

MINUTES

25TH ANNUAL ASSEMBLY

INDIANA-KENTUCKY SYNOD, ELCA

NORTHERN KENTUCKY CONVENTION CENTER

COVINGTON, KENTUCKY

NEW VISION FOR A NEW DAY: Listen Deeply, Think Creatively, Act Boldly

Thursday, June 7, 2012

PLENARY SESSION I

OPENING OF ASSEMBLY, OPENING REMARKS, GREETINGS AND INTRODUCTIONS

Following a 1:00 p.m. welcome and orientation session for first time attendees led by Synod Council members Liz Michael, Judy Bush, Pastor Tim Knauff, and Assembly Chair Mike Anderson and attended by all synod council members present at the assembly, the Synod Assembly began with gathering music by Synod Assembly musicians Glocal. At 1:45 p.m., Bishop Bill Gafkjen called the meeting to order followed by fifteen minutes of music, scripture, and prayer led by the Assembly Musicians Glocal. Bishop Gafkjen led the Assembly in the Liturgy for Opening of Assembly.

Greeting the Assembly with the declaration that there is a sweet spirit in this place, Bishop Gafkjen introduced the synod officers, the synod council, the Glocal musicians who introduced themselves individually and gave a brief bio of what they do when not playing for the ELCA Glocal group, the Assembly Prayer Team including Teri Ditslear, Randy Schroeder and Justin Smoot. He announced that a prayer chapel will be available throughout the Assembly in Vestibule A, just past Meeting Room 3 in the Northern Kentucky Convention Center. The Bishop then also introduced ELCA Representative Pastor Daniel Rift, ELCA Director of World Hunger and Disaster Appeal; AIM Marilyn Smith, ELCA Region 6 Coordinator for Ministry Leadership; Julie Benson, Freed to Lead Director; Pastor Bob White from Wittenberg University; Pastor George Heider, Chair of Department of Theology of Valparaiso University; Charlene Cox, ELCA campus pastor for Valparaiso University; Jane Kirchhoff, Mark Ramseth and Shari Ayers from Trinity Lutheran Seminary; Rev. Vicki Garber who is our Synod's representative on Churchwide Council; and David, Andy and Kevin who are technicians.

The Bishop then invited to the podium the keynote speaker, Rev. Wesley Granberg-Michaelson. To initiate their relationship Bishop Gafkjen sent Rev. Granberg-Michaelson an email after reading his book, *"Unexpected Destinations"* indicating that he wanted to talk with him. Granberg-Michaelson was general secretary for the Reformed Church in America for eighteen years and is now working with churches globally. Bishop Gafkjen prayed for Michaelson and presented him with a gift.

KEYNOTE ADDRESS I

Rev. Granberg-Michaelson expressed that it is a joy to be with the Assembly, that he had joined a Lutheran congregation when he worked with the World Council of Churches in Geneva, Switzerland, that he felt completely at home in the singing of “You Are Holy”, and that he brings personal greetings from Bishop Hanson with whom he had met recently. This first address will settle on “Listen Creatively”. The church exists in calling, gathering, and centering in order to send. The church is not the end but is the vehicle by which God uses the people of God. A congregation is like a living letter to the world, the embodiment of the truth. What do we mean by the missional church; a congregation is not an end itself, but a living letter to the world.

Mission is about being sent, not about geographic boundaries; it is always about the healing of the world and the church is the instrument of this saving work. “A missional church places its commitment to participate in God’s mission in the world at the heart of its life and identity.” It is the core of how you understand yourself. It is an ancient New Testament practice that the church was sent. The church of Antioch was the center of the church’s mission. It was vastly differently from the church of Jerusalem. It was a sent church. Even today we have churches that feel more like Jerusalem, that carry the history and tradition. The contrast is between a sent church and a settled church.

Our mission statement gets it right; it puts mission back into the center of our identity. Churches’ traditional confessions did not call upon the church to be centered in mission. It is mission that constantly renews and enlivens the church.

He showed a video of the missional church which showed the people of the church being sent out and being the church in mission. A missional church empowers its people to be the church. Every believer embodies the church where they are. If we open our lives to Jesus we will find ourselves being sent. He concluded with the statement that congregations do not exist to make you happy. Your congregation exists to attach you to the radical love of Jesus Christ.

PRELIMINARY REPORT ON REGISTRATION AND ATTENDANCE

At 3:05 p.m., Bishop Gafkjen invited to the podium Synod Assembly Planning Committee Chair Mike Anderson for a preliminary report of registration for the 25th annual Indiana-Kentucky Synod Assembly. Registrants so far included 208 lay voting members, 118 rostered voting members and 52 non-voting registered visitors.

Secretary Bush confirmed and the Bishop declared that a quorum was present for transaction of business at the 25th annual Indiana-Kentucky Synod Assembly.

PRESENTATION AND ADOPTION OF AGENDA

Secretary Judy Bush presented the proposed agenda, including proposed Rules of Assembly at the bottom of page 3, as recommended for adoption by the Synod Council. There being no discussion, it was

VOTED: SA/2012/1: that the Synod Assembly agenda recommended by the Indiana-Kentucky Synod Council in SC/2012/49 be adopted.

ASSEMBLY COMMITTEES

Secretary Bush announced that the Synod Council had appointed the following 2012 Synod Assembly Committees:

Reference and Counsel Committee—Ted Miller (Chair), Pastor Mark Havel, Janet Manning, Pastor Wendy Piano, Josh Tatum, Assistant to the Bishop Pastor Rudy Mueller and Parliamentarian David Rees

Minutes Committee—Tom Barker, Secretary Judy Bush (ex officio), Kate Knoerzer, Marilyn Saum, Pamela Thiede, and Paul Trickel

Elections Committee—Bernie Augenstein, Chair, assisted by volunteers from various congregations

Registration and Attendance Committee—Members of the Synod Assembly Planning Committee, Synod Staff and volunteers from various congregations

NOMINATIONS REPORTS

Secretary Bush first announced the nomination of the following four individuals by their respective conferences to serve three-year terms as lay members of the Indiana-Kentucky Synod Council:

Northeast Indiana Conference – Douglas D. Marsh

East Central Indiana Conference – Gary B. Manning

Southeast Indiana Conference – Connie Esposito

Lafayette Conference – Rita J. Betts

Secretary Bush announced the nomination of the following individual by her respective conference to serve one year remaining of an unexpired term as lay members of the Indiana-Kentucky Synod Council:

North Central Conference – Barbara Clausen

Pursuant to S10.07.03, no further nominations were permitted from the floor, and it therefore was

VOTED: SA/2012/2: that Douglas D. Marsh, Gary B. Manning, Connie Esposito, and Rita J. Betts be declared elected to three-year terms as lay members of the Indiana-Kentucky Synod Council and Barbara Clausen be declared elected to the remaining one year of an unexpired term as lay member of the Indiana-Kentucky Synod Council.

The secretary then announced the nominees from the ten conferences for election, one from each conference, to be elected by the Synod Assembly as voting members and alternates for the 2013 ELCA Churchwide Assembly. In addition to these ten positions, to be elected as part of the general ballot conducted between 10:45 a.m. and 1:15 p.m. on Friday, June 8, 2012, the Indiana-Kentucky Synod

delegation for the August 2013 ELCA Assembly in Pittsburg, Pennsylvania, will include the four officers (ex officio) and one person for Synod at-large position for which nominations will be presented by the Synod Nominating Committee. The conference nominees for voting member and alternate were as follows:

East Kentucky Conference (Clergy) – Pastors Laura D. Altman and Barry Alan Neese

Evansville Conference (Clergy) – Pastors Catherine Burnette and Mary M. Poston

Indianapolis Conference (Clergy) – Pastors Charles J. Miller and Stephen Wood

North Central Indiana Conference (Clergy) – Pastors David Lee Russell and Karen Strietelmeier

Northeast Indiana Conference (Clergy) – Pastors Judy Follis and Jerome O’Neal

East Central Indiana Conference (Lay Female) – Janet Manning and Rodelyn McPherson

Lafayette Conference (Lay Female) – Nona Dierdorf and Sandra Kay Vana

Northwest Conference (Lay Female) – Dawn Bartusch and Kate Knoerzer

South Central Conference (Lay Male) – Randy Amos and Justin Schwarz

Southeast Indiana Conference (Lay Male). – Creighton P. Leptak and Brian Murray

On behalf of the Synod Assembly Nominating Committee, Chair AIM Rodelyn McPherson then presented the following nominations from that committee, for all of which positions additional nominations may be made from the floor pursuant to S9.03:

Synod Council Clergy (two positions)—Pastors Timothy L. Knauff, Jr., Liberty Lausterer, Wendolyn “Wendy” Piano, and Ladona Jo Webb

Lutheran Outdoor Ministries Board (one position) —Kristie Dailey, Shannon Morrison, and Paul F. Twedt

Freed to Lead Grants Board (two positions)—Pastor Joyce Gerwing, R. Douglas Irvine, and Pastor David Schreiber

There are openings in the following positions:

Consultation Committee (three six-year positions, consisting of two clergy positions and one lay female position)

Discipline Committee (three six-year positions consisting of one clergy position, one lay female position, and one lay male position)

Trinity Seminary Board (two four-year positions consisting of one lay female position and one lay male position)

One at-large position for the 2013 ELCA Churchwide Assembly consisting of a young male or youth male or lay male person of color or primary language other than English

The floor was opened for additional nominations. There being no additional nominations for any of those positions, Bishop Gafkjen declared the nominations closed and announced that the Synod Council would be responsible for filling the vacancies.

Bishop Gafkjen introduced Synod Council member Tom Barker who lead the task force to identify nominees for the office of treasurer. Tom presented the name of Sue H. Miller of Messiah Lutheran Church, Brownsburg, Indiana, as nominee for the four-year term as Indiana-Kentucky Synod Treasurer, beginning September 1, 2012. There being no nominations from the floor, Bishop Gafkjen declared the nominations closed for the Office of Synod Treasurer and it was

VOTED: SA/2012/3: that Sue H. Miller be declared elected to a four-year term as Indiana-Kentucky Synod Treasurer.

Bishop Gafkjen announced that all candidates on the ballot who are present at the assembly will be outside Meeting room 3 for conversation during the reception following worship tonight.

