

Indiana Kentucky Synod Council Meeting
MINUTES
Wednesday, October 23, 2024, 4:30 p.m. Eastern
Via Zoom

PRESENT: Bishop Tim Graham, Ted Miller, Vice President, Julie Slavens, Secretary, Grace Pardun, Mike Hoover, Vicki Garber, Dee Ann Daniels, Larry Ahlsmeyer, Jody Winter, Dianna Hunsinger, Ryan Bailey, Nicole Lee, Joshua Penumaka, Tina Smith, Women of the ELCA Representative

ABSENT: Harry Albers, Treasurer, Noah Smith, Ella Engelau, Bimen Limbong, Debbie Zehr, Evangeline Anderson-Rajkumar, LaDona Webb, Kristin Rice, Greg Platt, Nancy Bennett, Chris Walda, Laura Nicholson

Staff: Dan Forehand

Guests: Josh Tatum, Synod Attorney

The meeting was called to order at 4:33 pm after a quorum was determined to be present.

Bishop Tim opened the meeting with a prayer for guidance on the decisions to be made.

Bishop Tim explained there was a staff position open of an Assistant to the Bishop. He and Dan spoke and worked together to determine Dan's duties and the duties of the second Assistant to the Bishop. The former job descriptions were revised to reflect the new duties. The position now open will be Assistant to the Bishop – Ministry Transition.

The job opening was advertised and four applications were received. After the first interviews one applicant withdrew from consideration. Tim and Dan interviewed the other three applicants – two were female and one was male. After the interviews and prayerful consideration by Tim and Dan, Bishop Tim is recommending Pastor Priscilla Geerdes be hired by the Synod to fill the position effective December 1, 2024.

Tim provided an explanation of why he felt her gifts would be beneficial to the Synod. There are 70 congregations in the Synod without pastors and these congregations will need help in making a transition to new pastors or to being without a called pastor. Bridge building is one of Priscilla's gifts that was evident in the interviews. She is currently serving in the Central/Southern Illinois Synod near Roberts, IL. She has ties to Indiana as she did live and go to school in the state.

SC2024/61: Bishop Tim recommended the Council hire Pastor Priscilla Geerdes as Assistant to the Bishop for Transition Ministry effective December 1, 2024. The Council unanimously approved the recommendation.

Bishop Tim asked the Council to approve a salary of \$95,258 plus \$4000 for moving expenses for Pastor Geerdes. Bishop Tim explained this salary is accounted for in the budget and is in line with the ELCA salary guidelines for this position and experience.

SC2024/62: Bishop Tim recommend an annual salary of \$95,257.62 and a \$4000 moving expense allowance for Pastor Geerdes. The Council unanimously approved the recommendation.

Dan Forehand left the meeting as Bishop Tim would be making a recommendation on Dan's salary. Bishop Tim explained that Dan has not been paid according to the new Synod Compensation guidelines for several months. He asked the Council to approve Dan's salary of \$89,599.78 effective the next pay period after this meeting. Tim explained this was something that Bishop Bill intended to do before he retired but did not get it done. Tim felt it was appropriate to do so given the extra work Dan has done over the past year while the Synod office was short on staff. Bishop Tim pointed out while Dan would appreciate the raise, he was not demanding it or would leave if he did not get it. The finance committee knows of this recommendation and has determined means to pay for it.

SC2024/63: Bishop Tim recommended Dan Forehand's salary be raised to \$89,599.78 effective for the next pay period after the Council meeting on October 23, 2024. The Council unanimously approved the recommendation.

Respectfully Submitted,

Julie Slavens
IK Synod Secretary