SYNOD COUNCIL MINUTES
INDIANA-KENTUCKY SYNOD, ELCA
MARCH 29-30, 2019
PLEASANT VIEW LUTHERAN CHURCH
801 W. 73RD ST., INDIANAPOLIS, IN 46260

ATTENDANCE

Officers: Bishop Bill Gafkjen, Vice-President Ted Miller, Secretary Judy Bush
Clergy: Pastors Amy Beitelschees-Albers, Curtis Black, Teri Ditslear, Jack Dixon, Jane Rothman, Randall “Randy” Schroeder, and Michael Vinson
Deacon: Barbara Limbach
Laity: Michael Anderson, Diane Cameron, Vicky Carron, Rebecca Jane Daum, Gregory (Shawn) Hall, Larry Johnson, Don MacMillan, Matthew Pope, Noah David Smith and Linda Wray
Staff: Assistants to the Bishop Pastors Heather Apel and Dan Fugate, DEM Pastor Nancy Nyland (Saturday), and Tom Dearchs
Synod Attorney: Josh Tatum (absent)
Auxiliary Representative: Debby Rieselman (absent)
Churchwide Representative: none
Guest: Pastor Austin Newberry, Dean of the South Central Conference
Absent: Treasurer Chris Walda, Pastor Jessica King, Robert Graham, DEM Pastor Nancy Nyland (Friday)

EXECUTIVE COMMITTEE

The executive committee met at 3:30 p.m. Friday, March 29, 2019, in the fellowship hall of Pleasant View Lutheran Church, 801 W. 73RD ST., INDIANAPOLIS, IN 46260. The purpose of the meeting was to prepare for the Synod Council meeting and discuss items of interest or concern to the synod.

SYNOD COUNCIL DINNER

At 6:00 p.m. dinner was provided for the Synod Council by Pastor Amy Beitelschees-Albers of the SAWC So Much More Ministries with Synod Council members providing a free will offering to support the So Much More Ministries. Individuals were asked at their table to introduce themselves to each other and share with one another something about their Lenten journey so far.

SYNOD COUNCIL MEETING, SESSION 1

OPENING PRAYER

The meeting was opened at 7:00 p.m. by Vice-President Ted Miller. Vicky Carron led the group in prayer.
REIMAGINING CONFERENCES, PART A

Vice-President Ted Miller introduced Bishop Gafkjen to lead the discussion regarding reimagining conferences. He explained that the group would be divided into small groups for discussion. At least one person in each small group will need to access Wi-Fi so they can access the dropbox and call up the document entitled, “Why Conferences.” Bishop noted that the first item in the ‘Why Conferences’ document is †S12.01, which is a required item of the synod constitution. The item is broad and states “This synod may establish conferences, clusters, coalitions, area subdivisions, and networks as appropriate within its territory and in collaboration with other synods and partners”. The bylaws and continuing resolutions have been written specifically for the I-K Synod.

Bishop Gafkjen explained that the small groups would be discussing two questions. The first question essentially is “So do we need conferences?” The deans have already engaged the question in their small groups. He asked the small groups to discuss the following: “If the Indiana-Kentucky Synod did not have conferences, would we need them or something like them? If so, why? If not, why not? What would the core purpose(s) be for conferences (or whatever name is most appropriate)?” Explore the purpose statements below the questions. Together choose one that as a group you think best captures the purposes of conferences (or the like) for the Indiana-Kentucky Synod, tweak one to bring it into closer alignment with what you think, create a hybrid from these statements, or write a new purpose or set of purposes. He asked the groups to share their answers on news print.

He explained that tomorrow there will be a discussion about forming a working group to reimagine conferences. The groups were asked to develop a purpose statement. The focus should be on “why” not “how”. Bishop Gafkjen discussed the purpose statements in the document: the current I-K synod one, the NE Iowa one, one from Central States Synod, and one from the New England synod. He asked individuals to consider the Indiana and Kentucky maps which were on the wall with dots indicating the congregations. It gives one an impression of the spread of conferences. He asked that individuals come back a little before 8:00 p.m. Each person counted from 1 to 5 and gathered into five small groups. Each group wrote their purpose statement on news print and displayed them on the wall for all to see.

Bishop thanked the group for working on purpose statements. He asked how difficult it was to focus on ‘why’ not ‘how’. One person said that he noted “different strokes for different folks”. The discussion will continue the next day. He read the two purposes that deans had developed. Bishop noted that the two maps are referred to by synod staff often. We already hear that there is a sense of isolation when congregations are in areas of the synod with few or no congregations nearby.

EVENING PRAYER, FOLLOWED BY FELLOWSHIP

Vice-President Ted noted that there are things to highlight regarding the agenda. There is a new version 3 of the proposed budget, proposed changes to the constitution, his January
report on the history of the Reconciling in Christ proposal, and other documents that were recently added to the Dropbox.

The group gathered in the sanctuary for worship. Tom Dearchs accompanied the group on the piano. Vicky Carron led the evening prayer vespers; Larry Johnson read the scripture.

The group returned to the fellowship hall for fellowship and snacks.

SATURDAY, MARCH 30, 2019

EUCHARIST

Vicky Carron led the worship. Pastor Nancy Nyland led the reflection on the readings from Galatians 5:22-26 and John 15:1-8. She emphasized that each person is an original from our mother’s womb and that each has gifts that we can share with others. She also stressed that Jesus is the real vine and God the farmer who prunes the vine. She stressed that we make our home in the vine and can’t bear fruit unless joined to the vine. She closed by quoting, “Behold I am about to do a new thing, do you not perceive it?” (Isaiah 43: 19)

SYNOD COUNCIL MEETING, SESSION 2

Beginning at 9:45 a.m. Vice-President Ted thanked Pastor Nancy, Vicky and Tom for leading worship.

