

Bulletin of Reports

Waiting, Watching, and Working

**Indiana-Kentucky
Synod Assembly
2024**



† Together in Christ.

Indiana-Kentucky Synod Assembly

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Indiana-Kentucky Synod

Evangelical Lutheran Church in America

God's work. Our hands.

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Welcome to the Bulletin of Reports for the 37th Assembly of the Indiana-Kentucky Synod!

This report compiles most of the materials you will need for the Synod Assembly, June 7-9, 2024 at the Crowne Plaza Hotel Airport, Louisville, KY. Please note especially a couple of changes and some clarifying information:

- **To vote, all voting members must sign in/register on-site.** Registration will close approximately 30 minutes before each ballot for the Office of Bishop; only those who have signed in at the registration table by that time can vote. Voting members only need to sign in/register once. This includes all who registered for the Assembly beforehand.
- The agenda is the proposed agenda presented by the Indiana-Kentucky Synod Council for adoption by the Assembly. The same is true for the Rules of the Assembly. These two documents contain some notable changes from the draft agenda and the description of the bishop election process that were shared in the Call to Assembly.
 - In previous bishop elections in this synod, the top seven vote receivers from the second ballot were introduced to the Assembly but did not speak. The Synod Council has changed the proposed agenda and the assembly rules to allow time for these seven pastors to speak briefly on a question to be presented by the Bishop Election Task Force.
 - This means that there will not be time for breakouts during this assembly. In their place, on Saturday, members of the Assembly will be invited to pick up their box lunches and participate in “Lunch and Learn” opportunities, 45-minute conversations, and presentations on various topics of interest in rooms and areas in the venue.
- This report includes biographical forms from nine pastors whose names were submitted by conferences to Vice President Ted Miller early in 2024. The names of other pastors were also submitted. Vice President Miller contacted them, too, but they chose not to submit forms by the stated deadline.
 - Despite the heading on the forms, **these nine pastors are not to be considered nominees** for the office of bishop. They are persons of interest whose names conferences submitted as part of the process delineated in the synod’s governing documents.
 - The first ballot for the Office of Bishop will contain no names and will be a blank piece of paper. Voting members of the assembly will be invited to write one name each of an eligible minister of Word and Sacrament (pastor) who is on the roster of the Evangelical Lutheran Church in America as their nominee for the Office of Bishop.
 - 75% of legal votes cast are required for election on the first ballot. If no one is elected on the first ballot, this will become the nominating ballot. The second ballot will then contain the names of those eligible to serve as bishop who have not withdrawn their names. Those who receive the ten highest number of votes on the first ballot will be invited to submit a biographical form if they have not already done so. Eligible forms submitted by the deadline Friday evening will be distributed to voting members first thing Saturday morning.

2024 Indiana–Kentucky Synod Assembly

Rules of the Assembly

1. **Agenda and Rules.** The agenda and the rules of procedure will be adopted during the first plenary session of the synod assembly. Once adopted, neither document may be amended except by a two-thirds vote of the assembly.
2. **Bishop’s Election**
 - (a) The election process for the Office of Bishop of the Indiana-Kentucky Synod is governed by S9.04 of the Indiana-Kentucky Synod Constitution.
 - (b) The Evangelical Lutheran Church in America’s representative will preside over the election process for the Office of Bishop of the Indiana–Kentucky Synod.
 - (c) During any ballot for the Office of Bishop of the Indiana-Kentucky Synod, all visitors and other nonvoting attendees will separate themselves from voting members by moving to the perimeter of the room.
 - (d) By 10:00 p.m. E.D.T. Friday, June 7, 2024, (1) nominees listed on the first (ecclesiastical) ballot may withdraw by submitting a Request for Withdrawal from the Ballot for Bishop of the Indiana-Kentucky Synod and (2) those individuals receiving the ten highest number of votes (plus ties) on the first (ecclesiastical) ballot for the Office of Bishop are asked to submit to the Information Desk a Biographical Information for the Office of Bishop of the Indiana–Kentucky Synod form. An electronic signature may be used on the forms. The Biographical Information for the Office of Bishop of the Indiana–Kentucky Synod forms from those receiving the ten highest number of votes (plus ties) shall be provided to the voting members of the Synod Assembly at least two hours before the second ballot. (See S9.04.01(e).)
 - (e) If no election for the Office of Bishop has occurred after the second ballot, before the third ballot the seven persons receiving the most votes (plus ties) will be invited to stand in front of the podium and, as their names are read, step forward and wave to the assembly. They will then move to a room apart from the assembly hall. While the other candidates remain sequestered, each will speak to the assembly for up to five minutes in response to a question provided to all candidates in advance.
 - (f) If no election for the Office of Bishop has occurred after the third ballot, a Question-and-Answer session will be facilitated by the ELCA Churchwide representative with the three persons receiving the most votes (plus ties). Each person will come forward to the podium and have four minutes to address the assembly and then respond in rotation for 90 seconds each to a series of six questions.
 - (g) If no election for the Office of Bishop has occurred after the fourth ballot, the two persons receiving the most votes will move immediately to the fifth ballot.
3. **Closing Registration before Voting.** Registration will close 30 minutes before any ballot and will reopen once the polls for that election are closed.

4. **Proxy or Absentee Voting.** Proxy and absentee voting shall not be permitted in the transaction of any business of this synod. (†S7.31.)
5. **Motions.** All substantive motions (not procedural motions) on matters related to the business before the assembly must be presented in writing to the chair, preferably in advance of making the motion or, if that is not possible, immediately after making the motion.
6. **Resolutions.** All resolutions submitted under S7.41.A21.c. (those supported by the signatures of at least 50 voting members) are due by 4:00 pm E.D.T., Friday, June 7, 2024, to the Secretary of the Synod at the Information Desk.
7. **Speaking during Discussion.** Each speech from the floor on all resolutions and motions will be limited to three minutes. Speakers will alternate between those speaking for and those speaking against the pending matter.
8. **Previous Question.** A member who has spoken on the pending question may not move the previous question. A motion to end debate by moving the previous question shall apply only to the immediately preceding motion. A motion to end debate on all matters on the floor or more than the immediately pending question is not in order.
9. **Voting.** Voting may be accomplished by the use of electronic voting devices. The chair may call for affirmative and negative votes simultaneously or separately.
10. **Nominations from the Floor.** Nominations from the floor must have a completed “Nomination and Biographical Information Form” for each nominee submitted to the Nominating Committee before nominating the proposed nominee by 4:00 p.m. Friday, June 7, 2024, to the Nominating Committee at the Information Desk. (See S9.03. and S9.03.A21.d.)
11. **Parliamentary Procedure.** The latest edition of *Robert’s Rules of Order* governs parliamentary procedure of this Synod Assembly. (S7.32).
12. **Substitute Motions.** When a substitute motion is made, secondary amendments may be offered first to the original motion. After all secondary amendments to the original motion have been disposed of, secondary amendments to the substitute motion may be offered. When all amendments to the substitute motion have been disposed of, the vote shall be taken on whether the substitute motion is to be substituted as the original motion or be rejected.
13. **Appropriating Funds.** Motions to appropriate funds without the approval of the Synod Council require a two-thirds vote for adoption. (S10.04.)
14. **Recounts.** Any recount must be ordered by a majority vote before the end of the assembly at which the voting result was announced.
15. **Unfinished Business.** Upon the adjournment of the assembly, all remaining unfinished items of business shall be referred to the Synod Council for disposition. (See †S10.02.)

Waiting, Watching, and Working Together in Christ

Indiana-Kentucky Synod, Evangelical Lutheran Church in America

37th Annual Assembly

Crowne Plaza Hotel Airport | Louisville, Kentucky

Agenda

Please note: To vote, all voting members must check in/register on-site. Registration will close approximately 30 minutes before each ballot for the Office of Bishop; only those who have checked in/registered by that time can vote. Voting members only need to check in/register once.

All times are Eastern

Friday, June 7, 2024

- 11:00 am **On-site check-in and registration opens** (*hallway outside Crowne BC*)
- 1:00 pm Welcome and Orientation for First-Time Attendees
- 2:00 pm Opening of Assembly/Plenary Session 1 (*Crowne BC*)
Opening remarks by Bishop William O. Gafkjen; Greetings and Introductions
Preliminary Credentials Report, Adoption of Agenda, Rules, Committees
- 2:30 pm Keynote Presentation 1 – “Waiting Together in Christ”: Bishop Daniel Beaudoin
- 3:00 pm **Registration/Check-in closes for the first ballot for the Office of Bishop**
Introduction of election process for Office of Bishop of the Indiana-Kentucky Synod
Credentials Report
- 3:30 pm **First Ballot for Office of Bishop of the Indiana-Kentucky Synod**
- 4:00 pm **Check-in/Registration reopens**
Nominating Committee Report
Bishop’s Report, Part 1
- 4:30 pm Break
- 5:30 pm **Registration/Check-in closes**
- 6:00 pm Plenary Session 2: Report on results of First Ballot for Office of Bishop (*Crowne BC*)
- 6:15 pm Celebration Dinner: Ordination & Congregation Anniversaries and more (*Crowne BC*)
- 7:45 pm Pre-Service Music (*Coronet Ballroom*)
- 8:00 pm Gathering Eucharist and Remembrance of the Faithful Departed (*Coronet Ballroom*)
Bishop Bill Gafkjen preaching and presiding
- 9:30 pm Reception (*Exhibit Area*)
- 10:00 pm Deadline for submission of bishop ballot withdrawals
Deadline for submission of biographical forms for top ten on 1st bishop ballot
Both forms are to be turned in at the Information Desk

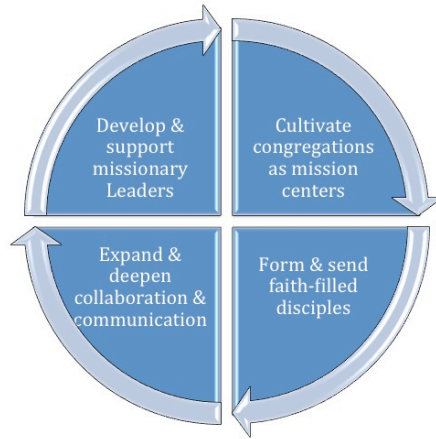
Saturday, June 8, 2024

- 7:30 am **Registration/Check-in reopens**
- 8:30 am Morning Prayer (*Crowne BC*)
Distribution of bishop election biographical forms submitted by the deadline
- 8:45 am Plenary Session 3
Keynote Presentation 2 – “Watching Together in Christ”: Bishop Donald Kreiss
- 9:15 am Report of the Synod Vice President
- 9:30 am **Registration/Check-in closes**
- 9:25 am Report of the Synod Treasurer
- 9:45 am ELCA Churchwide Greetings
- 10:10 am Report of the Synod Secretary
- 10:20 am Updated Credentials Report
- 10:25 am **Second Ballot for Office of Bishop**
- 10:45 am General Elections
Presentation of Resolutions: Reference and Counsel Committee
Report of General Elections Committee
- 11:00 am **Registration/Check-in reopens**
- 11:45 am Break before lunch
- 12:00 pm Lunch: box lunches and Lunch and Learn opportunities
- 1:15 pm Plenary Session 4 (*Crowne BC*)
Report on the results of the second ballot for the Office of Bishop
General Elections
Consideration of Resolutions as necessary
- 2:00 pm **Registration/Check-in closes**
- 2:15 pm Top 7 from the Second Ballot address the Assembly
- 3:15 pm Updated Credentials Report
Third Ballot for Office of Bishop of the Indiana-Kentucky Synod
Report of General Elections
Report of results of Third Ballot for Office of Bishop
- 4:00 pm Question and Answer session with top three Bishop election candidates
- 5:00 pm Updated Credentials Report
Fourth Ballot for Office of Bishop
Report on results of the Fourth Ballot for the Office of Bishop
- 5:30 pm Fifth Ballot for Office of Bishop**
Report on results of the Fifth Ballot for the Office of Bishop
- 6:00 pm Break before dinner
- 7:00 pm Celebration Dinner and Program, including Evening Prayer (*Crowne BC*)
- 8:45 pm Reception (*Exhibit Area*)

Sunday, June 9, 2024

- 8:00 am **Registration/Check-in reopens and will close at 8:45 am**
- 8:30 am Plenary Session 6 (*Crowne BC*)
Keynote Presentation 3 – “Working Together in Christ”: Bishop Suzanne Darcy Dillahunt
Credentials Report
Adoption of 2025-2026 Synod Budget, Synod Compensation Standards
Remaining General Elections and Report of Results, Remaining Resolutions
Bishop’s Report, Part 2
Final Report of Registration and Attendance and Motion to Adjourn
- 11:00 am Sending Eucharist (*Coronet Ballroom*)
Bishop Craig Satterlee, Preacher; Bishop Bill Gafkjen, Presider
Installation of elected Synod Council Members
Benediction and Closing of the Assembly

Empower, equip, and encourage one another to make Christ known



Every person a missionary,
every leader a mission developer,
every congregation, conference, and ministry a mission center

**Indiana-Kentucky Synod
Budget Worksheet w/ Previous Year Totals
2025-26 Fiscal Year**

Accounts	Annual Budget 2023-24	Total Actual 2023-24	Annual Budget 2024-25	Annual Budget 2025-26	Comments
Revenues					
Mission Support					
40101000 - Mission Support	\$1,800,000	\$1,532,430	\$1,750,000	\$1,600,000	
Total Mission Support	\$1,800,000	\$1,532,430	\$1,750,000	\$1,600,000	
ELCA Direct Support					
40200000 - Grants					
40201000 - Campus Ministry Grants	\$16,000	\$25,500	\$25,500	\$0	ELCA grants going directly to campus
40205000 - DEM Support	\$5,000	\$10,000	\$10,000	\$10,000	
40220000 - Other ELCA Grants	\$0	\$0	\$0	\$0	
40225000 - ELCA New Start Grants	\$19,000	\$26,600	\$19,000	\$14,000	New Starts Tab
Total ELCA Direct Support	\$40,000	\$62,100	\$54,500	\$24,000	
Endowment Draws					
40301000 - Mission 2000 End. Draw	\$180,054	\$180,054	\$182,625	\$181,107	Endowment Tab
40320000 - Ebenezer End. Draw	\$31,676	\$31,676	\$32,128	\$31,861	
40325000 - Candidacy End. Draw	\$91,694	\$91,694	\$93,003	\$92,230	
40330000 - Continuing Ed. End. Draw	\$9,169	\$9,169	\$9,300	\$9,223	
40357000 - Cncl Des - Operations End. Draw	\$834	\$834	\$4,227	\$4,192	
40360000 - Outreach End. Draw	\$16,672	\$16,672	\$16,910	\$16,769	
40390000 - Bishops Choice End. Draw	\$3,334	\$3,334	\$0	\$0	
Total Endowment Draws	\$333,433	\$333,433	\$338,194	\$335,384	
Gifts/Fees					
40400000 - Registration/Fees	\$0	\$0	\$0	\$0	
40401000 - Assembly Registration	\$70,000	\$6,990	\$100,000	\$75,000	
40405000 - Candidacy Application Fees	\$3,300	\$5,350	\$2,500	\$2,500	
40406000 - Candidacy Cong. Contrib	\$3,000	\$0	\$2,500	\$2,500	
40407000 - Candidacy Retreats	\$1,500	\$353	\$1,000	\$1,000	
40409000 - Candidacy Scholarships - Misc Gifts	\$0	\$0	\$0	\$0	
40411000 - Campus Ministry Misc Income	\$1,500	\$0	\$0	\$0	
40413000 - Campus Ministry Appeal	\$2,500	\$0	\$0	\$0	
40415000 - Connect - Cong. Contributions	\$4,000	\$0	\$0	\$0	
40419000 - Conflict Management	\$1,000	\$0	\$500	\$500	
40423000 - First Call	\$15,500	\$45	\$0	\$0	
40425000 - Leadership Workshop	\$2,000	\$0	\$0	\$0	
40431000 - Prof Leaders Retreat Income	\$12,000	\$13,265	\$15,000	\$15,000	
40441000 - New Starts - Congregational Gifts	\$0	\$0	\$0	\$0	
40435000 - Rental	\$0	\$0	\$0	\$0	
48357250 - Stewardship - SAS BCG	\$16,000	\$0	\$0	\$0	
40439000 - Special Gifts	\$0	\$0	\$0	\$0	
40443000 - Strategic Ministry ELCA Grants	\$0	\$12,000	\$6,200	\$0	Strategic Ministry Tab
40447000 - Worship Events	\$0	\$0	\$0	\$0	
40449100 - Youth Sales & Registrations	\$0	\$0	\$0	\$0	
40451000 - Misc Contribution Income	\$7,500	\$6,503	\$40,000	\$40,000	
Total Gifts/Fees	\$139,800	\$44,506	\$167,700	\$136,500	
Release of Restricted Funds					
83005875 - Campus Ministry Support			\$7,500	\$7,500	United Campus Ministry (ISU)
83061850 - Univ of Louisville Campus Ministry			\$10,000	\$10,000	from Calvary LC
82001800 - Abundant Grace/Strategic Ministry				\$6,800	Trinity LC, Lebanon
83011850 - New Starts	\$22,000	\$47,000	\$22,000	\$22,000	MECI, Indy
83009850 - Cheesman Fund				\$2,500	Candidacy Retreats
83034850 - HKBP or 83038850 - IELCH Chile				\$2,500	International Travel
82017800 - Pike Township/LDR position			\$65,000	\$65,000	LDR grant (yr 2 of 3)
83033875 - IK Disaster Fund		\$25,000			LDR grant - admin share
83018800 - Lily Grant/E-Connect - Supplies		\$16,560			new copier
83018800 - Lily Grant/E-Connect - TLA Director	\$33,078	\$33,078	\$34,800	\$36,540	
83018800 - Lily Grant/E-Connect - Admin Asst.	\$14,976	\$14,976	\$15,725	\$16,474	
83018800 - Lily Grant/E-Connect - Storyteller	\$10,000	\$10,000	\$10,000	\$10,000	
Total Release of Restrictions	\$80,054	\$146,614	\$165,025	\$179,314	
Grants/Transfers					
40511000 - Campus Ministry Grants	\$0	\$0	\$0	\$0	Non-ELCA Grants
40511200 - ELCA Special Grants	\$0	\$0	\$0	\$0	
Total Grants/Transfers	\$0	\$0	\$0	\$0	
Other Income					
40250000 - Reimbursements	\$23,507	\$149,928	\$23,507	\$27,000	New Starts Tab
41001000 - Interest/Dividends		\$86,006	\$0	\$0	
41002000 - Unrealized Gain/(Loss)		\$416,052	\$0	\$0	
41003000 - Realized Gain/(Loss)		\$63,033	\$0	\$0	
41004000 - Miscellaneous Income	\$10,000	\$13,515	\$10,000	\$10,000	
Total Other Income	\$33,507	\$728,535	\$33,507	\$37,000	
Total Revenues	\$2,426,794	\$2,847,618	\$2,508,925	\$2,312,198	
Expenses					
ELCA Shared					
50101700 - ELCA Shared Mission Support	\$774,000	\$658,773	\$752,500	\$688,000	43% of Mission Support
Total ELCA Shared	\$774,000	\$658,773	\$752,500	\$688,000	
Direct Support					
50201700 - Capital University	\$2,500	\$2,500	\$2,500	\$2,500	Same as previous yr.

50210700 - Wittenburg University	\$2,500	\$2,500	\$2,500	\$2,500
50215700 - Trinity Seminary	\$26,000	\$26,000	\$26,000	\$26,000
50220700 - Region 6 (Capital Univ Archives)	\$7,000	\$6,425	\$7,000	\$7,000
Total Direct Support	\$38,000	\$37,425	\$38,000	\$38,000
IK Synod Direct				
50301750 - Ball State Campus Ministry	\$20,833	\$20,833	\$20,833	\$17,362
50305750 - Butler/LUPI Campus Ministry	\$5,000	\$5,000	\$5,000	\$4,167
50310750 - Indiana U. Campus Ministry	\$37,600	\$37,600	\$37,600	\$31,335
50315750 - Purdue Campus Ministry	\$37,600	\$37,600	\$37,600	\$31,335
50320750 - U of Louisville Campus Ministry	\$15,000	\$15,000	\$25,000	\$20,834
50325750 - U of Kentucky Campus Ministry	\$27,000	\$27,000	\$27,000	\$22,501
50345725 - United Campus Ministry (ISU)			\$7,500	\$7,500
50330750 - LOMIK	\$11,000	\$11,000	\$11,000	\$11,000
50335750 - Redevelopment Grants	\$0	\$0	\$0	\$0
50340750 - Resource Center, Indianapolis	\$1,000	\$0	\$0	\$0
50345750 - IPCUM	\$0	\$0	\$0	\$0
50350750 - Ky Council Of Churches	\$1,500	\$0	\$1,500	\$1,500
Total IK Synod Direct	\$156,533	\$154,033	\$173,033	\$147,533
Campus/Mentorship				
51001100 - College Program	\$1,500	\$500	\$1,500	\$1,500
51005100 - Travel & Meals - Campus Ministry	\$1,000	\$1,000	\$1,000	\$1,000
Total Campus/Mentorship	\$2,500	\$1,500	\$2,500	\$2,500
Candidacy				
51101100 - Evaluation	\$7,200	\$4,006	\$7,200	\$7,200
51105100 - Interviews	\$1,500	\$710	\$1,500	\$1,500
51115100 - Retreats	\$2,000	\$2,235	\$0	\$2,500
51120100 - Scholarships	\$91,694	\$67,094	\$93,003	\$92,230
51125100 - Training & Materials	\$500	\$216	\$0	\$0
51130100 - Travel & Meals - Candidacy	\$2,500	\$3,128	\$0	\$3,500
51135100 - Region 6 Discern Retreat	\$500	\$0	\$0	\$0
51195100 - Misc Candidacy	\$1,000	\$296	\$0	\$0
Total Candidacy	\$106,894	\$77,684	\$101,703	\$106,930
First Call				
51201050 - First Call Mentor Stipend	\$1,000	\$0	\$1,000	\$1,000
51201100 - Retreat Gathering	\$5,000	\$1,584	\$2,000	\$2,000
Total First Call	\$6,000	\$1,584	\$3,000	\$3,000
Interim Ministry				
51301100 - Interim Expense	\$500	\$474	\$1,000	\$1,000
Total Interim Ministry	\$500	\$474	\$1,000	\$1,000
Leadership				
51110100 - New To Roster	\$2,000	\$751	\$2,000	\$2,000
51401100 - Workshops	\$1,000	\$0	\$1,500	\$0
51405100 - Continuing Educational Grants	\$9,169	\$2,640	\$2,500	\$2,500
51412100 - Internship Expense	\$2,500	\$0	\$2,500	\$2,500
51415100 - Leadership Support Misc	\$1,000	\$0	\$500	\$500
51420100 - Profession Leadership Conf	\$14,000	\$14,946	\$14,000	\$14,000
51425100 - Support Grants			\$0	\$0
51430100 - Travel & Meals - Leadership	\$1,000	\$0	\$500	\$0
Total Leadership	\$30,669	\$18,336	\$23,500	\$21,500
E-Connect Program				
52501200 - E-Connect Expense	\$20,000	\$0	\$0	\$0
Total Connect Program	\$20,000	\$0	\$0	\$0
Global Mission				
52601200 - International Travel	\$5,000	\$0	\$2,500	\$2,500
52605200 - Travel & Meals - Global Mission	\$0	\$0	\$0	\$0
52610200 - Training & Materials	\$0	\$0	\$0	\$0
Total Global Mission	\$5,000	\$0	\$2,500	\$2,500
Justice				
52701100 - Anti-Racism Initiative	\$0	\$375	\$3,000	\$3,000
52705200 - Travel & Meals - Justice Team	\$500	\$0	\$2,500	\$2,500
Total Justice	\$500	\$375	\$5,500	\$5,500
Multicultural				
52801200 - Conferences & Seminars				
52805200 - Travel & Meals - Multicultural	\$250	\$0	\$250	\$250
Total Multicultural	\$250	\$0	\$250	\$250
Congregational Vitality				
52505200 - Travel & Meals - Renewing Mission	\$500	\$0	\$300	\$300
52510200 - Area Mission Conversations	\$750	\$131	\$500	\$500
52901200 - New Start Ministry Expense	\$18,400	\$42,123	\$35,200	\$30,200
52905200 - Travel & Meals - Mission Support	\$500	\$0	\$0	\$0
52910200 - Mission Training & Materials	\$0	\$0	\$0	\$0
52915200 - Mission Amb - Train & Mat	\$0	\$0	\$0	\$0
52915210 - Travel & Meals - Mission Ambassador	\$0	\$0	\$0	\$0
53101100 - IK Strategic Ministry Grants	\$19,000	\$19,000	\$19,000	\$25,800
53102000 - Travel & Meals - Ldrs of Shared Min	\$0	\$0	\$0	\$0
55001400 - Travel & Meals - Stewardship	\$500	\$0	\$0	\$0
55003400 - Stewardship	\$0	\$0	\$1,000	\$1,000
55005400 - Training & Materials - Stewardship	\$1,000	\$0	\$0	\$0
58357250 - Stewardship - SAS BCG	\$32,000	\$11,667	\$0	\$0
55002100 - DEM Ministry Expense	\$750	\$205	\$0	\$0
Total Congregational Vitality	\$73,400	\$73,126	\$56,000	\$57,800
ECUM Ministry				
54001300 - Isaiah 43 Expense	\$0	\$1,407	\$0	\$0
Total ECUM Ministry	\$0	\$1,407	\$0	\$0
Education				
54110300 - Travel & Meals - Education	\$1,000	\$0	\$1,000	\$1,000
54115300 - Education Resource Material	\$500	\$0	\$500	\$500
Total Education	\$1,500	\$0	\$1,500	\$1,500

Decrease of \$25,500
ELCA grants going directly to campus

\$10,000 from restricted funds

from restricted funds

Retreat in August 2025 - DF (Cheesman fund)
Endowment

We will need money budgeted here - DF

restricted funds for HKBP & IELCH

New Starts Tab

SAS Cancelled

Worship					
54201300 - Travel & Meals - Worship	\$500	\$0	\$500	\$500	
54205300 - Worship Events	\$5,000	\$212	\$5,000	\$5,000	
Total Worship	\$5,500	\$212	\$5,500	\$5,500	
Youth					
54301300 - Youth Programs	\$6,000	\$1,288	\$4,500	\$4,500	
54303300 - Youth Ministry	\$3,500	\$544	\$4,500	\$4,500	
54305300 - Travel & Meals - Youth	\$2,000	\$0	\$2,000	\$2,000	
Total Youth	\$11,500	\$1,833	\$11,000	\$11,000	
Bishop Discretionary					
56001600 - Pastors & Families	\$0	\$0	\$0	\$0	
58203800 - Bishop Discretionary	\$3,334	\$0	\$0	\$0	
Total Bishop Discretionary	\$3,334	\$0	\$0	\$0	
College of Deans					
56101600 - Travel & Meals - Deans	\$3,000	\$2,431	\$3,000	\$3,000	
56195600 - Deans - Misc Costs	\$500	\$0	\$500	\$500	
Total College of Deans	\$3,500	\$2,431	\$3,500	\$3,500	
Synod Council					
56201600 - Travel & Meals - Council	\$6,000	\$6,743	\$6,500	\$6,500	
56205600 - Council Expense	\$2,500	\$0	\$2,500	\$2,500	
56210600 - Travel - Finance Committee	\$250	\$0	\$250	\$250	
56215600 - Consultation Cost	\$250	\$0	\$250	\$250	
Total Synod Council	\$9,000	\$6,743	\$9,500	\$9,500	
Synod Assembly					
56301500 - Assigned Candidates	\$750	\$0	\$500	\$500	23-24 virtual, 24-25 in person, 25-26 in person
56303500 - Audio/Visual	\$7,500	\$0	\$7,000	\$7,000	
56305500 - Entertainment	\$5,000	\$0	\$5,000	\$5,000	
56307500 - Event Planner	\$0	\$388	\$5,000	\$5,000	
56309500 - Honorariums	\$8,000	\$135	\$7,500	\$7,500	
56311500 - Lodging & Travel - Synod Assembly	\$2,500	\$0	\$27,500	\$27,500	
56313500 - Meals	\$40,000	(\$75)	\$45,000	\$45,000	
56315500 - Offering Distribution	\$0	\$0	\$0	\$0	
56317500 - SA Office Supplies	\$1,500	\$0	\$1,500	\$1,500	
56318000 - SA Printing Expense	\$2,500	\$474	\$2,500	\$2,500	
56319500 - Professional Services	\$15,000	\$747	\$15,000	\$15,000	
56321500 - SA Rental - Space	\$5,000	\$0	\$30,000	\$30,000	
56323500 - SA Rental - Equipment	\$1,000	\$0	\$1,000	\$1,000	
56325500 - Retired Pastors	\$1,500	\$0	\$1,500	\$1,500	
56327500 - Special Call Leaders	\$500	\$0	\$500	\$500	
56329500 - Travel & Meals - Committee	\$1,500	\$0	\$1,500	\$1,500	
56331500 - Worship Service Musicians	\$3,500	\$0	\$3,000	\$3,000	
56395500 - Misc. Assembly	\$2,500	\$0	\$2,500	\$2,500	
Total Synod Assembly	\$98,250	\$1,669	\$156,500	\$156,500	
Synod Personnel					
Program Staff					
56401600 - Salary & Housing - Prog. Staff	\$417,105	\$410,628	\$303,384	365,711.31	4 FT, 2 PT - 3% raises
56401800 - FICA - Prog. Staff	\$3,980	\$4,214	\$0	\$5,988	
56402000 - Medical/Dental - Prog. Staff	\$88,245	\$89,374	\$72,160	\$124,740	Assumed all new employees - full family coverage
56402200 - Pension - Prog. Staff	\$50,053	\$46,419	\$33,898	\$43,885	
56402400 - Group Life	\$9,540	\$2,995	\$4,515	\$3,325	
56402600 - Retirement Supplement - Prog. Staff	\$0	\$0	\$0	\$0	
Total Program Staff	\$568,922	\$553,629	\$413,956	\$543,650	
Administrative Staff					
56411600 - Salary - Admin Staff	\$138,931	\$103,979	\$123,809	127,526.36	2 FT, 1 PT - 3% raises
56411800 - FICA - Admin Staff	\$10,628	\$7,842	\$9,471	\$9,756	
56412000 - Medical/Dental - Admin Staff	\$13,590	\$4,871	\$4,145	\$4,246	
56412200 - Pension - Admin Staff	\$16,672	\$12,386	\$14,857	\$15,303	
56412400 - Group Life - Admin Staff	\$1,180	\$800	\$1,644	\$3,325	
56412600 - Retirement Supplement - Admin Staff	\$0	\$0	\$0	\$0	
Total Administrative Staff	\$181,001	\$129,878	\$153,927	\$160,156	
Fiscal Agency Staff					
56421600 - Salary & Housing - FA Staff	\$40,858	\$120,872	\$40,858	\$65,560	New Starts
56431800 - FICA - FA Staff	\$3,126	\$3,058	\$3,126	\$0	
56432000 - Medical/Dental Fiscal Agency Staff	\$9,000	\$40,789	\$9,000	\$9,300	
56432200 - Pension - FA Staff	\$4,903	\$14,501	\$4,903	\$7,867	
56432400 - Group Life - FA Staff	\$880	\$1,019	\$880	\$880	
56432600 - Retirement Supplement - FA Staff	\$0	\$0	\$0	\$0	
56432699 - Reclassified Expense - FA Staff	\$0	\$25	\$0	\$0	
Total Fiscal Agency Staff	\$58,767	\$180,264	\$58,767	\$83,607	
Total Synod Personnel	\$808,690	\$863,771	\$626,650	\$787,414	
Synod Administration					
56501500 - Accounting/Auditors	\$15,000	\$21,742	\$16,000	\$20,000	
56502000 - Professional Services	\$15,000	\$23,619	\$15,000	\$15,000	
56503500 - Bank Fees & Charges	\$3,000	\$1,668	\$1,600	\$1,600	less Tithe.ly paid
56505500 - Books & Resources	\$5,500	\$3,141	\$5,000	\$3,000	
56509500 - Dues/Registrations	\$1,000	\$0	\$1,000	\$1,000	
56511500 - Computer Support/Training	\$4,500	\$5,224	\$5,000	\$5,000	
56513500 - Conferences & Seminars	\$5,000	\$258	\$1,000	\$1,000	
56515500 - Continuing Education	\$2,500	\$20	\$2,000	\$2,000	
56517500 - Depreciation - Equipment	\$5,000	\$7,595	\$5,000	\$9,000	
56518500 - Depreciation - Furniture	\$250	\$501	\$250	\$500	
56519500 - Depreciation - Vehicles	\$20,000	\$18,396	\$22,500	\$15,000	
56521500 - Equipment Under \$500	\$1,500	\$741	\$1,500	\$1,000	
56522450 - Payroll Processing Fees	\$3,000	\$1,367	\$2,000	\$1,500	
56522500 - Furniture Under \$500	\$1,000	\$150	\$1,000	\$1,000	
56523500 - Insurance	\$17,500	\$16,796	\$20,000	\$20,000	

