



2025 ASSEMBLY BINDER

Central States Synod, ELCA

Section III Nominations

June 5-7, 2025
EMBASSY SUITES
10401 S. Ridgeview Rd., Olathe, KS 66061

Central States Synod 2025 Synod Assembly

June 5-7, 2025

2025 NOMINATIONS FOR CENTRAL STATES SYNOD

Introduction

Each year the voting members of the Synod Assembly elect people who have been nominated for various positions, such as members of the Synod Council. Ultimately, the voting members of the Assembly are responsible for the nominations, but they are assisted by members of congregations, area ministry leaders, and the Nominating Committee. There are two stages to the nominating process, one before the assembly and one at the assembly. All Synod Council positions (except the youth positions) require a background check, and therefore, nominees need to submit a release along with the [nomination form](#).

Pre-Assembly

Early in the calendar year, the Nominating Committee works with conferences to fulfill its responsibility as described in the synod bylaws (S9.03.04). Nomination forms are to be submitted to the synod office no later than April 15, 2025. The chair of the Nominating Committee is Jane Brda, Family of Christ Lutheran Church, Imperial, MO. Phone: 314-612-0144. E-mail: janebrda3534@gmail.com.

At the Assembly

Nominations may also take place at the assembly as described in the synod bylaws (S9.03.05). People nominated from the floor need to provide information requested on the biographical form and in some cases, a disclosure form.

Participating in the Process

Whether you are a voting member of the assembly or not, if you have questions about how you can participate in the nominating process or would like to suggest someone for nomination, please contact your pastor, the chair of the Nominating Committee, Jane Brda, or Tim Anderson at the synod office (913-948-9701, tanderson@css-elca.org).

Helpful information:

Responsibilities for Synod Council members:

- Be the board of directors for the synod and serve as its interim legislative authority between meetings of the Synod Assembly.
- Carry out the resolutions of the assembly.
- Attend council meetings, ordinarily three times a year.
- Interpret the work of the synod through their conferences and across the synod.

The term "persons of color and/or person whose primary language is other than English" (PC/L*) is understood to mean African American, Black, Arab, and Middle Eastern, Asian and Pacific Islander, Latino, Native American, and Alaska Native people.

The term "youth" means a voting member of a congregation who has not reached the age of 18 at the time of election.

The term "young adult" means a voting member of a congregation between the ages of 18 and 30 at the time of election.

It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. (S6.04.B09. Adopted by 2009 Churchwide Assembly)

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PRE-ASSEMBLY NOMINATIONS 2025

The Nominating Committee offers the following nominations:

Synod Council Members (3-year term except where noted)

Person of Color - lay female (incumbent eligible)	Tullia Hamilton*
Deacon	Joanne Hickey
At Large - lay male	Robert Corrothers
Young Adult (male or female)	Bethany Hill Samuel Neff
Youth (2-year term)	

* Incumbent

Consultation Committee (6-year term)

Clergy	Rev. Melissa Woeppell
Clergy	
Lay (2 years of existing term)	

Discipline Committee (6-year term)

Lay	Douglas Reed
Clergy	Rev. Chris Deines
Clergy	
Clergy	

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BIOGRAPHICAL INFORMATION—NOMINEES

Synod Council Nominations

Position: Person of Color, Lay Female, Synod Council

Name: Tullia Brown Hamilton

Congregation membership: Bethel Lutheran - University City, MO

Congregational Activities: Worship Committee, Lector, Transition Team

Synodical/Churchwide Activities: Synod Council, 2022 Churchwide Assembly voting member

Community Activities: EarthDance Farm (board member), West End Neighborhood Association

YOUTH: No **YOUNG ADULT:** No **POC/LOE:** Yes

Position: Deacon, Synod Council

Name: Joanne Hickey

Congregation membership: Reformation Lutheran Church - Wichita, KS

Congregational Activities: I recently moved joined Reformation after moving to Wchita. I enjoy Lenten Studies and contributing to the Lenten Devotionals.

Synodical/Churchwide Activities: I was ordained as a deacon in October 2023. I serve as a Hospice Chaplain for a home health agency in Wichita, KS

Community Activities:

YOUTH: No **YOUNG ADULT:** No **POC/LOE:** No

Position: At Large Lay Male, Synod Council

Name: Robert Carrothers

Congregation membership: Living Lord Lutheran Church - Lake St Louis, Missouri

Congregational Activities: Since Joining Living Lord Lutheran Church in 1989, I have been active in leadership positions. In the 1990s I chaired two strategy committees to expand the church's ministries and building and I was co-chair for two capital stewardship campaigns to expand the church building. I also served on the church council at this time as the vice president. Since I retired from my vocation in 2018, I have served on the church council as president and vice president and been a member of the finance and stewardship committee along with participating in the church's interest group ministry. I have also been a supporter of the Lutheran Men in Ministry program.

Synodical/Churchwide Activities: I have not held any of these positions.

Community Activities: I currently serve on the Lake St Louis Board of Adjustment and the Lake St Louis Veterans committee.

YOUTH: No **YOUNG ADULT:** No **POC/LOE:** No

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Position: Young Adult (male or female), Synod Council

Name: Bethany Hill

Congregation membership: Advent Lutheran Church - Olathe, Kansas

Congregational Activities: Led VBS (Advent), led activities and worship services (Westwood House), member of hiring boards (both)

Synodical/Churchwide Activities:

Community Activities:

YOUTH: **YOUNG ADULT:** Yes **POC/LOE:** No

Position: Young Adult (male or female), Synod Council

Name: Samuel Neff

Congregation membership: Redeemer Lutheran Church - Salina, Kansas

Congregational Activities: Choir, bells, cantor, usher, video/sound, RIC Committee, Endowment Committee, VBS

Synodical/Churchwide Activities: Central Synod Conference Voting Attendee, ELCA Synod Young Male Voting Attendee

Community Activities: Salina Area United Way fundraising

YOUTH: **YOUNG ADULT:** Yes **POC/LOE:** No

Consultation Committee Nominations

Position: Consultation Committee

Name: Rev. Melissa Woeppel

Congregation membership: Bethany Lutheran Church - Lindsborg, Kansas

Congregational Activities: Pulpit supply, adult forum leadership, youth teaching

Synodical/Churchwide Activities: Synod call to Bethany College, member of Lutherans Restoring Creation table, involvement in racial and queer justice ministries, 2022 Churchwide Assembly voting member, member of synod assembly planning teams

Community Activities: KIFA, Broadway RFD

YOUTH: No **YOUNG ADULT:** No **POC/LOE:** No

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Discipline Committee Nominations

Position: Discipline Committee

Name: Douglas Reed

Congregation membership: Bethesda Lutheran - Winona, Kansas

Congregational Activities: Serve as the SAM for Bethesda and help instruct vacation bible school during the summer.