REIMAGINING CONFERENCES, PART B

Bishop Gafkjen thanked the group for coming back. The goals of this session are to move from “Why?” to “How?” and establish a reimagining conferences task force. He referred to the book Canoeing the Mountains and a diagram entitled ‘up on the balcony’ on page 112. He stated that we need to get up and get a high level view. We have been doing that by looking at maps. This really is balcony time. He has looked that way and the view is very different. Then we need to interpret what we have seen. We may need the help of others to offer their impressions of what they see. In some ways the purpose statements meld well with those of the deans. We hope that the working group will help us direct our purpose. This is sort of an endless cycle and will need to be done again and again. After we do something about conferences, we will have to do something about Synod Council since some members are chosen based on their conference. We will be back on the balcony again – looking at Synod Council. He quoted a definition of leadership on page 124. “Leadership is energizing a community of people toward their own transformation in order to accomplish a shared mission in the face of a changing world.”” It is Christ that reforms us. On page 125 it was emphasized that mission shared will trump every value. “The focused, shared, missional purpose of the church or organization will trump every other competing value.” When we engage, we come up with competing values. We need to be careful that we are listening well and are always keeping the mission at the forefront. He quoted from page 125 of Canoeing the Mountains. “By reframing the conversation around some shared agreements they both commit to serve, the conversation is no longer what each of them prefer, but serving the clear shared purpose or

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philosophy. A mission statement serves the same purpose in a healthy organization. The one in power doesn’t win every conversation: the mission trumps.”

He asked the group to go look at the purpose statements that were generated last evening and select the one that is most helpful in getting us down the road, closest to what it should be, it will be like a graph. He asked individuals to stand in front of the one that is best and most helpful. The longest line was in front of the first purpose statement; second longest was in front of the second purpose. Third longest was purpose statement 3. The first purpose statement was “Conferences should exist and have shared communication, sense of belonging beyond congregation, and cooperation among congregations (worship and mission). Core purposes are 1) communication both vertical and horizontal, 2) support and encouragement for congregation and leaders, and 3) provide support and share ideas for ministry in community”.

Discussion statements follow. In most conferences the pastors do get together as a ministrium. How should the congregations be included and served? People are so busy and don’t have time for an additional commitment or activity. The conferences need to represent all the congregations even those in a remote distance from the others. The maps need to be updated, removing those that have closed, adding the new starts and campus ministries. It is important to consider the entities as mission centers and not just congregations. Bishop shared an experience he had when he was a campus minister – considering whether community exists. A meaningful statement was when will we learn that community exists as a result of mission.

The working group consists of deans Austin Newberry, Randy Schroeder, and Phil Garber. Don MacMillan, Barb Limbach, and Mike Anderson volunteered to be on the group. There will be three more added based on the working groups suggestions.

Bishop Gafkjen thanked the group for their engagement. Vice-President Ted noted that administration is also a form of ministry.

MISSION SUPPORT TASK FORCE

Vice-President Ted turned to Director for Evangelical Mission Pastor Nancy Nyland to report the work of the Mission Support Task Force. She noted that the group was formed by the Synod Council with additional individuals added. Members of the task force are Synod Council Members: Mike Anderson, Becky Daum, Chris Walda, and Vicky Carron.; ELCA staff: Nick Kiger, Associate Director for Mission Support; and Steve Oschlager, Coordinator of Stewardship; I-K Synod Staff: Pastor Jerry O’Neal, and Pastor Nancy Nyland.

They decided to listen deeply. They selected the top two percentage giving congregations in each conference. The invite is for Synod Council lay members to visit those congregations; clergy may join them. They will be sending a letter from Pastors O’Neal and Nyland to those congregations telling them that the Synod Council will be visiting next week. She shared the letter that will be sent. The goal is to grow a culture of generosity and gratitude in our congregations, to listen deeply and to learn from those congregations. Another document was Developing and Nurturing Cultures of Generosity, Holy Conversations Training Guide,
which provides guidelines for the visits. The written summary of each of the visits is due to Pastor Nancy by May 15, 2019. Two groups of six copies of Stories of Faith in Action were given to each lay conference representative. Pastor Nancy discussed the various components of the document. She then discussed the Discussion Guide with an agenda of the meeting. Bishop Gafkjen will be making a short video that will be shared with the group. There may not be enough time to cover all the discussion questions. The Synod Council member will fill out the Holy Conversations checklist. The maximum length of the meeting is 90 minutes. There will be an email sent to the Synod Council members telling them when the letter has been sent and video completed. There are two examples of Missional Budgets that individuals can use in their visits. As summaries are returned by May 15, Nancy will reconvene the task force and provide a report to Synod Council. They chose the congregations to learn about the culture of generosity and whether they can share their learnings with other congregations.

OFFICER REPORTS
Secretary and Executive Committee
Vice President
Treasurer

Secretary Judy Bush reported that the Executive Committee has met by email to consider requests for adjustments to the registration parameters for Synod Assembly on two occasions. Additionally, the executive committee met at 3:30 p.m. prior to this meeting. Another request was considered. Secretary Bush referred for consideration the previously distributed draft minutes of the January Synod Council meeting. Don MacMillan moved that the minutes be approved, and several seconded the motion. The Synod Council

VOTED: SC/2019/10: that the minutes of the January 19, 2019, Synod Council meeting, pages 2456-2469, be approved.