56525500 - Interest	\$0	\$0	\$0	\$0	
56527500 - Internet	\$3,000	\$0	\$0	\$0	combined with telephone
56529500 - Legal	\$15,000	\$5,895	\$15,000	\$15,000	
56531500 - Licenses	\$750	\$893	\$750	\$750	
56533500 - Office Supplies	\$4,000	\$7,183	\$4,000	\$3,000	
56535500 - Postage	\$4,000	\$2,746	\$2,500	\$2,500	
56537500 - Printing & Paper	\$1,500	\$52	\$1,500	\$1,000	
56539500 - Rent	\$74,500	\$72,078	\$77,000	\$75,000	Sep 1 - Aug 31
56541500 - Rental - Equipment	\$1,500	\$418	\$1,500	\$1,000	
56543500 - Repair, Maintenance & Supplies	\$2,500	\$2,266	\$3,000	\$3,000	
56544500 - Auto Maintenance Expense	\$0	\$3,985	\$9,000	\$9,000	
56545500 - Retreats/Meetings	\$1,500	\$160	\$1,000	\$1,000	
56547500 - Software Subscriptions	\$0	\$7,743	\$3,000	\$8,000	
56549500 - Telephone & Internet	\$3,750	\$5,997	\$6,750	\$6,750	
56550500 - Staff Cell Phone Reimb.	\$5,000	\$3,857	\$5,000	\$5,000	
56551500 - Web Page/E-mail	\$5,000	\$59	\$5,000	\$5,000	Update to webpage
56595500 - Admin - Misc	\$2,500	\$2,194	\$2,500	\$2,500	
56595550 - Miscellaneous Document Fees	\$0	\$39	\$0	\$50	
Total Synod Administration	\$224,250	\$216,781	\$236,350	\$235,150	
Synod Travel & Meals					
56601500 - Bishop	\$11,500	\$7,196	\$8,500	\$8,500	
56605550 - New Asst to Bishop	\$0	\$0	\$0	\$5,000	
56610500 - DEM	\$6,000	\$3,890	\$5,000	\$5,000	
56615500 - Asst to Bishop Dan Fugate	\$12,500	\$8,930	\$0	\$0	
56620500 - Digital Storyteller	\$500	\$6	\$500	\$500	
56625500 - Stewardship Jerry O'Neal	\$2,500	\$989	\$1,500	\$1,500	
56630500 - Staff Mileage	\$500	\$187	\$500	\$500	
56630750 - FA Exepnses	\$0	\$1,400	\$0	\$0	
56631000 - Asst to Bishop Cory Driver	\$4,000	\$10,667	\$4,000	\$0	
56631500 - Asst to Bishop Dan Forehand	\$5,000	\$4,492	\$5,000	\$5,000	
56635500 - ELCA Churchwide Assembly	\$2,500	\$0	\$0	\$2,500	next assembly 2025
Total Synod Travel & Meals	\$45,000	\$37,756	\$25,000	\$28,500	
Total Expenses	\$2,424,520	\$2,154,506	\$2,234,736	\$2,313,077	
Net Total	\$2,274	\$693,112	\$274,189	(\$879)	

Indiana-Kentucky Synod of the ELCA
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February 2023 to January 2024

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

Accounts	Without Donor Restrictions	With Donor Restrictions	Total
Revenues			
82000001 - Restricted Account Activity	\$16,560.00	\$0.00	\$16,560.00
Mission Support			
40101000 - Mission Support	\$1,532,429.91	\$0.00	\$1,532,429.91
Total Mission Support	\$1,532,429.91	\$0.00	\$1,532,429.91
ELCA Direct Support			
40201000 - ELCA Campus Ministry Support	\$25,500.00	\$0.00	\$25,500.00
40205000 - DEM Support	\$10,000.00	\$0.00	\$10,000.00
40225000 - ELCA New Start Support	\$26,600.00	\$0.00	\$26,600.00
40443000 - ELCA Strategic Ministries Support	\$12,000.00	\$0.00	\$12,000.00
Total ELCA Direct Support	\$74,100.00	\$0.00	\$74,100.00
Endowment Draws			
40301000 - Mission 2000 Endow Draw	\$180,054.00	\$0.00	\$180,054.00
40320000 - Ebenezer Endow Draw	\$31,676.00	\$0.00	\$31,676.00
40325000 - Candidacy Endow Draw	\$91,694.00	\$0.00	\$91,694.00
40330000 - Continuing Education Endow Draw	\$9,169.00	\$0.00	\$9,169.00
40357000 - Council Design. - Operations Endow	\$834.00	\$0.00	\$834.00
40360000 - Outreach Endow Draw	\$16,672.00	\$0.00	\$16,672.00
40390000 - Bishops Choice Endow Draw	\$3,334.00	\$0.00	\$3,334.00
Total Endowment Draws	\$333,433.00	\$0.00	\$333,433.00
Gifts/Fees			
40401000 - Assembly Registration	\$6,990.00	\$0.00	\$6,990.00
40405000 - Candidacy Application Fees	\$5,350.00	\$0.00	\$5,350.00
40407000 - Candidacy Retreats	\$353.00	\$0.00	\$353.00
40423000 - First Call	\$45.00	\$0.00	\$45.00
40431000 - Prof Leaders Retreat Income	\$13,265.00	\$0.00	\$13,265.00
40441050 - New Starts - Release of Restricted	\$47,000.00	\$0.00	\$47,000.00
40451000 - Misc Contribution Income	\$6,502.51	\$0.00	\$6,502.51
Total Gifts/Fees	\$79,505.51	\$0.00	\$79,505.51
Grants/Transfers			
40511500 - Thriving Congregations Grant	\$58,053.96	\$0.00	\$58,053.96
40530000 - Net Transfers from Temp Restricted	\$25,000.00	\$0.00	\$25,000.00
Total Grants/Transfers	\$83,053.96	\$0.00	\$83,053.96
Other Income			
40250000 - Reimbursement	\$149,927.82	\$0.00	\$149,927.82
41001000 - Interest/Dividends	\$86,006.45	\$0.00	\$86,006.45
41002000 - Unrealized Gain/(Loss)	\$416,052.34	\$0.00	\$416,052.34
41003000 - Realized Gain/(Loss)	\$63,032.96	\$0.00	\$63,032.96
41004000 - Miscellaneous Income	\$13,515.45	\$0.00	\$13,515.45
Total Other Income	\$728,535.02	\$0.00	\$728,535.02
Total Revenues	\$2,847,617.40	\$0.00	\$2,847,617.40
Temporary Restricted			
Council Designated			
82003800 - Bishop Discretionary	\$0.00	\$3,519.33	\$3,519.33
82013800 - Cncl Des - Operating	\$0.00	\$8,704.90	\$8,704.90
82014800 - Bishop Transition Fund	\$0.00	\$54,418.88	\$54,418.88
82017800 - Pike Township/LDR Position	\$0.00	\$65,000.00	\$65,000.00
83002250 - Area Mission Conversations	\$0.00	\$9,181.00	\$9,181.00
83015850 - Cont Educ - Cncl Des	\$0.00	\$683.22	\$683.22
83036850 - St. Mark's - Butler	\$0.00	\$20,000.00	\$20,000.00
83039350 - Prof. Leaders Conference-Indy Conf	\$0.00	\$200.00	\$200.00
Total Council Designated	\$0.00	\$161,707.33	\$161,707.33
Endowment			

**Indiana-Kentucky Synod of the ELCA
 Statement of Activities by Restriction
 February 2023 to January 2024**

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

Accounts	Without Donor Restrictions	With Donor Restrictions	Total
83007850 - Candidacy Scholarship Fund	\$0.00	\$13,393.51	\$13,393.51
83018850 - Ebenezer Bishop Discr	\$0.00	\$12,342.36	\$12,342.36
83019850 - Ebenezer New Church	\$0.00	\$2,567.48	\$2,567.48
83020850 - Ebenezer Small Cong	\$0.00	\$3,209.35	\$3,209.35
83021850 - Ebenezer Candidacy	\$0.00	\$4,493.09	\$4,493.09
83048850 - Mission 2000 Spendable	\$0.00	\$72,797.61	\$72,797.61
Total Endowment	\$0.00	\$108,803.40	\$108,803.40
Pass Through Funds			
83027850 - ELCA Fund for Leaders	\$0.00	\$1,156.00	\$1,156.00
83028850 - ELCA World Hunger	\$0.00	\$64,652.52	\$64,652.52
83033850 - ELCA Global Ministries	\$0.00	\$3,107.30	\$3,107.30
83045850 - Lutheran Disaster Relief	\$0.00	\$15,564.26	\$15,564.26
83046850 - Lutheran World Relief	\$0.00	\$5,694.47	\$5,694.47
83051850 - Missionary Support	\$0.00	\$7,076.88	\$7,076.88
83052850 - Outdoor Ministry	\$0.00	\$8,908.50	\$8,908.50
83063850 - Wernle Home	\$0.00	\$1,520.65	\$1,520.65
83065850 - Lutheran Social Services	\$0.00	\$670.65	\$670.65
83066850 - ELCA Good Gifts - General	\$0.00	\$1,457.98	\$1,457.98
Total Pass Through Funds	\$0.00	\$109,809.21	\$109,809.21
Grants			
83018800 - E-Connect/Lily Endow Grant	\$0.00	\$2,444.86	\$2,444.86
83033875 - I-K Synod Disaster Fund	\$0.00	\$99,176.92	\$99,176.92
83044850 - Transformational Leadership Academy	\$0.00	\$500.00	\$500.00
Total Grants	\$0.00	\$102,121.78	\$102,121.78
Outreach			
83011850 - New Starts	\$0.00	\$700.00	\$700.00
83030855 - Phaneul Legacy Fund	\$0.00	\$10,064.57	\$10,064.57
83034850 - HKBP - Indonesia	\$0.00	\$5,000.00	\$5,000.00
83037850 - Hunger Alleviation Projects	\$0.00	\$3,570.46	\$3,570.46
83053825 - Partnered Synod Projects	\$0.00	\$3,600.00	\$3,600.00
83054550 - Pivoting Towards the Future	\$0.00	\$40,147.97	\$40,147.97
Total Outreach	\$0.00	\$63,083.00	\$63,083.00
Education & Ministry			
83005875 - Campus Ministry Support	\$0.00	\$26,012.05	\$26,012.05
83010850 - Christian Education	\$0.00	\$660.82	\$660.82
83030850 - Freed To Lead	\$0.00	\$689.17	\$689.17
83039850 - Interim Sabbatical Fund	\$0.00	\$2,715.79	\$2,715.79
83043350 - Gafkjen Endow for Leader Developmnt	\$0.00	\$10,000.00	\$10,000.00
83057250 - Stewardship for All Seasons	\$0.00	\$11,837.24	\$11,837.24
83064850 - Youth and Young Adult Ministry	\$0.00	\$5,912.56	\$5,912.56
Total Education & Ministry	\$0.00	\$57,827.63	\$57,827.63
Candidacy & Scholarships			
83008050 - Candidacy - Discretionary Funding	\$0.00	\$11,709.39	\$11,709.39
83008350 - Internship Support	\$0.00	\$75,000.00	\$75,000.00
Total Candidacy & Scholarships	\$0.00	\$86,709.39	\$86,709.39
Building & General Use			
83032850 - Future Church Fund	\$0.00	\$13,327.80	\$13,327.80
83034350 - Healthy Congregations	\$0.00	\$300.00	\$300.00
83056950 - Special Gift Fund	\$0.00	\$16,827.02	\$16,827.02
Total Building & General Use	\$0.00	\$30,454.82	\$30,454.82
Total Temporary Restricted	\$0.00	\$720,516.56	\$720,516.56
Total Revenues	\$2,847,617.40	\$720,516.56	\$3,568,133.96

Indiana-Kentucky Synod of the ELCA
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Note: The Report Option to include Open Transactions is selected.

Accounts	Without Donor Restrictions	With Donor Restrictions	Total
Expenses			
ELCA Shared			
50101700 - ELCA Shared Mission Support	\$658,772.86	\$0.00	\$658,772.86
Total ELCA Shared	\$658,772.86	\$0.00	\$658,772.86
Direct Support			
50201700 - Capital University	\$2,499.96	\$0.00	\$2,499.96
50210700 - Wittenberg University	\$2,499.96	\$0.00	\$2,499.96
50215700 - Trinity Seminary	\$26,000.04	\$0.00	\$26,000.04
50220700 - Region 6	\$6,425.00	\$0.00	\$6,425.00
Total Direct Support	\$37,424.96	\$0.00	\$37,424.96
IK Synod Direct			
50301750 - Ball State Campus Ministry	\$20,832.96	\$0.00	\$20,832.96
50305750 - Butler/IUPUI Campus Ministry	\$5,000.04	\$0.00	\$5,000.04
50310750 - Indiana U. Campus Ministry	\$37,599.96	\$0.00	\$37,599.96
50315750 - Purdue Campus Ministry	\$37,599.96	\$0.00	\$37,599.96
50320750 - U of Louisville Campus Ministry	\$15,000.00	\$0.00	\$15,000.00
50325750 - U of Kentucky Campus Ministry	\$27,000.00	\$0.00	\$27,000.00
50330750 - LOMIK	\$11,000.04	\$0.00	\$11,000.04
Total IK Synod Direct	\$154,032.96	\$0.00	\$154,032.96
Campus/Mentorship			
51001100 - College Programs	\$500.00	\$0.00	\$500.00
51005100 - Travel & Meals - Campus Ministry	\$1,000.00	\$0.00	\$1,000.00
Total Campus/Mentorship	\$1,500.00	\$0.00	\$1,500.00
Candidacy			
51101100 - Candidacy Evaluations	\$4,005.50	\$0.00	\$4,005.50
51105100 - Candidacy Interviews	\$710.15	\$0.00	\$710.15
51115100 - Candidacy Retreats	\$2,235.06	\$0.00	\$2,235.06
51120100 - Candidacy Scholarships	\$67,094.00	\$0.00	\$67,094.00
51125100 - Training & Materials - Candidacy	\$216.00	\$0.00	\$216.00
51130100 - Travel & Meals - Candidacy	\$3,127.65	\$0.00	\$3,127.65
51195100 - Misc Candidacy	\$296.02	\$0.00	\$296.02
Total Candidacy	\$77,684.38	\$0.00	\$77,684.38
First Call			
51201100 - First Call Retreat Gathering	\$1,583.68	\$0.00	\$1,583.68
Total First Call	\$1,583.68	\$0.00	\$1,583.68
Interim Ministry			
51301100 - Interim Expense	\$473.89	\$0.00	\$473.89
Total Interim Ministry	\$473.89	\$0.00	\$473.89
Leadership			
51110100 - New To Roster	\$750.67	\$0.00	\$750.67
51405100 - Continuing Educational Grants	\$2,639.51	\$0.00	\$2,639.51
51420100 - Profession Leadership Conf	\$14,946.08	\$0.00	\$14,946.08
Total Leadership	\$18,336.26	\$0.00	\$18,336.26
Justice			
52701100 - Anti-Racism Initiative	\$375.00	\$0.00	\$375.00
Total Justice	\$375.00	\$0.00	\$375.00
Congregational Vitality			
52510200 - Area Mission Conversations	\$131.33	\$0.00	\$131.33
52901200 - New Start Ministry Expense	\$42,122.86	\$0.00	\$42,122.86
53101100 - IK Strategic Ministry Grants	\$18,999.96	\$0.00	\$18,999.96
55002100 - DEM Ministry Expense	\$205.21	\$0.00	\$205.21
55003400 - Stewardship	\$11,667.24	\$0.00	\$11,667.24

Indiana-Kentucky Synod of the ELCA
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Note: The Report Option to include Open Transactions is selected.

Accounts	Without Donor Restrictions	With Donor Restrictions	Total
Total Congregational Vitality	\$73,126.60	\$0.00	\$73,126.60
ECUM Ministry			
54001300 - Isaiah 43 Expense	\$1,406.58	\$0.00	\$1,406.58
Total ECUM Ministry	\$1,406.58	\$0.00	\$1,406.58
Worship			
54205300 - Worship Events	\$212.37	\$0.00	\$212.37
Total Worship	\$212.37	\$0.00	\$212.37
Youth			
54301300 - Youth Programs & Ministry	\$1,288.40	\$0.00	\$1,288.40
54303300 - Youth Ministry	\$544.29	\$0.00	\$544.29
Total Youth	\$1,832.69	\$0.00	\$1,832.69
College of Deans			
56101600 - Travel & Meals - Deans	\$2,430.79	\$0.00	\$2,430.79
Total College of Deans	\$2,430.79	\$0.00	\$2,430.79
Synod Council			
56201600 - Travel & Meals - Council	\$6,743.22	\$0.00	\$6,743.22
Total Synod Council	\$6,743.22	\$0.00	\$6,743.22
Synod Assembly			
56307500 - SA Event Planner	\$387.50	\$0.00	\$387.50
56309500 - SA Honorariums	\$134.95	\$0.00	\$134.95
56313500 - SA Meals	(\$75.00)	\$0.00	(\$75.00)
56318000 - SA Printing Expense	\$474.09	\$0.00	\$474.09
56319500 - SA Professional Services	\$747.00	\$0.00	\$747.00
Total Synod Assembly	\$1,668.54	\$0.00	\$1,668.54
Synod Personnel			
Program Staff			
56401600 - Salary & Housing - Prog. Staff	\$410,628.23	\$0.00	\$410,628.23
56401800 - FICA - Prog. Staff	\$4,214.07	\$0.00	\$4,214.07
56402000 - Medical/Dental - Prog. Staff	\$89,374.13	\$0.00	\$89,374.13
56402200 - Pension - Prog. Staff	\$46,418.62	\$0.00	\$46,418.62
56402400 - Group Life - Prog. Staff	\$2,994.56	\$0.00	\$2,994.56
Total Program Staff	\$553,629.61	\$0.00	\$553,629.61
Administrative Staff			
56411600 - Salary - Admin Staff	\$103,979.12	\$0.00	\$103,979.12
56411800 - FICA - Admin Staff	\$7,841.50	\$0.00	\$7,841.50
56412000 - Medical/Dental - Admin Staff	\$4,871.14	\$0.00	\$4,871.14
56412200 - Pension - Admin Staff	\$12,386.03	\$0.00	\$12,386.03
56412400 - Group Life - Admin Staff	\$800.08	\$0.00	\$800.08
Total Administrative Staff	\$129,877.87	\$0.00	\$129,877.87
Fiscal Agency Staff			
56421600 - Salary & Housing - FA Staff	\$120,872.47	\$0.00	\$120,872.47
56431800 - FICA - FA Staff	\$3,058.03	\$0.00	\$3,058.03
56432000 - Medical/Dental - FA Staff	\$40,789.09	\$0.00	\$40,789.09
56432200 - Pension - FA Staff	\$14,501.35	\$0.00	\$14,501.35
56432400 - Group Life - FA Staff	\$1,018.62	\$0.00	\$1,018.62
56432699 - Reclassified Fiscal Agent Expense	\$25.00	\$0.00	\$25.00
Total Fiscal Agency Staff	\$180,264.56	\$0.00	\$180,264.56
Total Synod Personnel	\$863,772.04	\$0.00	\$863,772.04
Synod Administration			
56501500 - Accounting/Auditors	\$21,742.05	\$0.00	\$21,742.05
56502000 - Professional Services	\$23,618.75	\$0.00	\$23,618.75
56503500 - Bank Fees & Charges	\$2,139.96	\$0.00	\$2,139.96

**Indiana-Kentucky Synod of the ELCA
 Statement of Activities by Restriction
 February 2023 to January 2024**

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

Accounts	Without Donor Restrictions	With Donor Restrictions	Total
56503501 - tithe.ly fees - paid	(\$471.71)	\$0.00	(\$471.71)
56505500 - Books, Subscriptions & Resources	\$3,140.90	\$0.00	\$3,140.90
56511500 - Computer Support/Accting Prog.	\$5,223.75	\$0.00	\$5,223.75
56513500 - Staff Conferences & Seminars	\$258.00	\$0.00	\$258.00
56515500 - Staff Continuing Education	\$20.00	\$0.00	\$20.00
56517500 - Depreciation - Equipment	\$7,595.31	\$0.00	\$7,595.31
56518500 - Depreciation - Furniture	\$500.52	\$0.00	\$500.52
56519500 - Depreciation - Vehicles	\$18,395.92	\$0.00	\$18,395.92
56521500 - Equipment Under \$500	\$740.92	\$0.00	\$740.92
56522450 - Payroll Processing Fees	\$1,366.65	\$0.00	\$1,366.65
56522500 - Furniture Under \$500	\$149.79	\$0.00	\$149.79
56523500 - Insurance	\$16,796.13	\$0.00	\$16,796.13
56529500 - Legal	\$5,894.72	\$0.00	\$5,894.72
56531500 - Licenses	\$893.04	\$0.00	\$893.04
56533500 - Office Supplies	\$7,183.02	\$0.00	\$7,183.02
56535500 - Postage	\$2,745.60	\$0.00	\$2,745.60
56537500 - Printing & Paper	\$51.76	\$0.00	\$51.76
56539500 - Rent	\$72,078.00	\$0.00	\$72,078.00
56541500 - Rental - Equipment	\$418.26	\$0.00	\$418.26
56543500 - Repair, Maintenance & Supplies	\$2,265.64	\$0.00	\$2,265.64
56544500 - Auto Maintenance Expense	\$3,984.68	\$0.00	\$3,984.68
56545500 - Retreats/Meetings	\$159.96	\$0.00	\$159.96
56547500 - Software Subscriptions	\$7,742.54	\$0.00	\$7,742.54
56549500 - Telephone & Internet	\$5,997.06	\$0.00	\$5,997.06
56550500 - Staff Cell Phone Reimb.	\$3,856.93	\$0.00	\$3,856.93
56551500 - Web Page	\$58.98	\$0.00	\$58.98
56595500 - Admin - Misc	\$2,193.82	\$0.00	\$2,193.82
56595550 - Miscellaneous Document Fees	\$39.00	\$0.00	\$39.00
Total Synod Administration	\$216,779.95	\$0.00	\$216,779.95
Synod Travel & Meals			
56601500 - Bishop Bill Gaffjen	\$7,195.91	\$0.00	\$7,195.91
56610500 - Nancy Nyland	\$3,889.80	\$0.00	\$3,889.80
56615500 - Dan Fugate	\$8,930.17	\$0.00	\$8,930.17
56621500 - Susie Swenson	\$5.68	\$0.00	\$5.68
56625500 - Jerry O'Neal	\$989.42	\$0.00	\$989.42
56630500 - Staff Mileage	\$186.68	\$0.00	\$186.68
56630750 - Fiscal Agent Expenses	\$1,400.00	\$0.00	\$1,400.00
56631000 - Cory Driver	\$10,666.64	\$0.00	\$10,666.64
56631500 - Dan Forehand	\$4,492.05	\$0.00	\$4,492.05
Total Synod Travel & Meals	\$37,756.35	\$0.00	\$37,756.35
Total Expenses	\$2,155,913.12	\$0.00	\$2,155,913.12
Temporary Restricted			
Council Designated			
82003800 - Bishop Discretionary	\$0.00	\$11,594.21	\$11,594.21
82013800 - Cncl Des - Operating	\$0.00	\$32,445.97	\$32,445.97
82019800 - Schreck Estate	\$0.00	\$1,500.00	\$1,500.00
82021800 - Cncl Des Small Cong	\$0.00	\$4,514.57	\$4,514.57
82023800 - Portico Wellness Awards	\$0.00	\$16,022.02	\$16,022.02
83015850 - Cont Educ - Cncl Des	\$0.00	\$9,169.00	\$9,169.00
83031850 - Franklin Township	\$0.00	\$700.00	\$700.00
83036850 - St. Mark's - Butler	\$0.00	\$20,000.00	\$20,000.00
83039350 - Prof. Leaders Conference-Indy Conf	\$0.00	\$2,642.08	\$2,642.08
Total Council Designated	\$0.00	\$98,587.85	\$98,587.85

Indiana-Kentucky Synod of the ELCA
Statement of Activities by Restriction
February 2023 to January 2024

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

Accounts	Without Donor Restrictions	With Donor Restrictions	Total
Endowment			
83007850 - Candidacy Scholarship Fund	\$0.00	\$91,694.00	\$91,694.00
83018850 - Ebenezer Bishop Discr	\$0.00	\$6,404.33	\$6,404.33
83019850 - Ebenezer New Church	\$0.00	\$6,335.00	\$6,335.00
83020850 - Ebenezer Small Cong	\$0.00	\$7,919.00	\$7,919.00
83021850 - Ebenezer Candidacy	\$0.00	\$11,087.00	\$11,087.00
83047850 - Mission 2000 1/3 Imn Na	\$0.00	\$4,879.00	\$4,879.00
83048850 - Mission 2000 Spendable	\$0.00	\$196,726.00	\$196,726.00
Total Endowment	\$0.00	\$325,044.33	\$325,044.33
Pass Through Funds			
83027850 - ELCA Fund for Leaders	\$0.00	\$1,156.00	\$1,156.00
83028850 - ELCA World Hunger	\$0.00	\$64,652.52	\$64,652.52
83033850 - ELCA Global Ministries	\$0.00	\$3,257.30	\$3,257.30
83045850 - Lutheran Disaster Relief	\$0.00	\$14,366.26	\$14,366.26
83046850 - Lutheran World Relief	\$0.00	\$5,694.47	\$5,694.47
83051850 - Missionary Support	\$0.00	\$6,926.88	\$6,926.88
83052850 - Outdoor Ministry	\$0.00	\$11,203.07	\$11,203.07
83063850 - Wernle Home	\$0.00	\$1,685.21	\$1,685.21
83065850 - Lutheran Social Services	\$0.00	\$855.07	\$855.07
83066850 - ELCA Good Gifts - General	\$0.00	\$457.98	\$457.98
Total Pass Through Funds	\$0.00	\$110,254.76	\$110,254.76
Grants			
83018800 - E-Connect/Lily Endow Grant	\$0.00	\$145,789.95	\$145,789.95
83033875 - I-K Synod Disaster Fund	\$0.00	\$973,737.27	\$973,737.27
Total Grants	\$0.00	\$1,119,527.22	\$1,119,527.22
Outreach			
83011850 - New Starts	\$0.00	\$22,000.00	\$22,000.00
83013850 - Conflict Management	\$0.00	\$300.00	\$300.00
83015950 - COVID-19	\$0.00	\$15,147.97	\$15,147.97
83030855 - Phaneul Legacy Fund	\$0.00	\$800.00	\$800.00
83034050 - Good Shepherd - Outreach	\$0.00	\$10,000.00	\$10,000.00
83038850 - IELCH - Chile	\$0.00	\$450.65	\$450.65
83049850 - Mission Partners	\$0.00	\$9,181.00	\$9,181.00
83052050 - New Starts TR	\$0.00	\$20,369.42	\$20,369.42
83053825 - Partnered Synod Projects	\$0.00	\$7,036.40	\$7,036.40
83054550 - Pivoting Towards the Future	\$0.00	\$20,569.17	\$20,569.17
83054850 - Roots of Life - Noblesville	\$0.00	\$15,483.23	\$15,483.23
Total Outreach	\$0.00	\$121,337.84	\$121,337.84
Education & Ministry			
83005850 - Campus Min Mission Partners	\$0.00	\$20,027.43	\$20,027.43
83005875 - Campus Ministry Support	\$0.00	\$5,000.00	\$5,000.00
83006850 - Campus Ministry Coop Cong	\$0.00	\$250.00	\$250.00
83010850 - Christian Education	\$0.00	\$2,808.96	\$2,808.96
83039550 - IN-KY Fund for Leaders	\$0.00	\$3,617.55	\$3,617.55
83050850 - Music Mentor Proj	\$0.00	\$500.00	\$500.00
83057250 - Stewardship for All Seasons	\$0.00	\$200.00	\$200.00
83060850 - United Campus Ministries	\$0.00	\$1,500.00	\$1,500.00
83061850 - Univ Of Louisville Campus Min	\$0.00	\$10,000.00	\$10,000.00
83064850 - Youth and Young Adult Ministry	\$0.00	\$9,338.83	\$9,338.83
Total Education & Ministry	\$0.00	\$53,242.77	\$53,242.77
Candidacy & Scholarships			
83008350 - Internship Support	\$0.00	\$11,709.39	\$11,709.39
83008850 - Central City Intern Support	\$0.00	\$75,000.00	\$75,000.00

Indiana-Kentucky Synod of the ELCA
 Statement of Activities by Restriction
 February 2023 to January 2024

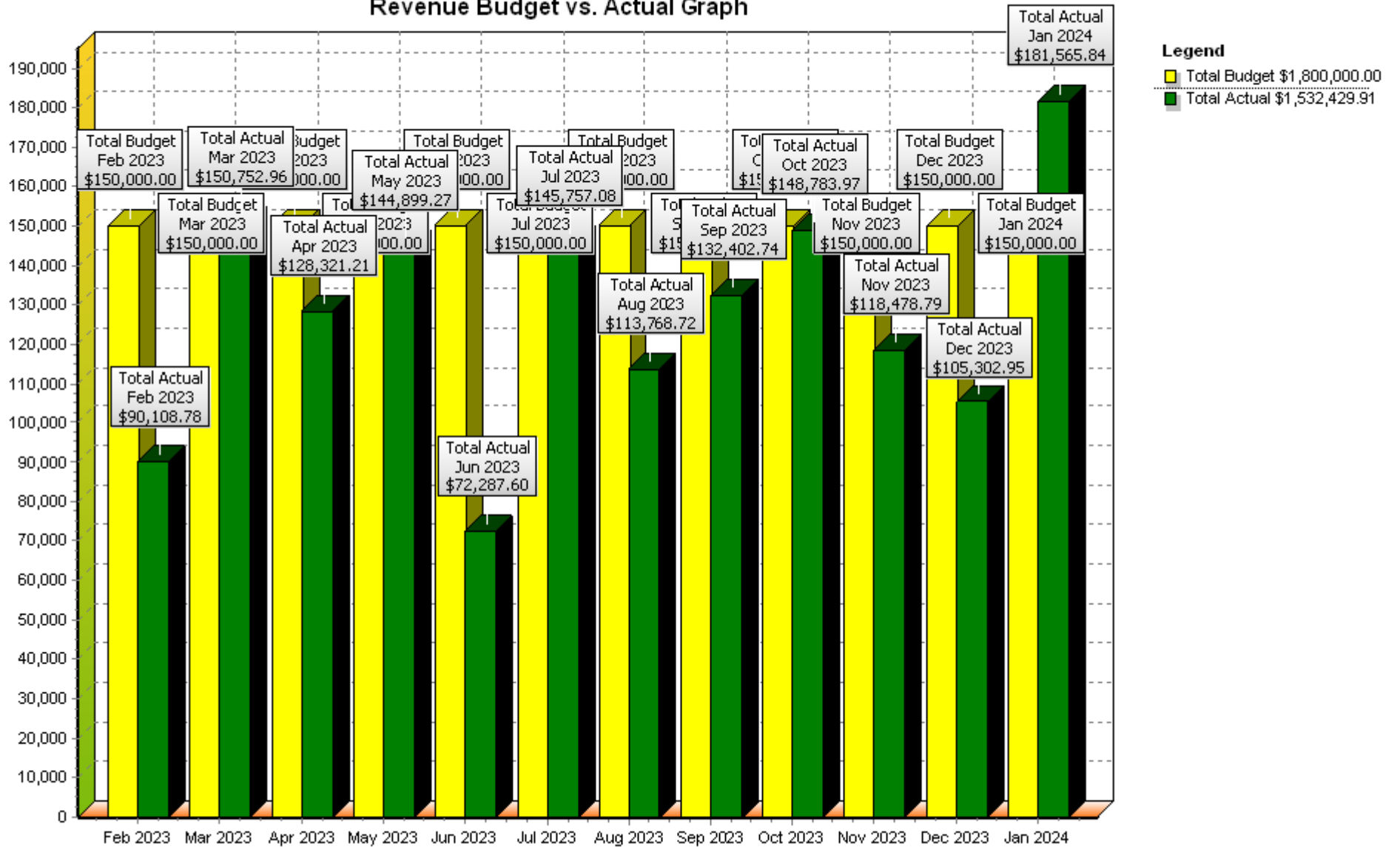
Note: The Report Option to include Open Transactions is selected.

Accounts	Without Donor Restrictions	With Donor Restrictions	Total
Total Candidacy & Scholarships	\$0.00	\$86,709.39	\$86,709.39
Building & General Use			
83002850 - Bishop's Choice Fund	\$0.00	\$11,390.91	\$11,390.91
83002950 - Building Maintenance	\$0.00	\$896.45	\$896.45
83032850 - Future Church Fund	\$0.00	\$5,197.35	\$5,197.35
83034350 - Healthy Congregations	\$0.00	\$3,400.00	\$3,400.00
83056950 - Special Gift Fund	\$0.00	\$705.00	\$705.00
Total Building & General Use	<u>\$0.00</u>	<u>\$21,589.71</u>	<u>\$21,589.71</u>
Total Temporary Restricted	<u>\$0.00</u>	<u>\$1,936,293.87</u>	<u>\$1,936,293.87</u>
Total Expenses	<u>\$2,155,913.12</u>	<u>\$1,936,293.87</u>	<u>\$4,092,206.99</u>
Change in Net Assets	\$691,704.28	(\$1,215,777.31)	(\$524,073.03)
Net Assets at beginning of period	\$1,412,723.91	\$7,637,592.61	\$9,050,316.52
Current Net Assets	\$2,104,428.19	\$6,421,815.30	\$8,526,243.49

**Indiana-Kentucky Synod of the ELCA
 Mission Support Budget vs. Actual Graph
 February 2023 to January 2024**

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

Revenue Budget vs. Actual Graph





Indiana-Kentucky Synod Evangelical Lutheran Church in America

God's work. Our hands.

Spring 2024

Greetings to you,

On behalf of the Compensation Committee of the Indiana-Kentucky Synod, thank you for taking time to review the recommended 2024-2025 Compensation Guidelines for Ministers of Word and Sacrament and Ministers of Word and Service. Congregations, deacons, and pastors working together to support one another in our shared ministry is of vital importance, and the goal of these documents is to help you in your conversations together. With that being said, I wanted to walk you through a few of the changes that you will encounter in this year's document.

Updated Worksheet:

While there are some who prefer the old table of recommended compensation, we believe the spreadsheet offers a more holistic picture of compensation. For 2024-2025, we are recommending following the Social Security Cost of Living increase with an identical 3.2% increase, which you will see as the Baseline Salary at the top of the worksheet. Additionally, we are recommending a change in the language around the "Localized Housing Adjustment." Previously, it gave three options around a median. That median did not reflect accurate housing options, so we have now put in housing cost ranges that will then correspond to recommended adjustments to salary.

Updated Guidelines:

The guideline document largely remained the same. We are recommending some changes in language around conversations on compensation (pp. 3-5). The primary changes relate to language that seemed to indicate that compensation was tied exclusively to merit. We have expanded this to include need, experience, and merit.

We also recommend updating the language around sabbaticals (pp. 15-16 and Appendix C). Previously there seemed to be a requirement for continuing education as part of a sabbatical. While it could be beneficial for rostered ministers to engage in continuing education during a sabbatical, we also believe there are times where that may not be beneficial. Therefore, we have made some minor changes to the language by adding "may" clauses.

Please feel free to reach out to us should you have any questions about these recommended changes. Thank you for taking the time to review these documents.

Peace to you,

Julie Slavens, Indianapolis, IN
Rev. Karleen Jung, Louisville, KY
Deacon Mary Lasits, Fort Wayne, IN
Rev. Adrienne Meier, Bloomington, IN
Rev. Dr. Jerry O'Neal, Muncie, IN
Rev. Dan Forehand, Assistant to the Bishop for Ministry Transition
Indiana-Kentucky Synod Rostered Ministers Compensation Committee

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

2024-2025

Indiana-Kentucky Synod

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

As Approved by the
Indiana-Kentucky Synod Assembly
June 8, 2024

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

Dear Friends in Christ Jesus,

We're pleased to present to you the 2024-2025 Indiana-Kentucky Synod Compensation Standards for ELCA Rostered Ministers (Pastors and Deacons). We provide these for your use in determining just and honorable salary, benefits, allowances, and reimbursements for your professional staff. This document and the accompanying Excel spreadsheets are the best tools we have to enable you to make these decisions in a collaborative atmosphere with your co-workers in the gospel who give their lives to the ministry of Jesus Christ with you in your congregation.