Synodical/Churchwide Activities: Currently serve on the Companion Synod Team and have for the past several years. My wife and I have also have attended Churchwide Assembly a few times in past assemblies.

Community Activities: I currently serve as president of the Oakley High School Booster Club. Recently attended Northwest Kansas Men's Encounter. My wife and I very active in the community with our three boys activities.

YOUTH: No **YOUNG ADULT:** No **POC/LOE:** No

Position: Discipline Committee

Name: Rev Christopher Deines

Congregation membership: Bethany Evangelical Lutheran Church - Lindsborg, Kansas

Congregational Activities: Lead Pastor of Bethany Church. He serves on council, and any or all sub committees. He has done amazing work connecting Bethany College with Bethany Church. He has inspired many committees to revamp old ways of communication in our congregation and community. Currently serving as President of TACOL (Organization within Lindsborg) he is now linking those in need with services provided by TACOL. He sits on the Lindsborg Broadway RFD Board, and he is making lifelong connections with Youth and young adults that might not otherwise have a Pastor in their life. He just finished up a training class to learn how to apply for grants and has formed a committee to help him with grants to help pay for the Bethany Church Renovation plans. He has reached out to the Music & Arts Committee at Bethany church and taken voice lessons from the choir directors so he can better serve in worship by chanting. His door is always open and he is willing to help or assist when the time arises and to Pastor Chris it is all about Relationships, not necessarily Membership. As a result of this, our visitor offering is now much larger than our member offering on a weekly basis. Pastor Chris has helped inspire many members Young and Old in the congregation to continue to provide a safe, happy and loving atmosphere to all who enter our doors.

Synodical/Churchwide Activities: I am unaware of any Synod Roles he may be participating in.

Community Activities: President of TACOL (The Associated Churches of Lindsborg), Member of Lindsborg's Broadway RFD

YOUTH: No **YOUNG ADULT:** No **POC/LOE:** No

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2025 Nomination Biographical Information

Anyone accepting nomination for a Synod Council position must have a background check and therefore fill out a disclosure form. This does not apply to nominees for the Consultation and Discipline Committees or Churchwide voting members. This form is available online at www.css-elca.org/assembly

Conference _____

Position Nominated for: _____

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Phone: _____ e-mail: _____

Congregational membership (include city/state): _____

Congregational activities: _____

Synodical/churchwide activities: _____

Community activities: _____

Person of color/language other than English? _____ yes _____ no

Youth (younger than 18 years old) _____ yes _____ no (DOB _____)

Young Adult (between 18 & 30 years old) _____ yes _____ no (DOB _____)

Nominated by: _____

*Please return this form no later than **April 15, 2025** to Central States Synod, 420 W. 14th St., Suite B, Kansas City, MO 64105 or Tim Anderson at tanderson@css-elca.org*

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Disclosure Form

As part of the election process, the Central States Synod of the Evangelical Lutheran Church in America, requires, by continuing resolution S9.12.A08, that a background check be obtained for all nominees for synod officers and synod council members, **except for youth**. Please return this form directly to Tim Anderson at the synod office or by e-mail to tanderson@css-elca.org.

AUTHORIZATION

During the 2025 nominating and election process and at any time during the tenure of any position as a synod officer or Synod Council member to which I may be elected, I hereby authorize First Advantage Background Services, Corporation, P.O. Box 105292, Atlanta, GA 30348, 1-800-845-6004, on behalf of the Central States Synod of the Evangelical Lutheran Church in America to verify my social security number and do a check of the national criminal data base for any convictions. An additional credit history check will be done for the nominees for the position of synod treasurer. I understand that I may request a complete and accurate disclosure of the nature and scope of the background verification.

Nominee Name (Please print and include middle name)

Address (Complete address with city/state/zip)

Nominee Signature

Date

Social Security Number *

Date of Birth

*For Identification Purposes Only

TREASURER'S REPORT

The Treasurer's Report provides commentary on three different budget years in varying levels of detail. I'll start with detailed comments about the 2024 fiscal year and follow that with a quick summary of any revisions that have been made for the 2025 fiscal year budget. I'll conclude my report with details about the budget proposal for the 2026 fiscal year. This is the budget that will be presented to the assembly for approval. It has been reviewed and recommended by the Synod Council.

There are two versions of the budget for the 2026 fiscal year contained in the material immediately following my written report. The first version is the traditional worksheet style budget with rows and columns of numbers. This version provides a detailed breakout of each budget category for those that like to see the details. The second version is a narrative budget that provides a high-level textual description of the ministries of the synod and the funding required to support them. There are way fewer numbers in this version.

Financial status at the close of the fiscal year completed on January 31, 2025

Summary

In 2024, we had the unexpected confluence of a shallow decline in congregational support and lower than anticipated expenses. We had already budgeted for our expenses to be lower than the previous year, but we had some expenses that finished the year below what we had budgeted. As a result, we concluded the 2024 fiscal with a surplus of \$56,746 as compared to a deficit in 2023 of \$9,191. This means that we did not have to use any of our reserve funds to balance the budget, allowing us to use some of those funds to support future budgets, as I will explain later in my report.

As a part of our income, we were blessed with another robust response to the annual appeal at the end of the year. Thank you to all those congregations and individuals that contributed to this appeal. It helped us to end the year on a high note!

Income vs. Expenditures

Total Expenditures for 2024 were \$1,348,097. The amount spent was \$16,000 less than anticipated and \$122,155 less than the previous year. As I mentioned previously, we had budgeted for our expenses to be \$106,000 lower than 2023, so the additional \$16,000 reduction was a surprise.