Vice-President Ted discussed the items that he had placed in the Dropbox. One is his report to Synod Assembly which will go out in the Bulletin of Reports. The other is his report from January which includes the history of the Reconciling in Christ resolution. He reported that there has been a lot of action on the list serve regarding how synod councils serve, frequency of meetings, how council members are chosen, etc. The synod vice-presidents get together in Chicago in the fall each year. He noted that there are several synods that are considering changes in how they serve, mergers, and other regional changes.

Former synod treasurer Sue Miller reported in treasurer Chris Walda’s absence. Mission support (attached) for the 2018-19 budget year ending January 31, 2019 was about $45,000 less than anticipated. Sue shared that all bills have been paid and all deposits have been made (report attached). The cash flow has been good, and the synod cars have been paid for. The audit is still ongoing.

2020-2021 BUDGET FOR PROPOSAL TO 2019 SYNOD ASSEMBLY

Finance committee report and actions  Finance Committee member Becky Daum reported for the Finance Committee and discussed the proposed budget for 2020-21 which is
version 3. The proposed budget (attached) projects mission support at $1,875,000 which is a $100,000 increase in mission support over the current year. At first there was more than a $100,000 deficit, but with revisions the projected deficit is down to $28,923. Before the proposed budget is prepared for presentation to the Synod Assembly, the deficit will be covered by council designated funds. This is a faith budget. Bishop Gafkjen said it is a faith and hard work budget. The Synod Council has the authority to review changes to the budget as needed during the year. Bishop Gafkjen explained that the transition from MIF management has not been smooth. Based on the Finance Committee’s recommendation, the Synod Council

VOTED: SC/2019/11: that the proposed 2020-21 budget, version 3, be approved for presentation to the 2019 Synod Assembly for adoption.

PRAYER AND LUNCH

Pastor Nancy Nyland led the group in prayer prior to lunch.

SYNOD COUNCIL MEETING, SESSION 3

REPORTS AND ACTIONS FROM BISHOP AND STAFF

Update on Transformational Leadership Academy

Vice-President Ted Miller called the meeting to order at 12:22 p.m. He turned to Bishop Bill Gafkjen for an update on the Transformational Leadership Academy. He reported that Cory Driver began on March 15 as director of the Transformational Leadership Academy. The grant will be funding the program the first two years. Currently Cory is doing a lot of research on similar academies. He is working on getting the lay worship leader training in place. He will work on other aspects of lay training and continuing education for pastors and deacons. He is also having conversations with bishops of region 6 who might want to utilize the resources of the academy. He is working with Moses Penumaka from Pacific Lutheran Seminary on other continuing education for clergy. Moses Penumaka is the Director, Theological Education for Emerging Ministries [TEEM]. Some education will be done at branch campuses and online.

Roster Concerns

Retirement: Deacon Barbara Collins; Pastor Lyle McKee; Pastor Wendy Piano; Pastor Mary Poston

Bishop Gafkjen noted that there are four who are seeking approval of retirement status. He will ask for approval for all four at same time. There are four status positions – on call, on leave from call, disability, and retirement. There are three aspects to retirement – government, Portico, and approval to stay on the roster. The Synod Council

VOTED: SC/2019/12: that retirement status be granted to Deacon Barbara Collins effective March 1, 2019, Pastor Lyle McKee effective June 30, 2019, Pastor Wendy Piano effective May 1, 2019, and Pastor Mary M. Poston effective June 1, 2019.

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On Leave from Call: Deacon Jeff Schacht

Next, Bishop Gafkjen asked the council to consider a request for on leave from call from Deacon Jeff Schacht who serves as campus minister for Lutheran Campus Ministry at IU Bloomington. The Synod Council


Synod Council Call: Deacon Candidate Travis Woodfield

Bishop Gafkjen noted that Travis Woodfield is already working in this position, Campus Minister for Graduate, Online and Interfaith ministries at Marian University, a Catholic Franciscan university in Indianapolis, IN. The non congregational ministries are generally under call of the synod. The Synod Council

VOTED: SC/2019/14: that deacon candidate Travis Woodfield be called to campus ministry for Graduate, Online and Interfaith Ministries at Marian University, Indianapolis, IN.

Bishop Gafkjen noted that both Cory Driver and Travis Woodfield will be consecrated to the Word and Service roster of the ELCA at Synod Assembly. He asked that the Synod Council reaffirm their action regarding Cory Driver taken during the January Synod Council meeting. The Synod Council

VOTED: SC/2019/15: that the following action be reaffirmed: VOTED: SC/2019/6: that deacon candidate Cory Driver be called as Director of the Transformational Leadership Academy effective March 1, 2019.

Appointment of deans for East Kentucky, NE IN, and South Central Conferences

There are three conference deans that the bishop is recommending. First, he asked that Pastor Adam Forbes be named dean of the East Kentucky Conference. The Synod Council


Second, he asked that Pastor Justin Smoot be reappointed as dean of the North East Conference. The Synod Council

VOTED: SC/2019/17: that the reappointment of Rev. Justin Smoot as dean of the North East Conference be approved.