REPORT OF THE BISHOP

Beginning at 3:20 p.m., Bishop Bill Gafkjen gave his second annual report as Indiana-Kentucky Synod Bishop. He referred to his written report and compared the New Vision for a New Day initiative to the video he showed, building an airplane while flying; we are trying to build new infrastructures while flying. Sometimes it is exhausting but also exciting and exhilarating. Sometimes we are wondering how it will turn out and sometime it might leave us hopeless, determining God's vision for a New Day. We are reminded of the words in the letter of Paul in the eighth chapter of Romans that in hope we were saved, that the whole creation has been groaning in labor pains until now. Pastor Peterson reported that all around us we observe a pregnant creation, the spirit of God is arousing us within, and we are enlarged in the waiting. The longer we wait the more joyful we become. There are "birth pangs for something new", that are enlarging and hopeful. We wait and work in hope for we are a hopeful people.

Bishop observed that we ask how do we encourage those hopeful feelings and four things occur to him. First, we cultivate hope centered in Christ as the hope of the world, crucified and risen for the world. Secondly, we cultivate hope as we walk together in the world. We bless those who have left through leaving or through death. We have lost some congregations through closure or leaving the ELCA. Mission support is up over what it was last year and is meeting the budget which is an example of walking together and of congregations with members reaching out. Third we cultivate hope in supporting one another as we perform ministry, modifying programs to enhance their mission which includes taking care of ourselves and others. The Portico sponsored wellness program having participants take a wellness survey by April 30 is an example. Since we had 71.5% of our participants take the survey, we will experience a 2% reduction in premiums, which is a \$43,000 savings. Additionally, the Synod will receive \$21,000 to encourage wellness. Pastor Carolyn Lesmeister is gathering ideas for expenditure of the \$21,000 so please share with her your ideas. Fourth we learn to be hopeful people as we learn to say "no" to certain things. We need to learn what to say yes to and what to say no to. We learn to practice a hopeful discipline that centers in the right things and that

enhances how we do ministry. We develop concrete ways of saying yes and saying no as we live within the means available to us. We renew our commitment to the missional core as followers of Jesus. It would be hopeful to have congregations develop mission strategy to carry out mission. We will share mission statements with other congregations.

Thank you for praying for me and my family. Thank you for your partnership, engaging in this challenging time. We are reminded of Isaiah 43:19 where we are promised “I am about to do a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness.”

With reminders that resolutions supported by 50 signatures of voting members are due at the dais when this session ends, the first plenary session was adjourned at 3:50 p.m. He also announced that breakfast concessions will be available in the River Center Lobby tomorrow morning. He noted that the assembly needs to be cleared to prepare the area for dinner.

WELCOME DINNER

The welcome dinner began with grace led by Teri Ditslear at 5:30 p.m. in the plenary area of the Northern Kentucky Convention Center. After the meal, Bishop Gafken first asked Secretary Bush to introduce the clergy candidates for Synod Council: Pastors Timothy Knauff, Liberty Lausterer, Wendolyn “Wendy” Piano, and Ladona Jo Webb. During the reception after worship this evening, all candidates and nominees on the ballot will be available for conversation outside Meeting Room 3.

The Bishop then individually introduced for floor waves the mission developers and leaders new to the Indiana-Kentucky Synod roster in the past year. He mentioned Rev. Martin Bornhoeft who is doing Bible study regularly on Tuesdays at the ArtsGarden in Indianapolis. Their effort is called IndyVision. Bishop also introduced Corlin Stein who is leading Bible Study in Lowell, Indiana. He introduced Teri Ditslear who is awaiting call and Randy Schroeder who has recently been called to St. Paul in Middlebury, Indiana.

Bishop Gafkjen then introduced Linda Henke, a liturgical artist, to discuss the weaving project which was a collaborative project in which all conferences were asked to participate. Linda is chair of the Synod Worship Committee. She was asked to help create a weaving that would facilitate the worshipful presence in large halls such as used for Synod Assembly meetings. The *Bound Together* project called for each of the Synod's ten geographic conferences to weave fabric strips in the colors of the liturgical seasons through squares in 3-foot-by-50-foot synthetic poultry netting. Hundreds of hands – those of children, youth, and adults of all ages – collaborated in the weaving of the panels. Henke then worked with a team of volunteers to join the conference panels into a 22-foot-by-22-foot tapestry, adding metallic elements to create a cruciform image on its surface. Volunteers also assisted in creating two 3-foot-by-10-foot two-sided processional banners, two 3-foot-wide processional rings with fabric streamers, and coordinating paraments. Putting all the pieces together has created a visual proclamation. When one is up close and only seeing one segment of the whole it is difficult to visualize the big picture. It bears witness to how we come together in diversity. She stated that it is a reminder of how God weaves together our diverse gifts and perspectives into a common purpose and shared calling. When put together, it is beautiful. The entire weaving will be seen in worship this evening.

Bishop Gafkjen then called to the podium Jane Yorn, representative from Safe Passage Inc. They are a provider of services to victims of domestic violence in southern Indiana and provide both intervention and prevention services. They have a thirty-four bed shelter that is clean and welcoming and comfortable in Batesville. Everything is provided free of charge. They had a fifty-five percent increase in services provided in 2011. Their motto is that “no one can start a new beginning but one can start today to create a new ending.”

Dorothy Nevils, president of the Indiana-Kentucky Synod Women of the ELCA, was introduced by Bishop Gafkjen. She provided brief comments specifically inviting others to join the Women of the ELCA and stressing that their focus is about justice and women receiving justice. She mentioned three items. First, there is a celebration of their 25th anniversary next Saturday at Pleasant View in Indianapolis. Second, the thousand days from pregnancy to when a child is two years old are critical times in the child’s life. And third, there will be a spiritual gathering in Perrysburg, Ohio, in July.

Mary Woodward, Disaster Coordinator of Lutheran Disaster Response, expressed appreciation for all the help and support in response to the March 2nd tornados in Northern Kentucky and Southern Indiana. There were fifty-two people who lost their lives on March 2nd. She stated that there are still many ways for people to help and to serve. Bishop Gafkjen thanked Pastors Jess King and Chad Adamik and Pastor David Hivley for the work they are doing in response to the tornado damage.

Bishop Gafkjen then called Marian McClure Taylor, executive director of the Kentucky Council of Churches, to the podium. Teri Ditslear led prayer for her and the Kentucky Council of Churches Ministry. Marian McClure Taylor offered greetings from twelve different denominations and indicated that there is a lot to celebrate in the ecumenical ministries. While there is splendid progress to celebrate, they can’t take that progress for granted. When there are declines in support, there is a tendency to trim things and to dig in and protect one’s brand. There are new challenges such as those due to immigration and other public issues that may divide us. She stated that we need to have a public voice that is not divisive but inclusive and we need to have civil dialogue. There will be an assembly on health issues on October 24 and 25. She asked for prayers for the flourishing of the ecumenical movement.

GATHERING WORSHIP

With gathering music beginning at 7:20 p.m., a festive worship service including Holy Communion was held downstairs in Exhibition Hall 1. The ELCA Glocal Musicians led the spirited gathering music and the music throughout the service. Bishop Gafkjen preached on the Holy Gospel text from St. Luke, the 6th chapter, in which Jesus stated the beatitudes. Communion assistants included those celebrating fifty or twenty-five years of rostered ministry. The service commemorated Seattle, chief of the Duwamish Confederacy, who died in 1866. Noah Seattle led a coalition of tribes, and convinced them to live peacefully with encroaching white settlers. When he became a Roman Catholic, he held morning and evening prayer with his tribe. The city of Seattle is named for him. The offering will support the ELCA Disaster Response to the “Spring Storms” in Northern Kentucky and Southern Indiana.

After worship, all were invited to a dessert reception upstairs in the Madison/RiverCenter lobby area.

Friday, June 8, 2012

PLENARY SESSION II

Bishop Gafkjen called the Assembly to order at 8:00 a.m. which was followed by music and prayer led by the ELCA Global Musicians. He announced that the offering from the gathering worship totaled \$5,771.22 for “Spring Storms”, a record for recent years.

The Bishop then invited Rev. Wesley Granberg-Michaelson to the dais for the second keynote address. Before beginning his address, Bishop Gafkjen invited Randy Schroeder to the microphone for prayer. Rev. Granberg-Michaelson opened by expressing gratitude for his new Indiana-Kentucky Synod shirt.

He stated that most of us recognize our congregations need to change. Some feel our best years are behind us rather than ahead of us. How does change happen, how do we get to the place where we feel our best years are ahead of us. It is really a mystery to discern how to understand change, a matter of spirit. Most important is congregational readiness. Rev. Granberg-Michaelson discussed some practices that prepare the soil. It is not so much about strategic planning as about spiritual preparedness. A change in culture, (attitudes, expectations, values) is the desired change, which is a far deeper challenge than getting strategy well. “Culture will eat strategy for lunch.” How to prepare the soil? First is making space in your life, “Thinking creatively”. We have to have space for discernment, for inspired vision, for a new vision for a new day. Vision is a compelling picture of God’s desired future. He shared the vision of the Reformed church as a result of focusing on Acts. For many years they were starting as many churches as they were closing each year. Now they are starting a net of about one-fourth the number of churches they have each year. Today, “when asked what is your religion?” the largest growing group is “none of the above”. The church was set up for preservation; there is governance structure to keep things the way they are. Do we have time to ask the big questions? Vision means seeing something according to the way we believe it should and will turn out and creating a compelling and sustaining picture of our most desired future. One needs a compelling and serious process to understand the vision. Space opens our minds to eschatological imagination. To make space provides an opportunity for prayer.

Prayer is Attention. We need to remove the clutter, need to center ourselves to allow the clutter to recede to give attention to God’s presence. Discernment is seeing clearly, finding a way to sort out, and separating information from understanding. Shedding is most challenging. It means shedding those things we desire, our individual agendas. We shed to become indifferent to all but God’s will. We need to be seeking God’s desire. This is the most productive step; it means we set aside preconceptions, desires, and agendas. Seeking to hear a word, a direction or to discover a calling is essential.