Total Revenue & Support was \$1,404,843 and was comprised of support from the congregations, the Annual Appeal, and reimbursements & grants. This amount was greater than we had expected in the budget by \$40,000. The amount received appears to be about \$56,000 less than in 2023, but that difference is due to how we are accounting for the grant received from Churchwide to support the DEM position. We decided to report this grant in Oversight & Pastoral Care in 2024 instead of as Other Income as we did in 2023.

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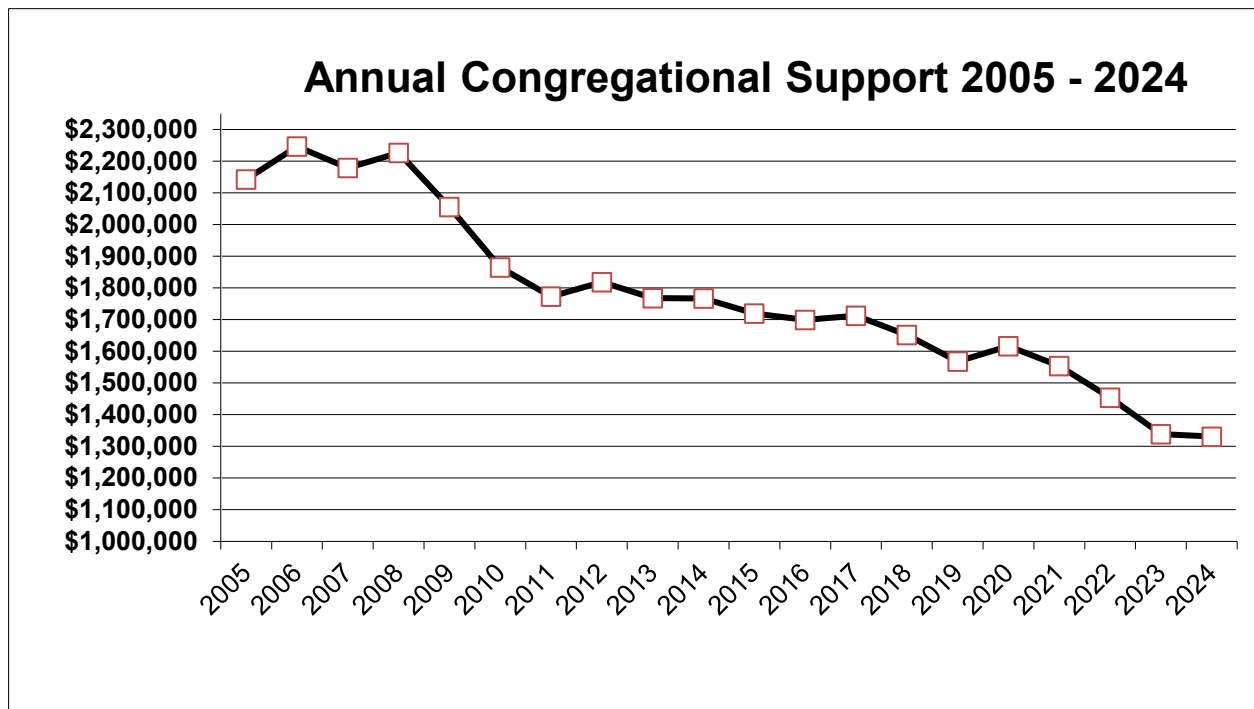
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The lower synod expenses were driven by lower compensation costs for the synod and Campus Ministry staff. The synod staff compensation amount is also impacted by the change in our costs for the synod bookkeeping services.

A detailed listing of the actual income and expenditures for 2024 is included in the attached budget spreadsheet. Refer to the “FYE 1/31/2025 ACTUAL” column.

Congregational Support

Based on the steep decline in congregational giving that we have experienced since 2020, the revised budget for 2024 anticipated a decrease of \$200,000. One of the major headlines for 2024 is that giving from the congregations was actually \$81,000 more than anticipated and was “only” \$8,000 less than received in 2023!



As you can see in the graph above, the slope of the decline in support between 2022 and 2023 was steep at 8.6% and was the third consecutive decrease of that size. From 2023 to 2024, the decline was a tiny 0.6% in comparison. This was driven by strong giving in January 2025, the last month of the fiscal year.

A report detailing the support received in the 2024 fiscal year from each congregation of the synod is attached as a part of this report.

ELCA Churchwide

In 2024, the synod continued to contribute to the Churchwide organization at a 50% rate. This means that half of the donations received from our congregations are shared with the larger church. The total contributed was \$665,552, which was a decrease of \$3,953 or 0.6% from the previous year.

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Current fiscal year budget, calendar year 2025

The Synod Council revised the approved budget for the current fiscal year to create a “spending budget” that considers additional or revised information received since last year’s assembly. This spending budget is included in the attached detailed budget spreadsheet as the “Revised” column for 2025 (FYE 1/31/2026).

The major themes for the changes made to the 2025 budget are to provide greater transparency into some of the areas of the budget, support a few one-time events, and to utilize part of the surplus from 2024 to continue to fund key ministries at their prior year levels.

To create the 2025 spending budget, the following key changes were made:

- a. Reduced the anticipated support from our congregations by \$25,000. This slight reduction is inspired by the results from 2024.
- b. Increased the amount to be released from Temporary Restricted Funds to \$90,000 to support the completion of four audits in 2025 to bring us up to date with our annual audits.
- c. Added a line item for Reconciling Works to support our membership as a Reconciling in Christ synod (\$2,500)
- d. Increased the support for the Candidacy committee to \$4,000 to reflect the results from 2024
- e. Change to the Synod Salaries & Benefits include:
 - i. Reduced the compensation amount for the part-time Lay Ministry position to \$20,000
 - ii. Moved the reporting of the grant for the DEM position from Reimbursed/Other Income to this budget line item
 - iii. Moved the expense for Bookkeeping service to Office expenses
- f. Restored a line item for the Bishop’s Fall Theological conference for \$4,000
- g. Added a line item to support a meeting for all First Call pastors attending the Fall Theological Conference (\$2,000)
- h. Added a line item for Asset Replacement Fund as a breakout from Office expenses to show the amount allocated to replace synod assets, i.e., staff automobiles (\$5,000)
- i. Reduced Office Operations to reflect the breakout of Asset Replacement, Audit, and Accounting expenses and the work done by the bishop and synod staff to reduce operating costs in 2024. (\$26,600)
- j. Added a line item for the breakout of Audit expenses to show the costs for completing four audits in 2025
- k. Added a breakout line item for Accounting services to separate this expense from Synod Staff costs and to reflect the decrease in costs due to the change in bookkeeping providers.
- l. Increased the expense for Synod Council meetings to reflect the actual costs
- m. Increased the expense for Conference Dean’s to support a meeting of the Dean’s in conjunction with the Fall Theological Conference.