Bishop Gafkjen then recommended that Pastor Karleen Jung be approved as the dean of the South Central Conference. The Synod Council

VOTED: SC/2019/18: that Rev. Karleen Jung be approved as dean of the South Central Conference.
Appointment of Pastor Evangeline Anderson-Rajkumar as synod representative to Lutheran Ecumenical & Interfaith Representatives Network

Bishop Gafkjen asked the council to make a new appointment. He noted that we have not had a representative to the Lutheran Ecumenical & Interfaith Representatives Network for nine years. He recommended Pastor Evangeline Anderson-Rajkumar. She is a person who will be a resource to lift up those relationships of ecumenical and interfaith issues. The network is a group of volunteers representing the 65 synods of the ELCA. Each volunteer is appointed by his or her synod bishop. The network representatives serve as a model for ecumenical and interreligious engagement in the life of the synod and for this church. The Synod Council

**VOTED: SC/2019/19: that Pastor Evangeline Anderson-Rajkumar be appointed as synod representative to the Lutheran Ecumenical & Interfaith Representatives Network.**

Pastor Heather Apel, A2B for Leadership, Compensation Standards

Assistant to the Bishop for Leadership Pastor Heather Apel reported on the Compensation Standards to be recommended to the Synod Assembly for approval. Members of the Indiana-Kentucky Synod Rostered Ministers Compensation Committee include Martha Helms, Deacon Barbara Limbach, Rev. Dr. Jerry O’Neal, David Quandt and Rev. Heather Apel

The changes are mainly the same for both Ministers of Word and Sacrament and Ministers of Word and Service. Changes from the previous compensation standards include clarification of how to handle pension and paid time off for part time calls. Sick leave and family leave language has been added and is indicated on page 10. If sick leave or paid family leave of longer than six weeks is requested, it should be negotiated. The recommendation is that family leave is paid with full benefits. Clarification regarding bereavement leave has been added. When calling a pastor or deacon, the information about sick leave should be included in the compensation and benefits form. Information was added to the deacon packet regarding interim ministry. Due to changes with IRS tax law, moving expenses must be included as compensation when submitting a new call. COLA (cost of living adjustment) is 2.8% for 2019. Housing allowance designation must be done annually. The proposals are approved by the Synod Council for presentation to the Synod Assembly.

Pastor Curtis Black made a motion to amend that family leave for the birth or adoption of a child be six weeks rather than up to six weeks. Paid family leave should also be amended to six weeks rather than up to six weeks. Noah Smith seconded the motion. The amendment was discussed as was family leave in general. The Synod Council voted nearly unanimously (with one no vote) to change family leave for the birth or adoption a child and paid family leave for illness or injury to six weeks rather than up to six weeks for both the proposed compensation standards for Ministers of Word and Service and for Ministers of Word and Sacrament.

After discussion the Synod Council

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VOTED: SC/2019/20: that the 2019-20 Proposed Standards and Workbook for Ministers of Word and Service Compensation be recommended as amended for adoption by the 2019 Indiana-Kentucky Synod Assembly.

VOTED: SC/2019/21: that the 2019-20 Proposed Standards and Workbook for Ministers of Word and Sacrament Compensation be recommended as amended for adoption by the 2019 Indiana-Kentucky Synod Assembly.

Pastor Apel reported that Rev. Mike Crawford, retired, has resigned from the IK Synod Candidacy Committee due to health concerns.

Mr. Tom Dearchs, Director for Communications, Administration, and Worship Life

Bishop Gafkjen noted that Tom Dearchs has a new title. Tom reported that the Weekly eNews continues to grow in subscriptions. He referred to a recent article that was featured on Channel 6 tv. The “Laundry and More” which is a ministry of Servants of Christ, Indianapolis, was featured in a news clip on Channel 6. He keeps posting on Facebook and tweeter. He meets with administrative staff to assure that all is going well. They have purchased two computers one for Cory Driver and one Sue Miller. He has added a lot of things on the website regarding worship. St. John, Richmond, will be closing on April 28 and he is working with St. John on a service of holy closure.

The first synod assembly worship is coming up and he will be meeting with the synod worship committee in April.

Pastor Dan Fugate, A2B for Discipleship

Assistant to the Bishop Pastor Dan Fugate noted that the proposed synod assembly agenda (attached) is in the dropbox. He discussed items in the agenda. Rev. Dr. Donald Gillett, executive director of the Kentucky Council of Churches will be the preacher for the opening worship Friday evening. Bishop Gafkjen will preach during the closing worship Sunday morning. Pastor Fugate mentioned that Rachel Kurtz is leading the synod assembly music and he believes that the assembly will be very pleased. Keynote presenters are Pastors Tim and Sharon Taylor and Pastor Mandy France. The Synod Council

VOTED: SC/2019/22: that the proposed agenda for the 2019 Synod Assembly be approved for presentation to the 2019 Synod Assembly for adoption.

Pastor Fugate requested that Synod Council appoint the Elections Committee for Synod Assembly as follows: Pastor Steven Renner, Chairperson, Deacon Hope Moran, Pastor Matt Masco, Noah Smith, and Larry Johnson. He then asked for approval of Reference and Counsel committee as follows: Pastor Erik Allen, Chair, Michael Anderson, Pastor Melinda Gapen, Laura Richcreek, Marilyn Saum, and Josh Tatum. He reported that the Nominating Committee is composed of Janet Manning (ECIC), Bob Young (EKY), Pastor Colleen Winkler (EVANS), Deacon Jody Winter (INDPLS), Pastor Dana Newhouse (LAF), Male/Lay (NCC) – need help

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identifying, Pastor David Williamson (NEC), Dorothy Nevils (NWIC), Melissa Kratzer (SCC), and Pastor Sue Socha. The Synod Council

VOTED: SC/2019/23: that the proposed 2019 Synod Assembly Elections Committee be appointed as follows: Pastor Steven Renner, Chairperson, Deacon Hope Moran, Pastor Matt Masco, Noah Smith, and Larry Johnson; and that the 2019 Synod Assembly Reference and Counsel Committee be appointed as follows: Pastor Erik Allen, Chair, Michael Anderson, Pastor Melinda Gapen, Laura Richcreek, Marilyn Saum, and Josh Tatum.