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

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

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

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

These Standards are recommended by the IN-KY Synod Council for adoption by the Indiana-Kentucky Synod in Assembly, June 8, 2024, and, upon adoption, become the appropriate norm for use in a current call process or in current conversation around compensation for a rostered minister under call.

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

With joy in the Gospel of Jesus Christ,

Julie Slavens, Indianapolis, IN

Rev. Karleen Jung, Louisville, KY

Deacon Mary Lasits, Fort Wayne, IN

Rev. Adrienne Meier, Bloomington, IN

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

Rev. Dan Forehand, Assistant to the Bishop for Ministry Transition

Indiana-Kentucky Synod Rostered Ministers Compensation Committee

How to Plan Compensation with Your Rostered Minister(s) for 2024-2025

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

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

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

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

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

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

In shared ministry with you,
Indiana-Kentucky Synod Rostered Ministers Compensation Committee

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I. DETERMINING COMPENSATION

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

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

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

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

STEP 1 – DETERMINING BASELINE COMPENSATION

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

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

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

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

STEP 2 – DETERMINING ADDITIONAL COMPENSATION

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

- Years of ordained ministry service
- Non-rostered work experience: it is recommended that a rostered minister’s previous work experience be considered at a ratio of 3 years non-rostered to 1 year rostered, up to a maximum of 24 years of non-rostered work experience (equivalent to 8 years of rostered ministry service).
 - *Note: years of service (rostered and non-rostered) are converted into points on a sliding scale. The first year counts as 1 point, and each year afterwards counts slightly less, never dropping below 0.5 points.*
- Additional education beyond the entry level training required for a pastor/deacon: e.g. M.A., M.Th., D.Min., Ph.D., Th.D., S.T.M. in a ministry related field; or if the rostered minister has completed over 450 hours of Continuing Education (minimum of 3 points).
- The complexity and responsibilities of a specific call: serving in a shared/multi-point ministry setting (minimum of 5 points), a congregation with multiple full-time equivalent staff¹ (minimum 10 points), or other ministry roles with expanded responsibility (additional points appropriate to the role).

STEP 3 – DETERMINING RECOMMENDED COMPENSATION

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

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

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

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

STEP 4 – DETERMINING DEFINED COMPENSATION

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

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

Self-Employed Contributions Act (SECA) Allowance

- **For Pastors:**

1. For purposes of Social Security and Medicare, pastors are classified as self-employed. For purposes of income tax, pastors are considered employees, which makes their tax situation unique.
2. Currently, Social Security tax and Medicare is 7.65% (6.2% SS and 1.45% Medicare) for both an employer and for an employee.² That means an employee pays one half of the total Social Security assessed tax, and an employer pays the other half. Pastors are in a unique situation in that according to the Social Security Administration ordained professionals are classified as “self-employed.” This means pastors pay the entire 15.3% tax under SECA. For income tax purposes, pastors are NOT considered self-employed, but instead viewed as employees and thus are issued a W-2 like all other employees. This is a complex payroll situation, and it is recommended that you consult a tax professional who is knowledgeable in clergy taxation if you have further questions.
3. Throughout the ELCA nearly all 65 Synods strongly recommend that all congregations pay half of the SECA which equals 7.65%. This is also our recommendation. This should not be withheld and remitted by the employer, but must be paid by the pastor directly. This is paid to the pastor at the end of each pay period, along with all other compensation. At the end of the calendar year, this amount is fully taxable and reported on the W-2 issued to the employee. Currently, the vast majority of congregations of the ELCA abide by this recommendation. Remember this is not a “bonus” (i.e., in addition to salary) from the congregation any more than it is a “bonus” to any employee who works in a secular vocation and has this paid by the employer. (See Internal Revenue Service Publication 15³ for further guidance).
4. The SECA allowance for pastors is determined by the worksheet and reflected in Amount U on line 48.

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

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

- **For Deacons:**

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

STEP 5 – DESIGNATING HOUSING/FURNISHING ALLOWANCE FOR TAX PURPOSES

- **For Pastors:**

1. Once the Paid Compensation is determined, the pastor determines the portion to be designated as Housing Allowance. The Congregation Council must approve this amount annually in advance of the start of the calendar year and record it in the council minutes (see #3 below and the sample resolution below step 5 on the spreadsheet). The overall amount of Paid Compensation will not change by this designation. (See [Appendix A](#) for more information.) When the housing allowance is designated in advance, and to the extent it is actually used, it is considered non-taxable for income tax purposes for the pastor.
2. Pastors living in a parsonage should also designate a small portion of their Paid Compensation as a Housing Allowance to cover out of pocket expenses such as furnace filters, cleaning supplies, landscape expenses, etc. that are not paid for by the congregation. The amount of the allowance may depend on several factors: whether or not the parsonage is furnished, who provides the upkeep, pays the utilities, etc. When the furnishings allowance is designated in advance, and to the extent it is actually used, it is considered non-taxable for income tax purposes for the pastor.
3. **Sample Housing Allowance Resolution:** After considering the estimate of Rev. _____ of his/her/their home expenses, a motion was made by _____, seconded by _____ and passed to adopt the following resolution:

RESOLVED, that the Rev. _____ for the calendar year 2023 will receive a salary of \$ _____ and a housing/furnishings allowance of \$ _____ .

- **For Deacons:**

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

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

II. BENEFITS

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

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

A. Health Coverage Benefits

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

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

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

B. Retirement Benefits:

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

C. Housing Equity Fund:

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

D. Other Benefits:

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

WHAT DO I DO WHEN I TURN 65?

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

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

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

III. PAID LEAVE

TIME OFF/ WEEKLY HOURS

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

VACATION

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

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

HOLIDAYS

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

CONTINUING EDUCATION

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

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

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

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

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

SICK LEAVE

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

FAMILY LEAVE

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

DISABILITY LEAVE

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

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

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

SABBATICAL LEAVE

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

For more information on sabbaticals and funding opportunities, please visit:

<https://www.cts.edu/cpe/clergy-renewal/>.

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

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

SABBATICAL PLANNING FOR INTERIM MINISTERS

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

special arrangement with the synod bookkeeper.) Application to receive the funds and the sabbatical shall be made to the Synod Council, who shall collaborate with the Interim concerning content, timing, and reporting of the sabbatical.

IV. PROFESSIONAL REIMBURSEMENTS AND EXPENSES

ACCOUNTABLE PLAN

Congregations should consider establishing an Accountable Plan (AP) for their rostered minister(s) and employees who have reimbursable expenses. Reimbursement of expenses under an AP provides a tax advantage over claiming these expenses on Schedule A, Form 1040. For details of setting up an AP or other related financial matters, refer to the Financial Resources available on the ELCA website, <https://www.elca.org/Resources/Financial#FinanceC>, or refer to IRS Pamphlets 517 or 535.⁷

Examples of these reimbursements are:

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

AUTOMOBILE REIMBURSEMENT

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

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

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

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

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

OTHER EXPENSES

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

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

MOVING EXPENSES

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

V. PASTOR OF RECORD, INTERIM, AND PULPIT SUPPLY

PASTOR OF RECORD

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

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

INTERIM PASTOR

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

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

- Compensation should be appropriate to the minister's years of experience and time commitment to the congregation, utilizing the IN-KY Synod Compensation spreadsheet;
- Or if a retired pastor is serving in interim ministry, the minimum the compensation should be a \$180/day if a parsonage is provided or \$233/day if housing is not provided, or may be based on a set salary utilizing the IN-KY Synod Compensation spreadsheet.
- Either compensation would also include auto allowance/mileage reimbursement, and appropriate benefits, continuing education and other expenses/reimbursements as noted above.

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

PULPIT SUPPLY

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

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

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

Appendix A

DESIGNATION OF HOUSING ALLOWANCE - PASTORS

In IRS Publication 517⁹, the IRS states that “The church or organization that employs you must officially designate the payment as a housing allowance before it makes the payment. It must designate a definite amount. It can't determine the amount of the housing allowance at a later date. If the church or organization doesn't officially designate a definite amount as a housing allowance, you must include your total salary in your income.”

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

Housing Allowance Resolution: After considering the estimate of Rev. _____ of his/her/their home expenses, a motion was made by _____, seconded by _____ and passed to adopt the following resolution:

RESOLVED, that the Rev. _____ for the calendar year 2023 will receive a salary of \$ _____ and a housing/furnishings allowance of \$ _____.

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

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

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

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

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

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

Appendix B

CAN DEACONS CLAIM A HOUSING ALLOWANCE?

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

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

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

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

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

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

Appendix C

EXTENDED STUDY LEAVE (SABBATICAL) POLICY¹²

PREFACE

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

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

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

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

EXTENDED SABBATICAL LEAVE GUIDELINES

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

¹² Adapted from the Central States Synod, ELCA

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

Appendix D

LEADERSHIP SUPPORT STANDARDS FOR CONTINUING EDUCATION

- 1) A Continuing Education Covenant must be on file with the Synod office. This Covenant is renewable every seven years.

- 2) Continuing education grants may be provided through the Office of the Bishop to all rostered ministers of the Indiana-Kentucky Synod, ELCA.

- 3) Grants will normally not exceed the amount contributed by either the recipient or the congregation or appropriate agency. In the event of greater need, exceptions may be made. If applicants exceed available funds, they will be available based on needs. (The earlier application is made in the year, the greater the opportunities to receive funding.)

- 4) Continuing education grants will be made for structured formal study programs directly related and beneficial to the applicant's ministry.

- 5) Assistance grant requests will be made in these areas:
 - a. Stollendorf Grants, not to exceed \$400.00 for the synod's fiscal year (which begins Feb. 1), for single event programs, such as conferences, seminars and workshops.

 - b. Leadership Grants, not to exceed \$500.00 annually, for the development of leadership skills through participation in a multi-year program of supervised study, such as a D.Min. program.

- 6) Sabbatical Grants for Pastoral Leaders (can include pastors, deacons, and those in specialized ministries) is a grant program of the Louisville Institute that provides funds up to \$15,000. Information can be found at www.Louisville-Institute.org, or in writing to The Louisville Institute, 1044 Alta Vista Road, Louisville, KY, 40205 502-895-3411. Other grants are available through the Lilly Endowment Clergy Renewal Program: <http://cpx.cts.edu/renewal>.

Other grant resources can be found at www.centerforcongregations.org.

Appendix E

HELPFUL LINKS

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

Indiana Department of Revenue: www.in.gov/dor/

Kentucky Department of Revenue: revenue.ky.gov

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

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

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

Center for Medicare & Medicaid Services: www.cms.gov

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

Annual Report to the 2024 Indiana-Kentucky Synod Assembly
Rev. Dr. William O. Gafkjen, Bishop

*The Road goes ever on and on,
Down from the door where it began.
Now far ahead the Road has gone,
And I must follow, if I can,
Pursuing it with eager feet,
Until it joins some larger way
Where many paths and errands meet.
And whither then? I cannot say.¹*

I have used this song from the *Lord the Ring* series in previous reports and an occasional sermon over the years. This walking song appears three times in the fantasy novel series. The lyrics are slightly different each time, depending on who is reciting the song and the context in which the hobbits who sing it find themselves. This version is the first to appear in the series. It's sung by Bilbo Baggins as he and his companions leave the comfortable familiarity of the hobbit Shire to embark on the long, unfamiliar, and uncertain journey to the Elvish settlement of Rivendell.

In some ways, this little ditty has also been a walking song for me over the last fourteen years of ministry as your bishop. You and so many others have also sung versions of the song with me, as we have journeyed down the road that God has called us to follow, heeding and trusting the promise that God is doing new things among, through, and around us. I give thanks to God for the opportunity to walk and sing this song together these many years.

The Road goes ever on and on...

Of course, sometimes the road takes unexpected, unanticipated turns along the way. It's then that we need to wait for directions, watch for opportunities to move forward, and then continue to follow the Way, working together to share the gracious, merciful, and just reign of God in the world.

The election of the next bishop of the Indiana-Kentucky Synod at this Synod Assembly is one such unexpected turn in the road. Of course, this turn is the result of an unexpected turn in my own discernment of a call to retire from active ministry just two years into a term that we all expected would be six.

This sense of a call to retire arose in a time of waiting for guidance from the Spirit regarding the next steps on the road together in synod ministry. I was surprised that this arose, so I sat with it for some time, watching with my family and a few close friends and colleagues for confirmation of the way forward. Eventually, it became clear that this is the next step that I am called to take on my long disciple's journey, down from the door of the baptismal font where it began.

I tied the timing of the announcement of this discernment to the process for the election of a bishop that's captured in the synod's bylaws to provide space and time for the full, months-long process of the election of a bishop to take place. Consequently, I announced late last August and in September the Synod Council began its work on that process of communal discernment, a time of waiting and watching together, that will culminate when we are working together in Louisville June 7-9.

Of course, the discernment of the next step in my baptismal journey has significant impact on the journeys of many others, not least of which are the other synod staff with whom I walk and work. When I shared my discernment with them, I encouraged them to engage this as a time of waiting and watching

regarding their own calls. You may have noticed that there has been a good bit of change in synod staffing since then.

Assistant to the Bishop **Pastor Dan Fugate** left synod staff in mid-August for a call to serve as pastor for Pilgrim Lutheran Church in Carmel, Indiana. Dan's departure occurred after months of his own discernment and just before I shared my retirement plans with staff. I give thanks to God for Dan and his years of faithful ministry as Assistant to the Bishop.

Since Assistants to the Bishop are typically invited to serve by the bishop, synod leadership agreed that it would be best to not fill this position or any other such positions on synod staff in this last year of my ministry as bishop. Instead, as you'll see below, we have made interim arrangements to cover most of the responsibilities of staff members who have moved on to other branches of the road.

Synod Storyteller **Susie Swenson** discerned a call to retire, primarily for family reasons, effective February 1. I give thanks to God for Susie and her years of faithful ministry as Synod Storyteller.

Assistant to the Bishop **Pastor Cory Driver's** discernment led him to look for a call to teach and serve in higher education. When Cory was offered a position at Miami University of Ohio, they asked him to start February 19. Consequently, Cory's last day in synod ministry was February 18. I give thanks to God for Cory and his years of faithful ministry as Assistant to the Bishop.

To address key aspects of planning this synod assembly, the synod contracted with certified event planner **Stephanie Dillon** for part-time work with us. Stephanie works with the Crowne Plaza regarding most of the logistical and other concerns for this assembly, manages registration, and leads several other aspects of assembly planning and management, including working closely with other synod staff who have taken responsibility for other aspects of the assembly that had been the responsibility of an Assistant to the Bishop. Stephanie will also be the chief manager of the assembly when we gather. I give thanks to God for Stephanie and her willingness to come up alongside other synod leaders to make this assembly happen effectively and well.

Thanks to a three-year grant from Lutheran Disaster Response, we welcomed **Jayme Beneker** as the synod's full-time Disaster Response and Preparedness Coordinator in mid-February. Jayme is a member of Trinity Lutheran in Brookville, IN. This is a grant-funded position and we had already received the first year's funds, so it was important to fill this position. In addition to leading and coordinating this synod's response to and preparedness for disasters, Jayme will also assist the synod in determining the best ways to sustain this important ministry once the three-year grant cycle has concluded. Already Jayme has been very active in response to the tornadoes that struck communities on the territory of this synod in early March and then again in early April. I give thanks to God for Jayme and her commitment to effective response to and preparedness for disasters across the synod.

Magen Pillar, member of First Lutheran in Columbus, IN, joined the staff March 15 as the synod's part-time interim storyteller/communicator. She has picked up the majority of the synod's communications ministries under a contract that goes through August 31, 2024, to align with the commencement of the next bishop's term on September 1. I give thanks to God for Magen and her quick and energetic engagement with and leadership of the synod's storytelling ministry.

I give God hearty thanks, too, for the other synod and churchwide staff members whose discernment has led them to continue to serve in their roles. Each has picked up additional responsibilities from those who have left synod ministry. They already had overfull plates and have graciously given even more of themselves these last months for the sake of synod ministries. I give thanks to God for these faithful servants, excellent colleagues, teammates, and friends:

- Regional Gift Planner, Pastor **Karl Biermann**. Karl is called by the ELCA Foundation to serve in this synod and the Southern Ohio Synod.
- Assistant to the Bishop for Ministry Transition, Candidacy, and Emerging Ministries, Pastor **Dan Forehand**.

- Administrative Assistant to the Bishop, **April Lynch**.
- Director for Evangelical Mission, Pastor **Nancy Nyland**. Nancy is called by the ELCA Churchwide Organization to serve in this synod.
- Director for Stewardship and Mission Support, Pastor **Jerry O’Neal**. Jerry is pastor for Holy Trinity Lutheran Church in Muncie and serves part-time in synod ministry.
- Accountant/Bookkeeper, **Julie Walda**. Julie moved from an interim role to become the synod’s accountant in 2023 and has picked up additional administrative work related to candidacy.
- Administrative Assistant to Nancy Nyland and Jerry O’Neal, **Carol Ann Webb**.

These servants, and those who came before them, have served faithfully, energetically, sacrificially, and graciously. Please greet these good folks at the assembly and/or drop them a note to thank them for their amazing service in synod ministry.

Now far ahead the Road has gone...

We engage these ministries in a time teeming with narratives of diminishment, decline, and division in the life of the church and in our communities, country, and world. This continues to be a time of high anxiety, fear, and confusion about where this road is taking us.

It is important that we be honest about this and about our situations as congregations and leaders. As people of the cross of Christ, we can call a thing what it is, as Martin Luther suggested. We can be honest about the losses. We can lament together. We don’t need to sugar-coat things or deny the realities. In fact, it’s only when we are honest about the losses and uncertainties and face them together that we are able to find a way through them.

We are a people, after all, who have died and been raised with Christ, marked with Christ’s cross and sealed in the heart of God by the Holy Spirit. Being honest about the truth of our situation frees us to walk forward with the great cloud of witnesses through the centuries. Among them are Abraham and Sarah and so many others who by faith obeyed when they were called to set out for a place that they were to receive as an inheritance, and *they set out, not knowing where they were going* (Hebrews 11:8; emphasis added).

When you need some encouragement, I suggest taking some time to meditate on Hebrews 11. This chapter offers an inspiring list of our ordinary and amazing forebears in faith – our predecessors in waiting, watching, and working the Way down the road together. And let meditation take you into chapter 12:

Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight and the sin that clings so closely, and let us run with perseverance the race that is set before us, looking to Jesus, the pioneer and perfecter of faith, who for the sake of the joy that was set before him endured the cross, disregarding its shame, and has taken his seat at the right hand of the throne of God. (Hebrews 12:1-2)

In many ways, these biblical chapters – and all of scripture – are inspiring reminders that God’s people have encountered challenging, uncertain, anxiety-inducing turns in the road before and God has come through as promised to render resurrection, do new things, and bring abundant and lasting life, often in unexpected, previously unimagined ways. It’s one of the reasons that during challenging times it is crucial for us to dwell in scripture together, to pray together, to watch for God’s work together.

Pursuing it with eager feet...

Over and again this past year, I have seen the new things that God is doing across and beyond this great mission territory as God's people have run the race before us with perseverance, looking to Jesus. Often embracing and following the new things God is doing requires letting go of assumptions about the way church should be or has been done, or loosening our grip on thinking we are the only ones who know the right way forward. It means enduring discomfort, taking risks, overcoming fears. It's a bit like enduring the cross for the sake of the joy set before us, the inheritance of love and grace promised and prepared for us and for the world.

I think, for example, of Cross of Christ Lutheran Church in Crown Point, IN. Faced with a significant, life-of-the-congregation-changing financial challenge, the congregation invited the synod's Director for Stewardship and Mission Support, Pastor Jerry O'Neal, to watch and wait with them around what to do about it. With a carefully planned combined stewardship campaign and capital appeal the congregation was able to pay off its financially burdensome mortgage in a matter of weeks and found renewed freedom and redirected financial support for the important ministries they offer within the life of the congregation and in the community. I will be with them in May to celebrate the retirement of the mortgage and the other new things God is doing among them.

I was also honored to be with Third Lutheran Church in Louisville KY in November 2023 to participate in the dedication and gallery opening of their new ministry and community, MOSAIC. MOSAIC is a ministry that includes an art gallery featuring diverse artists who have often been excluded or overlooked by the church and others. Third Lutheran engages dinner church in the neighborhood-embedded space, surrounded by the beautiful and diverse works of art and the people and communities of the Shelby Park neighborhood in Louisville.

There is so much more to share...

...topping 35 students and candidates for rostered ministry in the synod's five years of TEEM (Theological Education for Emerging Ministries) in partnership with Pacific Lutheran Theological Seminary (Berkeley, CA), including some who have been ordained to serve in this synod and others who come from all over the country to our synod office three times a year for theological education and formation in community...

...steadily increasing numbers of congregations welcoming Synod Authorized Ministers (SAMs)...lay folks who are identified, formed, and appointed by the Office of the Bishop to serve in worship and sacramental leadership for the designated congregation(s) for an agreed upon time, either as interim minister while congregations discern their future, or as part of the journey through TEEM toward call and ordination as pastor, usually with the congregation they've served as a SAM...

...growing and deepening ecumenical partnerships in local settings, sharing mission, ministry, and ministers across denominations for the sake of the gospel mission...

I really could go on and on down this road, but I fear I've already exceeded the capacity of gentle readers to get through this report! I encourage you to read the other reports in this Bulletin of Reports – Pastor Nancy Nyland's and Pastor Dan Forehand's, as well as those of the officers and other synod leaders – for both honesty about where we are on the road and sightings of God at work doing new things through people and communities of faith and witness across the territory we share.

And now we must follow...

It has been an honor to serve you and alongside you these fourteen years as your bishop, and for the eight before as Assistant to the Bishop. As I now move down the road toward retirement from active ministry, I do so deeply grateful.

I am grateful for all the synod staff, synod officers, synod council members, committee and task force members, deans, rostered ministers, members of congregations, campus ministries, and camping

ministries, churchwide and regional colleagues, ecumenical partners, global companions, social ministry agencies and organizations, and so many others – current and the generations before – with whom I have walked this road and sung this gospel tune.

I am grateful for the gracious invitations to serve in ways I had not imagined I could or would. I give thanks for the evocation and welcome of my gifts and passions, the enduring of my eccentricities and sense of humor (not to mention my ukulele strumming!), the challenges and corrections offered to me, the prayers, the cards, the conversations, the emails and texts, the bread broken and wine shared, the laughter and the weeping, the singing and worshipping, and so much more, as we have sought to empower, equip, and encourage one another to make Christ known in so many places and so many ways that reach far beyond the 75,000 square mile territory we have walked together.

Thank you, dear people of God.

And I am so grateful for my family – Janet, Nathan and his wife Jess, and Kira – who have supported me with life-giving love and grace through the thousands of miles of travel, hundreds of nights away, significant attention and energy focused on other people and their needs, and all the rest that has been part of my seeking to be faithful to this vocation while also tending faithfully to my call to be husband, father, father-in-law, and, now, grandpa.

Thank you, my dear, deeply loved family.

Down from the door, the font, where it began...

I give thanks, too, for the leadership that God will raise up during this assembly and afterward to continue the journey down the road toward God’s unfolding future. I am confident that even now God is doing new things that will spring forth from this turn in the road...waters in the wilderness, rivers in the desert, that the beloved people whom God has formed for God’s self will continue to sing God’s praise (Isaiah 43:19ff, of course).

O God, you have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us; through Jesus Christ our Lord. Amenⁱⁱ

For all that has been – Thanks! To all that will be – Yes!

Bishop Bill Gafkjen

ⁱJ.R.R. Tolkien, **The Fellowship of the Ring**.

ⁱⁱ Evangelical Lutheran Worship, p. 304.

Rostered Leader and Congregational Transitions since last Synod Assembly 2023

Ordinations

Rev. Amy Bartleson Balcam
Rev. Candice Hinkle
Deacon Emily Michaelis
Rev. Cliff Nunn
Rev. Kathy VanOsdol

New to Roster 2023-2024

Rev. Amy Bartleson Balcom
Rev. Patrick Ballard
Rev. John Bell
Rev. Cogan Blackmon
Rev. Marc Cram
Deacon Mary Lasits
Rev. Emily Michaelis
Rev. Cliff Nunn
Rev. Kristin Rice
Rev. Walter Rice
Rev. Lee Zandstra

Transfer to I-K Synod

Deacon Mary Lasits
Rev. Walter Rice
Rev. Karen Strietelmeier
Rev. Lee Zandstra

Transfer out of Synod

Rev. Robert Lim-Southwestern Texas Synod
Deacon Diane Martin- FL-Bahamas Synod
Rev. Rachel Wrenn—Southern Ohio Synod

Retirements

Rev. Donald Gray
Rev. David Hewitt
Rev. Maxwell Johnson
Rev. Mark Kloess
Deacon Barb Limbach
Deacon Hope Moran
Rev. Sue Socha
Rev. Sharon Walker
Rev. James Ward

Synod Council Calls

Rev. Amy Bartleson Balcam, Riley Hospital for Children, Indianapolis IN
Rev. Liesebet Gravel, Cincinnati Children's Hospital, Cincinnati, OH
Rev. Erik Grayvold, Episcopal Setting
Rev. Karyn Kost, VNA Hospice NWI, Valparaiso IN
Deacon Emily Michaelis, Ezkenazi Health, Indianapolis IN
Rev. Matt Masko, Interim Ministry
Rev. Charlie Strietelmeier, Episcopal Setting
Deacon Magi Wehner, IU Health Hospice, Indianapolis, IN
Deacon Jody Winter, Interim Ministry

Deaths

Rev. Jerome Diers
Rev. Ronald Haseley
Rev. Paul Hinrichs
Rev. Alan Lorentzen
Rev. John Santoro
Rev. Russell Synder

2024 VICE-PRESIDENT'S REPORT

As I report for an eleventh and probably penultimate time as Indiana-Kentucky Synod Vice-President, I continue to feel blessed to be called to serve in this capacity (until August 31, 2025) as we work together in empowering, encouraging and equipping the people of God in our Mission Territory and beyond in our journey to discern the new things God can do in and through us to make Christ known through our 175 mission centers and as each of us live our daily lives.

Our governing documents provide that the primary duty of the Synod V.P. is chairing the Synod Council, which includes 25 voting members, being one member selected by each of our ten conferences plus 15 members selected at large and including the four officers as well as a youth member plus a young adult member and nine rostered members including at least one deacon. As I write this in early April, Synod Council as usual has met three times since our June 2023 Synod Assembly, which last year was conducted by ZOOM. Two more meetings are scheduled, one immediately before the Synod Assembly in June in Louisville. I will leave it to Secretary Julie Slavens to report the details of our meetings held on September 15-16 at the Synod Office, November 3-4 at Benedict Inn and January 20th by ZOOM, but suffice it to say that this has been a transitional year. When I advised Bishop Gafkjen in August that I was retiring at the end of August from my work of over 40 years as central staff counsel for the Kentucky Supreme Court, he shared the news that he also would be retiring at the end of August but not until August of 2024. That announcement, soon shared across the synod, set in motion S9.04.01, a pre-election process which has kept me busy in my first year of retirement.

Pursuant to that pre-election process, Synod Council in September approved a "gifts and priorities" survey which then was circulated to all mission centers. A total of 62 responses were returned to me by the December deadline (as compared to 44 for the last election two years ago for the Office of Bishop), after which I compiled a report summarizing the survey results. After that report was submitted to Synod Council in January and sent to all mission centers by the end of January, all conferences and ministeriums were asked to submit names of Ministers of Word and Sacrament for consideration for nomination for the Office of Bishop on the first ballot. Of the 34 names received by the March 1st deadline, as of this writing nearing the deadline for responses nine pastors have seen fit to complete the biographical information form (approved by Synod Council in January) which in May will be distributed to all voting members of the Synod Assembly. On the first ballot, however, no names will appear on the paper provided to voting members of the Synod Assembly in this ecclesiastical ballot. The name of any ELCA Minister of Word and Sacrament, active or retired, may be placed in nomination on the first

ballot and any who do not withdraw their names will remain on the second ballot if no candidate receives 75% of the votes cast on the first ballot. The voting process will be discussed in detail prior to voting by the ELCA Churchwide Representative, who chairs the portion of the agenda involving the election of a Synod Bishop.

My service as a Synod V.P. continues to be strengthened by monthly Saturday morning ZOOM meetings regularly attended by many of the 65 Synod V.P.s. In addition, this year I was one of 40 V.P.s who participated in a gathering at the ELCA Churchwide Office in Chicago from March 7-9, providing an additional and much-appreciated opportunity for building relationships and hearing updates regarding ELCA ministries. Although the 65 volunteer lay leaders who have been elected as Synod V.P.s each serve in very different contexts, we share many common challenges and learn much from each other.

This year I also agreed to serve as one of three Synod V.P.s on a Synod Nominations and Elections Task Force appointed by the ELCA Church Council pursuant to a 2022 ELCA Churchwide Assembly action seeking “to explore and analyze nomination and election processes used by synods ... in order to determine best practices and to make practical recommendations concerning options for the selection of all synod and churchwide officers.” As an initial step in this process, a survey of Synod V.P.s currently is being completed concerning our varying election practices.

As always, I conclude with thanks to God for the privilege to serve as Synod V.P. During my report at Synod Assembly, I'll have the opportunity to introduce all members of Synod Council and to ask you to thank them for their dedicated service. Special thanks, though, go to Betsy Kirk for her three years of service on Synod Council (including serving on the Executive Committee this year), to Pastor Jane Rothman for her six years of service on Synod Council and to Chris Walda for his eight years of service as Synod Treasurer. Thanks, too, to Pastor Tim Graham and Deacon Jody Winter for their willingness to stand for nomination for potential second three-year terms on Synod Council. Words cannot adequately convey what a privilege it has been for me to serve beside Bishop Bill Gafkjen, first in the last of my twelve years as Synod Secretary during his first year as Bishop and now for an eleventh year as Synod Vice-President. Last but certainly not least, I thank God for the support of our church family at Gloria Dei in Crestview Hills, Ky. and most especially for the incredible love and support of my wife of 47 years Dr. Lisa Miller and our family of three children and their spouses plus seven grandchildren now ranging in age from 11 to 3.

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

Report of the Treasurer

2024 Indiana-Kentucky Synod Assembly

Chris Walda, Treasurer

This is my eighth, and final synod assembly report as your treasurer. The synod council elected Harry Albers as your next treasurer. His four-year term begins on September 1st. During my tenure many things have changed. We moved to a pilot project that consolidated six synods' accounting work staffed by Mission Investment Fund (MIF). We soon found that the differences among the synods made it very difficult to achieve the economy of scale and cost savings that were expected. The project ended early and we converted to our current general ledger system, ACS. Sue Miller took over the accounting until December 2023 when she moved to Florida. Since then, Julie Walda was hired as the interim accountant and hired as the synod accountant in September. Let's just say it has been an exciting ride!

Our auditors, Kemper CPAs, have been very busy this past year. We fell behind in our audits during the pandemic and are finally catching up. Kemper finished the 2022-23 audit late last year and is well into the fieldwork for the 2023-24 year. We're hoping to receive the 2023-24 report early this summer. The 2023-24 audit report is included in the bulletin of reports. There is a lot of very interesting information in the report showing where our income sources, restricted fund balances and endowment information. It really is worth reading.

The mission support we received from our member churches leveled off last fiscal year after a few years of decline. The 2022-23 total was \$1.525 million where we received \$1.532 million in 2023-24. We know many of our congregations are dealing with reduced resources. We appreciate the sacrifice our congregations make to support the synod's mission.

Our endowment returns have remained strong over the past year. As of January 31, 2024, we have a balance of \$6.9 million. We calculate the draw each year by averaging the last three-year balances as of December 31st. We use 5% of that number and allocate it to specific programs in the budget. It consistently provides over \$330,000 each year that goes directly to candidacy scholarships for our seminary students, outreach and evangelism that supports our churches and starts new ones. It also supports our overall budget allowing us to do more than we would otherwise. The endowment allows us to multiply the impact we have in our mission territory.

We will be presenting our 2025-26 budget. This will go into effect on February 1, 2025. We reduced the anticipated mission support slightly. As always, the finance committee worked to keep expenses as low as possible. We are proposing a staff raise of only 3% for the second year in a row. We made a large effort to identify areas in the budget where restricted funds could be used to support many different things the synod does. There is a section of restricted releases in the revenue breakdown. We believe it's a good budget and look forward to hearing your comments and questions.

Serving as your treasurer has been a privilege. Being a small part of the work done throughout our mission territory by the synod staff, council and volunteers over the last eight years has been rewarding. I encourage anyone interested in getting involved in the wider church to step forward and find your spot.

Chris Walda, Treasurer Indiana-Kentucky Synod, ELCA

**Secretary's Report
Indiana-Kentucky Synod
June 7, 2024**

The following are the actions taken by the Indiana-Kentucky Synod Council between June 1, 2023 and May 31, 2024.

Action: SC 2023/25: Approved Minutes of the May 31st Synod Council meeting unanimously.

Action: SC 2023/26: The Synod Council approved the motion unanimously to ratify the actions of the Executive Committee to petition the Conference of Bishops for an exception to the First Call provision for Amy Bartleson Balcam to be called as Chaplain at IU Children's Hospital in Indianapolis.

Action: SC 2023/27: The Synod Council unanimously approved Dianna Hunsinger as the South Central Conference representative to the Synod Council.

Action: SC 2023/28: The Synod Council unanimously approved the survey form on gifts for the next bishop as amended and to be sent out to the mission centers of the Synod by the end of September.

Action: SC 2023/29: The Synod Council approved unanimously to have the 2025 Synod Assembly in person.

Action: SC 2023/30: The Synod Council approved unanimously to pay its share of \$5000 to continue in the lawsuit regarding the USCIS with the funds coming from the designated and available candidacy funds.

Action: SC 2023/31: The Synod Council unanimously approved the recommendation of Bishop Bill to approve the retirements of Deacon Hope Moran – 11/1/23; Deacon Barb Limbach – 12/7/23; and Pastor Don Gray – 1/1/2024.