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Proposed budget for calendar year 2026, Fiscal Year Ending January 31, 2027

The proposed budget for the fiscal year ending on January 31, 2027 is shown in the attached detailed budget spreadsheet for your consideration. This is shown in the "Proposed" column for the year 2026 (FYE 1/31/2027). This budget will be presented at the synod assembly for approval.

The budget presented is targeting congregational giving of \$1,175,000, which represents a decrease of \$25,000 from the budget for 2025. In this budget, our Total Support & Revenue will support our anticipated Total Expenses of \$1,286,075. This is a decrease of \$19,025 from the revised amount budgeted for 2025.

There were several significant additions and changes made in the budget for 2025. With that in mind, there are just a few key changes from the 2025 budget that require explanation. These changes are:

- a) Decreased the amount for Reimbursement/Other Income by \$19,000 to reflect the completion of the multiple audits targeted for 2025
- b) Continued the 50% contribution rate for Churchwide ministries, but automatically reduced it due to the reduction of anticipated congregation support
- c) Increased the amount for Synod Salaries & Benefits to reflect a 3% placeholder increase for the bishop and assistant to bishop compensation and the elimination of the Director of Lay Ministry position. All other synod staff positions will receive a 3% increase.
- d) Reduced the amount for support of Campus Ministry Salaries & Benefits to provide support for two campus pastors in the synod, acknowledging that KU does not currently have a Lutheran campus pastor. (\$50,000)
- e) Increased the amount for Office Operations to \$27,033 to reflect increased costs due to inflation
- f) Reduced anticipated Audit expenses from \$48,000 to \$13,000 because we expect to conduct only one audit in 2026
- g) Increase the the line item for Accounting services to reflect a 3% increase in costs.
- h) Increased the amount to be set aside for the Bishop Transition fund to replenish that fund after the transition that will occur in 2025.

In the summer of 2024, we replaced Adams Brown as the provider for our accounting services. We had worked with Barbara Beadle from that firm since the creation of the Central States Synod and it is always difficult to terminate a long-term relationship like that. However, I was delighted to welcome Michelle Goodwin as the new bookkeeper. She has already implemented changes to streamline our processes and has worked collaboratively with our synod administrator to enhance reporting and real-time access to financial information.

I would like to express my thanks to the members of the Mission Budget Team for their good work throughout the year. The team consists of the synod officers plus our bookkeeper. It is an honor and privilege for me to serve the synod and I am blessed to be able to work with each of these good and faithful servants.

Respectfully submitted,



Scott Schulte
Treasurer

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BUDGET SPREADSHEET

		2026	2025		2024		
		FYE 1/31/2027	FYE 1/31/2026		FYE 1/31/2025		
		Proposed	Revised	Approved	Actual	Revised	Approved
SUPPORT AND REVENUE							
1	Congregations	1,175,000.00	1,175,000.00	1,200,000.00	1,331,104.20	1,250,000.00	1,450,000.00
2	Annual Appeal	20,000.00	20,000.00	18,400.00	23,300.00	18,400.00	15,000.00
3	Shared Mission	0.00	0.00	0.00	504.78	263.00	0.00
4	Interest	75.00	100.00	175.00	150.53	175.00	175.00
5	Temp. Restricted Funds Released	71,000.00	90,000.00	53,000.00	0.00	55,000.00	40,000.00
6	Reimbursement/Other Income	20,000.00	20,000.00	20,000.00	49,783.30	40,250.00	50,000.00
Total Support & Revenue		1,286,075.00	1,305,100.00	1,291,575.00	1,404,842.81	1,364,088.00	1,555,175.00
EXPENDITURES							
7	ELCA CHURCHWIDE MINISTRY	587,500.00	587,500.00	600,000.00	665,552.10	625,000.00	725,000.00
SYNOD MINISTRY							
A. Agencies & Institutions							
8	Camp Tomah Shinga	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	10,000.00
9	Hollis Center-Outdoor Ministry	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
10	Kansas Interfaith Action Coalition	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00
11	Missouri Voices of Faith	0.00	0.00	0.00	0.00	0.00	2,500.00
13	Reconciling Works	2,500.00	2,500.00				
Total Agencies/Institutions		15,000.00	15,000.00	12,500.00	12,500.00	12,500.00	20,000.00
B Teams and Task Forces							
29	Candidacy	4,000.00	4,000.00	2,000.00	5,623.47	3,000.00	5,000.00
39	Teams & TF Expenses (Shared)	750.00	750.00	530.00	710.00	1,500.00	1,000.00
Total Teams and Task Forces		4,750.00	4,750.00	2,530.00	6,333.47	4,500.00	6,000.00
C. Oversight & Pastoral Care							
41	Synod Salaries & Benefits	457,692.00	421,350.00	486,913.00	444,612.23	488,838.00	487,264.00
42	Campus Ministry Salaries & Ben	50,000.00	75,000.00	75,000.00	91,976.76	118,000.00	138,000.00
43	Fall Theological Conference	4,000.00	4,000.00	0.00	0.00	0.00	4,000.00
44	First Call	2,000.00	2,000.00	0.00	0.00	0.00	0.00
48	Travel (Synod Staff)	38,000.00	38,000.00	35,000.00	32,719.12	35,000.00	38,000.00
Total Oversight/Pastoral Care		551,692.00	540,350.00	596,913.00	569,308.11	641,838.00	667,264.00
D. ELCA Partnerships							
61	Region IV	500.00	500.00	500.00	528.00	500.00	500.00
Total ELCA Partnerships		500.00	500.00	500.00	528.00	500.00	500.00

(continued on next page)