Pastor Fugate discussed the efforts of Purdue University in registration. He said that Purdue University will be a good venue.

Pastor Nancy Nyland, Director for Evangelical Mission

Director for Evangelical Mission Pastor Nancy Nyland reported that King of Glory Lutheran Church, Carmel, Indiana, will host The Generosity Project Monday, April 29, from 5:30 to 7:30 p.m. The Generosity Project is a lively, interactive, and fun educational workshop for all ages. It models a congregation’s potential to connect and equip all generations as steward leaders in the congregation and in the home.

Pastor Nyland asked that the Synod Council approve a grant application that the I-K Synod is submitting on behalf of the five Partnered Synods with whom we are collaborating. The grant will fund an event where the five synods will come together for learning and then develop some resources for our synods and the entire ELCA. The topic is how to support congregations and leaders through the grieving process when a congregation closes, merges, consolidates, etc. The grant would begin April 2019 and end September 2020. The grant request for the first year would be $25,000 and $4,000 for the second year. The five synods that are joining together in the project are Indiana-Kentucky, Upstate New York, North Carolina, Northern Texas-Northern Louisiana, and Southwestern Washington synods. The Synod Council

VOTED: SC/2019/24: that the proposed grant request Partnered Synod Project – Grief & Transition be approved.

Pastor Nancy reported that she will be on sabbatical beginning July 1 through September 30. She will not be at Synod Assembly this year due to her son’s graduation.

UPDATES FROM TASK FORCES AND WORKING GROUPS

Synod Secretary Nomination Committee

Mike Anderson reported that there are three members of the Synod Secretary Nomination Committee: Mike Anderson, Pastor Terri Ditslear, and Linda Wray. There is one nomination: Judy Bush for a third four-year term.

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Constitution Task Force

Mike Anderson reported that there are three documents in the Dropbox. One is a report of the Congregational Constitutions Task Force meeting on February 26, another is a report of the Congregational Constitutions Task Force meeting on March 19, and the third is a recommendation of proposed changes to the synod constitution bylaws. The proposed bylaw changes (attached) are mostly deletions of committees that are nonfunctioning. The bylaw entitled, “Committee on Campus Ministry” has been revised. After discussion the Synod Council

VOTED: SC/2019/25: that the proposed changes to the synod bylaws be approved for presentation to the 2019 Synod Assembly.

Racism Working Group

Pastor Michael Vinson reported that informal conversations have begun in the Racism Working Group. There will be planned emphasis for the professional retreat in the fall. Larry Johnson asked about the coordination with the Episcopal Diocese regarding racial relations. Pastor Vinson replied that it has been stalled due to some changes at the national level. It may be up and running in the next few months.

50th Anniversary of the Ordination of Women

Pastor Jane Rothman reported that discussion is ongoing. A goal is to have a celebration at the 2020 Synod Assembly.

Reconciling in Christ Task Force Recommendation and Welcome Statement

Vice-president Ted referred to the history of the task force regarding being a Reconciling in Christ synod. It originally was a resolution at the 2015 Synod Assembly. Pastor Heather Apel who has been on the task force reported that the group did not recommend to become a Reconciling in Christ synod but to have a welcoming statement. Pastor Austin Newberry stated that the task force is looking forward to the question coming to a conclusion. The Task Force believes that the welcoming statement does what becoming a Reconciling in Christ synod would do.

Pastor Teri Ditslear made a motion that we thank the task force for their work and ask them to continue their work to get to broad inclusivity. Mike Anderson seconded the motion. After discussion Pastor Teri withdrew her motion and Mike agreed to the withdrawal of the motion. Bishop Gafkjen moved to table discussion about how we as a synod become a welcoming community. Further the task force should be thanked for its work. The Synod Council

VOTED: SC/2019/26: that the discussion regarding becoming a Reconciling in Christ synod be tabled and that the Reconciling in Christ Task Force be thanked for their work on this discernment.
OTHER BUSINESS AND CLARIFICATION OF TASKS

MEETING REVIEW

Mission Monitor Matthew Pope commended the committee for getting us ready for today. He was especially grateful for the worship experiences. We may have gone over a bit but that is certainly understandable.

Vice President Ted thanked the group for engagement throughout the meeting.

SENDING PRAYER

Pastor Nancy Nyland closed with a prayer by Walter Brueggemann.

The meeting was adjourned at 3:00 p.m.

