May 2023-current; Board Chair Worship & Music Stephen Minister (active) Choir member, Bell choir member, substitute organist (SEE Below)

CURRENT Community Service: Messiah Food Pantry - Friendship Bible Study - community outreach to adults with disabilities - 2011 - current - teaching + leading music

CURRENT Conference/Synod/ELCA Service:  
Attended Synod Assembly June 2025

Coordinator Adult Sunday School - table talk; Ruths Circle monthly Bible Study; Women's Retreat Team planning team for annual 3 day retreat in Fall.

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

~~organ - play piano and organ, bell choir experience~~

As a nurse and Stephen Minister the experience of "listening" hearing what is said, providing empathy, allowing the Spirit to assist in directing resolution instead of judgement & personal opinions. Collaborating with others to ensure appropriate outcomes.

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**  
**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:** Discipline Committee-Rostered Leader

**Name:** Rev. Libby Davis Manning

**Address, include city, state, zip code:**  
6923 W 100 S,  
Anderson IN. 46011

**Phone:** 765-623-7011

**E-mail address:** manningl@wabash.edu

**Information about nominee:**

**Occupation:** Lutheran Pastor and Director, Wabash Pastoral Leadership Program

**Congregation Membership:** St. John's Lutheran, Anderson IN

**Congregation City and Conference:** Anderson IN, ECIC

**CURRENT Congregation Service:** New member and visitor welcome

**CURRENT Community Service:** Board member of Madison County Community Foundation

**CURRENT Conference/Synod/ELCA Service:** Nominating Committee Member

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

I bring discernment, fairness, and a deep respect for both accountability and grace. I listen carefully, weigh evidence thoughtfully, and approach conflict with humility and confidentiality. My strengths include clear communication, emotional intelligence, and a commitment to restorative outcomes that uphold integrity while preserving the church's unity and spiritual health.

**Nomination submitted by:** Libby Davis Manning **Phone:** 765-623-7011

**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.



**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 Julie Slavens, Synod Secretary: [jslavens@isba-ind.org](mailto:jslavens@isba-ind.org))**

**Nominated Position:** Discipline Committee

**Name:** Ted Miller

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

108 Beech Drive, Edgewood, KY 41017

**Phone:** 859-512-0094

**E-mail address:** [tmiller5@fuse.net](mailto:tmiller5@fuse.net)

**Information about nominee:**

**Occupation:** Judicial Staff Counsel, Kentucky Supreme Court (retired 2023)

**Congregation Membership:** Gloria Dei Lutheran Church

**Congregation City and Conference:** Crestview Hills, KY (East Kentucky Conference)

**CURRENT Congregation Service:** Stewardship Committee; Gloria Dei Foundation Board; Chancel Choir

**CURRENT Community Service:**

**CURRENT Conference/Synod/ELCA Service:** Synod Nominating Committee; Gafkjen Endowment Fund

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

Over 40 years of service as counsel to Kentucky's highest court

Understanding of ELCA polity which could be useful to the Discipline Committee (if ever needed) from 12 years each as Indiana-Kentucky Synod Secretary (1999-2011) and then Vice-President (2013-2025)

**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

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**Nominated Position:** Lay male nominee to LOMIK Board

**Name:** Nicholas Biddle

**Address, include city, state, zip code:** 3937 Richardson Road, Apt 26, Independence, KY 41051

**Phone:** 765-891-2728

**E-mail address:** nzb2016@gmail.com

**Information about nominee:**

**Occupation:** Certified Public Accountant

**Congregation Membership:** Gloria Dei Lutheran Church

**Congregation City and Conference:** Crestview Hills, Kentucky

**CURRENT Congregation Service:** Member

**CURRENT Community Service:** LOMIK volunteer

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

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

I served as a camp counselor for two years, Special programs director for two years, advisory committee member for four years, and served for four years on the governance and finance committees. I have five years of experience in public accounting, and a licensed CPA beginning in 2023.

**Nomination submitted by:** Nicholas Biddle **Phone:** 765-891-2728

**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:** LOMIK Board

**Name:** Eric Felde

**Address, include city, state, zip code:**  
15870 Arbor Crossing Drive, Granger, IN 46530

**Phone:** (317) 989-1570

**E-mail address:** efelde@nd.edu

**Information about nominee:**

**Occupation:** Regulatory Compliance

**Congregation Membership:** Christ the King Lutheran Church

**Congregation City and Conference:** South Bend, North Central Conference

**CURRENT Congregation Service:** Chair, Trust Fund Committee

**CURRENT Community Service:** Volunteer, various local charities

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

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

- Experience as both a camper and counselor at Lutheran Hills
- Occupation involves oversight of several boards and committees
- Father of two children who have either attended or plan to attend camp at Lutherwald

**Nomination submitted by:** Eric Felde **Phone:** (317) 989-1570

**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.