It is a need to see that the congregation's journey is connected to the ongoing pilgrimage with God's people, the Biblical story, done by Dwelling in the Word. This afternoon we will be focusing on Luke 10 as we look at the book, Dwelling in the Word. Take a scripture and live with that scripture for an extended time.

Final thing to prepare the soil is to journey with others. Missional change can't be done alone. We believe that congregations can't exist by themselves. The whole story of congregations in the Bible is how they are connected together. A synod must become a place where congregations are connected together and they take a missional journey with one another. He shared an example of one church's story. They stopped programming for one year. Instead they went to each family and asked them five questions – What do you like to do? Where do you see God working in your life? What would you like to see God do in your life in the next 6-12 months? How would you like to invest your life in the needs in the lives of others? How can we pray for you? How congregations change is a mystery of the spirit but we can prepare the soil – create space, focus on prayer, imbed our story in the Biblical story and then commit to take the story with others and become open to growth.

At the conclusion of Rev. Wesley Granberg-Michaelson address, Bishop Gafkjen asked if he could bring our greetings to the next church that he will be with which will be St. John in Louisville. He has established a practice of sending greetings from his visits to the next congregation.

Elections Chair Bernie Augenstein then reported the following were nominated as follows:

Trinity Seminary Board, Lay Female – Cynthia G. Strietelmeier

Consultation Committee, Lay Female – Noreta Bergstrom

Discipline Committee, Lay Female – Rebecca Blagrove

Discipline Committee – Lay Male – Frederick Weiss

There being no other nominations for each of the positions, the Bishop declared the nominations closed and it was

VOTED: SA/2012/4: that Cynthia G. Strietelmeier be declared elected to a four-year term on the Trinity Seminary Board.

VOTED: SA/2012/5: that Noreta Bergstrom be declared elected to a six-year term on the Consultation Committee.

VOTED: SA/2012/6: that Rebecca Blagrove be declared elected to a six-year term on the Discipline Committee.

VOTED: SA/2012/7: that Frederick Weiss be declared elected to a six-year term on the Discipline Committee.

REPORT OF THE SECRETARY OF THE SYNOD

At 9:15 a.m., Bishop Gafken called for the annual report from Secretary Judy Bush, who reported on her first year as secretary. Retiring from a long and demanding career in education, she was looking for ways to serve and realized that the secretary's position was a way that she could serve. She reported that she has not been disappointed and that it has been a pleasure to work with the synod council, synod staff, and the leaders of the synod. The synod council is committed to working together in seeking God's guidance as they serve. The synod staff are all willing to help and most gracious. Most satisfying to her has been the opportunity in some small way to serve our congregations and the people in our synod in their growth in mission. Secretary Bush expressed her deep gratitude to Ted Miller, our secretary for twelve years, for his gracious and most responsive help to each of her questions. He made it so easy to ask him for help; his responses were always timely and complete. Another person who has also been most helpful is our retiring treasurer, Kate Knoerzer.

Her written report was in the pre assembly disc. The synod council has met five times since last assembly. The synod council minutes are on the website under resources and also on the pre assembly disc. The minutes for the April meeting were approved yesterday; some copies are available here and will be on the website shortly.

A highlight for our synod this past year has been the work of our new staff members who were installed last assembly: Pastor Nancy Nyland who is our new Director of Evangelical Mission (DEM), Pastor Heather Apel who is Assistant to the Bishop for Candidacy and Synod Assembly Organization, and Pastor Carolyn Lesmeister who is Assistant to the Bishop for Young Adult Ministries and Christian Faith Practices. Their ministries for and with the entire synod has been a blessing throughout the year. With God's help they are making a difference in our synod.

Throughout the year the council has built on growth in our foundational understanding of a New Vision for a New Day. Pastor Luckey as chair of the congregation based organizing team and co-chair of our synod organizing team focused on the four key attitudes and five key disciplines of an effective faith community. Our review of the LIFT resolutions from the Churchwide assembly were focused on helping our congregations focus on mission planning. We have studied Wes Granberg-Michaelson's book Unexpected Destinations in helping the council discern how God is leading and calling them as a synod council.

Just as congregations have to revise their constitutions to comply with the churchwide action, our synod constitution has been modified as a result of churchwide assemblies. The required changes from the 2009 Churchwide Assembly and the 2011 Churchwide Assembly are indicated in the copy of the constitution in the pre assembly disc and on the website. Those required changes were made to the synod constitution and became effective when we were notified of the changes. Other changes were recommended as a result of churchwide action. According to ¶S18.12. of our synod constitution, once we have been notified of the changes by churchwide our constitution may be amended to reflect the amendments by a simple majority vote of the synod assembly. The synod council has reviewed those changes and is recommending adoption by the assembly. The changes were in the pre assembly packet. Please review those changes. The recommendation is to adopt the changes en bloc. If someone would

like to separate one of the items, they are asked to provide a written request by noon. The recommendations would be voted on later this afternoon.

She closed by expressing a deep sense of gratitude for the opportunity to serve the congregations and people of the synod and looked forward to the year ahead with much anticipation.

REPORT OF THE TREASURER

Treasurer Kate Knoerzer in her fourth report as Synod Treasurer provided a look at the opportunities and challenges that the financial condition of the Synod presents, a brief overview of the Synod accounts, a review of the 2011-12 fiscal year and a brief statement of the current fiscal year. Finance Committee Chair Kevin Bardonner provided an overview of the proposed 2013-14 budget and provided an update on the year's activities of the Finance Committee.

Beginning at 9:25 a.m., Treasurer Knoerzer first described the synod accounts briefly. Temporarily Restricted funds are not budgeted and are given for a specific purpose and are sometimes referred to as "pass-throughs". The Endowment consists of permanently restricted assets. Council Designated funds are those received through unrestricted bequests, proceeds from property sales, and other unspecified contributions. Operations Fund is the regular, ongoing activity of the synod and this fund is typically referred to as "the budget". Revenue to fund the operations of the synod includes draws from the endowment, council designated, and temporarily restricted funds. Other sources of income include grants from churchwide and registrations and fees for workshops or events. With 78.7% of the operational income in the year just ended coming from congregational mission support, Treasurer Knoerzer stressed the importance congregation support is to the ongoing ministries of the synod.

For the fiscal year which ended on January 31, 2012, total revenue was \$2.637 million, including mission support of \$1,796,405. In January of 2011, prior to the start of the fiscal year, the Synod Council, on recommendation of the Finance Committee, revised the 2011-2012 budget down from the \$2.25 million in mission support to \$1.9 million and reduced expenses to keep the budget in balance. Expenses totaled \$2.634 million for the year. Although the percentage of mission support shared with Churchwide remained the same at 51.5%, the actual dollar amount decreased significantly. Overall expenses were reduced 6% from the previous year. Fiscal year 2011-12 finished with positive net assets.

Mission support has decreased slightly over \$895,000 over the last three years. As of May 31, mission support is at \$514,192 which is slightly ahead of where we were at the same time last year. We have three consecutive years with not a single conference showing an increase in mission support. However, the percentage of congregations showing increases in mission support continues to grow. During the last year 48.9% of our congregations were able to either increase mission support or hold steady. We step out in faith when we estimate mission support.

The draw from the Endowment is based on an approved spending policy. The policy allows a 5% draw based on a 36 month rolling average. The policy also prohibits spending from the endowment if it is below its historic gift value on February 1, the first day of the fiscal year. The endowment has accumulated earnings of almost \$475,000 over the historic gift value.

Every year the synod is audited by an independent, outside firm. The audit provides additional assurance that the synod's financial statements represent a true and accurate reflection of the financial condition of the synod, as well as provides an opportunity for recommendations for improvement. Capin Crouse, the audit firm, provided an unqualified opinion, which means they have no reservations about the integrity of the financial statements, and noted no Material Weaknesses or Significant Deficiencies. The auditors provided ratio analysis. The Efficiency Ratio is at 84.2% which means that 84.2 cents of every dollar received in mission support goes directly into programs. The consistency of this percentage over the past four years is healthy, indicating that as mission support has decreased, we have managed to control expenses; however, the high percentage also tells us that the organization is pinched. This pinch is reflected in administrative support and the effects are felt in ministry.

Last year during the assembly we passed a budget with mission support at \$2.1 million. On recommendation from the Finance Committee, the council has reduced the budgeted mission support from \$2.1 to \$1.85 million. Even though the budgeted amount for shared mission support has been reduced 11.9%, the synod's shared mission support percentage with Churchwide has not decreased but remains at 52%. In addition to supporting things such as candidacy, campus and outdoor ministries, outreach, and a host of other resources for our programs, mission support also helps fund disaster relief, world hunger relief, missionaries, and the many other ministries of the ELCA. The 2012-13 budget remains a "bare bones" budget; however, even in a time of diminished financial resources, we are a people of faith and a people of hope. Two new line items have been added to the budget for the current year and are included in next year's budget as well. Providing specific funding to Young Adult Ministries recognizes that this has been identified as a priority consistent with our shared Mission and Vision. The new Isaiah 43 line, funded largely through the Mission 2000 draw, seeks to capture more of a concept or vision. Isaiah 43 reflects a willingness to be open to where the Spirit leads us and acknowledges that it is most likely in areas of outreach.

Finance Chair Bardonner presented the recommended 2013-14 budget. The Finance Committee recommended to the Synod Council, which recommends to the Synod Assembly, a balanced budget for 2013-14 based upon mission support of \$1.9 million. The anticipated mission support is a 6% increase over the actual mission support in the 2011-12 year and reflects a faith budget. The proposed budget includes 52% of the mission support to the ELCA with income and expenditures of \$2,355,562. As Committee Chair Bardonner underscored, congregational support is needed to meet this faith budget and voting members thus must tell the story to their congregations.

Both Treasurer Knoerzer and Finance Chair Bardonner invited questions as well as participation at the morning budget breakout session. Treasurer Knoerzer completed her fourth and final annual report by thanking the hard-working Finance Committee – Chair Kevin Bardonner, Marty Mielke, Brian Schwarz, Paul Trickel, and Laura Werner – and consultant Susan Prenatt. She also thanked Bishop Gafkjen and the synod staff for their partnership in ministry. She expressed that it has been an honor and joy to serve as treasurer of the Indiana-Kentucky Mission Territory.