Respectfully Submitted in His Service,

Judith A. Bush, Secretary

FUTURE MEETINGS

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
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<tbody>
<tr>
<td>Friday May 31</td>
<td>9:00 am, Purdue University</td>
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<tr>
<td>May 31-June</td>
<td>Synod Assembly, Purdue University</td>
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<tr>
<td>Sept 13-14</td>
<td>Lutheran Hills Camp, Morgantown, IN (retreat)</td>
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<tr>
<td>Nov 15-16</td>
<td>IN-KY Lutheran Center, Indianapolis, IN</td>
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<td>Jan 17-18, 2020</td>
<td>IN-KY Lutheran Center, Indianapolis, IN</td>
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## Unrestricted Net Assets

### Revenues
- **Mission Support**: $65,894.58
- **ELCA Direct Support**: $1,708.70
- **Endowment Draws**: $0.00
- **Gifts/Fees**: $19,406.29
- **Grants/Transfers**: $0.00
- **Offerings**: $0.00
- **Other Income**: $186.13

**Total Revenues**: $87,178.70

**Net assets released from restriction**: $12,050.00

**Total Unrestricted Revenues**: $99,228.70

### Expenses
- **ELCA Shared**: $0.00
- **Direct Support**: $3,157.32
- **IK Synod Direct**: $12,850.96
- **Campus/Mentorship**: $0.00
- **Leadership**: $350.00
- **Concert Program**: $34.51
- **Global Mission**: $0.00
- **Justice**: $0.00
- **Multicultural**: $0.00
- **ECUM Ministry**: $0.00
- **Education**: $0.00
- **Worship**: $0.00
- **Bishop Discretionary**: $0.00
- **College of Deans**: $0.00
- **Synod Council**: $0.00
- **Synod Assembly**: $1,402.28
- **Synod Personnel**: $39,159.48
- **Administrative Staff**: $16,036.15
- **Fiscal Agency Staff**: $11,350.25
- **Synod Administration**: $9,402.52
- **Synod Travel & Meals**: $3,988.75
- **Total Expenses**: $66,585.88

**Restricted Expense**: $12,050.00

**All Expenses**: $107,540.49

**Change in unrestricted net assets**: ($8,271.79)

### Temporary Restricted
- **Net assets released from restriction**: $12,050.00
- **Change in Temporary Restricted**: ($6,003.81)

### Change in Permanent Restricted
- **Change in Permanent Restricted**: $0.00

**Change in Net Assets**: ($14,275.60)

**Net Assets at beginning of period**: $6,350,784.40

**Current Net Assets**: $6,336,508.80
### I-K Synod Proposed Budget
#### 2020-21 Fiscal Year

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<th>2019-20 Budget</th>
<th>Unaudited Actual (2018-19)</th>
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<td><strong>Revenues</strong></td>
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<td>41001000 - Interest/Dividends</td>
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<td>41002000 - Unrealized Gain/(Loss)</td>
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<td>(473,974.97)</td>
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<td><strong>Net Total</strong></td>
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AGENDA
(Proposed to Synod Council)
All times are Eastern Daylight Time

Friday, May 31, 2019
9:00 am    Synod Council Meeting
10:00 am   Mission Fest Set Up begins
11:00 am   Registration/On-site check-in opens
           MissionFest opens
           Receive your name tag, registration bag, visit Mission Fest tables, greet friends and colleagues old and new
Lunch on your own
12:15 pm   Welcome and Orientation for first time attendees
1:00 pm    Opening Devotions/Opening of Assembly/Music with Rachel Kurtz
1:30 pm    Bible Study with Bishop Gafkjen
2:00 pm    Plenary Session 1
           Call to Order/Opening remarks by Bishop William O. Gafkjen; Greetings and Introductions; Preliminary Credentials Report; Adoption of Agenda; Adoption of Rules

2:15 pm    Keynote Presentation 1 – Pastors Tim and Sharon Taylor
3:00 pm    Music with Rachel Kurtz
3:15 pm    Plenary Session 1 continued
           Nominating Committee Report; Report of Bishop William O. Gafkjen; Report of Synod Secretary Judy Bush; ELCA Churchwide Greetings from Judith Roberts; Ecumenical Greeting (tbd); Announcements

4:30 pm    Break before dinner/MissionFest closes for the day
           Resolutions with 50 signatures due (S7.32.04c of the Synod Constitution) deliver to the dais at the front of Convention Hall A/B
6:00 pm    Dinner
7:15 pm    Pre-Service Music
7:30 pm  Eucharist Service

Saturday, June 1, 2019

8:00 am  Breakfast for those who are not staying where it is already provided
8:30 am  Bible Study with Bishop Gafkjen
9:00 am  Plenary Session 2
          Music with Rachel Kurtz
10:00 am  Keynote Presentation 2 – Pastor Mandy France
10:45 am  Plenary Session 2 continued (Convention Hall A/B)
          Report of the Treasurer of the IK Synod; Updated Credentials Report;
          Voting on General Elections-Synod Council Positions; Report of Elections
          Committee; Presentation of Resolutions, Reference/Counsel Committee;
          Greeting from Guests/Mission Moment

Noon  Break for Lunch
12:15 pm  Lunch
1:15 pm  Plenary 2 continued
          Portico Update; Updated Credentials Report; Voting on General Elections
          – Committees and Ministry Boards; Report of the Vice President of the IK
          Synod; Discussion on Resolutions from Reference/Counsel Committee;
          Report of the Elections Committee; Presentation of Compensation
          Standards

2:30 – 3:20  Affinity Groups
3:30 – 4:20  Workshop Options 1
4:30 – 5:20  Workshop Options 2
5:30 pm  Who Is My Neighbor? Mission Banquet
            Rostered Minister Anniversaries Congregational Anniversaries; Leaders new to
            the Synod; Ecumenical Partners/Special Guests

Evening:  Times TBD – Concert with Rachel Kurtz, Screening of Won’t You Be My Neighbor?
(documentary film about Mr. Rogers)