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E. Office						
65	Rent & Occupancy	26,400.00	26,400.00	26,400.00	26,400.00	24,000.00
66	Asset Replacement Fund	5,000.00	5,000.00	2,000.00	4,360.12	4,000.00
67	Operations - Total	27,033.00	26,600.00	43,332.00	53,536.91	46,000.00
68	Audit	13,000.00	48,000.00			
69	Accounting	41,200.00	40,000.00			
	Total Office	112,633.00	146,000.00	71,732.00	84,297.03	74,000.00
F. Synod Council						
70	Meetings	2,000.00	3,000.00	650.00	2,123.61	1,300.00
	Total Synod Council	2,000.00	3,000.00	650.00	2,123.61	1,300.00
G. Conferences Support						
71	Dean's Meetings	2,000.00	2,000.00	750.00	1,454.50	986.00
75	Total Conferences Support	2,000.00	2,000.00	750.00	1,454.50	986.00
78	I. Bishop Transition Set Aside	10,000.00	6,000.00	6,000.00	6,000.00	7,000.00
	TOTAL SYNOD MINISTRY	698,575.00	717,600.00	691,575.00	682,544.72	777,050.00
	TOTAL EXPENDITURES	1,286,075.00	1,305,100.00	1,291,575.00	1,348,096.82	1,555,175.00
	NET REVENUE OVER OR (UNDER) EXPENSES	0.00	0.00	0.00	56,745.99	0.00

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SALARIES AND BENEFITS DETAIL FOR FYE 1/31/2026

Data Provided for Informational Purposes Only to Detail the Budget Line Item for Fiscal Year Ending 1/31/2026

Synod Salaries & Benefits detail for the year ending 1/31/26 is:

Description	Bishop	Clergy Staff	Non-Clergy Staff	Total Compensation
Base Salary	95,469.15	146,505.91	112,558.14	354,533.20
Employer's Social Security	0.00	0.00	8,610.70	8,610.70
Retirement	13,368.00	15,176.28	11,255.81	39,800.09
Basic Medical	5,928.00	22,368.00	36,285.96	64,581.96
Plan Administration & Disability	477.36	632.52	562.80	1,672.68
Continuing Education	1,000.00	2,000.00	0.00	3,000.00
DEM Purchase of Services	0.00	(50,848.50)	0.00	(50,848.50)
Anticipated Portico Increases for January 2025 (already included)	0.00	0.00	0.00	0.00
Total Compensation Prior to Reimbursements	116,242.51	135,834.21	169,273.41	421,350.13

Notes and Comments:

1. Employer's Social Security paid totally by clergy.
2. 0% increase for the bishop and bishop's associate
3. 3% increase for DEM Appell and non-clergy staff
4. Retirement funding rates for clergy are at the maximum contribution rates of 12%. The Bishop receives an additional 2% for a total of 14%. Others are at 10%. Medical plan costs vary depending on the employee's age and if their spouse and/or children are covered.
5. Bookkeeping expense has been moved to the Operations expense category

Number of FTE (full-time equivalents)

Bishop	1.00
Clergy Staff	2.25
Non-clergy Staff	2.50
Total	5.75

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SALARIES AND BENEFITS DETAIL FOR FYE 1/31/2027

Data Provided for Informational Purposes Only to Detail the Budget Line Item for Fiscal Year Ending 1/31/2027

Synod Salaries & Benefits detail for the year ending 1/31/27 is:

Description	Bishop	Clergy Staff	Non-Clergy Staff	Total Compensation
Base Salary	98,083.22	128,151.09	115,934.89	342,359.20
Employer's Social Security	0.00	0.00	8,869.02	8,869.02
Retirement	13,731.60	15,422.40	11,593.56	40,747.56
Basic Medical	5,928.00	22,368.00	37,375.80	65,671.80
Plan Administration & Disability	490.44	642.60	579.60	1,712.64
Continuing Education	1,000.00	2,000.00	0.00	3,000.00
DEM Purchase of Services	0.00	(50,848.50)	0.00	(50,848.50)
Estimated additional benefits costs				36,000.00
Anticipated Portico Increases for January 2026				10,000.00
Total Compensation Prior to Reimbursements	119,233.26	118,105.59	174,352.87	457,691.72

Notes and Comments:

1. Employer's Social Security paid totally by clergy.
2. 3% + \$500 increase for the bishop and bishop's associate
3. 3% increase for DEM Appell and non-clergy staff
4. Retirement funding rates for clergy are at the maximum contribution rates of 12%. The bishop receives an additional 2% for a total of 14%. Others are at 10%. Medical plan costs vary depending on the employee's age and if their spouse and/or children are covered. The 2025 Portico custom comparison adjusted for 1 year older was used to get the above amounts.

Number of FTE (full-time equivalents)

Bishop	1.00
Clergy Staff	2.00
Non-clergy Staff	2.00
Total	5.00

2026 NARRATIVE BUDGET

Continuing with our practice of recent years, we are presenting this narrative budget as a supplement to the usual spreadsheet style budget also included in the assembly binder material. This approach helps relate the dollar figures in the budget to the synod's ministry plans for the coming year. Through this narrative budget, we hope to make it clear that each budgeted expense affects ministry, and that each ministry helps to carry out the overall mission of the synod and the larger church.

Since we all walk together to carry out God's mission, let's walk through how we will spend our money in 2026!

We are Church Together (\$587,500)

Half of all contributions received by the Central States Synod are shared with the Churchwide organization of the ELCA. This amount enables mission and ministry to happen beyond our borders (although some of these funds do indeed come back to us in terms of grants for new ministries and campus ministries.). We have maintained this same percentage for the past 14 years. It is our hope that this provides a model of consistent mission support for our congregations.

The Ministry Entrusted to the Synod. (\$19,750)

Walking together does not always mean seeing exactly where the other person goes. Different interests and responsibilities exist even among those who walk together.

This area of the budget supports the work of Camp Tomah Shinga and Hollis Renewal Center. These ministries provide outdoor ministry space, so our kids and congregations have places to go for retreat and to get in touch with God's creation. **(\$10,000)**

We will support an advocacy agency in Kansas to work ecumenically to voice our concerns on matters important to all the corners of the synod. **(\$2,500)**

At the 2024 Synod Assembly, we voted to become a Reconciling in Christ synod. As a part of that commitment, we pledged to provide financial support for the Reconciling Works organization. **(\$2,500)**

Do you enjoy having a pastor to lead you? That's due to the work of the Candidacy Committee, who has shepherded those interested in the ministry along the way. **(\$4,000)**

Various ministries that help develop giving and the stewardship of resources through teams and committees such as Lutherans Restoring Creation, the Stewardship Team, and the Companion Synod Team occasionally incur expenses to facilitate the work that they do. **(\$750)**

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The Ministry of Oversight and Pastoral Care (\$551,692)

When you walk together, you need someone to lean on from time to time and someone to take the lead as well.