Action: SC 2023/32: The Synod Council unanimously approved the recommendation of the Bishop with respect to the call of Pastor Matt Masko to Interim Ministry at Servants of Christ, Indianapolis and Messiah, Brownsburg IN.

Action: SC 2023/33: The Synod Council unanimously approved the recommendation of the Bishop with respect to the First Call of Amy Bartleson Balcam a non-congregation based ministry, pending Conference of Bishops approval.

Action: SC 2023/34: The Synod Council unanimously approved the recommendation of the Bishop with respect to the On Leave from Call status of

Pastor Will Bevins beginning 9/6/2023.

Action: SC 2023/35: The Synod Council unanimously approved the recommendation of Rev. Jane Rothman to the Constitution Committee.

Action: SC 2023/36: The Synod Council unanimously approved the recommendation of the Bishop to appoint Harry Albers to the Finance Committee.

Action: SC 2023/36 (Nov): The Synod Council unanimously approved the appointment of Jody Winter, Mike Hoover, and Betsy Kirk to the Office of Treasurer Task Force.

Action: SC 2023/37: The Synod Council approved the September meeting minutes as presented.

Action: SC 2023/38: The Synod Council unanimously approved the action of the executive committee based on the recommendation of the Bishop to move forward with hiring for the Disaster Response Coordinator.

Action: SC 2023/39: The Synod Council unanimously ratified the action of the executive committee to appoint Mike Anderson as the Chair of the Bishop Election Task Force.

Action: SC 2023/40: The Synod Council unanimously approved the Bishop's recommendation to call Amy Bartleson Balcam to be Chaplain for Riley Hospital.

Action: SC 2023/41: The Synod Council unanimously approved Bishop Bill's recommendation to grant Leave from Call to Gretchen Freese for up to two years.

Action: SC 2023/42: The Synod Council approved the Continuing Resolution to the Synod Constitution as recommended by the Constitution Committee. The Continuing Resolution reads as follows:

S7.27.A23.Ministers of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America who have been authorized by the synod bishop to serve in a congregation of this church have the privilege of voice and vote as member of the Synod Assembly during the period of that minister's service in a congregation of this church.

Action: SC 2024/01: The Synod Council approved the November meeting minutes as presented.

Action: SC 2024/02: The Synod Council approved the biographical information form for candidates for the Office of Bishop.

Action: SC 2024/03: The Synod Council approved the executive committee's recommendation of the establishment of the endowment fund in honor of Bill and Janet Gafkjen.

Action: SC 2024/04: The Synod Council approved the Finance Committee's recommendation to move from PNC to Old National Bank for its financial accounts.

Action: SC 2024/05: The Synod Council approved the Office of the Treasurer Nomination Task Force's recommendation to appoint Harry Albers to the Office of Treasurer effective September 1, 2024, for a four-year term.

Action: SC 2024/06: The Synod Council approved the Nominating Committee's recommendation for the representation of the voting members of the Synod at the 2025 Churchwide Assembly.

Action: SC 2024/07: The Synod Council approved the Bishop and staff recommendation the offerings from the first worship service at the 2024 Synod Assembly be donated to the Gafkjen Endowment Fund and the offerings from the second worship service go to the Synod Disaster Relief Fund.

Action: SC 2024/08: The Synod Council approved Bishop Bill's recommendation the Registration Fees for the 2024 Synod Assembly as \$200 for early bird, \$225 after early bird date, \$250 at the Synod Assembly, and \$100 for retired rostered person.

Action: SC 2024/09: The Synod Council approved Bishop Bill's recommendation to Call to Chaplain for Emily Michaelis at Eskenazi Hospital, Indianapolis.

Action: SC 2024/10: The Synod Council approved Bishop Bill's recommendation to accept the resolution reaffirming and recognizing Pastor Joshua Penumaka Call to Trinity Lutheran Church in Lebanon, Indiana. Pastor Penumaka abstained from voting.

Action: SC 2024/11: The Synod Council approved Bishop Bill's recommendation to request the Conference of Bishops to approve the extension of Leave from Call for Pastor Lesmeister for up to 2 years.

Action: SC 2024/12: The Synod Council approved Bishop Bill's recommendation to request the Conference of Bishops to approve the extension of On Leave From Call to Pastor Aaron Stamper.

ACTION SC/2024/13:

WHEREAS the Indiana-Kentucky Synod is a religious non-profit institution of the

Evangelical Lutheran Church in America, and, whereas the Synod employs Bishop William Gafkjen, Pastor Cory Driver, and Pastor Dan Forehand, and whereas the Internal Revenue Service has advised the necessity of annual official action by the official body of the employing religious institution to exclude from the gross salary of clergy the estimated cost of renter payments for the purchase of a house, including down payment, mortgage principal, interest and taxes; garage rent; utilities; insurance; repairs and maintenance; furnishing; housing expenses as set forth; and

WHEREAS the following estimate of housing costs has been submitted to the Synod for the taxable year 2024 and included in the budget for the year 2023-24: Pastor Dan Forehand, \$35,000.00; Pastor Cory Driver, \$18,000.00; and Bishop William Gafkjen, \$42,000.00.

BE IT THEREFORE RESOLVED by the Synod Council that the above amounts be designated as housing allowance, excludable from the gross salary paid for tax purposes, up to the extent they are used for said actual housing, and that any other allowance specifically designated and allocated by the Synod Council in this resolution may also be excluded for tax purposes up to the extent that any or all of them are actually used for such specific purpose. **Passed unanimously by the Synod Council.** (Note: Pr. Nancy Nyland's housing costs are included in her deployed-staff contract with ELCA)

Action: SC 2024/14: The Synod Council approved the Finance Committee's recommendation the \$15,000 gift from St. Mark, Butler, Indiana be distributed as follows: \$5000 to pivot grants and \$15,000 to the bishop transition fund.

Action: SC 2024/15: The Synod Council approved the authorization of the ministries as presented by Nancy Nyland and to rescind the ministry of Grace and Hope Fellowship. The ministries are as follows:

- Mara Evangelical Church in Indianapolis (MECI) (31390) – SAWC; Leader: Mr. Khai Cho
- So Much More Ministries (31306) – SAOM; Leader: Pr. Amy Beitelschees-Albers

Strategic Ministries in 2024:

- Bethel Lutheran Church (02278); Leader: Pr. Joy Heine
- Grace and Glory Lutheran Church (30307); Leader: Pr. Karleen Jung
- The Apple Tree Center – Mount Pleasant Lutheran Church (02237); Leader: Cynthia Clark, Executive Director
- Roots of Life (31085); Leader: Pr. Teri Ditslear
- Trinity Lutheran Church (02224); Leaders: Pr. Emmanuel Penumaka

Action: SC 2024/16: The Synod Council approved the January meeting minutes.

Action: SC 2024/17: The Synod Council approved the recommended members of the Bishop Election Task Force.

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

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

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

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

Action: SC 2024/22: The Synod Council approved the members to the Minutes Committee, the Reference and Council Committee, and the General Elections Committee for the Synod Assembly.

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

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

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

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

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

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

Action: SC 2024/29: The Synod Council approved the appointment of

Conference Deans as recommended by the Bishop. The deans will serve a three-year term at the conclusion of the 2024 Synod Assembly. The Deans appointed are as follows:

South East IN: Pastor Evangeline Anderson-Rajkumar, St. Paul, Olean, IN
North West IN: Pastor Erika Gibson-Even, Christ, Valparaiso, IN
East Central IN: Pastor Chip Belanga, First English, Richmond, IN
Evansville IN: Pastor Colleen Winkler, St. Matthew by the Lake, Benton, KY

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Executive Committee Actions Reported to Synod Council

August 2023 Executive Committee Actions:

EC/2023/4: Approved Julie Walda be given employee status instead of interim accountant/bookkeeper on contract and given benefits through Portico retirement, disability, and life insurance beginning September 1, 2023. Chris Walda recused himself from the vote.

EC/2023/5: Approved Pastor Charlie Strietelmeier to extended service in an Episcopal setting: beginning 7/1/2023.

EC/2023/6: Approved Pastor Erik Grayvold to extended service in an Episcopal setting beginning 9/17/2023.

EC/2023/7: Approved Deacon Magi Wehner to non-congregational ministry setting beginning 8/14/2023 in a hospice program.

EC/2023/8: Approved Pastor Liesebet Gravely to non-congregational ministry setting beginning 7/25/23 at the Cincinnati Children's Hospital as Chaplain. Pastor Gravely in Kentucky and will remain on the IK Synod roster.

EC/2023/9: Approved the appointment of the following pastors as Dean of the respective conferences beginning September 1, 2023, and term ending in the year as stated below:

- East Central Indiana: Pastor James Hilleson, one year – 2024
- East Kentucky: Pastor Vicki Garber, two years – 2025
- Evansville: Pastor Karen Husby, one year – 2024
- Indianapolis: Pastor Brian Derrer, three years – 2026
- Lafayette: Pastor Mike Crawford, three years – 2026
- North Central: Pastor Tim Diemer – three years – 2026

September 2023 Executive Committee Actions:

EC2023/10: Ratified the recommendation of Bishop Bill to ask for an exception to call to the Conference of Bishops for Amy Bartleson Balcam.

November 2023 Executive Committee Actions:

EC 2023/10(Nov): Approved the Bishop's recommendation on the part-time positions of Synod Communicator and Administrative Assistant on an interim basis until September 1, 2024.

EC 2023/11: Approved the recommendation of the Bishop to move forward with the position of Disaster Response Coordinator.

EC 2023/12: Approved the vice president's recommendation to appoint Mike Anderson the Chair of the Bishop Election Task Force.

March 2024 Executive Committee Actions:

EC 2024/01: Approved the Bishop's recommendation New Hope, Reynolds, be placed under Synod Administration at its request.

EC 2024/02: Approved the Bishop's recommendation of members for the Board of Trustees for New Hope while under Synod Administration.

EC 2024/03: Approved the executive committee recommend to the Synod Council changes in the Synod Assembly to have the top seven candidates plus ties from the second ballot speak to the Assembly before the third ballot. The allotted time would be 3 to 5 minutes for each candidate to answer one question. This would add an hour to the agenda and would not allow for any breakout sessions. Thus, breakouts would be eliminated from the agenda and there would be lunch and learn sessions on Saturday.

EC 2024/04: Approved Bishop Bill's recommendation to extend a Synod Call to Pastor Kost to be a Hospice chaplain at VNA Hospice NWI.



Report for Synod Assembly 2024

**Pastor Nancy Nyland,
Director for Evangelical Mission**

"God can do anything, you know—far more than you could ever imagine or guess or request in your wildest dreams! He does it not by pushing us around but by working within us, his Spirit deeply and gently within us. Glory to God in the church! Glory to God in the Messiah, in Jesus! Glory down all the generations! Glory through all millennia! Oh, yes!" Ephesians 3:20-21 (The Message)

In February of 2023, we began a new three-year cycle of the spiritual renewal process – “Inspire. Ignite. Invite.” With a focus on “Inspire.” the goal of this initiative is to meet participants where they are spiritually and help them grow from there. Our group grew into an ecumenical group in 2023, with participants from an Episcopal congregation. Those who engaged in this “Inspire.” year were invited to contribute reflections to an Advent devotional resource that was shared with the synod. We have been watching God’s spirit actively stirring and growing in far more ways *than we could ever imagine or guess or request* as faithful disciples from across our synod’s territory come together via Zoom and delight in new relationships that are nurtured in the Spirit.

Partners from The Episcopal Church, The Presbyterian Church (U.S.A.), and the United Church of Christ throughout Indiana and Kentucky continue to join with the IN-KY Synod in Ecumenical-Connect (E-Connect), a 2-year transformational ministry process for congregations. God’s Spirit is *working deeply and gently within* nine congregations as they wait, watch, and work with the Spirit to grow and sustain relationships with God, one another and the world. What a joy to work with ecumenical partners as the trainers, mentors, and participants bring *glory to God* as a new sense of purpose and creative energy develops in these congregations.

Shared Ministries continue to be a part of our synod’s past, present and future. Congregations continue to discover that they can do far more together than they can do alone. In addition to our 21 current Shared Ministries, there are always active conversations in progress (some of which are ecumenical) as congregations wait, watch, and discern what God has in store for their future. After a year of waiting, watching, and working, our first Alliance Church model began in August. As this Alliance of three congregations – Resurrection, Fort Wayne; Calvary, Cromwell; and Emmanuel, LaOtto – works together, they move into the future with openness and curiosity.

I am ever grateful for the generosity of our congregations and ministries as you share Mission Support dollars with the synod with a portion shared with ELCA Churchwide. As we wait, watch, and work together, God is accomplishing through you and your gifts *far more than you could ever imagine or guess or request in your wildest dreams!* Thank you, dear people of God!

It has been my delight and privilege to serve as your Director for Evangelical Mission (DEM) since July of 2011. On September 1, 2024, I will step out of the role of DEM, not to retire, but to be open to the next ministry opportunity that God has in store for me. What is that, you ask? I have no idea! But God knows and that is enough for now. I am grateful for your partnership over the years. I will cherish the relationships that have developed and grown. Thanks for your openness to the Spirit and the work the Spirit does *deeply and gently within us. Glory to God in the church! Glory to God in the Messiah, in Jesus! Glory down all the generations! Glory through all millennia! Oh, yes!”*

Your Servant in Christ,
Pastor Nancy Nyland, Director for Evangelical Mission

2024 Indiana-Kentucky Synod Assembly Report

Rev. Dan Forehand

Assistant to the Bishop for Ministry Transition and Director for Candidacy

*“(Thus says the LORD): I will go before you and level the mountains, I will break in pieces the doors of bronze and cut through the bars of iron, I will give you the **treasures of darkness** and riches hidden in secret places, so that you may know that it is I, the Lord, the God of Israel, who call you by your name.” – Isaiah 45:2-3*

These verses from Isaiah also form the beginning of one of the books that has had the greatest impact on me in my life of ministry – *Learning to Walk in the Dark* by Barbara Brown Taylor. If you have read this book or any of Taylor’s excellent writings, you know that she is a poet and a pastor, who connects deeply to nature and the people around her. I re-read this book last fall and was again reminded of how deeply it moves me and saw for the first time how clearly it connects to synod ministry.

We have wrongly assumed a false dichotomy between light and dark for some time. Perhaps you have heard it said that light is good, and dark is bad. Not only is this offensive language to many, it also couldn’t be more wrong. As the Lord speaks to Cyrus, it is clear that there is much treasure to be found in the places of darkness – the places where we have much to learn and the invitation to grow. As I reflect on this past year, I certainly see that it is there – in the unknown – that I have spent much of my time, and where I have found God most clearly.

I want to thank the numerous folks who work alongside of me to make the ministry that I do possible. I’m grateful for Bishop Bill, Pastor Nancy Nyland, Carol Ann Webb, April Lynch, Julie Walda, Pastor Jerry O’Neal, Magen Pillar, and Jayme Beneker. I’m also grateful for Pastor Dan Fugate, Pastor Cory Driver, and Susie Swenson who left staff this year. Thank you to the Synod Council for your leadership and guidance. Thank you to the congregations and committees that I work with daily and those who have welcomed me into your communities on Sundays to lead worship and other days to gather together to explore how God is calling all of us to be faithful leaders amid so much change. Thank you for your kindness, partnership, and openness to the Spirit at work in our midst. Let me take a few minutes to walk you through some of the pieces of the work that I am called to do.

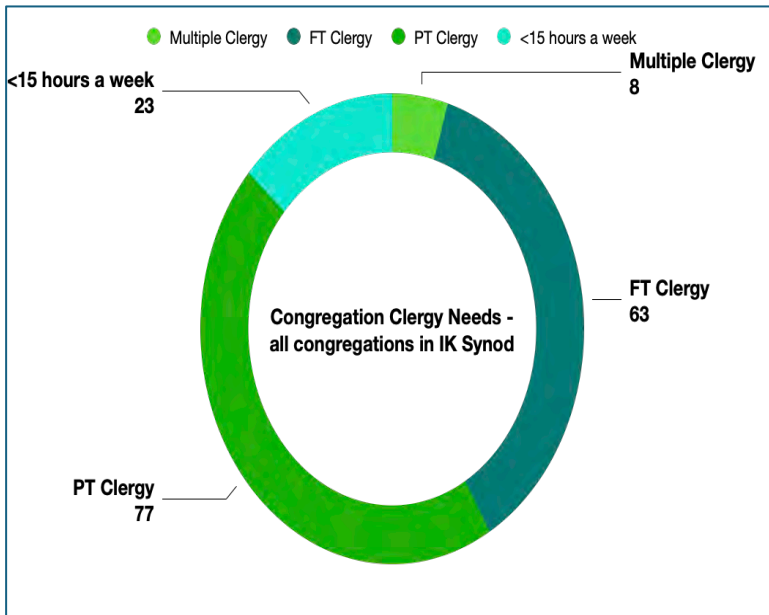
Call Process

I have enjoyed the opportunity to meet with call committees, councils, and others through our quarterly gatherings to discuss call process and ways that congregations can explore their identity amid discernment. We celebrate that there have been **9 calls** extended since we last met in Assembly. At the same time, we know that the number of congregations

without a called pastor continues to grow, and the number of available candidates is not currently sufficient to fill the needs.

We also know that the needs of congregations are rapidly changing. I want to share two graphs with you:

This first graph shows the needs that congregations have for clergy within our Synod, assuming that there were not any shared ministries. For a call to be issued in the ELCA, a pastor or deacon must work at least 15 hours per week.

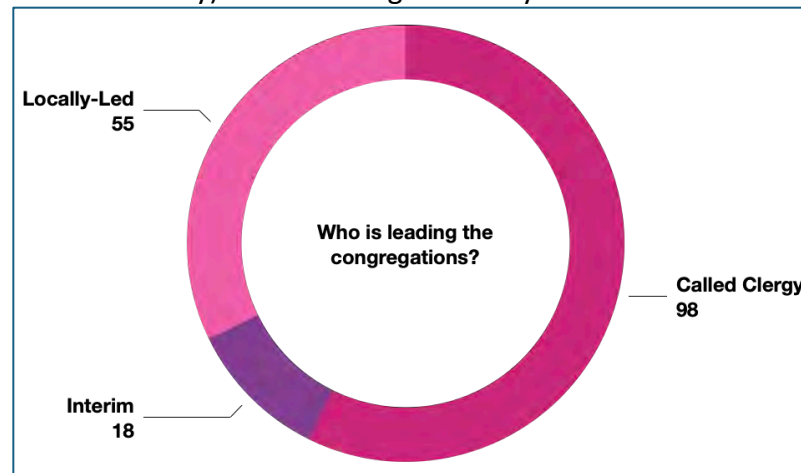


There are 23 congregations that are unable to reach that threshold due to financial issues or reduced ministry needs. Another 77 congregations are being served by or are looking for Part-Time Clergy. This means that almost 60% of the congregations in our Synod are looking for less than full-time clergy. In some places we can work on shared ministry to take two part time calls and make them a full-time call, but in many areas that is not possible. This makes it harder to find rostered ministers to serve these congregations, while also inviting us

to think in new and creative ways about how we might find leadership, too. Again, there are treasures in the darkness, and I firmly believe that we are just beginning to see how we might be able to partner together, moving beyond the clergy-centric understanding of full-time leadership in the church.

The second graph shows how our congregations are currently being led. 98 of them have clergy in a settled call (in many cases with shared ministry). 18 are being served by

interims (these are heroic leaders in our midst!). 55 are being led either locally by lay people with a Pastor of Record or SAM (Synod Authorized Minister). This high number means that there are lots of pressures for supply pastors, many congregations are using the weekly sermons recorded by synod staff, and we need to continue robust training for our SAMs so that they can preach, teach, and administer the sacraments in appropriate ways. This also means that as a synod we can quickly become



disconnected from these congregations – but they matter to us. And, most importantly, I am amazed when I get to be with these congregations, by the amazing, faithful ministry that they are doing. They are connected to the story of Jesus Christ and are serving their neighbors in beautiful ways. As a synod, we walk the way together. We must continue to see the gift of lay leadership and to find ways to encourage, equip, and empower all.

There are a lot of other interesting figures about how the Indiana-Kentucky Synod is changing and how that is both a real challenge for the call process and an invitation into a renewing movement of God at work in the lives of each of us. I would be happy to share more later, but I hope that this gives you a piece of the complexity of the call process and how we are invited to enter in more deeply as church together.

Candidacy

When Pastor Cory Driver left staff in February, I took on his role as Director for Candidacy in our Synod. I have been overwhelmed with joy and awe as I have had the chance to meet with our **19 active candidates** in the synod. We have an additional **4 candidates** who will be preparing for entrance at our August gathering, and I am excited that I continue to have conversations with a diverse group of individuals who are discerning what God might be up to in their lives and how they might be called to serve in the Church.

Candidacy is an area that gives me a lot of hope for the Church and it's an area that is going to have to continue to change and evolve as the needs of the Church change, too. The residential seminary model of the past, where people moved for 3 years of academics and a year of internship is no longer the way that most of our candidates are formed for ministry. They are doing Distance Learning, connecting with our TEEM program with Pacific Theological Lutheran Seminary, and taking more than 4 years to complete seminary. As with everything there are challenges and gifts that this new way of approaching seminary brings. I am grateful that there is a working group in the ELCA that is thinking through potential changes to candidacy to make sure that it is best suited to connect to the unique ways that people approach seminary and the unique gifts that a diverse group of people who are hearing God's call can say "yes" to it.

As I go into congregations, there is an abundance of riches in the gifts of leaders. The task for us is to find ways to tap into those leaders and help them to know what to do with God's calling on their life. I do not think it is too bold of a goal for us as a synod to say that in the next 5 years, we will raise up 171 leaders – 1 for every congregation in this synod – to explore candidacy, serving as a SAM, or some other form of ministry in this Church. We will have to discover new ways of accompanying these leaders, but I believe we can do it. I believe we have everything we need to do what God is calling us to do and be the beloved children of God that we are.

I hope that you take time to listen for God's voice in your own life or in that of your community, and if you find people who might not know how to start this journey, that you

would send them my way. I would be honored to engage in conversation around discernment and support them in their walk of faith.

SAMs

I have also taken on the responsibility of working with our SAMs this year. These Synod Authorized Ministers are women and men who have said “yes” to serving their communities. I work with Bishop Bill to identify, form, and appoint them to serve either in an interim role while the congregation discerns their future and pastoral leadership or as they prepare to enter candidacy and one day ordination, as well. We have an amazing group and my next work with them is to identify areas of training and growth.

We had a Spiritual Care Training with the Bishop Anderson house from Chicago in Indianapolis in April, in partnership with the Episcopal Diocese of Indianapolis. I hope to continue to have training events and work individually with the SAMs on their formation and education so that they can serve the church. If you feel like you would like to know more about what it is like to be a SAM, I would be delighted to connect you with others who are serving in this great role.

In closing...

There is much more that I could write about the work that I am privileged to do, but this seems like an appropriate place to stop, so that I can take a few moments and go outside where the moon is bright and where is abundant darkness to explore. It is a privilege to serve as Assistant to the Bishop and I continue to feel called to this work on a synodical level. Please let me know how I can better help you in the work that we do on the way together. Thank you for your prayers, your support, your cards, your partnership, and the love we share together as children of God.

May the Risen Jesus walk with each of us as we wait, watch, and work together.

Peace and love to you,

Pastor Dan Forehand
Assistant to the Bishop for Ministry Transition

Report to the 2024 Indiana-Kentucky Synod Assembly
Pastor Jerry O'Neal, Director of Stewardship and Mission Support

Seek the welfare of the city where I have sent you ... and pray to the LORD on its behalf, for in its welfare you will find your welfare. (Jeremiah 29:7)

First, I give thanks to God for the privilege of serving as your Stewardship Director. It gives me great joy to walk alongside you on your journey to be faithful stewards of all that God provides you in your lives and ministries! My work has taken on various forms, including the following:

- *Stewardship Snippets:* When the COVID pandemic struck in 2020, I began offering short videos on various aspects of stewardship each month. Many of you have reached out to me to express your gratitude for them, and I am glad you found them helpful! We concluded these monthly snippets in January of this year; you can find all of them on our synod's Vimeo page.
- *Impact Stories:* I have had the joy of writing several stories that highlight how our synod and our ministries have made a difference in people's lives; these are sent out via email and published on the synod website. If you have a story you would like to tell about the positive impact the Indiana-Kentucky Synod has had on your life, please let me know. I would be honored to interview you and share your story!
- *Consulting with Congregations and Leaders:* I have talked with numerous leaders and congregations this past year as they made decisions on stewardship campaigns in their settings. I would like to highlight one of them, Cross of Christ in Crown Point. Their leadership, Pastor Tamera Jacobi and Council President Jane Koenig, contacted me last Fall and asked for my help, as their congregation was running a deficit each month. I met with them in person, and we realized that their mortgage was a significant drain on their finances. We decided to do a capital campaign to help them eliminate their remaining mortgage of \$60,000. I spoke at their Leadership Dinner for the campaign, and when the campaign ended, they had raised more than \$70,000!

As we look ahead to the next year, I believe we are increasingly called to *stewardship of place*: to seek the welfare of the communities in which we find ourselves (cf. Jeremiah 29:7 above). This includes reaching out to learn from and serve our neighbors, connecting with local ecumenical partners, and opening our facilities as "community centers" for local organizations to use. Many of you are doing this important work already! As you seek to be good "stewards of place" in your local communities, know that you are living into the prayer we pray each week: "Thy kingdom come, Thy will be done *on earth* as it is in heaven." And as you serve in these ways, know how grateful I am to walk alongside you!

Finally, in addition to your local ministries, let me say **thank you** for your support of the synod through your Mission Support and prayers. Together, we do far more than our congregations and ministries can do alone. Campus ministries ... LOMIK camps ... new congregations ... seminarians ... the list goes on and on, and none of it would be possible without your support. I give thanks to God for YOU!

Shalom,
Pastor Jerry

Indiana-Kentucky Synod Council
Evangelical Lutheran Church In America
May 31, 2023

Electronic Meeting Minutes

Present:

Officers: Bp. William O. Gafkjen, VP. Ted Miller, Secretary Patricia McIntyre, Treasurer Chris Walda.

Rostered: Pr. E. Anderson-Rajkumar, Pr. R. Bailey, Pr. V. Garber, Pr. J. Rothman, Pr. L. Webb, Deacon J. Winter.

Laity: M. Hoover, B. Kirk, N. Lee, N. Smith, D. Zehr,

Staff: Pr. Dan Fugate, Pr. Cory Driver, Pr. Dan Forehand, Pr. Nancy Nyland, Susie Swenson.

Excused: Pr. J. Burkholder, Pr. B. Limbong, D. Daniels

SC called to order by VP Miller at 7:30PM. Bp. Gafkjen welcomed members and offered devotions.

Minutes of previous meetings (Secretary McIntyre was not present at April meeting so required two actions):

SC/2023/18: Approve January SC Minutes as revised. Carried.

SC/2023/19: Approve April SC Minutes as revised. Carried.

VP Report: Ted Miller

Referred members to meeting report in Dropbox and his annual report in the Bulletin of Reports for Synod Assembly. He thanked the Council for its service and cited retiring members D. Zehr and P. McIntyre.

Secretary Report: Patricia McIntyre

No EC report this month. Reported work of Constitution Committee regarding congregational constitution updates in progress.

Treasurer Report: Chris Walda

Referred members to report in Dropbox. Mission Support still rebounding from pandemic effects. Reviewed income/expense sheets and restricted fund distribution.

Balance sheet is out of balance by \$9,000.00 but will be reconciled by the end of the 2022-23 audit.

Interim Bookkeeper Julie Walda continues to serve the Synod posting books, correcting past errors, and assisting the auditors. The audit team will serve an additional eight hours to complete all assigned work.

Bishop's Report: Bp. Gafkjen

BP. reminded SC that "Restricted Accounts" have been an issue for some time. Mission Investment Fund introduced a multi-synod accounting system that failed to achieve its purpose. Accounting is now back in-house and J. Walda is making a line-by-line search to guarantee funds are and will be posted properly. Bp. recommended (1) the revised permanent posting structure be approved and, (2) as this recommendation does not come from Finance Committee yet, that they approve restructuring:

SC/2023/20: Approve revised line structure for posting restricted account disbursements. Carried.

SC/2023/21: Direct Finance Committee to approve restructuring of designated distribution accounts per recommendations generated through staff research. Carried.

Bp. Gafkjen further recommended:

SC/2023/22: Extend appointment of Julie Walda to interim service as Bookkeeper (20 hours per week) for three months, until August 31, 2023. Carried.

Roster Concerns:

Bp. recommended three changes, to adopt *en bloc*:

SC/2023/23: Move Pr. Erik Grayvold to On-Leave for Study status for one year. Approve Pr. Carolyn Lesmeister for sixth year On-Leave for Family. Extend Pr. Aaron Stamper On-Leave for another year. Carried.

Synod Council Calls:

Pastor Evangeline Anderson-Rajkumar has been under Synod call to St. Paul's and Gethsemane (Corydon) per her immigration status. Her status now being secured, she has been called by St. Paul's (Olean). Thirty days from May 31, 2023 she will move from Synod Call status to Congregational Call status.

Retired Status:

SC2023/24: Move Pr. Mark Kloess from Disability to Retired status effective 3/01/23. Move Pr. David Hewett to Retired status effective 7/01/23. Carried.

Congregations:

Zion/Bristol met with Pr. Forehand in early May and will meet with Bp. Gafkjen on June 14, 2023, to advance their disaffiliation with ELCA. They were previously an LCA congregation so will require two votes and SC approval to leave the ELCA. Bp Gafkjen and Pr. Forehand both are guiding them to complete the process properly.

Staff Reports:

See Dropbox for individual reports.

Pr. Dan Fugate updated SC on nominations for offices to be filled at Synod Assembly. A new Secretary will be in nomination, the person's name to be announced. Regional Gatherings to be held *in lieu* of in-person assembly will be held on October 7, 2023, October 14, 2023, and November 18, 2023. Workshop leaders and topics are in place and will be announced synod-wide through all available media.

Synod Assembly: ZOOM log-in information must be conveyed to individuals rather than synod-wide media as it contains voter log-in data. To date, 245 people are registered. Pr. Fugate believes the low cost and reduced schedule supported increased participation this year. Synod Assembly 2024 is scheduled for Crown Plaza, Louisville, June 7-9, 2024. Room rate is \$149.00.

Chris Walda will host a budget ZOOM prior to the Assembly. No resolutions were submitted before the deadline for assembly consideration.

Pastor Evangeline Anderson-Rajkumar gathered 30 membr from St. Peter's to create an icon for the Synod Office. It is made of bulletin covers.

Bp. Gafkjen thanked the retiring SC members, Patricia McIntyre and David Zehr, ad asked them for their reflections. Both expressed high regard for the Council and the service it offers to the ministry of Indiana-Kentucky Synod.

VP. Miller announced final advice for Synod Assembly and plans for fall meetings:
 September 15-16: IN-Ky Lutheran Center
 November 3-4: Benedict Inn, Beech Grove, IN. (Retreat)
 January 20, 2024: ZOOM
 April 12-13, 2024: IN-KY Lutheran Center.

Meeting closed with the Lord's Prayer.

Respectfully Submitted,

Patricia McIntyre,
Secretary.

MINUTES
INDIANA-KENTUCKY SYNOD COUNCIL MEETING
IK Synod Office – Indianapolis
Friday, September 15, 2023: Meeting – 7:00 – 9:30pm EDT/6:00 – 8:30 CDT
Saturday, September 16, 2023: Meeting – 9:30a.m. – 3:00 p.m. EDT/8:30a.m. – 2:00 p.m. CDT

Present:

Bishop Bill Gafkjen; Ted Miller, Vice President; Julie Slavens, Secretary; Josh Tatum, Synod Counsel

Rostered Members: Vicki Garber; Ryan Bailey; Joshua Penumaka; Evangelene Anderson Rajkumar; Tim Graham; Jane Rothman; Jody Winter; Ladona Webb

Lay Members: Dee Ann Daniels; Debbie Zehr; Ella Engelau (Youth Representative); Mike Hoover; Betsy Kirk; Chris Walda

Non-Voting Members and Staff: Tina Smith (Women of the ELCA representative); Cory Driver; Nancy Nyland; Dan Forehand; Susie Swenson; Karl Biermann (Saturday)

Friday, September 15

The Synod Council Meeting began with gathering devotions and prayer led by the Dan Forehand. The devotion theme was about darkness based upon Isaiah 45 about the treasures of darkness – being in darkness can bring on newness of relationship with God and life.

After devotions introductions of members present were made and Bishop Bill asked everyone to share some information about themselves and share where they have seen God at work in their lives.

Bishop Bill shared his discernment process for his decision to retire. He took several months to pray, listen to family and bishops, and mediate on Isaiah 43:19 while considering his initial decision before making the public announcement. He shared he felt like Moses in that he was able to lead the Synod through the wilderness, saw the promised land, but will not lead the Synod into that land. He has no plans after retirement but to wait, watch, and listen for God's plan for his next phase of life.

Members of the Council shared their appreciation for Bishop Bill's ministry as Bishop and as a member of the Synod staff.

Secretary's Report – Julie Slavens

Minutes of past meeting of May 31 were presented:

SC 2023/25: Minutes of the May 31st Synod Council meeting were approved unanimously. Dee Ann Daniels made the motion to approve the minutes as presented and Jody Winter seconded.

Executive Committee report – the committee approved the recommendation of the Bishop to petition the Conference of Bishops for a waiver of the three-year first call in a congregation provision for Amy Bartleson Balcam to be Chaplain at IU Children's Hospital in Indianapolis. She will also be a supply pastor of the Synod. The Synod Council must ratify the action of the Executive Committee. Bishop Bill provided information on this process and more details of Amy's call.

SC 2023/26: The Synod Council approved the motion unanimously to ratify the actions of the Executive Committee to petition the Conference of Bishops for an exception to the First Call provision for Amy Bartleson Balcam to be called as Chaplain at IU Children’s Hospital in Indianapolis. Tim Graham made the motion and Vicki Garber seconded.

Vice President’s Report – Ted Miller

Ted Miller reported there is a new member of the Synod Council representing the South Central Conference and has been nominated to the Council by the Dean of the conference. The new member is Dianna Hunsinger. The Synod Council must approve the nomination.

SC 2023/27: The Synod Council unanimously approved the motion to accept Dianna Hunsinger as the South Central Conference representative to the Synod Council. Vicki Garber made the motion and Ryan Bailey seconded the motion.