Sunday, June 2, 2019

8:30 am  Bible Study with Bishop Gafkjen
9:00 am  Music with Rachel Kurtz
9:15 am  Plenary Session 3
          *Final Credentials Report; Additional voting, if needed; Greetings; Adoption of Budget; Final Resolution by Reference and Counsel; Closing Remarks by Bishop Gafkjen; Motion to Adjourn*
10:45 am  Pre-service Music
11:00 am  Eucharist Service to include Consecration and Installation of Newly Elected

**Synod Assembly Committees**

**Reference and Counsel**
Pastor Erik Allen, Chair
Michael Anderson
Pastor Melinda Gapen
Laura Richcreek
Marilyn Saum
Josh Tatum

**Nominations**
Janet Manning (ECIC)*
Bob Young (EKY)
Pastor Colleen Winkler (EVANS)
Deacon Jody Winter (INDPLS)
Pastor Dana Newhouse (LAF)
Male/Lay (NCC) – need help identifying
Pastor David Williamson (NEC)
Dorothy Nevils (NWIC)*
Melissa Kratzer (SCC)
Pastor Sue Socha*

**Elections Committee**
Pastor Steven Renner, Chairperson
Deacon Hope Moran
Pastor Matt Mascio
Noah Smith*
Larry Johnson

* = awaiting confirmation from the person
PROPOSED AMENDMENTS TO THE BYLAWS OF THE INDIANA–KENTUCKY SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

Recommended by the Synod Council on March 30, 2019.

All changes are highlighted. Additions are underlined. Deletions are struck through in the text.

S11.01.04. Volunteer Committee. The purpose of this committee shall be to recruit individuals to serve on various synod committees and task-forces, as well as to identify persons with leadership capabilities who can serve the synod in a variety of capacities. This committee shall:

a) Maintain a registry of persons with leadership ability and experience within the synod, with special notation of skills, interest, experience, and whether they are persons of color and/or persons whose primary language is other than English.

b) Assist the bishop in finding nominees to serve on committees and task-forces of the synod.

S11.01.05. Task forces...

S11.04.03. Committee for Congregational Life.

a) The purpose of this committee shall be to oversee the synod’s work of assisting congregations in carrying out all of their own ministries at the congregational level. These include:

1) Worship

2) Education and nurture, including programs to strengthen the ministry of the laity.

3) Social ministry.

4) Evangelism.

5) Stewardship.

6) Management of finances and property.

b) The committee shall work with conferences in supporting and enhancing the life and mission of their congregations.

c) The committee shall have a relationship with the synod youth organization, and shall be responsible for the synod’s oversight of youth ministry.

S11.04.43. Synod Assembly Planning Committee...
$11.04.05. Long Range Planning Committee. This committee shall serve as an advisory committee to the Synod Council. The committee shall:

a. Study the effectiveness of the synod in fulfilling its mission;
b. Receive and consider suggestions about the work of the synod, and;
c. Propose to the Synod Council, and revise annually, a long range plan for the mission of the synod;
d. Members of this committee shall be appointed for four-year terms, and may serve no more than two terms consecutively.

$11.04.06. Synod Outreach/Evangelism Team

The purpose of the Synod Outreach/Evangelism Team shall be to assist the synod as a committee in keeping evangelism, both proclamation and action, at the center of its life and witness. To this end, the committee shall extend the work of the synod by developing and supporting ministries and congregations. The committee shall:

a. Communicate the Church’s mission of invitation to Word and Sacrament;
b. Strategize synod-wide plans and visions for evangelism and outreach which will:
   1) Broker information about educational and financial resources available to congregations and ministries;
   2) Publish stories and offer encouragement throughout the synod, celebrating mission and lifting up possibilities;
   3) Be attentive to attempts that didn’t live up to potential, enabling the whole synod to learn from synod, conference, and congregational efforts;
   4) Equip the Conference Outreach/Evangelism Teams and Campus Ministry representatives for their own mission work, enhancing the life and mission of their ministries;
c. Develop and recommend policy for, and then assist in, the development of new ministries and congregations, the support of existing ministries and congregations and of urban, suburban, and rural coalitions;
d. Provide support to congregations having difficulty maintaining their ministry. Work with congregations in discerning the future of their ministries and supporting and assisting congregations in Renewal, Yoking, Merging, Consolidation, Hospice and Closure;
e. Be responsible for the synod-wide Mission Partners program. Develop a network of Mission Partners able and willing to be in mission with other congregations or ministries.
f. Establish, support, and plan for the outreach of this Church to persons of color and persons whose primary language is other than English.

g. Oversee disbursements of grants for mission in the Indiana-Kentucky Synod:
   1) Establish the level of financial support, review previous allocations periodically, and identify the most appropriate sources and amounts of funding.
   2) Maintain geographical integrity.
   3) Observe the parameters of the Mission 2000 Endowment case statement.
   4) Nurture our partnership with the Division for Outreach
   5) Pursue the Synod Outreach and Evangelism Strategy.

h. The Synod Outreach/Evangelism Team shall meet at least quarterly. The Team shall be made up of one representative from each Conference Outreach/Evangelism Team who has vote regarding disbursements of funds, plus a Campus Ministry representative who also has vote. All other persons from Conference Outreach/Evangelism Teams, congregations, and ministries are welcome to attend all meetings and will have voice but not vote.