The ministry of Oversight and Pastoral Care includes the salaries for Synod Staff, who work tirelessly to “be there” when called upon. They lend support and encouragement to congregations and to leaders, in all the “highs” and “lows” of life together. They sometimes take the brunt of anger and frustration as the powers and principalities of this present age cause friction in human community. These are leaders committed to “being there” in whatever the circumstances. **(\$457,692)**

We have dynamic leaders for two of our Campus Ministry sites in Manhattan and St. Louis. We will support the salaries of these campus ministers, who walk with new and returning students at these Campus Ministry sites. **(\$50,000)**

Each fall the bishop and synod staff meet with all the ordained and some non-ordained leaders from across the synod. This is a time of closely walking together for theological education, discussion, fellowship, and time to better “connect” with each other. **(\$4,000)**

In conjunction with the Fall Theological Conference, all first call pastors share additional time together and with the bishop and support team. **(\$2,000)**

To enable the synod staff to be physically present with congregations and pastoral leaders this area includes travel expenses to support their work “on the road”. **(\$38,000)**

The Ministry of ELCA Partnership (\$500)

A good walk sometimes calls for some specific guidance or expertise. No one goes off on a mountain hike without first investing in a good geographic contour map. It helps you plan the route, know about twists, turn and inclines, and can prepare you for the unexpected.

In the same way, our ELCA Partnership Ministries through our membership in Region IV help us anticipate and navigate through a changing landscape in the world. It’s not a large portion of the budget, but it’s an important one. Region IV helps give us a “bird’s eye” view of things changing and affecting a wider area of adjacent synods, coordinating ministry.

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The Ministry of Place and Property (\$112,633)

“Foxes have holes and birds of the air have nests, but the Son of Man has no place to rest his head....” Jesus says, but then Jesus didn’t have to keep files to satisfy legal obligations and didn’t have a photocopier. There are some necessary things about administering a synod, and part of that is having a place to gather for meetings, to “hang one’s hat” when one is not out visiting congregations and leaders.

The Central States Synod offices are strategically located in Kansas City, right in the middle of our two-state footprint. In 2019, we decided to share office space with the local diocese of the Episcopal Church. They have been great partners with us and the space we have fulfills the needs of the staff and provides for good meeting space, when needed, for various teams and committees. You are encouraged to stop by and see your offices anytime. **(\$26,400)**

The synod does not possess many assets, but some of those that we have, need to be replaced every so often. A prime example of this are the two cars used by the bishop and the staff to be present where called. In 2024 we replaced both cars, which means we must continue to put away funds to replace those assets in the future. **(\$5,000)**

There are also the usual costs for running an office for any kind of an organization: a copier, paper, phone services, and computers. All those things that the staff needs to conduct the “business” of the synod. **(\$27,033)**

Jesus never had to worry about a financial audit, but the synod does each year. Doing this ensures the careful management of our resources and provides transparency into the business side of the synod. **(\$13,000)**

To support the bishop and staff in the financial management of the synod, we use a part-time bookkeeping service. Our bookkeeper manages the mundane, but critical tasks, which are necessary for the synod to function like payroll, receiving funds, and ensuring our bills are paid. **(\$41,200)**

The Ministry of Leadership and Outreach (\$14,000)

As we walk together, we need to support those that lead us by helping them communicate and providing them with the tools that they need. The same is true for enabling our congregations to reach outward to those in need of hearing the good news. We also need to look ahead to ensure a smooth change of leadership.

There are funds for Synod Council Meetings, Conference and Deans’ gatherings, and a set aside for bishop transitions, so that we anticipate the turnover of staff in election years.

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How are these ministries funded?

Our mission relies primarily on congregations forwarding a portion of their regular offerings to our synod office as undesignated Mission Support (some call this “regular benevolence to synod”). When these offerings increase or decrease from year to year, the work of the church is strengthened or weakened and this has an impact not only synodically, but nationally and globally. **(\$1,175,000)**

Individuals, families, and congregations may designate gifts for the Synod Assembly offering and in response to the Annual Appeals or other special project needs. **(\$20,000)**

We will once again use some of the surplus that we have realized to help support the work of the synod if we don’t receive the offerings or donations needed. These funds will only be used if necessary and in the amount necessary to balance the budget at the end of the year. **(\$71,000)**

In addition, the synod receives grants from the Churchwide organization for specific synod missions and reimbursements from a variety of agencies. **(\$20,000)**

To support all these ministries, as a synod we will spend a total of \$1,286,075 in 2026!

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CONGREGATIONAL GIVING**FYE 1/31/2025**

This report does not reflect any congregational gifts to local or other ministries that do not pass through the Central States Synod. "% Reg Rcpt" is Mission Support as a percent of Regular Giving received by the congregation as reported by the congregation on Form A for 2024.

If you believe there are discrepancies between this report and your congregational giving, please contact the synod office, administrator@css-elca.org.