PRESENTATION OF RESOLUTIONS FROM REFERENCE AND COUNSEL

At 9:55 a.m., Bishop Gafkjen invited to the dais Reference and Counsel Committee Chair Ted Miller, who briefly discussed the three resolutions which will be considered by the Assembly beginning in Plenary Session III this afternoon. The first resolution addresses a request from the Education Committee; it is being recommended for adoption. The second resolution recommends changing the process of social statements from Churchwide; it is being recommended for defeat due to logistical problems or challenges. The third resolution is a request from the Evansville Conference to modify the fighting malaria practices; it is being recommended for referral to the Synod Malaria team. Chairman Miller also invited participation at the morning breakout session on resolutions.

ELCA CHURCHWIDE GREETINGS

Beginning at 10:05 a.m., Bishop Gafkjen called Pastor Dan Rift, ELCA Director, World Hunger and Disaster Appeal, to the dais, praying for him and presenting him with a gift. Pastor Rift brought official greetings on behalf of the ELCA and Presiding Bishop Mark Hanson. He also brought personal greetings from Bishop Hanson. Friends in global missions have sent personal appreciations for the work of our synod and he also had a note of greetings from ELCA Secretary David Swartling. Pastor Rift shared that the warm greetings speaks of the way that our synod is present and pursues ways of being in ministry with the wider church. He expressed thanks for the ways that we share. He referred to Paul's letter to the Corinthians and his greetings to them, "I always thank my God for you" and shared that the larger church thanks you for the ministry we share around the nation and the world. He expressed thanks for the Holy Spirit at work in our congregations. Ninety-four percent of mission support shapes the work of congregations. This synod has raised over \$400,000 for hunger response, support of congregations in mission, and work in harmony to seek justice and peace. He shared a video from Bishop Hanson which highlighted ministries around the world on the topic "Living, Daring Confidence". He concluded that we are a part of the story of the ELCA. We celebrate how our story is woven together with 90 countries around the world. He thanked the assembly for the offering of the opening worship and the offering to be made at the closing worship service for malaria. The work of the church would not be possible if not woven together to ministry throughout the world.

During a Time of Voice Pastor Bill Garber spoke with his granddaughter in arms about the fact that 16,000 little ones die from hunger each day and invited everyone to visit the Celebration of Ministries. Lenore Kane from Kokomo spoke about their reduce, reuse, recycle efforts in her church, their celebration of locally grown food, their ongoing bulletin board of caring for creation, and asked to connect with other churches who are doing care for creation efforts. Pastor Tracy Paschke-Johannes from Holy Trinity, Muncie, expressed gratitude for the support, prayers and care during the time of great sadness and expressed that "God is not finished with us". Liz Gaskins of St. Thomas, Bloomington, spoke on behalf of the American Indian and Alaska Native Lutheran Association and asked those interested in learning more about the ministries to contact her.

MORNING BREAKOUT SESSIONS

With a reminder that the polls will be open to cast general election ballots between 10:45 a.m. and 1:15 p.m., an announcement that yellow sheets are on the tables for submitting questions to our Churchwide representative and that tan sheets are available listing the breakout session information, Bishop Gafkjen dismissed the Assembly at 10:40 a.m. for a break followed at 11:00 a.m. by 45-minute breakout sessions. Assembly participants were invited to select from nine sessions including (1) Faith and Film (presented by Rev. John Hickey and Rev. Chad Adamik); (2) Living Well – Faith Practices (presented by AIM Julie Peralta); (3) Developing a Congregational Mission Plan (Rev. Nancy Nyland); (4) Hearing on ELCA Draft Social Statement on Criminal Justice (presented by Dawn Jeglum Bartusch); (5) Walking the Labyrinth (presented by Rev. Judy Brennan); (6) Emergent Stewardship: Acting Boldly for a New Day (presented by Rev. Tracy Paschke-Johannes); (7) 2013-14 Budget (presented by Treasurer Kate Knoerzer and Finance Committee Chair Kevin Bardonner); (8) Pending Resolutions (presented by members of the Synod Assembly Reference and Counsel Committee); and (9) My Legacy Matters: Living and Planning a Meaningful Legacy (presented by Craig Holocher, Financial Consultant for Thrivent Financial for Lutherans).

LUNCH

Options for lunch included box lunches, the recognition luncheon, lunch on your own or a focused lunch conversation. Honorees at the luncheon celebrating commissioning, consecration and ordination anniversaries of 25 and 50 years of ministry included (50 years) Pastors James Patrick Flynn, Daniel L. Hamlin, David P. Kahlenberg, John B. Pannkuk, Jr., Thomas D. Richards, and Marvin Wittkopf and (25 years) Pastors David M. Doane, Sandra K. Hutchens, Steven J. Reshan, and Alice W. Smith and AIM Carleen F. Miller.

PLENARY SESSION III

At 1:15 p.m. Vice President Liz Michael greeted the assembly followed by fifteen minutes of song and prayer led by the ELCA Global Musicians. She invited Randy Schroeder of the prayer team to the microphone for prayer.

REPORT OF THE VICE-PRESIDENT

At 1:35 p.m., Vice-President Liz Michael presented her report on her third year of service in that capacity. She shared her personal experience arising from her grandson's struggle with being deprived of oxygen at birth. She illustrated how one would feel when planning a trip to a tropical climate and find that the trip ended in a frigid climate, how unprepared one would be. She expressed that God was with her family in their experience. She expressed the points that we need to connect to people and "their" stories where God was present in their lives and how that connects to their passions in ministry as they reach out in God's Mission. How are we able to draw from these stories to walk along side others whose paths we cross? Also—another point was that "walking along side another" is what God does for us, sometimes carrying us. That is also how we are to reach out to others in the Mission Field. Different from "doing" is "being". Sometimes we are called to "BE" the hands, feet, voice, eyes & ears of God—where we are. Are we settled or sent?

TABLE CONERSATIONS

At 1:50 Reverend Wesley Granberg-Michaelson returned to the dais. He shared an exercise that has proven helpful with groups in Dwelling in the Word. He asked all to refer to the book that was given to every attendee, Dwelling in the Word: a Pocket Handbook. Everyone read Luke 10: 1-12. Then everyone was asked to find a reasonably friendly-looking stranger. Each person was asked to state what the author was trying to communicate, what impressed one about the passage, or what one would ask the author about the passage. Then individuals returned to their larger groups and each person shared what the other person had stated about the passage. Rev. Granberg-Michaelson encouraged the group to continue dwelling in the Word.

REFERENCE AND COUNSEL

At 2:20 p.m., Bishop Gafkjen invited back to the dais Reference and Counsel Committee Chair Ted Miller. On behalf of the Committee, the Chair first brought to the floor R-12-01, a resolution concerning recognition of LACE, Lutheran Association of Christian Educators, submitted by the Indiana-Kentucky Synod Christian Education Committee. Reference and Counsel recommended adoption of the resolution and there was no comment from the floor. It was

VOTED: that SA/2012/8: that R-12-01 be adopted as follows:

WHEREAS, due to budget cuts over the past few years, materials produced and positions supporting Christian educators in congregations have been removed in the ELCA church-wide offices.

WHEREAS, a group of Christian educators from ELCA congregations were invited to gather in 2000 with ELCA Partners in Education to move forward in a conversation to develop an organization of Lutheran Christian educators monitored by the then Division of Congregational Ministries.

WHEREAS, educators gathered several times from 2001 through 2003 and committed to form an organization. Officers were selected for the LACE board and an official drive for membership and chapters nationwide in the ELCA began in January 2004.

WHEREAS, LACE officially began to establish networks and form an endowment fund to further their mission to support Christian educators by January 2006 and by 2011 had defined their mission: *Connecting and serving those dedicated to Christian faith formation.*

WHEREAS, LACE has named Colossians 2:2 as a key Scripture verse with the goal to support and build the body of Christ: "*...that they may be encouraged in heart and united in love...*"

WHEREAS, LACE has increased in membership, consists of an Executive Board, Regional Representatives, and Members who meet on a regular schedule, have developed and maintain a website, mail a periodic newsletter, and send a monthly E-news to fulfill their mission.

WHEREAS, LACE has the networking and system in place to support the restructuring of the ELCA as presented at the 2011 Church-wide assembly and address questions posed by LIFT, Living Into the Future Together, task force. LACE would be a major support for congregations and contribute to strengthening synod work, therefore be it

RESOLVED, LACE, Lutheran Association of Christian Educators, be recognized as an organization with a fully vested interest in supporting Christian educators in the ELCA whether rostered or lay (volunteer and/or professionally paid staff), and be it further

RESOLVED, LACE, Lutheran Association of Christian Educators, be uplifted in ELCA congregations as a key organization to join through memberships so as to strengthen support for congregations and build networking within synods, and be it further

RESOLVED, ELCA synod leadership, Bishops and Assistants to the Bishop, recognize LACE as an organization that provides support, networking and encouragement for Christian educators.

Chair Miller next brought R-12-02 to the floor, submitted by Holy Trinity Lutheran church, South Bend, Indiana. The committee has recommended defeat of the motion. After it was moved and seconded to have the resolution placed on the floor for consideration, it was discussed with most stating that individuals do have an opportunity for input on social statements. After all comments **R-12-02 was defeated** by a strong voice vote. For future reference, R-12-02 read as follows:

WHEREAS the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America empowers voting members to Churchwide Assembly to vote their conscience rather than represent their congregations; and

WHEREAS the Constitution of the ELCA requires Social Statements be adopted by “a vote of two-thirds of those voting members present and voting in a Churchwide Assembly;” and

WHEREAS Social Statements “bring this church's understanding of its faith to bear on social issues” [Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns], and therefore should reflect the whole Church’s understanding of its faith; and

WHEREAS it is logistically and financially impractical to gather the entire membership of the ELCA for decisions on policy matters; therefore be it

RESOLVED that the 2012 Indiana-Kentucky Synod Assembly memorialize the 2013 Churchwide Assembly to direct the Church Council to draft guidelines such that approval of Social Statements require endorsement by at least 67% of responding voting members of all ELCA congregations; and be it further

RESOLVED that these guidelines be brought to the next Churchwide Assembly for implementation.