Ted Miller referred to his previously distributed written report and reported orally that the Synod is waiting to hear from Churchwide on the number of Delegates the Synod will have at the Churchwide Assembly in 2025. He also welcomed the new members to the Synod Council. He also reported on vacancies on the Council and will reach to the Deans of the conferences for nominees for the vacancies.

Ted shared the draft form of the survey to go out to congregations on gifts of the next bishops. The form will be sent out by the end of September. The results will be tabulated in January and reported on at that time.

SC 2023/28: The Synod Council unanimously approved the form as amended and to be sent out to the mission centers of the Synod by the end of September. Ladona Webb made the motion to approve the form as amended and Tim Graham seconded the motion.

Ted Miller reported briefly on his role in the Bishop election leading up to the Synod Assembly. He will begin by appointing a Bishop Election Task Force made up of former members of Synod Council.

The meeting adjourned for the evening at approximately 9 pm. Susie Swenson closed the meeting with prayer.

Saturday, September 16, 2023

The Synod Council meeting began at approximately 10:30 am.

Treasurer’s Report – Chris Walda

Chris Walda reported the 2021-2022 Audit was completed and the Synod passed the Audit. He then went over the previously distributed financial reports including the Balance sheet and Restricted Accounts.

Discussion and decisions related to 2024 Synod Assembly

Bishop Bill reported the Synod has contracted with an event planner to help with the 2024 Synod Assembly. Her name is Stephanie Dillion. She will be the lead person in planning the event.

The theme of the Assembly will be Waiting Watching and Working Together In Christ. This was the suggestion of the Synod staff. The keynote speakers will be the other bishops of Region 6. They will also do a video on the Role of the Bishop leading up to the Assembly. There will also be devotions relating to the theme leading up to the Assembly and these will be shared with members of the Synod. Ted and Bill will work on the agenda for the Assembly.

Discussion took place about whether the congregations know about the duties of the Bishop and it was mentioned maybe Section 8.12 of the Constitution could be included with the survey. This section sets out the duties of the Bishop. This would allow the congregations to be better informed about the duties of the Bishop so people would be better informed as to the gifts needed. Ted agreed to include this information with the survey.

Bishop Bill and Ted provided information and a written form of the tasks, details, and relationships involved in planning and implementation of the Assembly including staff responsibilities and volunteer needs. In addition, information was shared about the Bishop Election process and related needs and tasks on the part of Council members.

2025 Synod Assembly – In-Person or Virtual

There was a discussion about whether the 2025 Synod Assembly should be an in-person event or virtually. Over the past couple of years, the Assembly has been alternatively virtual and in-person. 2025 would be virtual but the question was if that is the way to go given it will be the new Bishop's first Assembly. Council members expressed the concern that it was important for the new Bishop to meet members of the Synod in person and vice versa during the first year of being in office. The Assembly offered a great opportunity to do so. Members did acknowledge there would be a greater financial cost to doing so but this could be planned for in the next budget.

SC 2023/29: The Synod Council approved unanimously to have the 2025 Synod Assembly in person. Vicki Garber made the motion and Ladona Webb seconded the motion.

Cancellation of regional events and possible alternate events in the spring

Bishop Bill reported on the reason for the cancellation to the fall regional events. With the departure of Dan Fugate in August, the committee was not able to continue the tasks of what needed to be done to appropriately have the meetings given the timing of Dan's departure and what tasks were yet needed such as providing for meals, registration procedures, and related matters. Many people were disappointed these events had to be cancelled. The committee has worked diligently in preparing the program for these events.

Bishop Bill discussed the idea of connecting these events to Chrism Liturgies conducted in the Spring. Those services can be adjusted to include lay members but would have to take place on a Sunday afternoon in order to allow lay persons to attend. It could be a joint service to incorporate the work of the committee in planning the fall events. Member of the Council provided various ideas for how this could work and it would be an opportunity for lay members to be with Bishop Bill before his retirement especially for those who would not be at the Assembly. Bishop Bill made it clear this is not to be about him and a farewell tour for him.

Bishop's Report – Bishop Bill

Bishop Bill relayed staffing and other concerns related to Bishop's election. Generally, the staff is appointed by the new Bishop but there is often a lay over period as well. Current Synod staff members are discerning what they are being called to do in the next year.

There is also the matter of an orientation plan for the Bishop-Elect. Generally, a Transition Team is formed and that will happen in the next few months. Other issues to consider in this process are:

1. Other expenses related to transition
2. Overlap of bishop-elect with outgoing bishop
3. Moving expenses
4. Installation service (Saturday, October 12, 2024, -- no location has been selected yet.)
5. Possible transition support (severance) for synod staff (This has been discussed with the Executive Committee.)

With respect to funding some of these expenses it was noted that last September, Council designated the Poellman estate gift for "New Synod for a New Day, Part 2", which included \$20,000.00 for a Consultant and \$12,962.41 for transition expenses of the program. These funds have not been used for this program and the Council was asked to consider redesignating these funds for the bishop transition expenses. After some discussion, Bishop Bill made the recommendation to do so. The Council unanimously agreed to redesignate these funds toward the expenses of the Bishop transition discussed previously.

Reimagining conferences in relation to bishop transition

The issue of conferences and their functions within the Synod have been a concern for a number of years. Some conferences are very functional and some are not. Bishop Bill relayed this is a good time to visit the function of the conferences given the timing of electing a new bishop. Bishop Bill reported he will begin this discussion with the Deans at their retreat at the end of October. This will be an agenda item for the Synod Council meeting in November.

Lutheran Disaster Response Grant to call/hire a Synod Disaster Coordinator and Capacity Builder

Bishop Bill explained purpose of the grant. It is to provide a person on staff to coordinate disaster relief in the Synod. Both states have had tornados and floods in the past few years. The position would be responsible for the Synod's response to such disasters. The grant is for \$195,000 over three years. The position may be a full time or part time position. The grant will not cover all of the costs for the position so the Synod will budget approximately \$20,000/year to supplement the cost.

Executive Session – The Council met in executive session for approximately 20 minutes.

The council received an update on the Synod's ongoing participation in legal action regarding USCIS by Josh Tatum. Other synods and entities are involved in the lawsuit. In order to continue participation in the suit and to be part of the appeal, each party is asked to provide \$5000.00. It is recommended the Synod continue in the lawsuit with the money to come from the designated and available candidacy funds.

SC 2023/30: The Council voted unanimously to pay its share of \$5000 to continue in the lawsuit with the funds coming from the designated and available candidacy funds. Jody Winter made the motion and Jacob Penumaka seconded the motion.

Congregational Concerns

Bishop Bill reported on the following congregation status for the information of the Council:

- Pleasant View, Indianapolis – voted to sell building, in discernment about next steps
- Zion, Bristol IN – vote to disaffiliate failed to achieve 2/3
- Third in Louisville has moved to a local store front and will provide a Dinner Church and Art Gallery in the new location
- Grace and Glory has moved along with its food pantry
- Gethsemane has quit worshipping as a congregation

Roster Concerns

Bishop Bill reported on the following Deacons and Pastors who have retired and recommended the Council approve their retirements.

- Deacon Hope Moran – 11/1/23.
- Deacon Barb Limbach – 12/7/23.
- Pastor Don Gray – 1/1/2024.

SC 2023/31: The Council unanimously approved the recommendation of Bishop Bill to approve the retirements as presented.

Bishop Bill reported and recommended the Synod Council call Pastor Matt Masko to Interim Ministry at Servants of Christ, Indianapolis and Messiah, Brownsburg IN.

SC 2023/32: The Council unanimously approved the recommendation of the Bishop with respect to the call of Pastor Matt Masko.

Bishop Bill recommended Candidate Amy Bartleson Balcam be called to a First Call to a non-congregation based ministry, pending Conference of Bishops approval.

SC 2023/33: The Council unanimously approved the recommendation of the Bishop with respect to the Call of Amy Bartleson Balcam.

Bishop Bill recommended to the Council to approve On Leave from Call status to Pastor Will Bevins beginning 9/6/2023.

SC 2023/34: The Council unanimously approved the recommendation of the Bishop with respect to the leave status of Pastor Will Bevins.

Information from Synod Staff

Members of the Synod Staff reported on the various areas of their ministry missions per their previously submitted written reports. See Reports in Dropbox.

Committees and Task Forces Reports

Constitution Committee – Josh Tatum reported the committee would be meeting in October as it was completing reviews of congregation constitutions. The committee also reviews the constitutions prior to going through the formal process of amending the constitution. With respect to the Synod Constitution, the committee should consider amending it to allow full-communion pastors serving the Synod to be eligible to vote at the Assembly. Members of the committee are Mike Anderson, chair, Pastor Eric Allen, Patricia McIntyre, David Reese, and Josh Tatum.

Racial Justice Task Force Tim Graham reported the committee is working on various ways to promote communications of racial justice work to the synod congregations.

Immigration Justice Task Force – No report

Women of the ELCA – Tina Smith provided information on the conferences coming up in the next few months.

Other Business

The Constitution Committee needed another member. Bishop Bill recommend Rev. Jane Rothman.

SC 2023/35: The Council unanimously approved the recommendation.

The Finance Committee needed another member. Bishop Bill recommended Harry Albers to be appointed to the committee.

SC 2023/36: The Council unanimously approved the recommendation.

Bishop Bill also asked for prayers for the election of Bishops in the Sierra Pacific and the Central Southern Illinois synods which were occurring at the time of the Council meeting.

Bishop Bill reported on the Future Meetings of the Council, which are as follows:

- November 3-4, 2023: Benedict Inn, Beech Grove, IN
- January 20, 2024: via Zoom
- April 12-13, 2024: INKY Lutheran Center
- June 7, 2024: Crown Plaza Louisville Airport, Louisville, KY
- Synod Assembly: June 7-9, Crown Plaza Louisville Airport, Louisville, KY
- October 12, 2024: Installation of the 4th Bishop of the Indiana-Kentucky Sy

Preparation for future meeting in November:

- Chaplains: Ryan Bailey and Betsy Kirk
- Mission Monitor: Ladona Webb
- Other Concerns

Respectfully Submitted,

Julie Slavens
Synod Secretary

**INDIANA-KENTUCKY SYNOD COUNCIL
MEETING MINUTES**

**Friday, November 3, 2023: Meeting – 7:00-9:00pm ET Saturday,
November 4, 2023: Meeting – 9:30 a.m. – 2:30 p.m. ET
Benedict Inn, Indianapolis, IN**

Synod Council Members Present: Bishop Bill Gafkjen; Vice President Ted Miller, Secretary Julie Slavens, Treasurer Chris Walda, Pastor Ryan Bailey; Pastor Joshua Penumaka; Pastor Vicki Garber, Pastor Jane Rothman, Deacon Jody Winter; Mike Hoover, Dee Ann Daniels, Nicole Lee, Betsy Kirk, Ella Engelau (Saturday). Staff Members present: Susie Swanson and Cory Driver.

Synod Council Members Absent: Pastor Evangeline Anderson-Rajkumar; Pastor Tim Graham, Pastor Bimen Limbong, Pastor Ladonna Webb, Debbie Zehr, Conrad Rapley, Dianna Hunsinger, Noah David Smith, and Tina Smith.

The Meeting Chaplains were Ryan Bailey and Betsy Kirk. Mission Monitor was pastor Jane Rothman.

Friday, November 3

The meeting began at 7:00 pm with Pastor Ryan Bailey leading the group in worship vespers.

At approximately 7:15 Bishop Bill asked everyone to share when had God been at work in their everyday life. Everyone present shared when they have felt God at work in their lives.

For rest of Friday evening Bishop Bill provided information on the history of the conference structure in the synod. He stated that conferences are not required as part of the synod and many of the ELCA synods do not have conferences. The governing documents of the Synod require at least annual conference assemblies and only two of the ten IK conferences fully function as the Synod documents describe they should function. They are East Kentucky and Evansville. The congregations have a shared sense of ministry. Many conferences and congregations are learning how to function in a post-COVID world when things were done online but many congregations are in areas where there is poor Wi-Fi connections. Issues to consider are discipleship, energy to do things locally, diverse culture of congregations including politically, and consideration of ecumenical partners in the area.

Given the lack of inactivity of the conferences, Bishop Bill suggested we need to look at reconsidering the political and governance structure of the synod conferences. While the relationship of local congregations with the conferences and the conferences with the synod needs to continue, Bishop Bill suggested there need to be some flexibility in the conference structure. The council will look at this at a deeper level in April, Bishop Bill asked the members to begin to think about the question “what is the purpose of the conferences in our shared mission?” Some members of the council briefly shared their thoughts about how the conference could be restructured including looking a geographical clusters of the congregations in forming conference. Bishop Bill referenced materials on the conference structure of the synod and its impact on synod ministry, “Ind-KY collection of conference provisions.pdf” in Dropbox > New I-K Synod Council Folder > November 2023.

The meeting closed on Friday evening with Betsy Kirk sharing a prayer from the Lutheran Church in Australia.

Saturday, November 4

The meeting resumed at approximately 10 am on Saturday morning after opening worship in the chapel. Officer Reports were given as follows:

Vice President – Ted Miller

Ted gave a Bishop Election update and information. He reported the return of the gifts and priorities surveys to the mission centers coming in at a steady pace and felt many of the mission centers would return their surveys by the December 1st deadline. He also reported he was able to join the staff on a tour of the Assembly site and thought it would be adequate for the Assembly given the extra attendees since it is a Bishop election.

The next order of business was to form a Bishop Election Task Force. The task force is responsible for the ballot voting and processing at the Assembly. Prior to the Assembly, the vice president will gather information on potential candidates for Bishop that are collected before the Assembly. The names are provided via communications to the vice president by rostered persons or lay leaders. The vice president will contact these persons to see if they are interested in being considered. If so, they are asked to fill out a biographical form that will be available to the delegates prior to the first ballot for Bishop.

Chris Walda has decided to step down as Treasurer since his wife is the Synod bookkeeper as he feels this is a conflict of interest. Ted explained the Treasurer could be a lay person or a rostered person. Ted asked for volunteers to be on the Office of Treasurer Task Force. Jody Winter, Mike Hoover, and Betsy Kirk volunteered to do so.

SC 2023/36: Vicki Garber made the motion to appoint Jody Winter, Mike Hoover, and Betsy Kirk to the Office of Treasurer Task Force. Joshua Penumaka second. The motion was unanimously approved.

Ted also reported Churchwide has sent the synod voting members and we will have 12 voting members. The nominating committee will meet to determine the representation of the synod at the 2025 churchwide assembly.

Secretary Report – Julie Slavens

Julie Slavens referred to the minutes in Dropbox from the September executive committee meeting and the synod council meeting. She asked if there were any corrections and none were made.

SC 2023/37: Chris made a motion to accept the September meeting minutes as presented and Nicole second. The motion was approved unanimously.

Julie then gave an Executive Committee report. The executive committee agreed to the recommendation of Bishop Bill to move forward with hiring a Disaster Response Coordinator as the grant money has been received and there is money in the Synod budget as well. The job will be posted the week following the meeting.

SC 2023/38: The council unanimously approved the action of the executive committee's recommendation of the Bishop to move forward with hiring for the Disaster Response

Coordinator.

Julie then reported as referenced in Ted's report a Bishop Election Task Force will be formed but a Chair of the task force must be appointed by the council. The executive committee approved the recommendation of Ted to appoint Mike Anderson as the Chair. He has held this position previously and did a wonderful job and has agreed to do so again this time.

SC 2023/39: the council unanimously agreed with the action of the executive committee to appoint Mike Anderson as the Chair of the Bishop Election Task Force.

Treasurer Report – Treasurer Chris Walda

Chris Walda noted the Mission Support Audit will be taking place the week after the council meeting. This addresses the giving received from the congregations. This information will be shared with the council once the audit is completed.

Bishop Report -- Bill Gafkjen

Bishop Bill reported about beginning the process of saying good-byes to colleagues he has worked with over the past few years. He is committed to and concentrating on keeping the Synod moving forward in the next year and preparing for the new Bishop.

Bishop Bill also reported on staff members who could not be present for this meeting. Dan Forehand was scheduled to be in Houston on behalf of the Synod but had to return due to a family medical emergency. And Nancy Nyland was involved with training and meetings relating to e-Connect. Bishop Bill reported that Susie Swenson has submitted her resignation effective January 31st.

Bishop Bill went on to report that he would not be replacing Dan Fugate but hiring two part time people to do communications and administrative work. Each will work about 15 hours per week. This should help the current staff with tasks needed to be completed for Synod Assembly. They will be interim positions. The staff continues to discern future ministries of the Synod.

Chrism Liturgies Plan: Bishop Bill met with the Deans and it was their desire not to have lay people involved with the Chrism service for the rostered persons. So, during Lent there will be five Chrism services for the Deans and each Dean can have a separate service for laity in the evening or on a weekend.

Synod Assembly Update: Bishop Bill reported the theme for the Synod Assembly will be “Waiting, Watching, and Working Together in Christ” as decided upon by the staff. He reported the Region 6 bishops agreed to do videos on the duties of a bishop and each has chosen their topics. Keynote speakers have agreed to speak as well as Bishop Satterlee has agreed to preach at the Sunday morning service. There will be pre-Assembly devotions of one per month in March, April, and May but to be determined who will write them perhaps synod council members may volunteer to do so.

Roster Concerns:

Synod Council Call: Amy Bartleson Balcam – Bishop Bill reported the Conference of Bishops approved the congregational call requirements for Amy to be Chaplain at Riley Hospital.

SC 2023/40: Bishop Bill recommended the council approve the call to be Chaplain for Riley Hospital of Amy Bartleson Balcam. The synod council unanimously approved the Bishop's recommendation.

Bishop Bill also reported that Gretchen Freese requested a Leave from Call for up to 2 years for family leave. Bishop Bill recommended to grant the Leave from Call.

SC 2023/41: Upon Bishop Bill's recommendation to grant Leave from Call to Gretchen Freese, the council unanimously approved his recommendation.

Other Staff Concerns: Cory Driver reported he did not have any additional information to report outside of the information in his previously distributed report.

Susie Swenson took a few minutes to talk about her retirement and wanted to have time to say good-bye to staff members and others in the Synod she has worked with over the years. Council members wished her well but expressed she would be missed as the work she did for the Synod was important and needed and she did it very well.

Constitution Committee Report: Julie Slavens reported on the Constitution Committee report. She referenced the report in the Dropbox and specifically the Continuing Resolutions S7.27.A23, which reads as follows:

S7.27.A23. Ministers of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Church in America who have been authorized by the synod bishop to serve in a congregation of this church have the privilege of voice and vote as member of the Synod Assembly during the period of that minister's service in a congregation of this church.

Julie stated the committee recommended this continuing resolution be added to the Synod Constitution.

SC 2023/42: Ryan Bailey made a motion to amend the resolution to add "Lutheran" after "Evangelical" as that is the official name of the church. Jody Winter second. The amendment was approved unanimously. The Continuing Resolution as amended was approved unanimously.

Mission Monitor reflections: Jane Rothman reported the council did well as it stayed on task and did so in good timing as the meeting ended earlier than scheduled.

Bishop Bill reminded the council of the future meetings:

1. Saturday January 20, 2024 (via Zoom) @ 9:30 am
2. April 12-13, 2024: Synod Office – The Chaplains will be Jane Rothman and Dee Ann Daniels and the Mission Monitor will be Vicki Garber
3. June 7, 2024 (9:00am – noon): Crown Plaza Airport Louisville, KY
4. **Synod Assembly: Friday, June 7 – Sunday, June 9, 2024**

The meeting ended with prayer lead by Ryan Bailey and Betsy Kirk.

**INDIANA-KENTUCKY SYNOD COUNCIL
MEETING MINUTES**

**January 20, 2024 + 9:30 a.m. ET/8:30 a.m. CT – 12:30 p.m.
ET/11:30 a.m. CT
via Zoom
Indianapolis, IN**

Synod Council Members Present: Bishop Bill Gafkjen; Vice President Ted Miller, Secretary Julie Slavens, Treasurer Chris Walda, Pastor Evangeline Anderson-Rajkumar; Pastor Ryan Bailey; Pastor Joshua Penumaka; Pastor Vicki Garber; Pastor Tim Graham; Pastor Jane Rothman; Pastor Ladonna Webb; Deacon Jody Winter; Mike Hoover; Debbie Zehr; Dee Ann Daniels; Nicole Lee; Dianna Hunsinger; Betsy Kirk; Tina Smith. Staff Members present: Nancy Nyland, Susie Swanson, Dan Forehand, and Cory Driver.

Synod Council Members Absent: Pastor Bimen Limbong, Conrad Rapley, Ella Engelau, and Noah David Smith.

Guest: Karl Biermann, ELCA Regional Gift Planner

The meeting began at 9:35 am with Bishop Bill reading Psalm 62 and leading the group in prayer.

Julie Slavens referred to the minutes in Dropbox from the November executive committee meeting and the synod council meeting. She asked if there were any corrections and none were made.

SC 2024/01: Chris made a motion to accept the November meeting minutes as presented and LaDonna second. The motion was approved unanimously.

Vice President Report – Ted Miller

Ted thanked the council for prayers for his surgery that went well. He referenced his written report in the Dropbox folder for this meeting. He went over the positions open on the Synod Council and noted the vacancies as well. He also noted in placed the Gifts and Priorities Report in the Dropbox for our review. He received 62 responses compared to 44 the last time we had a bishop election. The Report summarizes the responses. He stated this will go out to conferences and ministries before March and he will include an invitation for conferences to submit names of rostered persons who would fit the criteria in the report. These people will be sent a biographical form to fill out. He then went over the biographical information form. He asked if there were any questions about the form. There were not. He asked the Council to approve the form.

SC 2024/02: LaDonna moved to accept the biographical information form and Nicole seconded the motion. The motion passed unanimously.

Executive Committee – Julie Slavens

Julie reported the committee has been thinking about a way to honor Bill and Janet upon their retirement. She explained that Ted had received a suggestion for an endowment from Karl Biermann. Ted brought the idea to the committee for consideration. Julie briefly explained the purpose of the

endowment and that Bill and Janet knew of this idea. Karl then explained in more detail about the endowment. Karl reported friends of Bishop Bill – Alice and David Miller – donated money to create an endowment fund in honor of Bill and Janet upon the Bishop's retirement. The donation will be seed money to start the fund and communications will be made to members of the Synod for the opportunity to donate to the fund. The executive committee met with Karl Biermann about the endowment fund. Karl reported that the purpose of the fund, which was vetted to Bill and Janet, would be for leadership and development for lay person and for pastors. The idea of making the grants available to an entity would be beneficial as well. Karl stated the planning committee would be tweaking the purpose of the fund with input from Bill and Janet Gafkjen. The goal was to have enough money to provide for grants in Spring 2025. The minimum amount to do this would be \$25,000.

SC 2024/03: The executive committee recommended to the Council to approve the establishment of the endowment fund as presented. The Council unanimously approved the recommendation of the Executive Committee.

Treasurer and Finance Committee – Chris Walda

Chris reported that to date mission support from congregation is down \$300,000 as of the end of 2023. He also went over the income and expenses and the balance sheet. There were some savings in expenses with staff leaving and in other areas. The Finance Committee met earlier in the week and the committee discussed moving accounts to another bank from PNC, which is a nationwide bank and was not easy to work with on maintaining accounts, including numerous and expensive fees. The committee wanted to go with a bank that has a footprint in the Synod. The committee is recommending to the Council the Synod move its financial assets to Old National bank which is an Indiana bank out of Evansville and has branches in both Indiana and Kentucky. The transition of all Synod assets will take about two months to complete.

SC 2024/04: The Finance Committee recommended the Synod move from PNC to Old National Bank for its financial accounts. The Council unanimously approved the recommendation of the Finance Committee.

Chris reported the audit went very well and there is only one year that needs to be audited. He reported there will be no need for a management letter but we do need to verify that there are no legal issues outstanding that would affect the financial health of the Synod. Vicki said she would verify this with the Synod attorney and talk with the auditor about this matter.

Office of the Treasurer Nomination Task Force – Jody Winter

Jody reported on the work of the Task Force and reported it is recommending Harry Albers being appointed Synod Treasurer. If approved, Harry will be vetted just like any other officer of the Synod. Bishop Bill explained the process and what is involved as it includes a criminal background check and a reference check as well.

SC 2024/05: The Office of the Treasurer Nomination Task Force recommended to the Council to appoint Harry Albers to the Office of Treasurer effective September 1, 2024, for a four-year term. The Council unanimously approved the recommendation of the Task Force and appointed Harry Albers to be the Treasurer for the Synod.

Nominations Committee Report – Julie Slavens

Julie reported on the work of the committee with respect to the voting members for the Synod to the Churchwide Assembly (CWA) in Phoenix, Arizona in 2025. She referenced the Nominating

Committee's report and meeting minutes which were in the Dropbox folder for this meeting and gave a summary of the content of the report. She reported that since the Treasurer will be a Lay Male, Grid 1 is the recommendation of the committee for representation of the Synod at CWA. She noted even though the Synod was allowed only 12 voting members, all conferences will be represented through the Lay Male treasurer and vice president officers. She thanked Ted for his help in developing the grid.

SC 2024/06: The Nominating Committee recommended to the Council Grid 1 as set out in the committee's report for the representation of the voting members of the Synod at the 2025 CWA. The Council unanimously approved the recommendation of the Nominating Committee.

Bishop Election Committee appointment – Ted Miller

Ted reported that Mike Anderson has agreed to be the chair of the committee. He is a past member of the Synod Council and has served on the committee for previous Bishop elections. Mike is in the process of contacting people to be on the committee, which will be former Synod Council members as a general rule. The remaining members of the committee will be appointed by the Council at the April 2024 meeting.

Bishop Transition Task Force – Ted Miller

Ted reported the Council needs to form this task force soon as work needs to be done on the transition plan soon after the election of the Bishop. This committee will oversee the transition of the Synod and Synod office to the newly elected Bishop. Bishop Bill provided additional information on what this committee will be responsible to do over the summer months as the Synod prepares for the new bishop.

Bishop Installation Task Force – Ted Miller

Ted reported this task force should be formed soon as well as planning needs to begin soon especially the place for the installation needs to be secured. After some discussion on the size of the building needed, it was decided St. Luke's Methodist church would be contacted to see if it is available. Bill and April will do this. The plan is to have the installation on October 12. If St. Luke's is not available, there are other options. Once the place for the installation is secured, then the task force should be formed as it is responsible for planning the event in its entirety. This should be done at the April meeting. Bishop Bill also mentioned some of the Episcopalian priests in the territory covering Indiana and Kentucky are available to attend the installation as there is a requirement for an Episcopalian priest to lay hands on the new bishop.

Bishop Report – Bishop Bill

Bishop Bill spoke of the planning of transitions, including Synod staff members, and the Synod Assembly. The focus for the next weeks would be on gathering information for the Call to Assembly to go out the first week of February, and then in planning the Synod Assembly. The various tasks usually handled by one staff person are now being handled by all staff with the help of the event coordinator. The staff will be saying goodbye to Susie on the Wednesday following this meeting. He mentioned he is realizing he is doing things for the "last time" as bishop of the Synod and is beginning to realize his time as Bishop is coming to an end. Due to the shorthand situation of the synod staff and the election and transition to a new Bishop, the executive committee has determined the synod will not make any long term commitments that continue past September 1.

He reported there are issues with emails going out with yahoo, AOL, and Bellsouth addresses. The Synod has contracted an IT person to work on the issue. They have contacted people using these

addresses as email addresses about the problem.

Synod Assembly:

- Offering Designations –

Bishop Bill reported the staff, himself, and the executive committee recommend to the Council the offerings from the two Synod Assembly service go to the Gafkjen Endowment Fund and to the Synod Disaster Relief Fund. The offerings from the opening worship service will go to the endowment fund and the offerings for the closing service to the Synod disaster fund.

SC 2024/07: The Bishop and staff recommended to the Council the offerings from the first worship service at the 2024 Synod Assembly be donated to the Gafkjen Endowment Fund and the offerings from the second worship service go to the Synod Disaster Relief Fund. The Council unanimously approved the recommendation.

- Registration Fees for Synod Assembly

Bishop Bill reported to the Council he is recommending the Registration Fees for the 2024 Synod Assembly be as follows:

Early Bird: \$200/After Early Bird: \$225/At Synod Assembly \$250; Retired Rostered: \$100

He noted an early bird deadline has not been set yet but will be before the Call to Assembly is sent out in February.

SC 2024/08: Bishop Bill recommended the Registration Fees for the 2024 Synod Assembly as \$200 for early bird, \$225 after early bird date, \$250 at the Synod Assembly, and \$100 for retired rostered person. The Council unanimously approved the recommendation.

Draft schedule – Bishop Bill presented a draft schedule for the Synod Assembly and he welcomed input. An abbreviated schedule will be prepared for the Call to Assembly. The detailed schedule will be finalized and voted on by the Synod Council at its April meeting.

- More Synod Assembly Information

Bill is working closely with Stephanie Dillion, the conference planner, on electronic voting and securing other hotels in the area for overflow. He mentioned the room rates will be \$149 per night for the Crown Plaza hotel when the Synod Assembly will take place.

He reported three of the five bishops from Region 6 have completed their video on the life of a Bishop. Three of the six Bishops will be keynote speakers with each addressing the three parts of the Synod Assembly theme. All Region 6 Bishops will be attending the Synod Assembly although some cannot be there for the entire Assembly. Bishop Satterlee from the North/West Lower Michigan Synod will be giving the sermon at the Sunday worship. He has contacted a musician from Louisville for the Synod Assembly and is waiting to hear from him. The musician and Nancy Nyland will be planning the worship services for the Synod Assembly.

Roster Concerns – Bishop Bill

Call: Deacon Candidate Emily Michaelis, Chaplain, Eskenazi Hospital, Indianapolis: This will be on

the night shift and she is enjoying the job although she sees some gruesome situations. Her letter and report are in Dropbox,

SC 2024/09: Bishop Bill recommended the Council approve the Call to Chaplain for Emily Michaelis at Eskenazi Hospital, Indianapolis. The Council unanimously approved the recommendation.

Pastor Joshua Penumaka from Synod Council call to congregational call. Joshua was called to Trinity in Lebanon in December 2016. Due to immigration laws, the ELCA was the fiscal agency for his employment and that shifted to the Synod in March 2022. Due to the immigration issues being cleared the fiscal agency will transfer to Trinity as of February 1, 2024. Since the congregation has already called him, Bishop Bill is not recommending a call to Trinity but a recognition and reaffirmation of the congregation's call. To do otherwise would cause confusion for the congregation as it already voted to call him. Bishop Bill after consulting with the executive committee drafted a resolution for the Council to approve and he read it to the Council.

The resolution reads as follows: With gratitude for his ongoing ministry with Trinity Lutheran Church, Lebanon, Indiana, the Indiana-Kentucky Synod Council recognizes and reaffirms Pastor Joshua Emmanuel Penumaka's call from Trinity, effective December 12, 2016.

SC 2024/10: Bishop Bill recommended the Council accept the resolution reaffirming and recognizing Pastor Joshua Penumaka Call to Trinity Lutheran Church in Lebanon, Indiana. The Council unanimously approved the recommendation and resolution with Pastor Penumaka abstaining.

On Leave from Call:

Pastor Elizabeth Lee, Family Leave, effective 2/1/24 for up to six years, renewal annually; Pastor Lee requested the leave to address and take care of family issues. She is not planning to leave the ministry. Bishop Bill has not yet received the letter from Pastor Lee but will have the executive committee via e-mail approve it when he gets it as it is anticipated it will be effective February 1.

Pastor Carolyn Lesmeister, extension (requires Conference of Bishops approval): Bishop Bill recommends the Council petitions the Conference of Bishops for her extension of Leave from Call for up to 2 years. It was for family leave and her original six years is up.

SC 2024/11: Bishop Bill recommended the Council request the Conference of Bishops to approve the extension of Leave from Call for Pastor Lesmeister for up to 2 years. The Council unanimously approved the recommendation.

Pastor Aaron Stamper, extension (requires Conference of Bishops approval) for On-Call as he is open to being called to a congregation. The original term of the Leave from Call of 3 years is expired. He lives in Columbus, Ohio and Bishop Bill has been in contact with the bishop there and they will be in communications about his status.

SC 2024/12: Bishop Bill recommended the Council request the Conference of Bishops to approve the extension of On Call to Pastor Aaron Stamper. The Council unanimously approved the recommendation.

Wellness Grants for Rostered Leaders, Round 2 – Bishop Bill announced wellness grants are available for rostered ministers for \$500 per person. The total amount of grant money available is \$26,000. This money is from the Portico grants for wellness the synod received a couple of years ago that was not

used in its entirety. These are restricted funds to be used for the wellness grants. The grant money can be used for anything that addresses the wellness of the rostered person, such as books, retreats, relaxation trips. The grants are available for the synod staff as well. Bishop Bill and Dan Forehand will review the applications for the grant. Information will go out in February.

Housing Allowance:

Bishop Bill reported on the housing allowance for the synod staff which must be approved by the council for IRS purposes.

ACTION SC/2024/13:

WHEREAS the Indiana-Kentucky Synod is a religious non-profit institution of the Evangelical Lutheran Church in America, and, whereas the Synod employs Bishop William Gafkjen, Pastor Cory Driver, and Pastor Dan Forehand, and whereas the Internal Revenue Service has advised the necessity of annual official action by the official body of the employing religious institution to exclude from the gross salary of clergy the estimated cost of renter payments for the purchase of a house, including down payment, mortgage principal, interest and taxes; garage rent; utilities; insurance; repairs and maintenance; furnishing; housing expenses as set forth; and

WHEREAS the following estimate of housing costs has been submitted to the Synod for the taxable year 2024 and included in the budget for the year 2023-24: Pastor Dan Forehand, \$35,000.00; Pastor Cory Driver, \$18,000.00; and Bishop William Gafkjen, \$42,000.00;

BE IT THEREFORE RESOLVED by the Synod Council that the above amounts be designated as housing allowance, excludable from the gross salary paid for tax purposes, up to the extent they are used for said actual housing, and that any other allowance specifically designated and allocated by the Synod Council in this resolution may also be excluded for tax purposes up to the extent that any or all of them are actually used for such specific purpose. Passed unanimously. (Note: Pr. Nancy Nyland’s housing costs are included in her deployed-staff contract with ELCA)

Staffing:

The Synod Disaster Relief Director will be named in the following week. This is funded by a three-year grant for Lutheran World Relief which will begin the day the Director starts employment per agreement with Lutheran World Relief. A posting for an interim part-time administrative assistant will be done next week along with the posting of an interim Storyteller.