BORDER CONFERENCE

Name	City, State	Mission Support	% Reg Rcpt	Other Giving
Advent Lutheran Church	Olathe, KS	\$55,245	11.5%	\$400
All Saints Lutheran Church	Blue Springs, MO	\$1,200	1.5%	\$50
Atonement Lutheran Church	Overland Park, KS	\$69,000	5.9%	\$5,140
First Lutheran Church	Saint Joseph, MO	\$3,000	1.1%	\$460
First Lutheran Church	Mission Hills, KS			
First Lutheran Church	Topeka, KS	\$39,339	13.3%	\$9,657
Gloria Dei Lutheran Church	Kansas City, MO	\$18,000	4.1%	
Good Shepherd Lutheran Church	Lawrence, KS	\$9,533	3.5%	\$254
Grace Lutheran Church	Osage City, KS	\$4,020	5.0%	\$400
Holy Cross Lutheran Church	Overland Park, KS	\$24,002	1.4%	
Hosanna! Lutheran Church	Liberty, MO	\$6,750	2.7%	\$17
Immanuel Lutheran Church	Kansas City, MO	\$25,300	8.4%	\$800
Kaw Prairie Community Church	Lenexa, KS	\$2,850	0.3%	\$1,250
Lord Of Love Lutheran Church	Belton, MO	\$3,750	3.1%	
Lutheran Church of the Resurrection	Prairie Village, KS	\$18,000	4.4%	\$1,670
Martin Luther Lutheran Church	Lees Summit, MO	\$6,550	2.4%	\$278
Our Savior's Lutheran Church	Topeka, KS	\$21,253	9.9%	
Overland Park Lutheran Church	Overland Park, KS	\$1,925	2.6%	\$1,491
Salem Lutheran Church	Overland Park, KS	\$13,760	5.7%	\$517
Southern Sudanese Worshiping Community	Saint Joseph, MO			
St. James Lutheran Church	Kansas City, MO	\$5,123	2.2%	\$200
St. John Lutheran Church	Lancaster, KS	\$6,027	8.5%	\$820
St. John Lutheran Church	Bendena, KS	\$4,950	7.8%	\$1,898
St. Mark Hope & Peace Lutheran Church	Kansas City, MO	\$3,900	4.4%	\$170
St. Mark Lutheran Church	Emporia, KS	\$18,153		
St. Mark Lutheran Church	Atchison, KS	\$690	1.6%	\$100
St. Mark Lutheran Church	Olathe, KS	\$20,677	5.5%	\$2,323
St. Martin Lutheran Church	Kansas City, KS	\$2,000	1.3%	\$1,310
St. Paul Lutheran Church	Valley Falls, KS	\$900	4.0%	\$500
Trinity Lutheran Church	Lawrence, KS	\$22,547	5.8%	\$4,000
Trinity Lutheran Church	Topeka, KS	\$5,004	3.5%	\$370
Upper Wolf Lutheran Church	Robinson, KS	\$1,640	3.6%	\$1,000

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CENTRAL KANSAS CONFERENCE				
Name	City, State	Mission Support	% Reg Rcpt	Other Giving
Ada Lutheran Church	Courtland, KS			
Amana Lutheran Church	Scandia, KS			
American Lutheran Church	Belleville, KS	\$3,750		\$1,350
Andover Lutheran Church	Windom, KS	\$6,500	15.3%	\$300
Assaria Lutheran Church	Assaria, KS	\$12,000	7.4%	
Bethany Lutheran Church	Lindsborg, KS	\$20,500	1.9%	\$10,976
Christ Lutheran Church	Eureka, KS	\$300		
Christ Lutheran Church	Wichita, KS	\$20,662	8.5%	\$50
Concordia Lutheran Church	Concordia, KS	\$21,415	21.4%	\$1,637
Elim Lutheran Church	Marquette, KS	\$5,500	5.2%	
Emanuel Lutheran Church	Hutchinson, KS	\$20,000	5.7%	\$1,300
Faith Lutheran Church	Junction City, KS	\$3,840	8.0%	
Falun Lutheran Church	Falun, KS	\$4,000	5.4%	
First Lutheran Church	Manhattan, KS	\$53,246	11.1%	\$2,080
Gloria Dei Lutheran Church	Wichita, KS	\$21,182	4.1%	
Good Shepherd Lutheran Church	Washington, KS	\$2,000	3.8%	\$600
Hebron Lutheran Church	Burdick, KS	\$3,000	5.9%	
Immanuel Lutheran Church	Salina, KS	\$3,000	1.9%	\$395
Marion Hill Lutheran Church	White City, KS	\$4,800	14.1%	
Messiah Evangelical Lutheran Church	Lindsborg, KS	\$6,341	4.2%	\$1,420
New Gottland Lutheran Church	McPherson, KS	\$6,600	6.9%	
New Hope Lutheran Church	Onaga, KS	\$2,175	6.1%	\$525
Olsburg Lutheran Church	Olsburg, KS	\$3,000	5.9%	
Partners (Mision San Juan de Dios) Ministry	Wichita, KS	\$516	7.1%	
Peace Lutheran Church	Manhattan, KS	\$7,500	2.5%	
Redeemer Lutheran Church	Salina, KS	\$11,195	4.4%	\$532
Reformation Lutheran Church	Wichita, KS	\$27,500	8.0%	
Resurrection Lutheran Church	Haysville, KS	\$5,850	3.6%	\$9,130
Salemsborg Lutheran Church	Smolan, KS	\$1,350	1.0%	\$12,150
St. John (Lanham) Lutheran Church	Hanover, KS	\$1,600	10.8%	
St. John Lutheran Church	Salina, KS	\$21,025	8.1%	\$5,808
St. John Lutheran Church	Wellington, KS			
St. Mark Lutheran Church	Waterville, KS	\$5,000	4.6%	
St. Paul Lutheran Church	Glasco, KS	\$2,573	10.0%	\$121
St. Paul Lutheran Church	Tescott, KS	\$150	0.3%	
St. Paul Lutheran Church	Peabody, KS	\$1,200	5.5%	
St. Paul Lutheran Church	Wichita, KS	\$450	0.3%	\$8,000
St. Paul Lutheran Church	Herington, KS	\$6,167	5.1%	\$100
Trinity Lutheran Church	Greenleaf, KS	\$200	1.2%	
Trinity Lutheran Church	McPherson, KS	\$30,300	9.5%	\$9,896
Walsburg Lutheran Church	Leonardville, KS	\$2,541	3.6%	\$300
Zion Lutheran Church	Hanover, KS			