Chair Miller next brought R-12-03 to the floor, submitted by the Evansville Conference. The Reference and Counsel Committee has recommended referral of the resolution to the Indiana-Kentucky Synod Malaria Team. Two persons spoke in favor of the committee recommendation; one was Rev. Paul Meier who is the chair person of the Synod Malaria Team and the other was John Stewart a doctor from Vincennes. The assembly voted by a voice vote to **refer R-12-03 to the Indiana-Kentucky Synod Malaria Team**. For future reference, R-12-03 read as follows:

Whereas, it is generally agreed that it would be good to eliminate the disease of malaria to whatever extent possible, and the ELCA supports an effort that combines antibiotic use, netting, insecticides, education and elimination of the mosquito breeding areas towards this end.

Whereas, it has been known from the earliest days of antibiotic use (1946 and beyond) that improper use of antibiotics will quickly develop forms of disease that are resistant to those antibiotics. Current examples include MRSA, ORSA, etc. Moreover, malaria has developed resistance to two antibiotics before, which then spread throughout the world.

Unfortunately, it may be quite a while, if ever, that another antibiotic can be developed once ACT is no longer effective.

Whereas, the current use of antibiotics by this malaria initiative supported by the church include methods shown to create resistant bacteria. For example, generally administering an antibiotic to people with or without evidence of the disease such as the IPTp protocol, and repeated use of antibiotics in places where there has been a failure to implement the removal of disease vectors and a failure to rotate varieties of antibiotics.

Whereas, according to recent reports from our own malaria campaign leaders there are now resistant forms of malaria in southeast Asia: "*... the alarming news that ... (ACTs) are the front-line drug for fighting malaria ... And now the efficacy of this treatment is being stripped away by the growing resistance ...*" Although the fear is that these strains will soon reach Africa (and they will, as has happened other times) the fundamental problem is that the protocols (such as the IPTp protocol) are what have created resistant malaria in Asia and have begun to create resistant strains in Africa. The reason there is a resistant strain spreading from southeast Asia is that the protocol was begun in southeast Asia before Africa and the malaria plasmodia were made resistant there first.

Whereas, this is a program of good intentions which is undoubtedly doing much good, it would nevertheless, be terribly irresponsible for us to end up working hard to give the people we are ostensibly helping - as well as the rest of the world - strains of malaria that cannot be cured any longer with modern antibiotics.

Therefore be it resolved,

That the IK Synod continue to support anti-malaria work but it should urgently memorialize the ELCA to insist upon discontinuation of the antibiotic protocols that are encouraging rapid development of resistant strains of malaria and retain counsel that understands the well studied nature of antibiotic resistance and its prevention.

TIME OF VOICE

During a brief time of voice three individuals spoke. Rev. Paul Meier spoke about the malaria campaign, Scott from Indianapolis spoke about a garage sale to benefit a ministry in Indianapolis, and the interim pastor of Prince of Peace in Anderson spoke about a shut-in who was 100 and died three weeks after turning 100 and who had left a bequest for the church.

REPORT OF GENERAL ELECTIONS BALLOT

At 2:50 p.m. Bishop Gafkjen invited Elections Chair Bernie Augenstein to the dais for a report of the results of the general election ballot, with Bishop Gafkjen declaring elections as follows:

Synod Council – Clergy (284 votes cast – 143 required for election)

Pastor Timothy L. Knauff, Jr. – 168 votes

Pastor Liberty Lausterer – 130 votes

Pastor Wendolyn “Wendy” Piano – 155 votes

Pastor Ladona Jo Webb – 114 votes

SA/2012/9: Pastors Timothy L. Knauff, Jr. and Wendolyn “Wendy” Piano were declared elected to three-year terms on the Indiana-Kentucky Synod Council.

Outdoor Ministries Board (260 votes cast – 131 required for election)

Kristie Dailey – 102 votes

Shannon Morrison – 85 votes

Paul F. Twedt – 73 votes

It was moved, seconded by a strong voice vote

VOTED: SA/2012/10: that Kristie Dailey be elected by the assembly to a three-year term on the Lutheran Outdoor Ministries Corporation Board.

Freed to Lead Grants Board (285 votes cast – 143 required for election)

Pastor Joyce Gerwing – 176 votes

R. Douglas Irvine – 133 votes

Pastor David Schreiber – 217 votes

SA/2012/11: Pastors Joyce Gerwing and David Schreiber were declared elected to three-year terms on the Freed to Lead Grants Board.

Results were reported as follows for the 2013 ELCA Churchwide Assembly Voting Members, with the vote determining the individuals specified as voting members and alternates.

2013 ELCA Churchwide Assembly

Northwest Indiana Conference

Katherine (Kate) Knoerzer – 193 votes

Dawn Bartusch – 91 votes

SA/2012/12: Katherine (Kate) Knoerzer was declared elected as a voting member for the 2013 ELCA Churchwide Assembly.

North Central Conference

Pastor David Lee Russell – 72 votes

Pastor Karen Strietelmeier – 195 votes

SA/2012/13: Pastor Karen Strietelmeier was declared elected as a voting member for the 2013 ELCA Churchwide Assembly.

Northeast Indiana Conference

Pastor Judith A. Follis – 127 votes

Pastor Jerome (Jerry) O’Neal – 145 votes

SA/2012/14: Pastor Jerome (Jerry) O’Neal was declared elected as a voting member for the 2013 ELCA Churchwide Assembly.

Lafayette Conference

Nona Dierdorf – 121 votes

Sandra Kay Vana – 128 votes

SA/2012/15: Sandra Kay Vana was declared elected as a voting member for the 2013 ELCA Churchwide Assembly.

Indianapolis Conference

Pastor Charles J. Miller II –94 votes

Pastor Stephen M. Wood –165 votes

SA/2012/16: Pastor Stephen M. Wood was declared elected as a voting member for the 2013 ELCA Churchwide Assembly.

East Central Indiana Conference

Rodelyn McPherson –110 votes

Janet Manning –155 votes

SA/2012/17: Janet Manning was declared elected as a voting member for the 2013 ELCA Churchwide Assembly.

Southeast Indiana Conference

Creighton P. Leptak Jr. –123 votes

Brian Murray –130 votes

SA/2012/18: Brian Murray was declared elected as a voting member for the 2013 ELCA Churchwide Assembly.

Evansville Conference

Pastor Mary M. Poston –113 votes

Pastor Catherine Burnette –144 votes

SA/2012/19: Pastor Catherine Burnette was declared elected as a voting member for the 2013 ELCA Churchwide Assembly.

South Central Conference

William Randall (Randy) Amos –137 votes

Justin Schwarz –112 votes

SA/2012/20: William Randall (Randy) Amos was declared elected as a voting member for the 2013 ELCA Churchwide Assembly.

East Kentucky Conference

Pastor Barry Alan Neese –112 votes

Pastor Laura Altman –136 votes

SA/2012/21: Pastor Laura Altman was declared elected as a voting member for the 2013 ELCA Churchwide Assembly.

No second general ballot was necessary.

2013-14 BUDGET CONSIDERATION

At 3:05 p.m., Bishop Gafkjen invited back to the podium Finance Committee Chair Kevin Bardonner, who presented the proposed \$2,355,562 budget for 2013-14. The balanced budget, including shared benevolence of 52% to the ELCA, was recommended by Synod Council on the recommendation of the Finance Committee in SC/2012/43. It was moved by Pastor Carolyn Lesmeister and seconded that item 008 CAMPUS MINISTRY SUPPORT be increased by \$20,000 to \$142,000 and that revenue be increased by \$20,000 by increasing council designated. The amendment was supported by a strong voice vote. After discussion, it was

VOTED: SA/2012/22: that the 2013-14 Indiana-Kentucky Synod Budget with income and expenditures of \$2,375,562 and mission support of 52% to the ELCA be adopted.

CONSTITUTIONAL CHANGES

At 3:15 p.m., Bishop Gafkjen invited back to the podium Secretary Judy Bush, who reported that there were no requests to consider any of the proposed changes to the synod constitution separately. The changes were recommended as a result of churchwide action and are attached. According to ¶18.12. of our synod constitution, once we have been notified of the recommended changes by churchwide our constitution may be amended to reflect the amendments by a simple majority vote of the synod assembly. The synod council has reviewed those changes and is recommending adoption by the assembly en bloc. Based on synod council recommendation, the assembly by a strong voice vote

VOTED: SA/2012/23: that the recommended changes to the synod constitution be adopted.

TIME OF VOICE

Several individuals spoke during a time of voice. Topics mentioned included the following: justice issues from WELCA; camp staff training on the book of faith series; giving thanks for the Indiana-Kentucky and the Rocky Mountain Synods both being ecumenical over the years; Edward Young from St. John in Louisville thanked everyone upon his retirement; the Sunday school children of Trinity in Harlan, Indiana, use their money to purchase an alpaca. Pastors Heather and Wade Apel and daughter Jillian thanked everyone for their support and contribution to the Million for Jillian campaign. The goal of collecting a million soda tabs for the Ronald McDonald House was exceeded.

Bishop Gafkjen shared a story of a request for forgiveness and reconciliation with the Mennonite church who were persecuted by Lutherans. When Bishop Hanson was presiding at the World Council of Churches, when it was time for a vote he asked that participants vote by kneeling. Only Lutherans were kneeling requesting forgiveness and the Mennonites were standing. The Mennonites were moved by the act of reconciliation and both church bodies are changing. Reconciliation is moving throughout the world.

In closing the session Bishop Gafkjen made several announcements. He encouraged everyone to visit the Celebration of Ministries room where refreshments are available and to have their blue cars signed by six booth representatives. He reminded everyone to submit questions for the churchwide representative by 5:00 p.m.

CELEBRATION OF MINISTRIES

Following the plenary session, Assembly participants were invited to join in the Celebration of Ministries, being held from 3:45 p.m. until 6:15 p.m. and highlighting the various ministries of and related to the Indiana-Kentucky Synod.

EVENING MEAL

The Evening Meal began at 6:30 p.m., with prayer team member Randy Schroeder offering table grace.