Designation of \$20,000 gift from St. Mark, Butler IN after closure: Per the gift policy of the Synod, 15% of the money will go to the ELCA (\$3000), 5% will go to the Leaders fund for scholarships (\$1000), and another 5% will go to the candidacy fund (\$1000), for a total of \$5000. The remaining \$15,000 is recommended the finance committee to be used as follows: \$5000 to the pivot grant fund and \$10,000 to the costs for the Bishop transition which was not budgeted for in the Synod budget.

SC2024/14: The Finance Committee recommended \$15,000 of the gift from St. Mark, Butler, Indiana be distributed as follows: \$5000 to pivot grants and \$15,000 to the bishop transition fund. The council unanimously approved the recommendation of the Finance Committee.

- Other Staff Concerns
 - o Pastor Cory Driver: nothing to report outside of his report in Dropbox.

o Pastor Dan Forehand: He led a discussion about the fall retreat for rostered persons especially to consider whether to postpone it or not have it this fall given there will be a new bishop. Members of the synod council expressed pros and cons. A place and date have been reserved in case it does take place. Staff will take the suggestions under advisement and discuss them further and report back at the April meeting. This is referred to as the Professional Leaders Gathering.

o Pastor Nancy Nyland, Director for Evangelical Mission

• Annual renewal of Synod Authorized Ministries: Nancy asked the Synod Council to renew the following ministries that are continuing as Synod Authorized Worshipping Communities (SAWC) or Synod Authorized Outreach Ministries (SAOM) in 2024:

- Mara Evangelical Church in Indianapolis (MECI) (31390) – SAWC; Leader: Mr. Khai Cho
- So Much More Ministries (31306) – SAOM; Leader: Pr. Amy Beitelschees-Albers

and to rescind the mission field for the following Synod Authorized Worshipping Community:

- Grace and Hope Fellowship (31298); Leader: No current leader

and to authorize the following ministries that are continuing as Strategic Ministries in 2024:

- Bethel Lutheran Church (02278); Leader: Pr. Joy Heine
- Grace and Glory Lutheran Church (30307); Leader: Pr. Karleen Jung
- The Apple Tree Center – Mount Pleasant Lutheran Church (02237); Leader: Cynthia Clark, Executive Director
- Roots of Life (31085); Leader: Pr. Teri Ditslear
- Trinity Lutheran Church (02224); Leaders: Pr. Emmanuel Penumaka

SC 2024/15: Dee Ann Daniels made the motion to authorize the ministries presented by Nancy Nyland and to rescind the ministry of Grace and Hope Fellowship. Tim Graham second. The motion passed unanimously.

o Susie Swenson, Synod Storyteller: Thanked everyone for their well wishes and spoke of how much she enjoyed working with the staff and Synod Council over the past three years. Bishop Bill thanked her for the services and talent she provided to the Synod.

§ Committees, Task Forces, and Tables

• Constitution Committee: Julie Slavens reported the committee met in January and approved three congregational constitutions. Letters have been sent to those congregations. The committee will meet again in March or April.

• Racial Justice Task Force: The task force would like an opportunity for an educational space at the Synod Assembly. Bishop Bill reported there will be some time for breakout sessions and the task force should be given a space at that time. Pastor Evangeline also reported she will be on a panel at the United Nations conference on the Status of Women as part of Lutheran World Relief.

Women of the ELCA: December meeting was postponed and they will have one in March.

The meeting ended with prayer lead by Bishop Bill with a prayer for the Epiphany season.

MINUTES
INDIANA-KENTUCKY SYNOD COUNCIL
MEETING

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

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

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

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

Friday, April 12:

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

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

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

Vice President's Report – Ted Miller

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

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

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

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

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

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

Secretary's Report – Julie Slavens

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

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

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

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

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

Treasurer Report – Treasurer Chris Walda

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

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

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

Saturday, April 13

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

Synod Assembly Updates and Decisions

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

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

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

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

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

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

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

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

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

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

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

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

Congregational Concerns – Bill Gafkjen

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

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

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

Bishop Bill reported for information on the following items:

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

Roster Concerns – Bill Gafkjen

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

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

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

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

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

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

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

Bishop's Report – Bill Gafkjen

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

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

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

“State of the Synod” and Other Reflections

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

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

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

Other Synod Staff Reports

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

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

Committees, Task Forces, and Tables

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

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

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

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

Mission Monitor Report:

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

Future Meetings

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

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

Respectfully submitted,

Julie M. Slavens
IK Synod Secretary

Indiana Kentucky Synod
Evangelical Lutheran Church In America
Synod Assembly – Electronic Meeting June 10, 2023

Minutes

The 36th Annual Assembly of Indiana-Kentucky Synod was called to order by Bishop William O. Gafkjen at 9:31AM with opening worship and welcome. Bp. Gafkjen reminded Assembly that this was largely a business meeting and doing the business of the Synod is part of the mission of the Synod.

Credentials Report: Pr. Lecia Beck reported that, as of 9:38AM, 225 voting members were present electronically.

Agenda and Rules: Synod Secretary Patricia McIntyre reported presence of quorum. She proposed the Assembly Agenda as recommended by Synod Council action SC/2023/14 on April 22, 2023. Without objection, she proposed the Rules pursuant to the Agenda as recommended by Synod Council.

Action SA/2023/01: To approve Agenda and Rules of the 46th Annual IN-KY Synod as recommended by Synod Council. Approved.

Notification of Appointment of Committees:

Bp. Gafkjen reported the following appointments to Synod Committees:

Minutes: Patricia McIntyre (ex officio), Ted Miller, Pr. Vicki Garber, Pr. Ladona Webb.

Reference and Counsel: Pr. Erik Allen, Chair; Mike Anderson, Marilyn Saum, Josh Tatum, Pr. Dan Fugate, Staff.

Elections: Pr. Paul Offhaus, Chair; Noah Smith, Pr. Evangeline Anderson-Rajkumar, Pr. Dan Fugate, Staff.

Credentials: Pr. Lecia Beck, Chair; Alec Brohnsen, Pr. Amy Beitelschees Albers, Dawn Wells, Pr. Dan Fugate, Staff.

Nominating: Patricia McIntyre, Chair; Pr. Libby Davis Manning (ECIC), Walda Helvie (EKY), Gina Moore (EVAN), Pr. Wendy Kalan (INDLPS), Pr. Kristin Schmid (LAF), Pr. Tim Diemer (NCC), Cory Dold (NEC), Pr. David Adams (NWIC), Hannah Limbong (SCC), Pr. Richard Gianzero (SEIC), Pr. Dan Fugate, Staff.

Bishop asked the Assembly to thank those appointed for their service to the Ministry of Indiana-Kentucky Synod.

W34Nominating Committee Report: Chair McIntyre reported nominees for Synod Council

Lay Conference Positions:

Evansville (Lay-Female) Debra Zehr.

NE Indiana (Lay-Male) Conrad Rapley

Hearing no other nominations, Dera Zehr and Conrad Rapley were elected by acclamation.

Action.SA/2023/02: Election of Debra Zehr (Evansville Conf.) and Conrad Rapley (N-E Indiana Conf) to Synod Council Conference Lay Representatives.

Rostered Ministers At-Large:

Pr. Joshua Burkholder

Pr. Vicki Garber

Pr. Emmanuel Penumaka

Pr. Ladona Webb

Hearing other nominations, Election time was set for 10:30AM per the Agenda.

Youth Representative:

Ellen Engelau

Hearing no other nominations, Ellen Engelau elected by acclamation.

Action: SA/2023/03: Election of Ellen Engelau to Synod Council Youth Representative.

Lutheran Outdoor Ministries Board:

Rob Mundroff

George Schmaltz

Synod Secretary (from Special Nominating Committee of the Synod Council):

Julie Slavens. Hearing no other nominations, Julie Slavens elected by acclamation.

Action SA/2023/04: Election of Julie Slavens as Indiana-Kentucky Synod Secretary for 4-year term beginning September 1 2023.

ELCA Churchwide Report:

ELCA Presiding Bishop Elizabeth Eaton brought greetings to the Assembly and offered information about the ELCA mission emerging from the Covid-19 pandemic. She thanked the Synod for offering \$645,260.00 in mission support to the churchwide mission and reviewed the ministries supported by it. She reviewed the work of Future Church: Love Made Real, working now to keep the traditions of the Lutheran Church “radically relevant” in the modern world. Bp. Eaton reviewed Lutheran Disaster Relief efforts around the world, the Fund for Leaders which supports seminarians, now including TEEM Program students, the work of the International Women Leaders

Program and Youth programs. Church starts, particularly in underserved areas and communities, are changing the definition of what constitutes a church congregation. Service and Justice Global Engagement Programs are active around the world and the Commission for a Renewed Lutheran Church, a 35 member select committee, is working to bring all expressions of the ELCA into coordinated and mutually beneficial structures. She closed with a video review.

Bp. Gafkjen thanked Presiding Bp. Eaton for her service to the church and her leadership in the world.

Elections: Bp. Gafkjen directed members to vote by ZOOM poll with election results to be announced after ballots are counted. Contested elections were:

Synod Council Rostered Ministers At-Large: poll closed 11:35AM
LOMA Board: poll closed at 11:38AM

Vice-President's Report:

Synod Vice-President Ted Miller referred to his written report in the Bulletin of Reports, thanked all of the Synod Council members, serving and retiring, and thanked all who support the Synod's various ministries. He raised the Synod Vice-Presidents monthly ZOOM meeting as a specifically highly valued and helpful support for his own service.

Adoption of Revised Compensation Standards:

Pr. Dan Fugate, Assistant to the Bishop, reported out the proposed changes to the compensation standards for Word and Sacrament and for Word and Service positions in IN-KY Synod, the proposal coming from Synod Council Action SC/2023/16. Changes included (1) a new spreadsheet system for salary calculation that can be used for Word/Sacrament and Word/Service positions that are amendable to cover part-time, shared, and non-traditional calls and, (2) recommended an 8.2% COLA which elides with Indiana and Federal wage guidelines. On Recommendation of the Synod Council, Assembly was asked to approve the standards.

In discussion, Pr. Adrienne Meier offered an amendment to make the spreadsheet language and the position-descriptive language match across the standards. The proposed standards are inequitable in calculating the load of supervising staff in a mission site. One pastor supervising 3 full-time staff is privileged over a pastor supervising 7 part-time staff. She asked Page 7, Step 2 of the calculations be amended to read "full-time equivalent."

Action SA/2023/05: Amend "Section I. Determining Compensation," sub-section, "Determining Additional Compensation," in the proposed Compensation Standards to read. "The complexity and responsibilities of a specific call: serving in a shared/multi-point ministry setting (minimum of 5 points), a congregation with multiple **full-time equivalent** staff (minimum 10 points), or other ministry roles with expanded responsibility (additional points appropriate to the role. Amendment adopted.

Pastor [Trudy Weller](#) proposed amending the paid family leave limit to 12 weeks as the stated 6-week period is insufficient for many family circumstances.

Action SA/2023/06: Amend “Section III Paid Leave,” sub-section “Family Leave” in the proposed Compensation Standards to provide 12 weeks as standard. Amendment Adopted.

Action SC/2023/07: Approve Proposed Compensation Standards for Ministers of Word and Sacrament and Ministers of Word and Service as amended. Approved.

Assembly recessed until 11:30AM (EDT).

Bp. Gafkjen called Assembly to order at 11:30AM. Yielded to VP Ted Miller. Miller introduced Bishop to present his report.

Bishop’s Report:

Bp. Gafkjen thanked his staff, including Sue Miller, retired Bookkeeper, and Pr. Heather Apel, his assistant for 12 years who has returned to parish ministry, the Synod Council, Deans and Committees, and all who support the mission of Indian-Kentucky Synod and a the “new things God is doing.” He reported the approved three-year Synod Assembly format rotation which began this year. The new system includes this online SA (2023), in-person SA in 2024, and no SA in 2025 as that is a Churchwide Assembly year. In years with an online SA, three regional events will let people gather for intergenerational, non-legislative, no-cost educational and spiritually uplifting events around the Synod. This system serves the “proclamation and promise” rooted in our understanding of evangelization and growth in the Gospel. Bp. Gafkjen charged the Assembly to loosen the “white-knuckled grip” of church tradition and take risks trying new things, exploring new ways to share the Gospel, and to help us to avoid focusing on loss and lowered expectations. He recommended the book, “When Church Stops Working,” (Andrew Root and Blair D. Bernard; Brazos Press, 2023) that encourages waiting as the Disciples did at Pentecost until they “were clothed with power from on high.” If we wait, we will be empowered to renew the church.

VP Miller yielded the floor back to Bp Gafkjen.

Elections Committee Report:

Pr. Paul Offhaus reported the following election results:

Action SA/2023/08: Elected Synod Council Rostered Ministers At-Large:
Pr. Vicki Garber(167 votes), Pr. Emmanuel Pennamaka (151 vptes).
Pr. Ladona Webb (154 votes).

Actio SA/2023/09: Elected to Lutheran Outdoor Ministries Board:
George Schmaltz (102 votes).

SA viewed a video concerning the planned Youth Gathering scheduled for July of 2024 in New Orleans.

Secretary's Report:

Secretary Patricia McIntyre congratulated Julie Slavens on her election. She referred SA to her legislative summary in the Bulletin of Reports. She shared her impression from Churchwide Assembly that the future ELCA will look and work differently. It will be less formal, more will be shared and held in common. We are charged to embrace not only what is new but what we find new in our neighbors. We are charged to proclaim the Gospel to all people and all kinds of people in new ways. McIntyre thanked the Synod Council, Bp. Gafkjen, and Synod Staff and Support Staff for their care and support. All are men and women of good will and good faith and serve with grace and dedication.

Treasurer's Report:

Treasurer Chris Walda thanked the Finance Committee, the Synod Staff, and Interim Bookkeeper Julie Walda for their help in preparing reports and the budget. He highlighted several sections of his content in the Bulletin of Reports and made clear how and from where the budget data is gathered and structured. In general, Mission Support is still recovering from pandemic interruptions but the Endowment is strong and the Synod officers and staff have been good stewards.

Bp. Gafkjen thanked Chris Walda and all those who have worked on keeping financial records in excellent condition.

Video celebrating ordination anniversaries and anniversaries of congregations around the Synod.

FY 2024-25 Budget:

Treasurer Chris Walda presented the Budget for the coming fiscal year (2024-25) as included in the Bulletin of Reports. Budget included \$1.75 million in Mission Support. Recommended by the Synod Council (SC/2023/09):

Action SA/2023/10: Approve the Budget for FY 2024-2025 as presented. Approved.

Video honoring Lutheran Immigration and Refugee Service.

Bp. Gafkjen thanked the Assembly for their work, particularly to Pr. Dan Fugate for the very successful online presentation of the Assembly information and actions. He then asked the Assembly to consider three questions as they go their ways:

1. What have I heard the Holy Spirit saying?
2. How might I share that?
3. How might I help my congregation slow down and wait for the Lord?

Bp. Gafkjen announced the 2024 Synod Assembly, June 7-9, Crowne Plaza Expo Center, Louisville, KY.

Closing of the Assembly:

Installation of Synod Secretary, Synod Council Officers and closing worship.

Adjourned 12:49PM

Respectfully Submitted,
Patricia McIntyre,
Secretary

LUTHER COLLEGE

Greetings from Luther College and from our home in Decorah, Iowa – where river, woodland, and prairie meet upon lands that have been home to the Ioway, Sac, Fox, and Dakota people and their ancestors. We are proud to share with you highlights from this past academic year that reflect our mission to educate minds and develop whole persons equipped to understand and confront a changing society.

During the 2023-2024 academic year, we honored milestones in the college's history, including the 40th anniversary of our Asian Students Association and Allies and the 50th anniversary of our partnership with the TRIO Achievement Program, which provides first-generation and income-eligible students with financial assistance and a strong on-campus support system as they navigate their college careers.

We celebrated our living relationship with our Nordic heritage, including hosting a visit from Anniken Huitfeldt, Norway's Minister of Foreign Affairs in September. Similarly, we took the opportunity to reflect upon our continued identity as a college of the Evangelical Lutheran Church in America, welcoming to campus the Rev. Lamont Anthony Wells, executive director of the Network of ELCA Colleges and Universities, to give our Black History Month keynote address and to meet cohorts of students, faculty, staff, regents, and community leaders.

The academic year has also been uniquely focused on future-facing initiatives as we live into our grounded and global campus vision. We have launched a new Strategic Framework, a new core curriculum, a new engineering science major, and a new partnership with the University of Iowa College of Public Health to create a 4+1 bachelor's to master's degree.

We have expanded our Luther College Impact Award, which offers four years of free tuition for qualified students, to include not only students residing in Iowa, but also students residing in Minnesota. We have increased the amount of our academic merit scholarships, added First Generation and Campus Visit Awards, and continue to offer a wide range of merit and need-based financial aid, including the EPIC (Education Partners in Covenant) grant, which matches up to \$1,000 per year in support of students from participating congregations. Annually, Luther students are gifted nearly \$50 million from more than 850 different funds, reflecting our ongoing commitment ensuring that a Luther education is affordable and accessible to students and families.

We celebrate two historic gifts toward the expansion and renovation of our Regents Center, home to Norse athletics and the campus center for sports and recreation: an unprecedented \$10 million gift from Michael and Nicole Gerdin and the Gerdin Charitable Foundation—the largest individual gift in the college's history—and a \$2 million gift from Dennis and Suzanne Birkestrand to support gymnasium renovations. These renovations are part of our Campus Master Plan, which envisions other capital projects, as well.

Other highlights from this year include music ensemble tours across the Midwest, Great Plains, and Southern United States, as well as summer tours to Norway and Brazil. We welcomed more than 600 high school and middle school students for last summer's Dorian music camps, 150 alumni and friends for our adult Dorian band retreat, and more than 1,500 high school students for our annual winter Dorian music festivals - choir, orchestra, band, and keyboard. A number of our Luther sports teams recently claimed American Rivers Conference titles, including men's and women's tennis, men's golf, and men's and women's swimming and diving.

It is with a spirit of gratitude, curiosity, and excitement that we continue to devote ourselves—students, staff, and faculty alike—to the pursuits of learning in community, discerning our callings, and serving with distinction for the common good. We do so ever-mindful of the challenges that face our institutions and our society, and with a deep sense of humility as we work to create a community of faith and learning for all. We are profoundly grateful for you, our partner congregations, and your ongoing support and prayers.

Soli Deo Gloria!

President Jenifer K. Ward



2023 Annual Report to the Synods

Wartburg College is dedicated to challenging and nurturing students for lives of leadership and service as a spirited expression of their faith and learning.

Guided by our vision, we are answering the call to prepare resilient leaders of positive change for service in a complex world. This will be realized by building on our distinctives and embracing new opportunities to be the leading institution in educating the whole person.

Enrollment

- Fall 2023 enrollment was 1,472 students from 41 U.S. states and 44 countries, which includes 196 U.S. students of color and 92 international students. More than 20 Christian denominations and several world religions are represented. Our enrollment saw its largest year-to-year percentage increase since 2016.
- The five majors with the highest enrollment are business administration, biology, exercise science, elementary education, and psychology.
- The online Master of Arts in Leadership program enrolled a new cohort of eight students as well as one pursuing the Graduate Leadership Certificate.

Strategic Positioning

- After almost two years of research and planning, the college announced the Wartburg Commitment, a new pricing model and value proposition designed to help students consider, afford, and experience Wartburg College. Starting in Fall 2024, the comprehensive program includes a new competitive price, reduced financial barriers for lower- and middle-income families, and funding to increase access to immersive experiences.
- A new Wartburg brand, Experience More, was launched in conjunction with the Wartburg Commitment. Extensive research found the distinctive experiences students have at Wartburg involve a nurturing community, connection, and engagement. These common threads of the Wartburg experience resonate with students, faculty, staff, and alumni.

Academic and Co-Curricular Programs

- The first 15 students to earn a master's degree from Wartburg College graduated in May with a Master of Arts in Leadership. The students came from as far away as Ohio and California and represented an array of work sectors, including business, K-12 and higher education, public administration, the military, and faith communities.
- In January 2023, Wartburg faculty approved a new THRIVE General Education curriculum to be implemented in the 2024-25 academic year. THRIVE stands for Thinking Critically, Human Culture, Reasoning, Information Fluency, Vocation, and Effective Communication.
- Dr. Ethan Blass was inducted into the newly established Herbert and Mildred Kleinfeld Professorship in German Language and Culture. The professorship, provided through the generosity of Gerald Kleinfeld in honor of his parents, will support teaching and learning in the German Department.
- As a member of the Iowa Private Transfer Collaborative, Wartburg received a three-year grant from the Arthur Vining Davis Foundations and Teagle Foundation to make the experience of transferring from an Iowa community college more transparent.
- The college launched Knights to Know, an educational web series that introduces influential alumni to the greater Wartburg community. The first year's theme is Women of Wartburg and has featured women in STEM and leaders in service.

- In 2023, the Wartburg esports team began competing in a new state-of-the-art arena that was created through the renovation of a computer lab and classroom.
- Women's wrestling opened its inaugural season in Fall 2023, bringing the total number of intercollegiate athletics teams to 25.

Spiritual Life and Campus Ministry

- The Rev. Maggie Falenschek was named the dean of spiritual life and the Herbert and Cora Moehlmann Chaplaincy Chair effective Aug. 7, 2023. She is a graduate of Concordia College and Pacific Lutheran Theological Seminary with a demonstrated passion for Lutheran higher education and a desire to interpret Wartburg's Lutheran values for an increasingly diverse campus community.
- Spiritual Life equips all students to live into a spirited expression of their faith. As our campus becomes increasingly religiously diverse, we seek innovative ways to holistically support our students as well as build bridges across difference. This work includes partnering across campus with Student Life, Academic Affairs, and Dining Services.
- SLCM has welcomed Kristin Teig Torres in a reimagined position as Director of Student Leadership, Service, and Engagement. Kristin's presence in and in collaboration with SLCM intends to amplify the connection between spirituality and service on our campus.
- Within their roles as Moehlmann Chaplaincy Chair and McCoy Family Distinguished Chair in Lutheran Heritage and Mission, Maggie Falenschek and Caryn Riswold are working to develop a common language set focused on what it means to be a Lutheran college to assist with interviewing and onboarding of new employees and as foundational understanding for our campus community.
- Craig Hella Johnson, a critically acclaimed composer, arranger, educator, and conductor, received the 2023 Graven Award in its 34th year. The annual award for Christian vocation highlights the powerful and positive effect of a strong sense of Christian vocation as it interfaces with service to the community, the church, and the world.

Recognition

- President Rebecca Ehretsman was the recipient of the 2023 American Association for Hand Surgery Humanitarian Award, which honors special contributions or personal sacrifices for the betterment of humanitarian efforts. Ehretsman has contributed to global medical outreach around the world, including 19 visits to Guatemala and treatment for hundreds of children with congenital limb differences and traumatic injuries.
- Michael McCoy, chair of the Wartburg Board of Regents, received the Council for Advancement and Support of Education (CASE) Volunteer of the Year Award for his work with the college, which has spanned three decades and includes more than \$7 million in gifts for capital projects, an endowed chair, and numerous other enhancements.
- The Wartburg Medal was presented to Bill Hamm '66, former interim president of the college and Lutheran higher education leader; the Rev. Durwood "Bud" Buchheim '53, a longtime Lutheran pastor; Hans-Peter Brodhun and the late Günter Schuchardt, retired members of the Board of Regents from Eisenach, Germany; and Tom '68 and Marnie '69 Hubbard, former Wartburg employees. The Wartburg Medal recognizes individuals who have provided significant service to the college over a sustained period and who have a personal commitment to the college's mission, quality, and character.
- Jen Christy Bye '95, a strategic portfolio and program manager for Principal Financial Group, was elected to the Board of Regents.
- Paul Zelle '24 received the Rossing Scholarship in Physics from the ELCA for the second time. Zelle is pursuing a degree in computer science and physics.
- Rabbecca Ndhlovu '24, a Davis United World Scholar from Zambia, received a \$10,000 Projects for Peace grant to carry out a summer humanitarian effort teaching young girls in Lusaka, Zambia, how to make and sanitize reusable menstrual pads.
- Maeve Dunne '23 was selected by the J. William Fulbright Foreign Scholarship Board for a Fulbright award to Taiwan through the program's English Teaching Assistant Program.

- Andrew Buchheim '23 received the prestigious R.J. McElroy Graduate Fellowship, designed to encourage persons of accomplishment, intelligence, integrity, and leadership ability to pursue challenging academic careers.
- Dr. Duane Koenig '53 received an honorary Doctor of Humane Letters at May Commencement for his distinguished career in family medicine and general surgery and medical mission work in Tanzania.

Wartburg continues to deliver on a vibrant mission that transforms the entire college community as together we learn, serve, and demonstrate care for each other. Thank you for your prayerful support of our efforts to strengthen Lutheran higher education and our community of learning.

Dr. Rebecca Ehretsman, President

Benefits Making a Difference

At Portico we strive to offer benefits that make our plan members' lives better, so that they can fulfill their mission of helping others live their best lives. Here is a visual recap of what our community of 45,000+ members experienced in 2023.

94
Marriages



3,012
Medical Visits Via Text

By ELCA-Primary health plan members using 98point6, our text-based primary care service



142
Births & Adoptions

83%
Very Satisfied

With Portico's award-winning Customer Care Center



535
Changes of Call

2,354
Pounds Lost

By ELCA-Primary health plan members using the Omada prevention program, with 18,116 lbs. lost since 2018

\$152K
Debt Paid Off

By members via LSS of Minnesota Financial Counseling, with over \$2.2M paid off since 2008

15.8%
Of Member Income

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

605
Retirements



45
Beginning Disability Benefits

60
Divorces

905
Age 65+ Members

Participated each month, on average, in the SilverSneakers Fitness Program via ELCA Medicare-Primary health benefits



\$212M
Annuity Payments

Received by members in the ELCA Participating Annuity

Our mission is to serve those who serve — financially, emotionally, and physically. We do this by securing quality, cost-effective, and useful benefits that make a difference for our members and sponsoring organizations. With each new year we continue to grow our pool and affirm the value and importance of church together.

Note: Unless a specific benefit program is mentioned, these numbers and percentages were drawn from across Portico's benefit programs.

Dear Partners in Ministry,

Grace and peace to you this synod assembly season. As you may know, Lutheran Immigration and Refugee Service has embraced a new name: Global Refuge. Grounded in Psalm 46:1, “God is our refuge and strength, a very present help in trouble,” we hope to enter our next 85 years with openness, building a bigger table to meet a growing need. Global Refuge was forged in faith. Our Lutheran heritage has always shaped our work of welcome and will continue to do so in years to come.

With the support of partners and Lutheran communities like yours, in 2023 we were able to...

- Help 17,000+ children reunify with their families or find loving foster homes
- Welcome 11,200+ refugees from countries across the world
- Assist 11,700+ people seeking safety from Central America and beyond

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

- Share about Global Refuge in your church or [invite our team](#) to join you.
- Include Global Refuge [bulletin inserts](#) about our work in your bulletin.
- Start a [Circle of Welcome](#) to support newcomers in your community.
- Pack [Fresh Change](#) bags, a partnership with Border Servant Corps, to welcome our neighbors at the border with care and dignity.
- Sign up for our monthly e-newsletters for faith leaders and explore a [webpage specifically for congregations](#) which has the latest faith community resources.

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

Go in peace. Welcome the stranger.



Deacon Sarah Kretschmann | Congregational Engagement Specialist
outreach@globalrefuge.org

Join the work of welcome.



Lutheran Immigration and Refugee Service is now Global Refuge, a faith-based nonprofit serving newcomers seeking safety.

For 85 years, we have welcomed more than 750,000 immigrants and refugees from around the globe, upholding a legacy of compassion and grace for people in crisis.

At Global Refuge, welcoming newcomers isn't just our duty—it's an inherent part of our identity, rooted in our Lutheran heritage and serving as a testament to our unwavering commitment to those in search of refuge.

Every day, our volunteers from around the country dedicate their time to welcoming new neighbors and educating their communities on how to support immigrants and refugees. From airport pickups to educational opportunities, there are plenty of ways to get involved!



Augustine, Aline, and their six children spent years in a refugee camp before being resettled by Global Refuge in Fargo, ND with help from St. John's Lutheran Church.

God is our **refuge**
and strength, a
very present help
in trouble.

Psalm 46:1

Scan the QR code or visit globalrefuge.org to learn more!

Únete al trabajo de bienvenido.



Lutheran Immigration and Refugee Service ahora se llama Global Refuge, y sigue siendo un organización no gubernamental, basado en la fe, sirviendo los recién llegados al país.

Por 85 años, hemos apoyado mas que 750,000 inmigrantes y refugiados y refugiadas de todos partes del mundo, siguiendo una legacia de compasión y gracias por la gente en crisis.

En Global Refuge, dando el bienvenido a los que acaban de llegar al país no es simplemente nuestro deber- sino es un parte inherente de nuestro identidad, con raíces en la identidad Luterana, sirviendo como testimonio de nuestro compromiso firme a los que busquen refugio.

Cada día, nuestros voluntarios alrededor del país dedican su tiempo a dar el bienvenido nuevos llegados y a educar sus comunidades como apoyar inmigrantes y refugiados y refugiadas quienes hayan llegado. ¡Que sea recibir los nuevos llegados desde el aeropuerto, o facilitar oportunidades de educación, hay muchas maneras de participar!



Augustine, Aline y sus seis hijos pasaban años en un campo de refugiados, antes de recibir apoyo de Global Refuge en Fargo, ND con la ayuda de St. John's Lutheran Church.

**Dios es nuestro
refugio y
fortaleza, nuestro
pronto auxilio en
las tribulaciones.**

Salmo 46:1



The Mission Investment Fund: Your financial partner

The Mission Investment Fund, a financial services ministry of the ELCA, provides a strong, stable, faith-based way for individuals, congregations and ministries to achieve their financial goals. MIF offers a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and partner ministries, including outdoor camps, senior housing and social service agencies.



The result? Impact investments, with a transformative impact on our communities: Expanded worship spaces ... new space for education and youth ministry ... much-needed day care centers for working families ... industrial-grade kitchens and fellowship halls for community meals.

Why is MIF the right choice?

- **MIF has demonstrated expertise** in church and ministry financing. With longstanding experience in congregation and ministry building projects, we're unique among lending institutions.
- **We consistently offer competitive rates and terms.**
- **We offer a full suite of financial services.** MIF offers congregations, ministries and individuals a host of investment options. We work in deep partnership with the ELCA Federal Credit Union to offer a wide range of financial products and services.
- **The faithful stewardship of Lutheran congregations and their members funds our loans.** The money invested in MIF finances hundreds of capital projects across the church.

MIF has a longstanding tradition of strength and stability. At year-end 2023, MIF had 811 loans outstanding, totaling \$578.3 million. Investment obligations totaled \$547.7 million. With total assets of \$774.4 million and net assets of \$208.2 million at year-end 2023, MIF maintains a capital ratio of 26.88 percent—positioning MIF in the top tier of well-capitalized church extension funds.

Our steadfast support continues for the members, congregations and ministries of the ELCA and the many ways you minister to a world in need. We are honored to walk alongside you as a trusted partner.

MIF at work in the Indiana-Kentucky Synod (as of December 31, 2023):

- 7 Mission Investment Fund loans, with a balance of \$3,707,558
- \$8,120,615 in Mission Investment Fund investment obligations

For more information about MIF capabilities, please visit our website, mif.elca.org or contact your Regional Manager the Rev. Kent Peterson: 276-698-7970 kent.peterson@elca.org



ELCA Foundation

Updates from the ELCA Foundation | Synod Assemblies 2024

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

We're on a mission to grow ELCA ministries by empowering individuals, congregations, synods, and other entities with the tools they need to maximize their financial potential.

But what does that mean for you?

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

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

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

2023 AT A GLANCE

Our gift planning network walked alongside **203 donors/families** in developing their gift plans, which resulted in **\$62.5 million** in future planned-gift commitments. **More than \$17 million** of this will go to provide direct support to individual ELCA congregations.

The network generated **\$116.3 million** in total gifts and investment assets. This includes new planned-gift commitments, **\$8.8 million in current gifts**, including funded trusts, gift annuities and individual endowments, and **\$45 million in new assets** invested in the Ministry Growth Fund.

CONTACT YOUR REGIONAL GIFT PLANNER:

Rev. Karl Biermann
karl.biermann@elca.org
330-612-4174

10 Things to Know about 1517 Media

Spring 2024

1. **All Creation Sings** continues to expand and provide new resources for your congregation to connect with each other, your community, and our world through worship and prayer. With the use of new editions in your church; accompaniment options on piano, organ, and guitar; intergenerational activities and sessions with **Gather Together**; and **Kids Celebrate** booklets for the youngest in your church, you can help support the rhythms of the whole church year and give extra attention to themes of healing and wholeness, creation care, justice and peace, praise and lament. augzburgfortress.org/allcreationsings
2. The Spanish-language **Oye Mi Voz: Un Libro de Oraciones para la Prisión** joins the popular **Hear My Voice: A Prison Prayer Book** in supporting people in the criminal justice system and those who minister to them. This collaborative effort between the ELCA and Augsburg Fortress encourages all in the criminal justice system to spend time in prayer, trusting in God's never-failing love for them and the whole world. augzburgfortress.org/prison-ministry
3. Augsburg Fortress released the first two books in its new Mouth House series. Every synod staff and congregational call committee can benefit from reading **Call to Allyship: Preparing Your Congregation for Leaders of Color** edited by Rev. Angela T. !Khabeb and featuring authors of color from throughout the ELCA. **Ashes to Action: Finding Myself at the Intersection of the Minneapolis Uprising** by Shari Seifert makes an excellent group read. augzburgfortress.org/mouthhouse
4. 1517 Media was awarded \$1.25 million from Lilly Endowment Inc. through its Nurturing Children through Worship and Prayer initiative. Funding will support research and the development of new resources for children, families, church leaders, and congregational education. Look for more news about this new multi-year program, **Unbridled Presence**.
5. Augsburg Fortress continues to publish vibrant music to engage the worshiping assembly. Our new choral music features an exciting anthem by Nathan Zullinger, "**God You Spin the Whirling Planets.**" **Living in Wonder** is the final collection of Susan Palo Cherwien's hymn texts, featuring 21 new assembly songs. Our free **Summer 2024 Music Clinics** feature musicians extraordinaire David Cherwien and Mark Sedio. augzburgfortress.org/music/summer-music-clinics
6. **Sparkhouse Digital** continues to support early childhood programming, Sunday school, confirmation, and youth ministry. New mini camps, leader supports, and other activities are added quarterly! Subscribers can access **Digital Activity Kits** that help congregations provide resources for use in the home or as a supplement to in-person faith formation activities. sparkhousedigital.com
7. Sparkhouse continues to release books supporting youth and young adults in their faith journeys. **Unscheduled Grace: 40 Reflections and Prayers for College Students** by campus pastors Katie Fick and Matt Marohl accompanies students through the changes, challenges, and joys of college living. **Unearthing Us**, the third collection of poetry by Joe Davis, will release in July along with a facilitator guide by Rev. Jia Starr Brown. wearesparkhouse.org
8. Fortress Press publishes scholarship that matters in the academy, the church, and the community. Recent releases include **Our Trespasses: White Churches and the Taking of American Neighborhoods**, a timely examination of how race, geography, policy, and religion have created haunted landscapes and uncomfortable truths. Also of interest to churches are **Luther for Everyone: Who He Was and Why He Still Matters** and **Bonhoeffer for the Church: An Introduction**. fortresspress.com
9. Our Broadleaf Books imprint expands the mind, nourishes the soul, and cultivates the common good. Recent releases include **Trash: A Poor White Journey**—a personal look at economic divides—**Psalms of My People: A Story of Black Liberation as Told through Hip-Hop**, and **A Faith of Many Rooms: Inhabiting a More Spacious Christianity**. broadleafbooks.com
10. Our Beaming Books imprint sparks the imagination and equips kids and families to live full and flourishing lives, together. Recent releases include **What If I Can't Explain God?**, **I Love You Mucho Mucho**, and **Everyday Brave**. beamingbooks.com

Want to learn more? Follow us on social media, sign up for our free e-newsletters, and connect with us at the Youth Gathering and Music Clinics this summer!