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EASTERN MISSOURI CONFERENCE

Name	City, State	Mission Support	% Reg Rcpt	Other Giving
Bethel (University City) Lutheran Church	Saint Louis, MO	\$31,421	8.2%	
Christ Lutheran Church	Webster Groves, MO	\$25,000	7.2%	\$500
Family of Christ Lutheran Church	Imperial, MO	\$1,000	1.4%	\$301
Gethsemane Lutheran Church	Saint Louis, MO	\$24,905	8.6%	
Good Shepherd Lutheran Church	Manchester, MO	\$72,036	5.8%	\$1,000
Holy Cross Lutheran Church	Creve Coeur, MO	\$17,833	4.9%	
Hope Lutheran Church	Saint Charles, MO	\$10,001	2.7%	\$144
Living Lord Lutheran Church	Lake St Louis, MO	\$31,500	3.8%	\$1,000
Lutheran Church of the Atonement	Florissant, MO	\$4,551	0.6%	\$300
Lutheran Church of the Good Shepherd	Hazelwood, MO	\$7,875	3.1%	\$804
Lutheran Church of the Living Christ	Florissant, MO	\$6,000	4.0%	
Peace Lutheran Church	Washington, MO	\$11,500	9.0%	
Redeemer Lutheran Church	De Soto, MO	\$14,408	8.5%	\$2,133
Sargent's Chapel Lutheran Church	Sedgewickville, MO	\$5,000	9.9%	\$1,000
Sedgewickville Lutheran Church	Sedgewickville, MO	\$200	2.3%	
Shepherd of the Hills Lutheran Church	Bridgeton, MO	\$2,200	1.5%	\$170
St. Andrew Lutheran Church	Poplar Bluff, MO			
St. Mark Evangelical Lutheran Church	Saint Louis, MO	\$13,200	7.2%	\$540
St. Mark Lutheran Church	Cape Girardeau, MO	\$4,800	3.0%	
St. Philip Evangelical Lutheran Church	Saint Louis, MO	\$1,300		\$209
St. Thomas-Holy Spirit Lutheran Church	Saint Louis, MO	\$11,000	3.9%	\$620
Trinity Lutheran Church	Chesterfield, MO	\$30,000	2.6%	\$500
Trinity Lutheran Church	Kirkwood, MO	\$2,400	1.4%	
Unity Evangelical Lutheran Church	Saint Louis, MO	\$15,576	6.6%	\$1,300
Zion Lutheran Church	Ferguson, MO	\$9,166	5.3%	\$1,730

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OSAGE CONFERENCE				
Name	City, State	Mission Support	% Reg Rcpt	Other Giving
Christ & Trinity Evangelical Lutheran Church	Sedalia, MO	\$600	1.0%	
Community Lutheran Church	Eagle Rock, MO	\$500		\$100
Hope Lutheran Church	Rolla, MO	\$3,452	11.4%	
Immanuel (Brauersville) Lutheran Church	Cole Camp, MO	\$1,400		\$5,613
Kent Memorial Lutheran Church	Sunrise Beach, MO	\$22,711	16.3%	\$95
Messiah Lutheran Church	Springfield, MO	\$46,022	10.1%	\$4,393
Our Savior Lutheran Church	Salem, MO	\$600	3.2%	
Our Savior's Lutheran Church	Camdenton, MO	\$2,547	2.4%	
Our Savior's Lutheran Church	Jefferson City, MO	\$10,200	4.7%	\$2,107
Peace Lutheran Church	Hollister, MO			\$2,730
Peace Lutheran Church	Joplin, MO	\$3,417	7.4%	\$195
Peace Lutheran Church	Salisbury, MO	\$400	2.2%	
Prince of Peace Lutheran Church	Springfield, MO	\$8,290	3.7%	\$950
Pymont Trinity Lutheran Church	Stover, MO	\$800	3.3%	\$200
St. Andrew Lutheran Church	Columbia, MO	\$32,500	7.4%	
St. John Lutheran Church	Pittsburg, KS	\$6,000	3.7%	\$290
St. Matthew American Lutheran Church	Butler, MO	\$1,315	3.4%	
St. Paul Evangelical Lutheran Church	Cole Camp, MO	\$7,408	3.6%	\$6,402
St. Paul Lutheran Church	Nevada, MO	\$4,997	8.1%	\$400
St. Paul Lutheran Church	West Plains, MO	\$1,040		\$520
St. Paul Lutheran Church	Lohman, MO	\$18,861	11.2%	
Trinity Lutheran Church	Russellville, MO	\$6,000	5.1%	

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WESTERN KANSAS CONFERENCE

Name	City, State	Mission Support	% Reg Rcpt	Other Giving
American Lutheran Church	Smith Center, KS	\$5,500	5.2%	\$500
Bethesda Lutheran Church	Winona, KS	\$2,000	18.0%	
Bethlehem Lutheran Church	Wakeeney, KS	\$3,250	3.6%	\$650
Denmark (Sylvan Grove) Lutheran Church	Lincoln, KS			
Emanuel Lutheran Church	WaKeeney, KS	\$500	5.4%	
Emmanuel Evangelical Lutheran Church	Stuttgart, KS	\$7,514	7.4%	\$200
Emmanuel Lutheran Church	Hoisington, KS	\$650	1.1%	
Excelsior Lutheran Church	Wilson, KS	\$1,200	18.6%	
Faith Lutheran Church	Oberlin, KS	\$2,100	3.3%	\$100
First Lutheran Church	Dorrance, KS	\$2,500	8.6%	\$50
Garfield Lutheran Church	Garfield, KS			
Gloria Dei Lutheran Church	Lucas, KS	\$2,900		\$555
Hope Lutheran Church	Rush Center, KS	\$1,250	3.1%	
Iglesia Luterana Sagrado Corazon de Jesus	Garden City, KS	\$1,500	14.2%	
Immanuel Lutheran Church	Wilson, KS	\$5,480	10.2%	\$200
Our Savior's Lutheran Church	Brewster, KS	\$3,000	12.7%	
Peace Lutheran Church	Albert, KS	\$2,707	3.2%	
Sharon Lutheran Church	Sharon Springs, KS	\$2,180	10.7%	\$405
St. James Lutheran Church	Garden City, KS	\$1,200	3.3%	\$150
St. John Lutheran Church	Kensington, KS	\$9,000	6.2%	\$200
St. John Lutheran Church	Russell, KS	\$10,008	5.1%	
St. John Lutheran Church	Ellis, KS	\$2,400	3.1%	
St. Mark Lutheran Church	Great Bend, KS	\$3,900	3.4%	\$150
St. Paul Lutheran Church	Galatia, KS	\$610		
Trinity Lutheran Church	Hays, KS	\$5,417	7.2%	\$223
Zion Lutheran Church	Phillipsburg, KS	\$4,601	7.3%	\$75