RECOGNITION OF TREASURER KNOERZER

At 7:10 p.m., Vice-President Liz Michael hosted a recognition event for Kate Knoerzer in appreciation for her gracious service of 4 years as Indiana-Kentucky Synod Treasurer during difficult financial times. Assistant to the Bishop Pastor Rudy Mueller read the following limerick he had written for the occasion.

From northwest Indiana came a fan of da bears,
With a missional heart and accountant-like glares.
Not Middleton, our princess Kate
Through meetings did gracefully skate.
And she always had kindness in her stares.

Bishop Gafkjen shared gifts from the synod staff. Treasurer Kate expressed appreciation for all those she had worked with and noted the changes in the officers of the synod during her four years as treasurer.

ELCA QUESTIONS AND ANSWERS

Beginning at 7:15 p.m., ELCA Churchwide Representative Pastor Rift responded to several questions submitted by voting members. First he was asked if Associates in Ministry and lay rostered leaders are allowed to be represented at churchwide assembly and the answer was yes. Next he was asked to comment on the LIFT process. He responded that it was a way of looking at the church and asking how are we best equipped to do the work of the church together. A strong emphasis is to support the work of congregations. The congregational vision guides how we work together. We are building a virtual community with one another. The Conference of Bishops has been having long and energetic conferences about how we can serve congregations but to also be a means by which the church serves the wider world. He noted that a copy of the video that was shown is on the ELCA website. Another question inquired what is the ELCA doing to support non rostered leaders serving congregations. Essentially it is a responsibility of the local body and there should be a commitment to hire with benefits. He was asked how he was personally living out the mission and how Bishop Hanson was doing so. He indicated that he has fun with his family and he really didn't know about Bishop Hanson's personal life although he knew that the bishop follows what happens with children of others and takes a personal interest in their families. Another question was "What type of disaster losses are not covered by FEMA?" For FEMA to be involved the situation has to be a federally declared disaster. Funds are available for grants on an emergency basis, not beyond \$30,000. What is the percentage of gifts given to the ELCA specific response that actually go to those in need? The funds given for a specific disaster go to that disaster 100 percent.

RECOGNITION OF SPECIAL ANNIVERSARIES

At 7:30 p.m., Bishop Gafkjen then introduced the rostered persons recognized at the noon luncheon honoring those celebrating 25th and 50th anniversaries in ministry. Also, those who have retired were introduced: Rev. John Peterson, AIM Ann Diefenthaler, Rev. Robert Hetzel, Rev. Donna Glazier, Rev. Leonard Jepson, and Rev. Russell Vance. He introduced those new to our roster: Brian Johnson, Charlene Cox, Gerald Klim, Robert Saler, Christine Wulff, Adam Ruschau, Erica Gibson-Even, Roberta Meyer, and Pam Dyland (sp). Several congregations observing significant anniversaries also were recognized, including Augustana Lutheran Church, Hobart, Indiana (150 years); St. John's Lutheran Church, Goshen, Indiana (150 years); Our Saviour Lutheran Church, Princeton, Indiana (50 years); Redeemer Lutheran Church, Jasper, Indiana (50 years); Holy Shepherd Lutheran Church, Saint John, Indiana (25 years); and New Hope Lutheran Church, Monticello, Indiana (25 years).

FREED TO LEAD UPDATE

At 7:45 p.m., Bishop Gafkjen invited Julie Benson, new project director of Freed to Lead, to the dais to present an update regarding Freed to Lead. Her charge is to address sustainability. She reviewed the history of the program with Lilly Endowment. For Lutheran pastors the cost of education is coupled with low income in their early careers. They are working to ensure that Freed to Lead is incorporated

into the ministry of the synod which is a component of sustainability. She asked for prayer for Freed to Lead and for pastors. She invited individuals to introduce themselves to her and share their thoughts. Further, she asked individuals to be an advocate and educator among their own churches and church leaders and to invest in the dream.

THE CLEARINGHOUSE

Kerry Hollan, executive director of The Clearinghouse, was invited to the podium. The Clearinghouse was the recipient of in kind offerings for which she expressed gratitude. It is located in Lawrenceburg, Greendale and Aurora, Indiana. They provide food for five counties. It was established in 1981 by local churches to provide an even distribution of food for those in need. In 1986 it became a non-profit and in 1990 they opened a clothing and household store. In 2011 they provided help to 2006 unduplicated individuals. They provide a three day supply of groceries, clothing, and Christmas supplies. They are funded by churches, other charitable organizations, businesses, grants, fund raisers, and individual donors. Their motto is “give a hand up and not a hand out.” They are open Monday through Thursdays in three locations. Their website is <http://theclearinghouse.ning.com> .

DISTRIBUTION OF CELEBRATION OF MINISTRIES GIFTS

Celebration of Ministries gifts then were distributed. All the synod staff distributed the gifts to members of the assembly determined by drawings of blue cards that had been submitted.

Synod Assembly dates for 2013 were announced. The Assembly is scheduled for Friday, June 7, through Sunday, June 9, in Fort Wayne, Indiana.

It was announced that refreshments, including dessert, would be in the Covington Ballroom of the Marriott RiverCenter after Evening Prayer. The Saturday session would begin at 8:00 a.m. Breakfast concessions would be available in the RiverCenter Lobby Saturday morning.

Bishop Gafkjen thanked everyone for support for him and his family so that he could attend his son’s high school commencement on Saturday. He thanked everyone for the spirit of the assembly, engaging in the process, praying and worshipping together.

EVENING PRAYER

At 8:30 p.m. Bishop Gafkjen and Pastor Nancy Nyland led a service of evening prayer including remembrance of the ministry of leaders who passed to the Church Triumphant in the past year—Carol Ann Holter, Calvin Konkowski, Joan Steiner, Arno Schelper, Thomas Herbon, Barbara Capers, Cecil Bultman, John Hugh, Deborah Schroeder, and John Malzahn.

The evening concluded with a festival of fellowship including dessert at the Marriott RiverCenter, Covington Ballroom.

Saturday, June 9, 2012

PLENARY SESSION IV

The final plenary session began with call to order by Vice President Liz Michael and began with prayer and song led by Glocal Musicians at 8:00 a.m. VP Michael announced that Kristen Meyers passed

away several weeks ago and was omitted in the service last evening. She announced that t-shirts are available for the youth event in New Orleans in July. She thanked the Southeast conference for hosting the assembly.

KEYNOTE ADDRESS III

Vice President Michael called Justin Smoot to the microphone to lead the Synod Assembly in prayer preceding the third and final keynote address. She invited Rev. Wesley Granberg-Michaelson to the dais

He shared that it was a joy to be with us and he was grateful for the help in planning the message. A few years ago on a trip which was a genuine pilgrimage to the Holy Land he observed feeding paths on a mountain and there was another path leading to the valley (path of righteousness) that goes down leading to another hill which is like a missional journey leading to a new place. Shepherds had to have courage; leadership for the missional journey requires courageous action, to act boldly, walking as far as you can in the light and taking one step more. What provides for such courage – listen deeply, we have thought creatively, been beckoned to act. The affirmation that here I stand, I can no other, comes only from the depths of one's own inner journey with God. A missional journey is a journey inward and then outward. Koinina (fellowship) is not separated from diaconia (outward calling). The combination is essential in the missional journey which needs practice, intentionality, and accountability. The intentionality provides for the journey outward. Why is this discipline necessary for the journey on the path of righteousness? 1. The pressures in the culture to conform are so strong. 2. Organizational resistance to change is so strong. 3. Those that provide leadership for a missional journey have to have an inner authenticity, has to be real. Culture's unconscious addiction to money and power is a concern. Journey inward produces authenticity for the journey outward.

Healthy institutions depend on healthy individuals who have done their inner soul work. Churches that have failed looked at the leaders and found that conflict, marital problems, and personal issues not skills were the contributors. Any transformation of change requires inner authenticity of the leader including the core group not just the pastor. Being intentional about spiritual journey is essential. Life of the leader given in service to others is the model. Three things that will undo any of us in providing leadership are 1. Money, 2. Sex and 3. Power. They are all gifts of God and strong impulses in our lives. In our society the three can become cultural addictions. Catholics take vows of chastity, poverty and obedience which relate to the three. Leaders need to develop self differentiated leadership which enables them to take a stand in emotionally charged situations. They learn how not to react in others' emotional system. This kind of leadership is so crucial. Leaders help others reduce emotional reactivity to one another. Ephesians 3:14-19 speaks to the power of the inner being and being rooted and grounded in love. It is not just intellectual but deep within our gut. We are continually being challenged by what that love requires of us.

The missional journey is about expanding the kingdom. When we let that love sink in we realize it is never for ourselves. Mission means crossing boundaries for the love of God, in God's work of healing and saving the world. Lives centered in this love empower one so that they are sent by this love into the world. The church then becomes the living letter referred to in the above passage.

Congregations move through cycles and the leadership that is required will depend on where the congregation is in the cycle. Most important are the inner qualities of the leader. Leader begins by defining reality and ends by saying “thank you”. In baptism we receive the confirmation of identity – God’s beloved. Henri Nouwen declared “As the Beloved, I can confront, console, admonish and encourage without fear of rejection or need for affirmation. As the Beloved, I can suffer persecution without the desire for revenge and receive praise without using it as proof for my own goodness.” That is a differentiated leader.

Q&A How do missional leaders stand up to the old guard? With courage, clarity, love and non-defensiveness. Elders are concerned about legacy of selves and congregation and it is easy for that to become a pattern of defensiveness. The end isn’t the church but the kingdom

SATURDAY BREAKOUT SESSIONS

Assembly participants then were invited to select from the following seven breakout sessions beginning at 9:30 a.m.: (1) Bound Together: Visioning the Word through Collaborative Art (presented by Liturgical artist Linda Witte Henke and AIM Bonnie Harstad); (2) Church Branding and Why It Matters (presented by Scott Nellis); (3) Acting Boldly Through Faith-based Community Organizing (presented by Members of the IK Synod Core Team); (4) Congregational Records Management (presented by Jennifer Long Morehart, archivist for ELCA Region 6 Archives); (5) Hospital Visits 101 – It’s more than you think (presented by Rev. Neva D. McFarland); (6) Reaching Out to Young Adults (presented by Rev. Carolyn Lesmeister and Rev. Andrea Hickey); and (7) Catching a Vision for Ministry (presented by Rev. Ron Poisel).