§11.04.07. Committee on Ministry. The purpose of this committee shall be to provide for the guidance and support for the various areas of synodical lay and professional ministry, including recruitment, leadership support, lay worship leaders, clergy, AIM, deaconess, and diaconal ministers, compensation guidelines and other similar responsibilities as may be developed by or delegated to this committee.

§11.04.08. Committee on Communications. The purpose of this committee shall be to inform the people of the synod about the work of the synod, as well as to edify, educate, and inspire the people of the synod.

a. Communication may include the use of print media, newspaper, the Internet, television, videotape, radio, speaker bureau, and other systems of transmitting information.

b. It shall also be the work of this committee to facilitate and strengthen all communication efforts throughout the synod.

c. To accomplish these ends, the committee shall
   1) Publish and distribute a synod newspaper.
   2) Recommend to the Synod Council an editor for the synod newspaper or other type of synod publication requiring an editor. The committee shall support and give direction to the editor(s).
3) Provide information about the synod and congregations and pastors to The Lutheran.

4) Develop and oversee a web presence for the synod, along with recommending ways to improve electronic communication among the individuals and congregations of the synod by electronic mail or other means.

5) As requested, provide programs and workshops for other committees and congregations in the area of communications.

6) Utilize any other means available to keep the congregations, pastors, and other individuals of the synod in contact with each other and to share appropriate information.

S11.04.094. Committee on Global Mission. ...

S11.04.10. Committee on Ecumenical Ministry. This committee shall function under the guidance of the bishop, who is the chief ecumenical officer of the synod. The purpose of this committee shall be to encourage, facilitate, and coordinate ecumenical partnerships at the synod, state, and local levels, within the guidelines of the ELCA.

S11.04.1105. Committee on Campus Ministry. The committee shall:

a. Oversee the synod’s ministry to students in non-Lutheran institutions.

b. Make recommendations for the extension and improvement of this ministry:
   a. Support and coordinate the synod’s ministry with students at colleges and universities in the territory of the synod.
   b. Make recommendations for the extension and improvement of this ministry.
   c. Provide for support and facilitate communication among the campus ministers serving in the synod.

The Campus Ministry Committee Membership is composed of: Campus ministers from each synod-related campus ministry, three at-large members, clergy and lay, appointed by the Synod Council on recommendation of the Bishop, and the Bishop or the Bishop’s designee. At-large members will serve a three-year term, renewable once. A Chairperson will be chosen among the committee’s membership, affirmed by the Synod Council at the recommendation of the Bishop. The Chairperson will serve a one-year term, renewable once.

S11.04.1206. Leadership Support Committee ...
a. Work with conferences and congregations and at meetings of the Synod Assembly to raise awareness and promote action regarding issues of justice and peace, the care of the earth, and other local, regional, national and global social ministry concerns.

b. Be the liaison between the synod and the ELCA Division for Church in Society.

c. Assist congregations, conferences and the synod to study, interpret, and implement the teaching and social statements of the ELCA.

d. Coordinate the synod’s relationship with the organizations, activities, and social ministry agencies, including the Federation of Lutheran Social Ministry Organizations of Indiana and Kentucky, on the territory of the synod.

§11.04.14. Committee on Outdoor Ministry. This committee shall:

a. Recommend outdoor ministry policy to the Synod Council.

b. Review and evaluate implementation of this policy.

c. Conduct, promote, and improve the camps owned and operated by the synod, except that all decisions affecting the encumbrance, acquisition and/or transfer of real estate or the improvements thereon must be taken, or concurred in, by the Synod Council.

d. Coordinate sites, develop leadership, and execute programs at the camps of the synod.

e. Present regular financial reports and program proposals and an annual program report to the Synod Council.

§11.04.1507. Committee for Candidacy ...

§11.04.16. The Academy for Mission

a. In support of the Synod’s Mission and Vision, the Academy shall:

b. Liaisons from each of the following Synod Committees will attend Academy meetings as needed: Outreach/Evangelism, Stewardship, Christian Education, Worship, and Leadership.

c. Academy appointments for members and the chairperson are covered under §11.04.02 of the Synod Constitution. The committee shall consist of 4-15 members, who will serve terms of three years, with one-third of the terms expiring each year. Members may serve no more than two consecutive terms.

§11.04.17. Christian Education Committee
The purpose of the Christian Education Committee is to support congregations of the Indiana-Kentucky Synod in faith formation and discipleship training. To this end, the committee shall:

a. Pray for congregation members, education leaders, and pastors as they undertake their primary ministry of education and discipleship.

b. Foster the quality and growth of educational ministries such as Bible studies, small groups, classes, midweek summer programs, and Confirmation/Catechism classes.

c. Organize and promote Sunday School and Adult Education leader workshops.

d. Provide a clearinghouse for educational materials.

e. Share ideas through newsletters (e.g., the "ed.network") and presentations.


The committee shall consist of at least six members from geographically diverse areas of the Synod.

S11.04.18. Older Adult Ministry Committee

The purpose of the Older Adult Ministry Committee is to focus on the development of an intentional older adult ministry in the synod and the congregations:

a. To encourage activities and programs affirming older adults who want to be useful and remain independent, to search for meaning and purpose in life, to grow spiritually, and to provide meaningful service to others.

b. To encourage congregations to survey their church properties and, if necessary, adapt to meet needs of older adults.

c. To provide resources to congregations to encourage participation in Older Adult Week in the Indiana-Kentucky Synod.

d. To establish a network of contact persons in each convergence for continuing information about older adult ministries.

S11.04.1908. Lay Ministries Committee

...

S11.04.209. Youth Ministry Committee

...