To learn more about the five imprints of 1517 Media, scan here to watch a video that we created for the 2022 Churchwide Assembly.



BIO FORMS

Waiting, Watching, and Working

**Indiana-Kentucky
Synod Assembly
2024**



+ Together in Christ.

BIOGRAPHICAL INFORMATION FORM

Nominee for Bishop of	Indiana-Kentucky Synod
Name	Evangeline Anderson. - Rajkumar
Current Position	Pastor, St Paul Lutheran Church, Olean, Since July 1, 2023
Congregation Membership	St Paul Lutheran Church, Olean, Versailles, IN - 47042
Date of Birth	March 19, 1963
Date of Ordination	September 3, 2006
Previous Positions held	<ul style="list-style-type: none"> • Academic: Teaching Ministry for over 25 years [Dean of Doctoral Studies 3 years, at UTC, Bangalore Professor of Theology/ Women's Studies for 20 years at 2 Seminaries in India, Also taught courses at Columbia Theological Seminary, GA, Lutheran Theological Southern Seminary, SC; Adjunct at Trinity Theological Seminary/ Capital University, Ohio] • Pastoral Ministry: Pastor at St Peter's Lutheran Church and Gethsemane Lutheran Church, Corydon, Indiana -from June 2017- June 2023 Representative of the Indiana-Kentucky Synod on the Lutheran Ecumenical & Interreligious Representatives Network (LEIRN)
Education and Earned Degrees	<p>Doctor of Theology. (from Serampore University, India)-2000 Master of Theology (From Serampore University, India) – 1990 Bachelor of Divinity (Equivalent to M.Div) from UTC, India-1987 Bachelor of Science : Bangalore University, India - 1983</p>
List up to 5 current or past synod or churchwide activities that would inform your service as bishop of this synod	<ol style="list-style-type: none"> 1. Attended the annual National Workshop on Christian Unity since 2019 as the representative of the Indiana-Kentucky Synod, as the LEIRN representative and engaged meaningfully on issues of Ecumenism and Unity. 2. Nominated by Bishop Elizabeth Eaton as the ELCA Theologian from North America region to participate and contribute to the preparation of the LWF 2023 Assembly Guide; contributed one chapter to the Reader on the Assembly Theme: "One Body, One Spirit, One Hope". 3. Interfaith relations: Led a panel on "Engaged Solidarity for Embodied Justice" at the Parliament of World Religions – 2023. 4. Attended the United Nations Commission on Status of Women -68th session in New York, as part of the official delegation of the Lutheran World Federation (LWF).

	<p>5. Member of the Racial Justice Team of the Indiana-Kentucky Synod, actively engaged in theology, preaching and sharing these perspectives through regular Bible Studies in the Local Congregations and Community.</p>
<p>List up to 5 current or past community related activities that would inform of your service as bishop of the synod.</p>	<p>1. Successfully secured a grant for the Church Community (2023) (St Peter's Lutheran Church, Corydon) for an amount of \$30,000 from the Center for Congregations to help the congregation grow in faith and fellowship. St Peters put together an Icon on the theme of Eucharist and donated the same to the Indiana-Kentucky Synod as community project!</p> <p>2. Conducted five Bible Studies series for the Congregation on different themes every year because "Re-reading the Bible with New Eyes" is an important way for the community to grow stronger and deeper in faith and fellowship.</p> <p>3. From March 2020 when in person worship was canceled because of the pandemic; The worship team led by Rev Samuel Rajkumar helped the congregation to record and post worship resources every week. Worship videos on You Tube listed under St Peter's Lutheran Corydon are available from March 2020 onwards. At St Paul, Olean, Cheryll Obendorf, a faithful member helps in uploading worship resources every week. Online worship blurs all boundaries and gathers a global worshipping community' online, every time!</p>
<p>10. What gifts would you bring to the office of Bishop of this synod?</p>	<p>I would like to offer my thirty year + experience in Theological Education, Prophetic Preaching, in Administrative, ecumenical leadership to the context of the Indiana-Kentucky Synod. I would love to explore ways of the Synod playing an important role in enriching, equipping, and empowering the rostered ministers offering Life-long Theological Education and ministerial programs, in order to be critically conscious of the theological, ecological and contextual issues of our time.</p> <p>2. I believe in equipping the Local Congregations in our synod to become 'Neighborhood Communities' for one another and grow as a Faithful community in shared Table- fellowship.</p>
<p>11. What do you see as the principal challenge in the next six years and how would you address it?</p>	<p>The greatest challenge to the Church today is to recover the meaning of being the 'Body of Christ' in a divided, multipolar world, where 'FEAR of the OTHER' is intentionally generated and propagated. How can the Church BE the BODY of Christ so that Life in Abundance for ALL is actualized? How can we learn to look into the face of the other and recognize therein the image of God? The Body of Christ is in need of lots of healing!</p>
<p>Describe your leadership style</p>	<p>I believe in shared leadership, a round-table leadership, team-effort all the way!</p>

Biographical Information Form

BIOGRAPHICAL INFORMATION FORM: NOMINEE FOR BISHOP OF THE Indiana-Kentucky Synod

1. Name: Chris Duckworth
2. Current Position: Pastor, New Joy Lutheran Church (since 2014)
3. Congregation Membership: New Joy Lutheran Church, Westfield, IN
4. Date and Year of Birth: November 25, 1974
5. Date and Year of Ordination: December 20, 2008
6. Previous Positions:
 - 2014-2020: Battalion Chaplain, United States Army/Indiana Army National Guard, (coterminous with call to New Joy)
 - 2013-2014: Interim Pastor, First Trinity Lutheran Church, Indianapolis
 - 2011-2013: Senior Pastor, Grace Lutheran Church, Saint Paul, MN
 - 2008-2011: Associate Pastor, Resurrection Lutheran Church, Arlington, VA
 - 2004-2006: Sales Representative, Augsburg Fortress Publishers
 - 2002-2003: Director of Alumni Relations and Annual Fund, Lutheran Theological Seminary at Philadelphia
 - 2000-2001: Youth Minister, Good Shepherd Lutheran Church, King of Prussia, PA
7. Education and Earned Degrees (with institutions and years, most recent first):
 - 2016: Chaplain Basic Officer Leader Course, US Army Chaplain Center & School
 - 2007: Clinical Pastoral Education Residency (3 units), Thomas Jefferson University Hospital, Philadelphia, PA,
 - 2002: Master of Divinity - Latino Ministry Concentration, Lutheran Theological Seminary at Philadelphia
 - 1997: Bachelor of Arts – International Studies (Latin America), College of William and Mary, Williamsburg, VA
 - 1993: Diploma, Haverford High School, Havertown, PA
8. List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod.
 - Instructor, Theological Education for Emerging Ministries (TEEM), 2020-present
 - I-K Synod Global Mission Partnerships, engagement with the *Iglesia Luterana Evangélica en Chile*, 2013-2018
 - Sales Representative; Contributing Writer, Augsburg Fortress Publishers, 2004-2006; various writing projects 2006 – present
 - Director of Alumni Relations and Annual Fund, Lutheran Theological Seminary at Philadelphia, 2002-2003
 - Synod Youth Committee Member, Southeast Pennsylvania and Metro DC synods, 2000-2004; 2007-2011

9. List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.

- Marching Band Caregiver, Carmel Marching Greyhounds, 2022-present
- Board Member, Family Promise of Hamilton County (resourcing and care for families at risk of homelessness), 2020-present
- LGBTQ+ advocate & ally, including testifying before Indiana State House Education Committee; various dates, but especially 2022-present
- Battalion Chaplain, called to active duty service, deployed with 638th Aviation Support Battalion to Kuwait & Iraq in support of Operation Spartan Shield and Operation Inherent Resolve, 2019

10. What gifts would you bring to the office of bishop of this synod? (1,000 characters maximum)

Whatever gifts for ministry I possess I first received from God and from God's faithful people. These gifts have shaped my faith and my pastoral identity. I strive to nurture and extend these gifts in my professional ministry and in my daily life.

- From those who have welcomed me into their homes, congregations, and communities I have received the gift of hospitality.
- From those who organize for the sake of justice and peace I have received the gift of an unsettled heart yearning for God's love in all the world.
- From those who dared to trust me with their culture and community I have received the gift of Spanish-language proficiency and cultural competency.
- From those who have dedicated their lives to serving their neighbor I have received the gift of duty and service.
- From those who first brought me to church, and from countless members of the body of Christ, I have received the gift of devotion to Word and Sacrament, and a confidence in Jesus' promises to and through his church.

11. What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it? (1,000 characters maximum)

Our longstanding models of ministry are straining under pressure from myriad forces, many of which are beyond our control. Faithfulness calls us to adapt many more of our ministries, innovate and imagine new models, collaborate across traditional boundaries, and act wisely when difficult decisions must be made.

Yet, the principal challenge we face is also our principal opportunity. We have over 170 congregations, camps, and campus ministries. 170+ outposts. 170+ communities where Jesus the Living Word is proclaimed, Holy Baptism administered, Holy Communion shared with God's beloved people. The Holy Spirit is at work in and through these communities of faith. Speaking words of hope, washing in waters of forgiveness, and sharing bread of life is what we do.

We are people of the cross and the empty grave – of death and of life. Let us continue to trust in Jesus' promise that small is great, to give is to receive, to lose is to gain, and that a mustard seed of faith moves mountains.

12. Describe your leadership style. (1,000 characters maximum)

Three characteristics describe my leadership style: Collaborative. Creative. Determined.

Collaborative. When facing a new challenge or entering a new setting, I take time to assess the facts, get to know key stakeholders, and listen deeply to their stories, dreams, and woes. Bringing together diverse people and perspectives, I weave a vision and invite everyone to give whole-heartedly to a common course of action.

Creative. There are countless ways to gather as the Body of Christ – more than we can imagine. I seek to lead the church to live its ancient faith in new ways, to take risks trusting in God's extravagant grace, and to expect the Spirit to guide us into "a still more excellent way."

Determined. I have overcome significant challenges both personally and professionally, thanks in large part to my commitment to playing the long game. Seeds do not grow overnight, but they germinate and mature over time. Likewise, Jesus tells us that a widow's faithful persistence is a mighty thing.

Biographical Information Form

BIOGRAPHICAL INFORMATION FORM:

PERSON OF INTEREST FOR BISHOP OF THE INDIANA-KENTUCKY SYNOD

1. **Name:** Rev. Dan Forehand
2. **Current Position:** Assistant to the Bishop for Ministry Transition and Director of Candidacy, Indiana-Kentucky Synod
3. **Congregation Membership:** Cross of Grace, New Palestine, Indiana
4. **Date and Year of Birth:** March 11, 1984
5. **Date and Year of Ordination:** July 27, 2014
6. **Previous Positions:**
 - a. Pastor, Faith Lutheran Church, Knoxville, Tennessee (2021-2022)
 - b. Intentional Supply Pastor, Augustana Lutheran Church, Elkhart, Indiana (2018-2021)
 - c. Pastor/Redeveloper, Grace Lutheran Church, Elkhart, Indiana (2014-2021)
7. **Education and Earned Degrees**

Master of Divinity, Trinity Lutheran Seminary, Columbus, OH, May 2014
Bachelor of Arts – Psychology, Concordia University, River Forest, IL, May 2006
8. **List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod.**
 - a. Redeveloper-in-Residence and Vital Congregations Planning Team, ELCA Churchwide, 2015-2022
 - b. New Synod for a New Day Team, Indiana-Kentucky Synod, 2015-2017
 - c. Renewing Mission Table Member and Connect Trainer, Indiana-Kentucky Synod, 2016-2021
 - d. 6th Latin America and Caribbean Consultation Planning Team and Worship Lead, 2023.
 - e. SESLYO (Southeastern Synod Lutheran Youth Organization) Adult Leader and Affirm Guide, 2021-2022.
9. **List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.**

- a. Mosaic National Board of Directors, Omaha, NE, Member 2016-2017, Secretary 2017-2018, Board Chair 2018-2022.
- b. Elkhart County Leadership Academy, Elkhart County Chamber of Commerce, Elkhart, IN, 2014-2015 participant, advisory committee member 2015-2018.
- c. American Red Cross Disaster Volunteer, Elkhart County, Elkhart, IN, 2016-2019.

10. What gifts would you bring to the office of bishop of this synod? (1,000 characters maximum)

Having served in the synod office these past years, I have seen first-hand the challenge of serving as Bishop. I believe that my gifts of listening, discerning, preaching, and leading would be an asset to this office. However, I think the most important gifts that I bring is the gift of play and joy. A playful spirit that is open to imagining what God is up to amongst the people in this territory, that is willing to take risks and to enjoy the work that we do together is vital. I know that I am a child of God and especially in serving in my current role where I deal with conflict, ecumenical partners, creative endeavors, and working with a complex system, I trust that God will continue to walk with me in whatever ways I might be called.

11. What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it? (1,000 characters maximum)

As I work with congregations in our Synod, I often see that mission centers that are willing to be creative, in relationship with one another, their communities, and God, and to experiment are thriving. I also think that too many of us struggle to find the tools, the time, and the energy to do these things. Undoubtedly, we are struggling to find rostered leaders across the Church, and this will continue to be the problem. However, I firmly believe that we have been given an abundance by God and it will take all of us working together to creatively find ways that we might be able to address these challenges. As I go to congregations throughout this synod, I see an embarrassment of riches. The challenge for us as a synod in the next six years is to find ways to equip, empower, support, and nurture our relationships with one another for the good of our communities, as we witness to the profound and transformative love of Jesus. I am excited to see how the Spirit will move through us in this new day. I am excited to see what will change and how we will become a better witness as we continue to live into our calling as resurrection people, freed by the love of God.

12. Describe your leadership style. (1,000 characters maximum)

I try to lead with joy. There is a lot of seriousness to the work that we do together, and it can seem overwhelming. And, when we can gather together joyfully – to listen to one another, to find times to celebrate together, to share our lives together – we accomplish more. I find myself able to trust the gifts of those around me and to let each of us lead in the ways that we are called to. My leadership style is centered in relationships: Relationship with God – as a beloved child, baptized and freed. Relationship with those I work with – I seek to remind others that they too are beloved children of God, and we

together share in God's grace as we live, play, work, and worship together. And, finally, relationship with the world – I seek to approach others with dignity, respect, and curiosity. I know that there is much that I do not know. And I know that the other often has another piece of truth and as I listen in humility, I can see a much more expansive vision of how God is at work.

Biographical Information Form

BIOGRAPHICAL INFORMATION FORM:

NOMINEE FOR BISHOP OF THE INDIANA-KENTUCKY SYNOD ELCA

1. Name: Martha “Marty” Hampton
2. Current Position: Pastor- Shared Ministry Faith, Fort Wayne & St. James, New Haven, IN
Director, Candidacy and First Call, ELCA
3. Congregational Membership – Faith, Fort Wayne, and St. James, New Haven
4. Date and Year of Birth: 10/23/1972
5. Date and Year of Ordination: 3/13/1999
6. Previous Positions: Pastor, Resurrection, Marion, IN,
Associate Pastor, Our Savior’s, West Salem, WI,
Associate Pastor – Gloria Dei, Tomah, WI (was ELCA now LCMC)
7. Education and Earned Degrees: M.Div. Lutheran School of Theology at Chicago,
BA – Augustana College, Rock Island, IL
8. List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod.
Candidacy Committee – Chairperson, IK Synod
Dean of NE IN and E Central IN Conferences – IK Synod
Candidacy Committee – Chairperson, La Crosse Area Synod, WI
Dean/Synod Council Rep East Conference, La Crosse Area Synod, WI
Lutheran Youth Organization Clergy Rep, La Crosse Area Synod, WI
9. List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.
Vice President – Northrop HS Band Boosters
President – Jefferson Middle School PTSA
Girl Scout Leader – Troops 50652 and 20623 (2014-2022)
Treasurer – Faith & Light Food Pantry Board
President – Families First, Tomah WI (service agency that provides resources for people in poverty/crisis)
10. What gifts would you bring to the office of bishop of this synod (1000 characters maximum)
I am warm, friendly, engaging, and open. I build community well with groups. I’ve learned to listen deeply to the stirrings of the Holy Spirit within groups, individuals, and

myself, and speak discerning words when needed. I bring a comfortable, relatable presence to preaching, presiding, convening. I sing well. I bring experience with team ministry in large congregations with more than 1000 members and tiny congregations with less than 50. I've supervised staff of 7-12 people while also serving part-time. I've worked bi-vocationally as a pastor. I've lived in the second largest city in Indiana, as well as a town with less than 8,000. I've served in very white settings, and in one of the most ethnically diverse zip codes in Indiana. I've learned to think creatively and adaptively, viewing challenges as ministry opportunities. I know full well the situations of our smallest congregations, and believe strongly that no matter how many people are in the pews, they deserve quality worship, preaching, and leadership!

11. What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it? (1000 characters maximum)

I sense that the heart of our challenges is grief and needing healthy outlets for public lament. We grieve so much individually and as organizations - the church that was, that is, that we hoped for; the influence the church once had at the center of culture. We grieve healthy financial reserves and full buildings. We grieve the 'world we once knew,' and often feel a sense of powerlessness and lack of influence on the ongoing changes happening around us. We grieve deeply, but often we don't recognize our pain, or we hide and avoid naming it. This causes those feelings to bubble up into fear, anger, or even blame, affecting our ability to follow God's command to love one another as God loves us.

I would address this by centering us in the stories of ancestors in the Bible and the Reformation, and lifting up the ways they lived through grief and change. I would seek inspiration from their examples so that we can honor our heritage, hold onto what is central to our common faith, name our pains, and seek God's comfort, all while celebrating the "new things" God is bringing into our world, so that we can step out in hope into the future and continue sharing the Gospel of Jesus Christ.

12. Describe your leadership style (1,000 characters maximum)

Most often, I lead within or alongside. I build relationships, lifting up the gifts of everyone, and collaborating with those on the team. I strive to listen to all the voices, ask the tough questions, acknowledge and name any tension, and then move toward the most helpful resolution.

I also recognize that there are times when a decision needs to come from the authority of the role I fill in the moment, whether that be Pastor, ELCA Director, President of the organization, Candidacy Committee chairperson, band chaperone, Girl Scout Leader, or Mom. I strive not to abuse this authority or trust, but serve the organization or individual in the best way I can.

I've learned how to balance the serious, 'get business done' periods and the 'have a little fun' with the group moments so that the team can deepen their relationships with one another.

Biographical Information Form

NOMINEE FOR THE BISHOP OF THE INDIANA-KENTUCKY SYNOD

Name: Adrienne Meier

Current Position: Senior Pastor, St. Thomas Lutheran Church, Bloomington

Congregational Membership: St. Thomas Lutheran Church, Bloomington

Date and Year of Birth: March 24, 1985

Date and Year of Ordination: December 13, 2010

Previous Positions:

- Associate Pastor, St. Michael Lutheran Church, Unionville, Pennsylvania
- Pastor, Hosanna Lutheran Church, Grand Rapids, Ohio
- Pastor, Trinity Lutheran Church, Malinta, Ohio

Education and Earned Degrees:

- Wabash Pastoral Leadership Program, 2023-present
- Lewis Fellowship, Lewis Center for Church Leadership, Wesley Theological Seminary, 2019
- MDiv, Lutheran School of Theology at Chicago, 2006-2010
- BA, Capital University, majors in Religion and English, 2003-2006

List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod.

- Indiana-Kentucky Synod Compensation Committee, current
- Southeast Pennsylvania Synod Reference and Council Committee
- Southeast Pennsylvania Call Committee Consultant
- Northwest Ohio Synod Worship Team
- Northwest Ohio Synod Mission Initiative Writing Team

List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.

All current:

- Bloomington Multi-Faith Alliance Executive Committee, Communication Coordinator
- Bread for the World District 9 Offering of Letters Recruiter
- United Way of Monroe County Community Impact Committee
- Prosperity Indiana Opportunity Starts At Home Engagement Team
- Kennett Area Community Services, Kennet Square, Pennsylvania

What gifts would you bring to the office of bishop of this synod?

My folks, a nurse and an architect, modeled for me deep listening and how to ask careful questions that unlock the needs and dreams of others. In ministry, this is a gift which helps people and communities discern, in a mentor's words, their "next faithful step." In my ministry, I've worked to develop the ability to deal with difficult conversations with courage and vulnerability. I attend carefully to the craft of writing and delivering meaningful and relevant sermons and congregational communication. My parish experience has been quite varied: my spouse is an college professor, and we have served in Ohio and Pennsylvania in our careers before making this home-coming move with our family to the Hoosier state. I've pastored rural congregations part-time and in a shared setting; I've served on staff in a large, suburban parish; and I've served as senior pastor of a medium-to-large size congregation with a staff of seven full- and part-time clergy and lay professionals. All of these gifts stem from this most significant one: I am a beloved child of God, honored to serve the Church.

What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it?

One of the principal challenges we face is the declining number of congregations who can afford pastors to serve them and the declining number of rostered leaders available to serve at all. To address these declines, we must lay aside blame and fear-mongering. Like the disciples at Pentecost called *out* of the house, we turn outward to understand how the population, economies, and complex needs of this state and this commonwealth are changing. We need to move from a "hub-and-spokes" model, where the bishop's office is the center and manager of relationships, to a "web" where the bishop's office is the celebrator of connections and conduit for resource sharing. Rather than expecting the synod staff to be the only experts, the web model lifts up the giftedness already existing within the community of the synod. We have already begun to create a system of multi-site congregations, bi-vocational calls, and Synodically Authorized Ministers, but we will need to utilize these experienced leaders to create best practices and a robust support system that treats these mission sites and leaders as the specialized and vital ministries they are.

Describe your leadership style.

My leadership style is collaborative and team-building. It is incredibly important invest time and effort in doing the work well with the right people in the right places. As leader, one of my primary roles is discernment: discerning the way we're heading and helping folks discern their own gifts which will help us move in that direction. Moreover, I help leadership discern what is important and urgent, and how to tell the difference, so we can utilize our time, energy, and gifts appropriately. As disciples of Christ, I don't believe we're called to a particular end product, but to a practice, to a path. I am concerned about whether or not there will be a church in this place a hundred years from now, but I don't want some far-off future to eclipse that our prayers for "thy kingdom come" includes today. As a leader, I try to embrace what Brené Brown says about much of the work of leadership: "Clear is kind." That means I take the risk to have difficult conversations, I issue challenges to create an appropriate sense of urgency, I do not fear experimentation, and I embrace the work of encouraging others.

Biographical Information Form

BIOGRAPHICAL INFORMATION FORM

NOMINEE FOR BISHOP OF THE INDIANA-KENTUCKY SYNOD

1. Name: Jerome W. (Jerry) O'Neal
2. Current Position: Pastor, Holy Trinity Lutheran Church, Muncie, IN;
Stewardship Director, Indiana-Kentucky Synod, ELCA
3. Congregation Membership: Holy Trinity Lutheran Church, Muncie, IN
4. Date and Year of Birth: December 23, 1970
5. Date and Year of Ordination: July 10, 2010
6. Previous Positions:
 - Chaplain (part-time on-call), Ball Memorial Hospital, Muncie, IN (2020-2023)
 - Pastor, Calvary Lutheran Church, Bluffton, IN (2010-2016)
 - Pastoral Intern, Bethel Lutheran Church, Grove City, OH (2008-2009)
 - Before seminary:
 - Adjunct Professor of Mathematics, Capital University, Columbus, OH (2007-2008)
 - Operations Research Specialist, Delta Technology, Atlanta, GA (2005-2006)
 - U.S. Army Officer, various locations and positions (platoon leader, staff officer, company commander) (1993-2001)
7. Education and Earned Degrees (with institutions and years, most recent first):
 - M.Div., Trinity Lutheran Seminary, Columbus, OH (2010)
 - Ph.D., Georgia Institute of Technology, Atlanta, GA (2005)
 - M.S. in Operations Research, Georgia Institute of Technology, Atlanta, GA (2004)
 - B.S., U.S. Military Academy, West Point, NY (1993)
8. List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod.
 - Stewardship Director, Indiana-Kentucky Synod, ELCA (2014-present)
 - Member, Board of Directors, Trinity Lutheran Seminary (ca. 2015-2017)
 - Voting member at the ELCA Churchwide Assembly, Pittsburgh, PA (2013)

9. List up to five (5) current or past community-related activities that would inform your Service as bishop of this synod.

Ecumenical relationships and worship in Muncie, including weekly lectionary study, midweek Lenten services, Maundy Thursday, and Good Friday
Involvement in Concerned Clergy of Muncie, a group of predominately African-American pastors; participate in the annual Martin Luther King worship
Developing Hispanic Community Center in Muncie
Monthly meetings with the Muncie mayor on community initiatives

10. What gifts would you bring to the office of bishop of this synod? (1,000 characters maximum)

I would bring various gifts to the role, including the gifts of leadership (guiding a capital campaign and building renovation at Holy Trinity), preaching, teaching (university courses and Sunday school classes), and pastoral care (hospital chaplain); the gift of administration, stemming in part from my roles in the Army as a staff officer and company commander; and the gift of experience working both on synod staff and as a parish pastor.

11. What do you see as the principal challenge to this synod in the next six (6) years, and How would you address it? (1,000 characters maximum)

In my opinion, the principal challenge to this synod in the next six years is the ongoing challenge of providing quality pastoral leadership to our congregations and ministries. Over 40% of our congregations are without a called pastor, yet the majority of these are too small to afford one full-time. Bishop Bill, Pastor Nancy Nyland, and the other synod staff have done an excellent job encouraging congregations to consider shared ministry and training and equipping Synodically Authorized Ministers (SAMs) to serve in smaller contexts. I would build on this work by expanding the SAM program and encouraging congregations to connect with local ecumenical partners in "parish" configurations.

12. Describe your leadership style. (1,000 characters maximum)

My leadership style is (1) *Visionary*: I believe the Holy Spirit is leading us to "seek the welfare" of the places we serve (Jeremiah 29:7) through cooperative and ecumenical efforts in our communities. (2) *Collaborative*: I believe deeply that all of us are called by God to our various ministries. I will work wholeheartedly with you in helping advance the ministries to which we are called. (3) *Pragmatic*: Both my synod and parish work have taught me many of the practical challenges we face in our ministries today. I will seek to help us address these challenges with thoughtfulness and common sense, knowing that the Spirit may surprise us as we go!

**BIOGRAPHICAL INFORMATION FORM:
NOMINEE FOR BISHOP OF THE INDIANA-KENTUCKY SYNOD**

1. Name: Emlyn A. Ott

2. Current Position: Executive Director and CEO, Healthy Congregations, Inc. (2006 to present)

and

Associate Professor of Pastoral Theology and Leadership and Director of Doctor of Ministry Programs, Bexley Seabury Seminary (2018 to present)

3. Congregation Membership: Redeemer Lutheran Church, Columbus, Ohio

4. Date and Year of Birth: November 12, 1956

5. Date and Year of Ordination: August 10, 1986

6. Previous Positions: Pastor, Salem Lutheran Church, Stillwater, Oklahoma, 1986-2005.

Associate Professor and Dean of Leadership Formation, Trinity Lutheran Seminary, Columbus, Ohio, 2005-2017.

7. Education and Earned Degrees (with institutions and years, most recent first):

DMin in Pastoral Counseling and Congregational Studies, Phillips Theological Seminary, Tulsa, Oklahoma, 1994-99.

MDiv, Lutheran School of Theology at Chicago, Chicago, Illinois, 1982-86

BA in Religion and Sociology, The College of Wooster, Wooster, Ohio, 1974-78

8. List up to five (5) current or past synod or churchwide activities that would inform your service as bishop of this synod.

Work with congregations and leaders from 27 different denominations around systems thinking and emotional process over 30 years.

First call representative for Trinity Seminary graduates.

Task force on excellence in first call congregations for ELCA.

Synod Council, Congregational Council and Mutual Ministry service.

Synodical and Seminary representation at ELCA Churchwide Assemblies.

9. List up to five (5) current or past community-related activities that would inform your service as bishop of this synod.

Development of courses in Doctor of Ministry curriculum that are relevant to current challenges in lay and ordained ministry.

Development of three non-profit organizations geared toward community needs (Middle school afterschool program, sliding-scale interfaith counseling center and community volunteer development program)

Board of Directors of the Interim Ministry Network

Organization Member and Professional Well-being Committee of the Association of Clinical Pastoral Education (ACPE)

10. What gifts would you bring to the office of bishop of this synod? (1,000 characters maximum)

I have worked with Bishops and Synods throughout the ELCA since the beginning of my time with Healthy Congregations, Inc. I have heard about the challenges and the gifts of ministry leadership and have learned from each one of those relationships. In my heart of hearts, I am a pastor. Clearly. A former Bishop that I served with said, "This is an incredible time to be the church." I agree with that. It is both a common and uncommon time to be a leader in a church—a time of renewal, hope and revitalization. One of the gifts that I bring is that I know myself better and better with every year that I have served in ministry. I do not believe that ministry leadership is about going it alone, and I would seek to build on the best of what has been the foundation of the I-K Synod and look toward new frontiers. I love to see ministry challenged, formed, and sent into the world. I work at my own faithfulness and clarity first, and then can ask good questions (I hope) and contribute toward a growth in faith and clarity in the individuals and communities that I am a part of. I am a life-long learner and a constant reader of texts and people. I listen well and deeply, and I have always had a group of people that can mirror my blind spots with grace and truth. With any new position that I have taken, I have begun with listening and finding the places in the organization of integrity, hope, grace, and truth.

11. What do you see as the principal challenge to this synod in the next six (6) years, and how would you address it? (1,000 characters maximum)

Change, re-formation and loss are difficult processes in communities of faith. Our denomination and synods are being challenged to "reform" how we tell the story of the Gospel in a way that others can hear. It is a powerful and important time. We can no longer

coast or think we have answers or responses that are in a form that just needs to be repeated. I believe that the ELCA has something very powerful and important to say about Jesus and God's love and forgiveness. We need to work on not only what we say, but how we live it.

My observation in I-K is that there are challenges in clarifying purpose and meaning as some congregations get smaller, frustrated, unsure of direction and have fewer leadership resources, we think! Exploration of new configurations and relationships would be one of the developments that are ahead. I would first listen to synod staff and leaders about the history and process that preceded my presence and build a strategy with leaders in the synod in addressing that process over the following 5 to 6 years. That is the work that Healthy Congregations has been involved with on an individual level, and I am intrigued about what it might look like on a wider, systems scale in the I-K Synod.

12. Describe your leadership style. (1,000 characters maximum)

I am a collaborator. As I said previously, I listen to the thinking of others and ask lots of questions. I have had experience as head of a church staff, as sabbatical replacements for area colleagues for 5 to 6 months, as Executive Director of a non-profit, as a Dean in a seminary and head of a DMin program. That has involved developing Councils and Boards of Directors to clarify their gifts and areas to be developed. I can hear what the most important issues in a decision-making process are. I can and do share and make use of the gifts of others. I make hard decisions when they are necessary.

Biographical Information Form

BIOGRAPHICAL INFORMATION FORUM:

NOMINEE FOR BISHOP OF THE INDIAN-KENTUCKY SYNOD

- 1. Name:** Emmanuel J.P. Penumaka
- 2. Current Position:** Pastor-in-charge, Trinity Lutheran Church, Lebanon IN.
- 3. Congregation Member:** Trinity Lutheran Church, Lebanon IN.
- 4. Date and Year of Birth:** December 24, 1961.
- 5. Date of Ordination:** April 6, 1991, Andhra Evangelical Lutheran Church, India.

6. Previous Positions:

PhD student, Lutheran School of Theology at Chicago, 2010-2016.

Pastor-in-Charge of Tsuen Wan Chinese Church, Hong Kong 2005-2010

Missionary & Pastor-in-charge of India, Pakistan, and Nepal ministries in Hong Kong 1999-2004

State Program Secretary of Student Christian Movement of India, Andhra Pradesh 1993-95

Pastor in Evangelical Lutheran Church in India 1990-2015

7. Education and Earned Degrees (With institutions and years, most recent first).

Ph.D. Lutheran School of Theology at Chicago, 2022

MTh., Lutheran School of Theology at Chicago, 2014

MTh., Lutheran Theological Seminary, Hong Kong, 1998

B.D., (Divinity) United Theological College, Bangalore, India, 1990

B.L., (Law) Andhra Christian College of Law, Guntur, 1986

B.A., (Economics) Andhra University, Vishakhapatnam, Indian, 1983

8. List up to five current or past synod or Churchwide activities that would inform your service as bishop of this synod.