COMPENSATION GUIDELINES

At 10:30 a.m. VP Michael invited to the dais Assistant to the Bishop Pastor Rudy Mueller for presentation, on behalf of the Compensation Guidelines Committee, of the proposed minimum standards for compensation for ELCA Rostered Clergy and ELCA Associates in Ministry, Deaconesses and Diaconal Ministers. Synod Council recommended adoption of the proposed minimum standards in SC/2012/29. Pastor Mueller referred the Assembly to the minimal changes proposed this year, noting on page 8 of the ELCA Minimum Standards for Clergy the changes in pension and health benefits and that the total amount had gone down for 2012, on page 15 the box at the top of the page, the compensation package, there is an absence of phrase “incentive increase”, and on page 20 the increase in cost of living was changed to 3.65. As recommended by Synod Council and by voice vote in both instances it was

VOTED: SA/2012/24: that the recommended 2012-2013 Minimum Standards for Compensation for ELCA Rostered Clergy be adopted.

--AND--

VOTED: SA/2012/25: that the recommended 2012-2013 Minimum Standards for Compensation for ELCA Associates in Ministry, Deaconesses, and Diaconal Ministers be adopted.

TIME OF VOICE

During a time of voice several items of ministry were shared with the assembly. One included an effective 21st century way to communicate. Another shared the experience of two churches in a joint stewardship campaign with thanks for the financial support. Another shared the daily audio Bible website to read the Bible throughout the year.

REFERENCE AND COUNSEL

At 10:46 VP Michael again invited to the podium Reference and Counsel Chair Ted Miller, who presented an additional resolution of thanks on behalf of the committee. By acclamation indicated by applause, it was

VOTED: SA/2012/26: that R-12-04 be adopted as follows:

WHEREAS, the Indiana-Kentucky Synod has met in assembly in Covington, KY, on June 7, June 8, and June 9, 2012; and

WHEREAS, we are committed to “Listen Deeply, Think Creatively, and Act Boldly”; and

WHEREAS, we are called to empower, equip, and encourage one another to make Christ known so that every member will be a missionary, every leader a mission director, and every community of faith a mission center;

THEREFORE BE IT RESOLVED, that we express our thanks, appreciation, and support to those who made this extraordinary experience possible:

TO Mike Anderson and the Synod Assembly Planning Team for their continued hard work at making the Assembly run smoothly;

TO Reverend Heather Apel, Director of Synod Assembly Planning, and the synod staff for their dedication and expertise;

To all of the volunteers who shared their talents and time to help make the assembly joyful; and

To those programs, institutions, and agencies who joined us and the volunteers who enabled the Celebration of Ministries; and

To the ELCA Glocal Musicians for moving with the Spirit to share the Gospel message in music from across the world; and

To Reverend Rudy Mueller and the worship team for planning and leading uplifting, inspiring, Spirit-filled worship opportunities;

To Reverend Dan Rift for reminding us of our connection with the larger church throughout the world and sharing with us the message from Bishop Hanson that we may live in “daring confidence in God’s Grace” as our hands do God’s work in the world;

To Reverend Wesley Granberg-Michaelson for recognizing that Lutherans do laugh and encouraging us to Dwell in the Word;

To the Synod Council for its continued contribution to the mission of the synod, especially those members that finish their terms of faithful service: Laura Werner and Alan Fishback; and

To Vice-President Liz Michael for her energetic leadership; and

To Secretary Judy Bush for her attention to detail; and

To Kate Knoerzer for four years of faithful service as treasurer of the synod and for her clear and mission focused explanations of financial issues;

To Kevin Bardonner and the members of the finance committee for their skillful management and oversight of our synod's finances and their leadership in presenting a balanced budget while exercising ongoing financial control;

To Bishop Bill Gafkjen who with passion and compassion has encouraged us to listen deeply to each other and the spirit, to think creatively about the new things God is doing, and to respond boldly to God's call;

BE IT FURTHER RESOLVED, that together we share our commitment to a New Vision for a New Day throughout our mission territory.

FINAL REPORT ON REGISTRATION AND ATTENDANCE

At 10:50 a.m., Synod Assembly Planning Chair Mike Anderson presented the final report of registration and attendance for the 25th annual Indiana-Kentucky Synod Assembly. Total registered attendance was 493, including 163 rostered and 238 lay voting members, 10 Non Indiana-Kentucky Rostered Interim, 5 Non Rostered Synod Staff, plus 77 registered visitors.

SENDING EUCHARIST

The Assembly business having been adjourned at 10:55 a.m., closing worship then was held, including celebration of Holy Communion led by Pastor Carolyn Lesmeister. Rev. Wesley Granberg-Michaelson preached on the Gospel text from Mark 10:35-45.

Those elected to service on the Indiana-Kentucky Synod Council were installed and the entire Assembly was sent with affirmation of Christian vocation.

Offering at the closing worship, designated for the ELCA Malaria Campaign, totaled \$3,043.85.

Respectfully Submitted in His Service,

A handwritten signature in black ink that reads "Judith A. Bush". The signature is written in a cursive style with a long, sweeping underline.

Judith A. Bush, Secretary

*Proposed Agenda for the 25th Annual Assembly of the
Indiana Kentucky Synod, Evangelical Lutheran Church in America*

NEW VISION FOR A NEW DAY: Listen Deeply, Think Creatively, Act Boldly

Northern Kentucky Convention Center - Covington, KY

Thursday, June 7, 2012

“LISTEN DEEPLY”

All locations are in the Northern Kentucky Convention Center unless otherwise noted.

All times are Eastern Daylight Time.

- 9:00-Noon Synod Council Meeting (Marriott RiverCenter, Madison II)
- 9:30 Celebration of Ministries move-in and set-up opens (Patton Ballroom A)
- 10:00 Orientation for Volunteer Greeters (Madison Upper Lobby/Staircase)
- 11:00 Orientation for Registration Volunteers (Madison Upper Lobby/Staircase)
- 12:00 Assembly Begins with On Site Check-In** (Madison Upper Lobby/Staircase)
Collect your nametag and materials; visit our Celebration of Ministries in Ballroom A; stop by the Prayer Chapel; greet old friends and new colleagues over a cup of coffee or tea.
- 1:00 Welcome and Orientation for First Time Attendees (Meeting Room 4)
- 1:45 Plenary Session I** (Patton Ballroom B-E)
Opening of Assembly
Opening Remarks and introductions by Bishop Bill Gafkjen
Keynote Address I – Rev. Wesley Granberg-Michaelson
Preliminary Report on Registration and Attendance
Adoption of Agenda
Nominating Committee Reports and Floor Nominations
Report of the Bishop
- 4:00 Break before Dinner
- 4:00 Resolutions supported by 50 signatures of voting members are due to the Secretary of the Synod (per Sec. 7.32.04c of the I-K Synod Constitution). Deliver to the dais at the front of the assembly hall.
- 5:30 Welcome Dinner** (Patton Ballroom B-E)
Introduction of candidates and nominees for synod positions, introduction of new mission developers and leaders new to the roster of the I-K Synod, learn about Covington area
- 7:15 Gathering music (Exhibition Hall 1)
- 7:30 Gathering Worship** (Exhibition Hall 1)
Service of Holy Communion, Bishop Gafkjen preaching and presiding
Offering this evening will be given to disaster response in southern IN/northern KY through the ELCA Disaster Response “Spring Storms.”
- 9:00 Reception (RiverCenter/Madison Upper Lobby/Staircase)
Meet nominees and enjoy refreshments and conversation with other Assembly participants

Friday, June 8, 2012
“THINK CREATIVELY”

Breakfast on your own (*Breakfast concessions available 7:15-9:00AM in the RiverCenter Lobby of the NKYCC*)

7:30 – 10:00 Registration open (Madison Upper Lobby/Staircase)

8:00 Plenary Session II (Patton Ballroom B-E)

Call to order: song and prayer

Keynote Address II – Rev. Wesley Granberg-Michaelson

Report of the Secretary of the Synod, Judy Bush

Treasurer’s Report and Presentation of Budget by Synod Treasurer Kate Knoerzer

Presentation of Resolutions from Reference and Counsel Committee

ELCA Churchwide Greetings: Rev. Daniel Rift

10:45-1:30 Polls Open for Voting—First Ballot (RiverCenter Lobby)

11:00 Breakout Sessions (various meeting rooms in NKYCC and Marriott RiverCenter)

12:00 Lunch: Three choices: -- Box lunch or Recognition Luncheon (Embassy Suites – Roebing Ballroom) or lunch on your own. *Focused lunch conversations available at various locations as announced.*

1:15 Plenary Session III (Patton Ballroom B-E)

Call to order: song and prayer

Report of the Vice President of the Synod, Liz Michael

Table Conversations: Dwelling in the Word

Discussion of Resolutions from Reference and Counsel Committee

Report of Elections Committee and presentation of second ballot if needed

Discussion of Resolutions from Reference and Counsel Committee

Adoption of Budget

Possible Constitutional changes proposed

4:00 Break before dinner

4:00—6:00 p.m. Polls Open for Voting – 2nd Ballot, if necessary (RiverCenter Lobby)

4:15 Celebration of Ministries (Patton Ballroom A)

Explore and experience ministries of and related to the I-K Synod.

6:30 Evening Banquet (Patton Ballroom B-E)

Entertainment, recognition of ministries, gift giveaway, ecumenical greetings, Q&A with the ELCA Representative, Rev. Daniel Rift

8:30 Evening Prayer and Commemoration of the Faithful Departed (Patton Ballroom B-E)

9:15 Festival of Fellowship (Marriott RiverCenter Covington Grand Ballroom)

Saturday, June 9, 2012

“ACT BOLDLY”

Breakfast on your own (*Breakfast concessions available 7:15-9:00AM in the RiverCenter Lobby of the NKYCC*)

8:00 Plenary Session IV (Patton Ballroom B-E)

Call to order: song and prayer

Report of 2nd ballot results and presentation of third ballot if needed

Keynote Address III– Rev. Wesley Granberg-Michaelson

9:30 Breakout Sessions (various meeting rooms in NKYCC and Marriott RiverCenter)

10:30 Presentation of Compensation Guidelines

Discussion of Resolutions from Reference and Counsel Committee

Final Report on Registration and Attendance

Sending Worship (*upon the completion of Session IV*)

Holy Communion, installation of those newly elected, and a sending forth of all in attendance! Rev. Wesley Granberg-Michaelson will preach. Offering will go to the ELCA Malaria Campaign.

12:15 Benediction and Adjournment

Rules of the Assembly:

1. All resolutions supported by a petition of at least 50 signatures of voting members of the 2012 Assembly are due to the Secretary of the Synod by 4:00 PM, Thursday, June 7. Deliver to the front of the Assembly Hall.
2. Each speech from the floor on all resolutions and motions will be limited to 3 minutes.

As time allows during plenary sessions – and at the Bishop’s discretion – *Times of Voice* may be initiated by the Bishop. These 5 to 10 minute segments provide opportunity for members of the Assembly to share reflections, concerns, questions and observations at a public microphone in the order in which they arrive at microphones. Comments are limited to 90 seconds each.

OUR MISSION:

Empowering, Equipping and Encouraging the People of God to make Christ known.

OUR VISION:

Every person a Missionary
Every pastor a Mission Director
Every Congregation, Conference and Ministry a Mission Center.

OUR CORE VALUES:

Christ Centered
Collaboration/Trust/Risk taking
Communication/Interconnected
Compassion
Commitment and Faithfulness

INDIANA-KENTUCKY SYNOD OPERATING BUDGET	AUDITED 2011-12			BUDGET-Draft 3 approved by Council 2012-13			BUDGET-Approved by Assembly 2013-14		
	INCOME	EXPENSE	NET	INCOME	EXPENSE	NET	INCOME	EXPENSE	NET
001 REVENUE	9,164		9,164	132,675		132,675	139,287		139,287
002 MISSION SUPPORT RECEIPTS Mission Support Receipts ELCA Shared Mission Support Paid NET MISSION SUPPORT RECEIPTS	1,796,405	924,684	871,721	1,850,000	962,000	888,000	1,900,000	988,000	912,000
004 REG. CTR FOR MISSION		14,225	(14,225)		12,250	(12,250)		13,255	(13,255)
006 UNIVERSITY SUPPORT - Capital/Wittenberg		5,000	(5,000)		5,000	(5,000)		5,000	(5,000)
007 TRINITY SEMINARY		20,000	(20,000)		22,000	(22,000)		24,000	(24,000)
008 CAMPUS MINISTRY SUPPORT	63,757	187,916	(124,159)	28,892	150,000	(121,108)	20,000	142,000	(122,000)
020 CAMPUS MINISTRY PROGRAM Ball State, Butler/JUPUI, Indiana, Kentucky, Purdue		1,747	(1,747)		1,500	(1,500)		2,500	(2,500)
022 YOUNG ADULT MINISTRY		1,040	(1,040)		2,000	(2,000)		5,000	(5,000)
024 COMMITTEE ON MINISTRY PROGRAM	28,083	40,034	(11,951)	30,717	38,257	(7,540)	34,617	42,617	(8,000)
025 CANDIDACY	39,789	52,305	(12,517)	51,404	60,304	(8,900)	55,176	67,026	(11,850)
028 COMMUNICATIONS PROGRAM	603	3,781	(3,178)	-	7,105	(7,105)	-	4,000	(4,000)
032 CONFLICT MANAGEMENT PROGRAM	6,000	5,800	200	2,400	2,400	-	2,400	2,400	-
036 CONGREGATIONAL LIFE PROGRAM	6,078	10,374	(4,297)	7,148	16,348	(9,200)	7,148	19,500	(12,352)
040 ECUM MINISTRY PROGRAM	-	1,500	(1,500)	-	2,000	(2,000)	-	2,000	(2,000)
043 ISAIAH 43					26,032	(26,032)		54,387	(54,387)
044 GLOBAL MISSIONS PROGRAM	7,800	10,050	(2,250)	-	3,900	(3,900)	-	1,900	(1,900)
048 OUTREACH ADMINISTRATION	81,069	626	80,443	87,475	1,250	86,225	98,887	2,500	96,387
053 MISSION INITIATIVES	-	-	-	-	10,000	(10,000)	-	-	-
054 REDEVELOPMENTS	-	800	(800)	-	15,000	(15,000)	-	15,000	(15,000)
055 NEW STARTS & SAWCS	76,102	158,831	(82,729)	-	35,000	(35,000)	-	25,000	(25,000)
056 OUTDOOR MINISTRY SUPPORT	3,675	10,000	(10,000)	-	10,000	(10,000)	-	10,000	(10,000)
062 CHURCH IN SOCIETY COMMITTEE		2,173	1,502		500	(500)		500	(500)
070 SYNOD COUNCIL	114	9,142	(9,028)	-	5,700	(5,700)	-	6,000	(6,000)
071 COLLEGE OF DEANS		3,503	(3,503)		3,500	(3,500)		3,500	(3,500)
075 ASSEMBLY PROGRAM	86,939	95,132	(8,193)	120,423	146,117	(25,694)	86,977	113,924	(26,947)

INDIANA-KENTUCKY SYNOD OPERATING BUDGET	AUDITED			BUDGET-Draft 3 approved by Council			BUDGET-Approved by Assembly		
	2011-12	2012-13	2013-14	2011-12	2012-13	2013-14	2011-12	2012-13	2013-14
	INCOME	EXPENSE	NET	INCOME	EXPENSE	NET	INCOME	EXPENSE	NET
076 ELCA CHURCHWIDE ASSEMBLY		1,040	(1,040)		-	-		3,000	(3,000)
082 PROGRAM STAFF TRAVEL		44,755	(44,755)		57,938	(57,938)		57,000	(57,000)
082 PROGRAM STAFF COMPENSATION	31,893	319,729	(287,836)	10,000	369,536	(359,536)	10,000	379,842	(369,842)
083 ADMINISTRATIVE STAFF	17,649	199,138	(181,489)	16,660	210,928	(194,268)	16,660	217,171	(200,511)
085 ADMINISTRATIVE		130,321	(130,321)		161,229	(161,229)		164,130	(164,130)
086 FREED TO LEAD		378,896	-		-	-		-	-
088 BISHOP DISCRETIONARY FUND		1,733	(1,733)		-	-		4,410	-
099 CONTINGENCY/EMERGENCIES	3,512	-	3,512	3,900	-	3,900	4,410	-	4,410
INCREASE(DECREASE) IN NET ASSETS	2,637,526	2,634,275	3,252	2,341,694	2,341,694	(0)	2,375,562	2,375,562	(0)

Proposed changes to the Indiana-Kentucky Synod constitution based on the Churchwide Assembly actions, to be considered by the 2012 Indiana-Kentucky Synod Assembly. [Recommended changes as a result of the Churchwide Assembly adoptions are indicated as follows: additions are underlined and deletions are struck through in the text.]

- S7.12. b. If the special meeting of the Synod Assembly is required for the purpose of electing a successor bishop because of death, resignation, or inability to serve, the special meeting shall be called by the Synod Council after consultation with the presiding bishop of the Evangelical Lutheran Church in America ~~ELCA in cooperation with the Synod Council.~~
- S7.22. ~~The synod shall establish processes, consistent with †S7.21.c. above, that permit retired ordained ministers on the synod roster to serve as voting members of the Synod Assembly. The synod may establish processes that permit retired ordained ministers, retired associates in ministry, retired deaconesses, and retired diaconal ministers on the roster of this synod to serve as voting members of the Synod Assembly, consistent with †S7.21.c. above. The synod may establish processes that permit ordained ministers, associates in ministry, deaconesses, and diaconal ministers who are on leave from call, or those designated as disabled, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with †S7.21.c. above. If the synod does not establish processes to permit the rostered leaders specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.~~
- S7.23. ~~All ordained ministers on leave from call, all associates in ministry on leave from call or retired, all deaconesses of the Evangelical Lutheran Church in America on leave from call or retired, and all diaconal ministers of this church on leave from call or retired, all of whose names appear on the rosters of this synod, shall have the privilege of voice but not vote at all meetings of the Synod Assembly. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of this church as may be designated from time to time by the Church Council shall also have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.~~
- S7.26. This synod may establish processes through the Synod Council that permit representatives of mission settings formed with the intent of becoming recognized congregations and authorized worshipping communities of the Synod, under ELCA bylaw 10.02.03, to serve as voting members of the Synod Assembly, consistent with †S7.21. ~~Such authorized worshipping communities, acknowledged under criteria and procedures of the ELCA Division for Outreach and the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.~~
- S8.23. In the event of the death, resignation, or disability of the bishop, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the conduct of the duties of the bishop until a new bishop shall be elected or, in the case of temporary disability, until the bishop resumes full performance of the duties of the office.
- S8.42. f. Giving of corporate surety in the amount determined by the Synod Council, which shall be in the custody of the secretary, and premium therefore shall be paid by the synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement. Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.
- †S8.51. The terms of the office of the officers of this synod shall be:
- The bishop of this synod shall be elected to a term of six years and may be reelected.
 - The vice president and secretary, and treasurer of this synod shall be elected to a term of 4 years and may be reelected.
 - The treasurer of this synod shall be ~~selected~~ appointed to 4 -year term and may be ~~reelected~~ reappointed.
- S8.52. Beginning of Terms. The terms of the officers shall begin on the first day of the third month following election/appointment or, in special circumstances, at a time designated by the Synod Council.
- S9.05. The ~~Synod Council~~ Nominating Committee shall nominate at least one ~~two~~ persons for vice-president; additional nominations may be made from the floor.
- S9.06. The Synod Council shall nominate at least one ~~two~~ persons for secretary; additional nominations may be made from the floor.
- S9.07. If the treasurer is elected, the Synod Council shall nominate at least one ~~two~~ persons for treasurer; additional nominations may be made from the floor.

- S9.12.01** Background checks and screening shall be required and completed for persons nominated as synodical officers prior to their election/appointment, if possible, or as soon as practical after their election/appointment. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.
- S10.07.11.** To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.
- S13.40.** **Synodically Authorized Worshiping Communities**
- S13.41.** Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.