1. Member of the IK-Synod Council, 2023-present

2. Mentor of the Synod Authorized Minister (SAM) 2021-present
3. Teaching in TEEM program (Theological Extension of Emerging Ministries) 2017- present
4. Member of the ELCA Global Team, later known as the Glocal, 2010 -2019
5. Member of the Board of Director of the Lutheran School of Theology at Chicago, as the President of the Graduate Student Association, 2013-2016
6. Coordinator of the International Students Affairs Office of Lutheran School of Theology at Chicago, 2013-2015

9. List up to five current or past community-related activities that would inform your service of bishop of this synod.

1. Visits patients as a volunteer Chaplin, Witham Hospital, Lebanon, IN 2017- present.
2. Feed the hungry as a volunteer in preparing and serving meals once every three months in Shalom House, Lebanon, IN 2022- Present.
3. Organizer, ecumenical monthly Pastors' Weekly Prayer Gathering with the Catholic, Episcopal, Methodist, and Luther 2019-2022,
4. Member of the Boone County Pastors' Prayer Gathering, 2018-Present.
5. I am one of the organizers of the Lenten Soup Supper in Lebanon with Catholic, Episcopal, Presbyterian, and community churches, 2017- present.

10. What gifts would you bring to the office of the bishop of this synod? (1000 characters maximum)

I was a lawyer and practiced law in a public prosecutor's office in India. While I was dealing with a criminal case, I changed my mind and I dedicated my life to proclaiming the gospel of our Savior. The pastoral ministry molded me to serve people, preach, care, and heal. I worked as a regional program secretary of the Student Christian Movement of India which is affiliated with the World Student Christian Federation. My work with graduate students equipped me to acquire skills for ministry with young people and administration.

I have over 33 years of ordained ministerial experience in churches and non-profit organizations in India, Hong Kong, and America. I have a strong ecumenical vision and experience in working in multi-religious and multi-cultural contexts. I am an analytical thinker, visionary leader, and team player. My character stands for honesty, humility, and honor. I dare to be because of my faith in the risen Lord. I have the confidence to stand for the truth even if I have to take risks.

11. What do you see as the principle challenge to this synod in the next 6 years, and how would you address it? (1,000 characters maximum)

1. In this world and our synod, there are always challenges and at the same time there are opportunities. Churches are yearning for spiritual care and pastoral leadership. I will support the programs we already have in place TLI and TEEM. Identify leaders to support churches without pastors. My priority is to visit these churches, accompany them in their journey to finding the facts, and needs, and take appropriate actions to strengthen the congregations.

2. Revising roster leader's benefits regularly to have healthy leaders, fruitful ministries and support their families.

3, Justice and service based on the gospel values is also my priority. Diversity, equity, inclusion, and justice is an important social issue. As an immigrant myself, I understand the MERGE issues. I will address these issues by inviting all of you to work with me.

4. Make IK-Synod relevant to Generation Alpha. I will work with seminaries close to our synod and encourage them to consider the first call in our synod.

12. Describe your leadership style (1000 characters maximum).

I am familiar with different leadership styles. Each leadership style will have a particular value and various factors to reach the goal. As a pastor, I know the qualities of a bishop described in 1 Timothy and Titus. In addition, I follow the leadership styles of Jesus Christ, They are:

Teamwork, as Jesus called twelve disciples to build a team, (Mark 1:14-20).

Compassionate to teach, proclaim the gospel, serve, and heal. Jesus preached and healed the sick. (Mark 1:21-28).

I have daily meditation to start the day. Just as Jesus kept the right relationship with God, (Mark 1:35)

I will continue to be committed to my call and focus on the purpose. (Mark 1:39). I value the holistic well-being of people both spiritual and physical. (Matthew 6:1-5). Over the years of my vocation as a lawyer, student leader, pastor, and teacher, I have learned that leadership is a continuing process of learning. I am open to learning, critical feedback, and insights that are helpful for the mission of our synod.

BIOGRAPHICAL INFORMATION FORM

NOMINEE FOR THE BISHOP OF THE INDIANA-KENTUCKY SYNOD OF THE ELCA

1. Name: Angela L. Shannon
2139 Centre Avenue
Bellmore, NY 11710
260-437-2282

2. Current Position: Assistant to the Bishop of the Metropolitan New York Synod, ELCA

3. Congregation Membership: Trinity Lutheran Church, Wyandanch, New York

4. Date of Birth: 12/24/1961

5. Date and Year of Ordination: January 12, 1997, Baptism of Our Lord at Bethlehem Lutheran Church, Gary, IN

6. Previous Positions:
Solo Pastor, Augustana Ev Lutheran Church, Houston, TX 1997-2000 (TX-LA Gulf Coast Synod)
Associate Pastor, Trinity English Lutheran Church, Fort Wayne, IN (IK Synod) 2002-2008
Light of the Cross Food Pantry Coordinator, A ministry of Faith Lutheran Church (IK Synod)
Intentional Interim Pastor, Advent Lutheran Church, Sylvania, OH (NEOS) Synod
Intentional Interim Pastor Calvary Lutheran Church, Angola, IN (IK Synod)
Associate Pastor, King of Glory Lutheran Church Dallas, TX (NTNL Synod)
Dean of Students, Luther Seminary March 2017- December 2018 (Mpls Synod)
Solo Pastor, All Saints Lutheran Church, Bowie, MD (Metro DC Synod)

7. Education and Earned Degrees:

Bachelor of Arts 1984 Valparaiso University, Valparaiso, IN

Master of Divinity 1996, Lutheran School of Theology at Chicago, Chicago, IL

Qualified Examiner (2020) Intercultural Development Inventory

Shalem Institute (2022) Group Spiritual Direction

Lombard Mennonite Peace Center–Mediation Skills Institute

Mental Health First Aid (Up for re-certification)

Currently enrolled in a Benedictine Spiritual Direction Certification Program

8. List up to five (5) current or past synod or churchwide activities that would inform your service.

Current

ELCA Task Force to Address Seminary Debt

ELCA's Committee on Discipline

Past

Served on I-K Synod Synod Council, Bishop Jim Stuck

Served on Metropolitan DC Synod's Council, Bishop Lelia Ortiz

Anti-Racism Educator, for WELCA, Today's Dream Tomorrow's Reality (15 years).

9. Ecumenical affiliations:

Center for Congregations, Indianapolis, IN.

While serving at Calvary Lutheran, I encourage the use of this center for elected and appointed leaders in the congregation.

Organized Thanksgiving Eve Interfaith Services at King of Glory Lutheran Church, Dallas, TX.

Lead All Saints Lutheran Church to be a Participant in Interfaith Thanksgiving Eve Service

Our Lady of Grace Monastery, Beech Grove, Indiana

Participated in a three year Clergy Renewal Program by the Lily Foundation. We continue to meet because of the effectiveness of the program.

Oblate of the Order of St. Benedict.

10. What gifts would you bring to the office of Bishop of this synod?

I bring varied experiences from twenty seven years across our communion as I have served small, medium and large congregations located in the urban and rural settings. I am an excellent administrator with energy and passion for the Gospel of Jesus Christ.

11. What do you see as the principal challenge to this synod?

There is not one principal challenge impacting the church or even the Indiana-Kentucky Synod. However I find there are serious considerations. Working on the bishop's staff of the Metropolitan New York Synod has alerted me to this reality.

The clergy shortage is impactful which affects most mainline denominations. Last year there were less than 70 ELCA first call word and sacrament graduates to be shared across 65 synods of the ELCA. The prospect of seminary debt affects choosing a church vocation. I am encouraged that this synod had foresight to address this reality more than ten years ago. More needs to be done. Hence the reason I serve on a Task Force regarding seminary debt.

Another reality that leaves churches struggling is the fall out from the Covid Pandemic. It catapulted the church into the digital era but it also left us to grapple with questions like "How do we handle the Eucharist?" or "Given the constitutions of the church, what constitutes membership?" These questions compound the continuing struggles of the church regarding stewardship, evangelism and care of creation. These very tangible realities must be balanced with our need for a Christ-life-changing encounter. I take encouragement from Article VII of the Augsburg Confession that says the "one holy Church is to continue forever." That suggests that the church will encounter challenges

to the Gospel within itself along with societal pressures outside of itself. With God's assistance, this synod, this church will meet each one in practical ways that honor the Divine.

12. Describe your leadership style.

My leadership style is largely collaborative. People will support what they build together. My end game along with the majority of Christians, is to hear the words, "Well done good and faithful servant," from our God, sibling and savior Jesus Christ. There are various ways and opinions as to how to get there. Listening deeply to each other in humility and prayer has been effective for me. I also surround myself with experts in their careers or fields of study. I am wise enough to admit when I do not understand something and secure enough to ask for explanation and clarity.

I have taken many courses on leadership through the years, but none of them has taught me more than when I trained for my first triathlon in 2022. I have been described as "bookish" By nature, I am a researcher. There is little I cannot ferret out in the hallowed halls of a library. I have an enviable personal library and my vocabulary is expansive. When it comes to sports, characteristically I am out of my depth. In a society that measures success by perfection or winning, endurance sport taught me to fail graciously with the understanding that I am held by God. . But not only fail but to get right back up, and sometimes fail again, the writer of Proverbs 24;16 alerts us as such. Tri-sport was something this cerebral type had never attempted but my coach assured me that I was capable. The first challenge was to ride a bike clipped into the pedals with cyclist shoes. I fell all over the place! Random good hearts ran to my aid. "Are you hurt?, they would ask with concerned expressions on their faces. "Yeah, I'll be fine." I assured them. "I'll just fall until I won't one day." But I kept at it and you know what? One day, I didn't. I learned more about my interior life than mere cycling skills. Tri-sport also impacted my prayer life and made me think about faith and Jesus in ways I had not previously. Jesus failed much of the time. In fact one of

Frederick Buechner's book title is inspired by Christ's work, "The Magnificent Defeat." On its face, crucifixion was a defeat but God through sheer love brought Jesus back. Much of what we do in church is marked by human frailty but God in love, resurrects the church and empowers it to meet every age.

I would lead with grace, determination balancing what Luther describes as the two kingdoms. When difficult decisions are called for I tend to consider the outcomes as I listen for God's voice in the matter.

My vitae and Rostered Minister Profile are available upon request.



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

Nominated Position: Synod Council - Rostered

Name: Rev. Richard A. Gianzero

Address, include city, state, zip code: 3218 Crosshill Court Prospect, KY 40059

Phone: 720-284-8991

E-mail address: richard.gianzero@yahoo.com

Information about nominee:

Occupation: Rostered Minister - Word and Sacrament

Congregation Membership: Resurrection Lutheran Church

Congregation City and Conference: Madison, Indiana SEI Conference

CURRENT Congregation Service: Resurrection Lutheran Church

CURRENT Community Service: Youth sports volunteer, high school football chaplain (2022)

CURRENT Conference/Synod/ELCA Service: SEI Conference, INKY Synod - installed pastor

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

Business development management prior to ordination - including change management

Business and pastoral budgeting and fiscal management experience

Ecumenical service experience in the PCUSA

Multicultural personal background and direct bilingual and multicultural service experience

Nomination submitted by: INKY Synod Nominating Committee **Phone:** _____

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

General Nomination Form

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

Nominated Position: Lay Synod Council

Name: Dianna Hunsinger

Address, include city, state, zip code: 1405 N Buckeye Lane, Goshen, KY 40026

Phone: 502-298-0628

E-mail address: Diannahun@gmail.com

Information about nominee: Mostly Retired

Occupation: _____

Congregation Membership: Grace and Glory

Congregation City and Conference: Goshen, Kentucky South Central Conference

CURRENT Congregation Service: Congregation Treasurer and Church Musician

CURRENT Community Service: VFW Advisor and Kindergarten volunteer

CURRENT Conference/Synod/ELCA Service: Conference Treasurer and Synod Council

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

I have been a participate in the Conference and Synod levels for many years. I enjoy being a part of the the administrative aspects of both plus serving in any way possible.

Nomination submitted by: _____ **Phone:** _____

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

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

Nominated Position: Synod Council (Lay female)

Name: Lora J. James

Address, include city, state, zip code: 6470 Soap Hill Rd
Aurora, IN 47001

Phone: 812-584-6723 (cell#)

E-mail address: kobismama106@gmail.com

Information about nominee:

Occupation: medical Records Tech

Congregation Membership: St. John Lutheran Church

Congregation City and Conference: Laurensburg, IN Southeast Indiana Conference

CURRENT Congregation Service: Council President

CURRENT Community Service: Member of Phi Beta Psi, Tau Chapter - 2nd VP begin * may 2024
Volunteer for Main Street Aurora (Aurora, IN)

CURRENT Conference/Synod/ELCA Service: _____

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

It is a gift to be called to serve. I believe that I am blessed with an enthusiastic, creative, compassionate, patient and conscientious spirit that allows me to understand the importance of commitment, teamwork and perseverance. I would love the opportunity to put my faith in to action.

Nomination submitted by: Lora James Phone: 812-584-6723

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

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

Nominated Position: Synod Council

Name: Laura Nicholson

Address, include city, state, zip code:
1066 E Israel Street
Greensburg, IN 47240

Phone: 812-593-1333

E-mail address: lenichol33@gmail.com

Information about nominee:

Occupation: SAM (Synod Authorized Minister)

Congregation Membership: St. Paul Ev. Lutheran Church

Congregation City and Conference: Batesville IN 47006 Southeast IN Conf.

CURRENT Congregation Service: SAM @ St Paul Lutheran Church

CURRENT Community Service: Batesville Food Pantry, Batesville Area Ministerial Assoc.

CURRENT Conference/Synod/ELCA Service: Interim Leaders, Synod Assembly Rep for St. Paul Lutheran Church
Conference Text Study, enrolled in Spiritual Care Visitor Training

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

I have served on many church committies as well as serving as Council Pres. for multiple terms. I am currently in a leadership roll serving as SAM for our congregation. I am people oriented with a focus on building relationship with others in our Synod and other congregations.

Nomination submitted by: Laura Nicholson Phone: 812-593-1333

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

Nominated Position: Lay Representative

Name: William Gregory Platt (Greg)

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

Phone: 317-946-4728

E-mail address: Gplatt@gmail.com

Information about nominee:

Occupation: Data/Information Analyst

Congregation Membership: New Joy Lutheran Church

Congregation City and Conference: Westfield, IN / Indianapolis Conference

CURRENT Congregation Service: Reader, Radical Welcome Team Member, VBS volunteer

CURRENT Community Service: Westfield Theatre & Choir Booster Board Member. Westfield Pride, Security and Logistics Committee Member

CURRENT Conference/Synod/ELCA Service: None

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

Experience parsing information, data, and diverse personal perspectives to help arrive at decisions and urge action.

Nomination submitted by: William Gregory Platt **Phone:** 317-946-4728

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



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

Nominated Position: Synod Council Rostered Member at Large

Name: Deacon Jody Winter

Address, include city, state, zip code: 8233 Maple Leaf Court, Indianapolis, IN 46268

Phone: 317-294-3290

E-mail address: jody@winterindy.com

Information about nominee:

Occupation: Minister of Word and Service/Deacon

Congregation Membership: Cross & Crown Lutheran Church

Congregation City and Conference: Indianapolis, IN

CURRENT Congregation Service: Serving as Interim Minister at Holy Trinity in New Castle

CURRENT Community Service: Coordinate in-kind donations to a variety of charitable organizations.

CURRENT Conference/Synod/ELCA Service: Completing first term on Synod Council, participate in conference activities,

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

Creativity, organization, follow-through, sense of humor, open-mindedness, optimism

Nomination submitted by: Jody Winter **Phone:** 317-294-3290

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



Indiana-Kentucky Synod

Evangelical Lutheran Church in America

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General Nomination Form

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

Nominated Position: Representative to ELCA Churchwide Assembly

Name: Rev. Teri Ditslear

Address, include city, state, zip code:
21407 Hanstock Drive, Noblesville, IN 46062

Phone: 317-752-4772

E-mail address: tditslear@gmail.com

Information about nominee:

Occupation: Mission Developer/Pastor/Current Doctoral Student (Dissertation – Future of the Church, Northwind Seminary, Kairos)

Congregation Membership: Roots of Life Community, ELCA,
Congregation City and Conference: Noblesville, IN. 46062, Indianapolis Conference

CURRENT Congregation Service: Reconciling in Christ, Bread for the World

CURRENT Community Service: Adopt A Street, Noblesville Diversity Coalition, Active collaborator with various faith communities in our area. Hamilton County Harvest Food Bank, Gap filling mission.

CURRENT Conference/Synod/ELCA Service: Willing and Able (Previous Synod Council), Regular attender to Conference ministerium.

List specific gifts or talents you think you would bring to this position (50 words maximum): I am the Mission Developer Roots of Life Community, a fully inclusive and welcoming community that is comprised of people who are deconstructing their faith, energetic to serve, and creative in worship. I am a risk taker with an open and progressive stance toward ecclesiology and mission.

Nomination submitted by: Indianapolis Conference Ministerium

Phone: Rev. Brian Derrer, Christ the Savior – 765-977-5598

If submitted by other than the nominee, has nominee agreed to serve? Yes - X

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

General Nomination Form

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

Nominated Position: Synod Council - Clergy

Name: Timothy Graham

Address, include city, state, zip code: 4902 Southwood Avenue, Fort Wayne, 46807

Phone: 260-415-0101

E-mail address: pastortim@messiahlc.com

Information about nominee:

Occupation: ELCA Rostered Word & Sacrament

Congregation Membership: Messiah Lutheran Church

Congregation City and Conference: Fort Wayne, IN; North East Conference

CURRENT Congregation Service: Pastor

CURRENT Community Service: ProFed Credit Union Board of Directors & Audit Committee, Lutheran Senior Care Ministry Board of Directors, Fort Wayne Community Schools Scholarship Team, Kekionga Middle School Track

CURRENT Conference/Synod/ELCA Service: IK Synod Council, IK Synod Racial Justice Task Force

List specific gifts or talents you think you would bring to this position (50 words maximum): Congregational & Community Leadership, Leadership Development, Capital Campaign, Capital Project, Business Background and Education,

Nomination submitted by: _____

Phone: _____

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

Nominated Position: Churchwide Assembly - Voting Member (Lay Female) SEIC Conference

Name: Susan Gray

Address, include city, state, zip code: 2278 E Werewolf Lane, Underwood, IN 47177

Phone: 812.595.1887

E-mail address: susan@jclt.com

Information about nominee:

Occupation: Title Searcher, Social Media Maven, Jill of all trades, full time mother of two

Congregation Membership: Resurrection Lutheran Church

Congregation City and Conference: Madison, IN - SEIC Conference

CURRENT Congregation Service: Past Congregational Council President, Children's ministry, tech support

CURRENT Community Service: none at present

CURRENT Conference/Synod/ELCA Service: none at present

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

I bring my personal experience, my questions, my penchant for humor, my love of research, and my desire to help anywhere my skills can meet a need.

Nomination submitted by: Susan Leigh Gray **Phone:** 812.595.1887

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

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Nominated Position: voting member, Churchwide Assembly

Name: C. Charlotte Hawkins

Address, include city, state, zip code: 7011 Indian Boundary
Mary, In 46403

Phone: (219) 743-8782

E-mail address: cchawkins7011@sbcglobal.net

Information about nominee:

Occupation: Retired Human Resource Mgr. Current-Church office mgr.

Congregation Membership: Bethel Lutheran church

Congregation City and Conference: Mary, In - I-K Synod ELCA

CURRENT Congregation Service: Outreach Committee, Church Council

CURRENT Community Service: Interfaith Action Network - Community advocacy

CURRENT Conference/Synod/ELCA Service: CONNECT,

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

I am a person who is always eager to learn. I enjoy helping people. I am also a realist and know that everyone is not always ready to be helped. I'm organized and a planner. Above all I am a Christian.

Nomination submitted by: Pastor Jay Heine Phone: (219) 938-6677

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dau Fugate at assembly@iksynod.org or 317.253.3522.



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

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

Nominated Position: CHURCHWIDE ASSEMBLY - EVANSVILLE ALTERNATE

Name: REV. KAREN HUSBY

Address, include city, state, zip code:
1085 E. CHANDLER AVE
EVANSVILLE, IN 47714

Phone: 812-598-7831

E-mail address: kehuby@yahoo.com

Information about nominee:

Occupation: INTENTIONAL INTERIM PASTOR

Congregation Membership: ST. MARK'S

Congregation City and Conference: EVANSVILLE, IN EVANSVILLE CONFERENCE

CURRENT Congregation Service: PASTOR OF RECORD OUR SAVIOUR, PRINCETON, IN
INTERIM PASTOR TRINITY, TERRE HAUTE

CURRENT Community Service: PATCHWORK CENTRAL COMMUNITY, EVANSVILLE, IN

CURRENT Conference/Synod/ELCA Service: DEAN, EVANSVILLE CONFERENCE; SECRETARY, EVANSVILLE MINISTERIUM; INTERIM PASTORS GROUP; CROSSINGS

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

EXTENSIVE TRAINING & EXPERIENCE IN FACILITATING HEALTHY CONGREGATIONS. SOLID, GOSPEL-BASED THEOLOGY

Nomination submitted by: REV. KAREN HUSBY **Phone:** 812-598-7831

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



Indiana-Kentucky Synod
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General Nomination Form

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Nominated Position: CWA 2025 Voting Member for N.C.C. (Alternate)

Name: Pastor Tim Diemer

Address, include city, state, zip code: 3508 Briarwood Dr.
Elkhart, IN 46514-7001

Phone: H(574-266-9580) C(219-861-2766) ← Text

E-mail address: revtim1@comcast.net

Information about nominee:

Occupation: Retired

Congregation Membership: Christ The King - South Bend

Congregation City and Conference: South Bend N.C.C.

CURRENT Congregation Service: Supply Preaching (Prince of Peace in ^{Merrillville})

CURRENT Community Service: Elkhart Community Chorus

CURRENT Conference/Synod/ELCA Service: Dean of the conference

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

44 years of ministry experience in a variety of settings and types of ministry.

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

If submitted by other than the nominee, has nominee agreed to serve? Yes Tim Diemer No _____

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

Nominated Position: 2025 Churchwide Assembly Delegate

Name: Cassandra Smith

Address, include city, state, zip code:
1006 Reasor Ave
Louisville, KY 40217

Phone: 419-989-5667

E-mail address: Cassi.smith21@gmail.com

Information about nominee:

Occupation: Travel Assistant - Department of Veterans Affairs

Congregation Membership: First Lutheran Church

Congregation City and Conference: Louisville South Central Conference

CURRENT Congregation Service: Pride Planning Committee, Help at food pantry when available

CURRENT Community Service: Recently relocated to area, looking for opportunities

CURRENT Conference/Synod/ELCA Service: _____

(Volunteer Ambassador for Reconciling Works)

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

For years I've worked in a team environment where I've had to communicate constantly and thoroughly. I am genuinely curious in the opinions and feelings of others and take into account other ideas even if they're different than my own.

I'd be honored to serve in this role.

Nomination submitted by: Cassandra Smith Phone: 419-989-5667

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



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Evangelical Lutheran Church in America
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General Nomination Form

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

Nominated Position: Church Wide Assembly Voting Member

Name: Colleen J. Winkler

Address, 516 Frankfort Rd. Benton KY 42025

include city, state, zip code:

Phone: 270 564 3559 **E-mail address:** cwinkler169@gmail.com

Information about nominee: **Occupation:** Pastor **Congregation Membership:** St. Matthew by the Lake Lutheran Church, Benton KY

Congregation City and Conference: Evansville Conference

CURRENT Congregation Service: Pastor

CURRENT Community Service: Co-Chair of Spiritual and Emotional Care Team for the Marshall Connty Long Term Recovery Group. Still active helping people recover from December 2021 tornados

CURRENT Conference/Synod/ELCA Service: _____ **List specific**

gifts or talents you think you would bring to this position (50 words maximum): I worked in a technical career for over 30 years prior to becoming a pastor. I have served as pastor for 9 years. I have helped and continue to help my congregation and community recover from the December 2021 Tornados. I served as voting member at 2022 Church Wide Assembly. **Nomination**

submitted by: Colleen Winkler **Phone:** 270 564

3559 **If submitted by other than the nominee, has nominee agreed to serve? Yes For**

questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



Indiana-Kentucky Synod
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General Nomination Form

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

Nominated Position: Discipline Committee

Name: Mary M. Anderson

Address, include city, state, zip code:
2403 Cibuta Court

West Lafayette, IN 47906

Phone: 765-413-6173 (c) 765-567-4699 h

E-mail address: mm.anderson3600@gmail.com

Information about nominee:

Occupation: Retired program director for faith-based social services agency

Congregation Membership: Holy Trinity

Congregation City and Conference: Lafayette/Lafayette Conference

CURRENT Congregation Service: Planning committee/Jubilee Christmas assistance program, reader, communion server

CURRENT Community Service: Food Finders Food Bank & Fresh Market Food Pantry/Lafayette Quilt Guild Charity Quilting

CURRENT Conference/Synod/ELCA Service: I-K Synod Grants Task Force

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

My work in social services gave me experience in working with diverse populations, focused on
achieving positive outcomes. I can comfortably handle disagreements, working to find common
ground and come to consensus on difficult issues.

Nomination submitted by: Mary M. Anderson **Phone:** 765-413-6173

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

Nominated Position: Discipline Committee

Name: Eric Black

Address, include city, state, zip code:
10925 Sandpiper Cove, Fort Wayne, Indiana, 46845

Phone: 260-797-3037

E-mail address: ericandjoyce0611@yahoo.com

Information about nominee:

Occupation: Retired, Police Officer/Crime Laboratory Manager

Congregation Membership: Messiah Lutheran Church

Congregation City and Conference: Fort Wayne/Indiana-Kentucky Conference

CURRENT Congregation Service: Assisting Minister, Altar Guild, Fill Pulpit. Candidacy process for Word & Service

CURRENT Community Service: Neighborhood Association President

CURRENT Conference/Synod/ELCA Service: N/A

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

I have served as president of the Patrolman's Benevolent Association representing patrol officers in matters of due process. I choose the attitude to not so much "punish" but encourage any but the direst of situations to be used as opportunities for learning on "both sides of the aisle."

Nomination submitted by: Eric Black **Phone:** 260-797-3037

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

Nominated Position: Discipline Committee

Name: Pastor Jessica King

Address, include city, state, zip code:
717 S 6th St
Goshen IN 46526

Phone: 812-801-1134

E-mail address: pastorjessica@faithgoshen.com

Information about nominee:

Occupation: Pastor

Congregation Membership: Faith

Congregation City and Conference: Goshen - North Central

CURRENT Congregation Service: all pastoral responsibilities

CURRENT Community Service: Soup of Success

CURRENT Conference/Synod/ELCA Service: Member of Ministerium

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

listening ear, open minded, asks clarifying
questions

Nomination submitted by: Jessica King Phone: 812-801-1134

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



Indiana-Kentucky Synod
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General Nomination Form

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Nominated Position: DISCIPLINE COMMITTEE

Name: JANE ELIZABETH ROTHMAN

Address, include city, state, zip code:
3848 CARPENTER DRIVE
OWENSBORO, KY 42301

Phone: 262-379-0440

E-mail address: PRJEROTHMAN@YAHOO.COM

Information about nominee:

Occupation: RETIRED CLERGY, PULPIT SUPPLY

Congregation Membership: ST. LUKE

Congregation City and Conference: NEWBURGH, IN, EVANSVILLE CONF.

CURRENT Congregation Service: PASTOR OF RECORD ST. LUKE / SHEPHERD OF THE HILLS

CURRENT Community Service: TREASURER OF OWENSBORO/DAVISS CITY MINISTERIAL

CURRENT Conference/Synod/ELCA Service: SYNOD COUNCIL, CONSTITUTION COM.

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

I HAVE SERVED IN 6 DIFFERENT SYNODS. I COMPLETED
INTENTIONAL INTERIM MINISTRY CLASSES IN 2013.

Nomination submitted by: Jane Elizabeth Rothman Phone: 262-379-0440

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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General Nomination Form

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Nominated Position: alternate or delegate for Churchwide

Name: Laura Nicholson

Address, include city, state, zip code:
1066 E Israel Street
Greensburg IN 47240

Phone: 812-593-1333

E-mail address: lenichol33@gmail.com

Information about nominee:

Occupation: SAM (Synod Authorized Minister)

Congregation Membership: St. Paul^{Ev} Lutheran Church Batesville IN 47006

Congregation City and Conference: Batesville Southeast Indiana Conf.

CURRENT Congregation Service: SAM @ St. Paul Lutheran Church

CURRENT Community Service: Local Food Pantry volunteer Batesville Area Ministerial Assoc.

CURRENT Conference/Synod/ELCA Service: Interim Leaders Synod Assembly Rep for St. Paul Lutheran Church. Conference text Study

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

I have served on many church committees as well as serving as Council President. I am currently in a leadership roll serving as SAM for our congregation. People oriented with a focus on build relationship with other congregations and the IKSynod.

Nomination submitted by: Laura Nicholson Phone: 812-593-1333

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



Indiana-Kentucky Synod
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General Nomination Form

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Nominated Position: Lay Female for LOMEK board

Name: Elizabeth Eichmiller

Address, include city, state, zip code:
21 E Cresthill Dr. Terre Haute, IN 47802

Phone: 812-698-3365

E-mail address: ebrochin95@gmail.com

Information about nominee:

Occupation: Speech-Language Pathologist

Congregation Membership: Trinity Lutheran Church

Congregation City and Conference: Terre Haute, IN ; Lafayette Conference

CURRENT Congregation Service: chancel choir member 100th Anniversary Committee leader, 9-Connect member, worship/music member, eccl committee member

CURRENT Community Service: The League of Terre Haute member, Wabash Valley Officials Association

CURRENT Conference/Synod/ELCA Service: N/A

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

Event planning and management, organized, and a love for camp and nature.

I am also willing to work ~~hard~~ and learn to get the job done. I

have ~~written~~ grant writing experience.

Nomination submitted by: Elizabeth Eichmiller Phone: 812-698-3365

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

Nominated Position: Youth Representative

Name: Petra T. Limbong

Address, include city, state, zip code:

11207 Arbor Wood Drive, Louisville, Kentucky, 40299

Phone: (502) 365-7568

E-mail address: limbongpetra@gmail.com

Information about nominee:

Occupation: High School Student

Congregation Membership: Christ Lutheran Church

Congregation City and Conference: Louisville, South Central Conference

CURRENT Congregation Service: Devotion/Sunday School Leader, Music Team, Church Virtual Stream Operator

CURRENT Community Service: Louisville Youth Philanthropy Council Member, Norton Hospital Volunteer, Attended two Louisville Mission Trips

CURRENT Conference/Synod/ELCA Service: Member of the Youth Core Leadership Team (YCLT) in 2023, Attended and helped with the Western States Youth Gathering (WSYG), Member of the American Pacific Islanders (APPI) planning team for the Youth Gathering

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

Public Speaking: I've spoken at numerous events and ensure I voice everyone's ideas.

Leadership: I've held several leadership positions, one being ELCA's YCLT.

Collaboration: I've engaged and led in teamwork-oriented activities for church, school, and community.

Enthusiastic: The level of enthusiasm I have is a gift; love to share it!

Nomination submitted by: Petra Limbong **Phone:** (502) 365-7568

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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Evangelical Lutheran Church in America
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General Nomination Form

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Nominated Position: Consultation Committee

Name: Sister Nora L. E. Frost

Address, include city, state, zip code: 1100 Hester Street Elkhart, Indiana 46516

Phone: 574-226-1412

E-mail address: SRNFROST@gmail.com

Information about nominee:

Occupation: Minister of Word and Service, Deaconess, Board Certified Chaplain, Clinical Member of the Association of Clinical Pastoral Educators, Interim Minister for Grace and Augustana Lutheran Churches

Congregation Membership: Augustana and Grace Lutheran Churches in Elkhart, Indiana Northcentral Conference

CURRENT Congregation Service: Pastoral Care, Worship Leadership, Preaching, Administration, Teaching, Spiritual Growth, Leading and assisting lay leaders to use their gifts, counseling, direct the vocal choir at Grace

CURRENT Community Service: Susanna's Kitchen, Food Pantry, Church Community Services, Center for Healing and Hope, Ethics /End of Life class for Notre Dame Medical Students and mentor Lutheran Student at Anabaptist Mennonite Biblical Seminary, Provide End of Life Community Programs with Lawyer and Social Worker

CURRENT Conference/Synod/ELCA Service: Just finished 6 year term on Board of Directors of the DC of the ELCA serving on the Mission Support Committee which supplies grants to outreach programs of all denominations throughout the USA and Canada.

For 12 ½ years I served as Director of the ELCA Deaconess Community under the Direction of the Division for Ministry in Chicago

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

I am a detail person with experience in administration, organization, planning and goal setting; and also, brings a strong pastoral presence from years of chaplaincy and clinically supervising CPE students. These used skills of listening, observing, directing, and looking deeper into situations from a core of values, ethics as well as spiritual moral principles.

Nomination submitted by: *Sister Nora L. E. Frost* Phone: 574-226-1412

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



General Nomination Form

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Nominated Position: IK Synod "Young Adult" Church wide Assembly Delegate

Name: Zachary Eckert

Address, include city, state, zip code: 325. W. Lutz Ave. West Lafayette, IN
47906

Phone: (520) 820-5488

E-mail address: zacharyeckert01@gmail.com

Information about nominee:

Occupation: Student

Congregation Membership: Our Savior Lutheran Church

Congregation City and Conference: West Lafayette, LAF

CURRENT Congregation Service: Sunday School Teacher, Volunteering

CURRENT Community Service: Purdue Lutheran Ministry President

CURRENT Conference/Synod/ELCA Service: _____

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

I have been an active member in 2 congregations, have taught Sunday School for nearly 12 years, and have taken a leadership role for 3 years in Purdue Lutheran Ministry. I enjoy learning and watching others grow.

Nomination submitted by: Randy Schroeder Phone: 260/402-4476

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

For questions, contact Synod Secretary Patricia McIntrye at patricia@pqmcintrye.com or Pastor Dan Fugate at assembly@iksynod.org or 317.253.3522.



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

Nominated Position: Voting Member

Name: ALEXA B. KVANDE

Address, include city, state, zip code:
50949 BRIARWOOD COURT
GRANGER, IN 46530

Phone: 215/920-9199

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

Information about nominee:

Occupation: Rostered Minister of Word + Sacrament (Pastor)

Congregation Membership: HILLTOP LUTHERAN CHURCH OF THE ASCENSION

Congregation City and Conference: SOUTH BEND, IN | NORTH CENTRAL CONFERENCE OF IN-KY SYNOD

CURRENT Congregation Service: Pastor

CURRENT Community Service: _____

CURRENT Conference/Synod/ELCA Service: _____

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

My gifts are strong administrative skills, an expert eye for details (especially editing) and love of singing. Since ordination in 2019 I've helped plan the Bishop's Convocation in SE PA synod and served as Chair of the Credentials Committee for IN-KY synod assembly - experiences that strengthened my desire to attend (and serve at) CWA next summer.

Nomination submitted by: Alexa B. Kvande **Phone:** 215/920-9199

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