

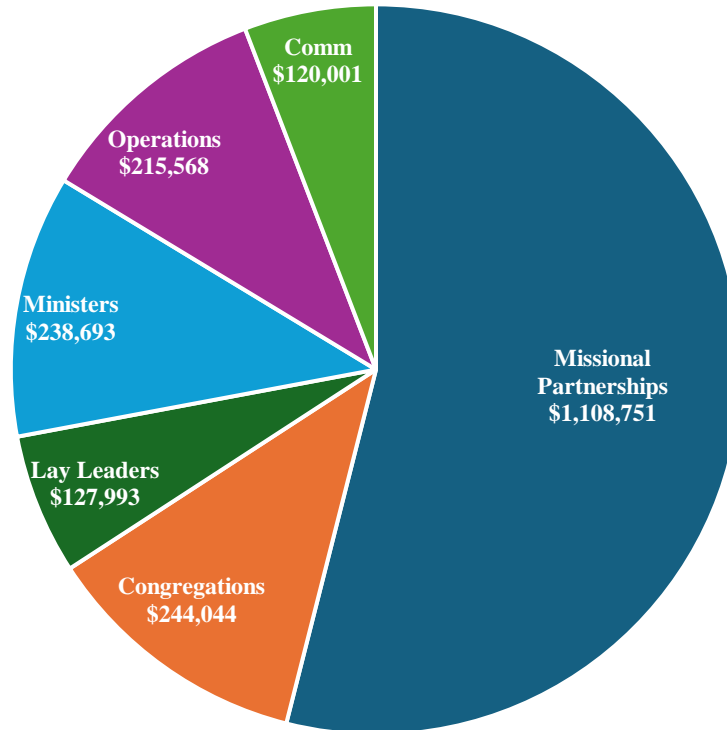


Northern Illinois Synod
Evangelical Lutheran Church in America



Explanation of Budgeted Income and Expenses

Funding by Synod Strategy - \$2,055,050



Missional Partnerships (54%) includes our support to ELCA Churchwide, Global Missions and travel to ELCA Churchwide Assembly.

Clarify **Congregation** Paths/Purposes (12%) includes those in transition, programs including Pathways, Vitality and MapDash, along with shared ministry and general congregational support.

Devise/Implement **Communication** Methods (6%) includes refreshing the website and regular communications via e-news, bulletin inserts, video messages and social media.

Appraise/Generate Care for **Ministers** (12%) includes ongoing support and crisis care for ministers, along with mobility conversations, continuing education opportunities and spaces to collaborate.

Equip/Support **Lay Leaders** (6%) includes offering a deeper lay education, building and supporting lay preaching and leadership teams (SAMs) and connecting congregational leaders with each other.

Maintain & Revise **Operations** (10%) includes continual improvement and transparency for the finance and operations of the NIS.

| Budget Line | Type | Explanation |
|---|-------------|---|
| Mission Support | Income | The main source of income for the Synod comes from congregations and individuals within Northern Illinois. The \$1.94M included in the FY26 budget represents a 3% decrease from FY25. The 3% is an average of the year-to-year changes from FY22 to FY25. |
| Mission Support-Restricted | Income | Some contributions come with instructions that 100% of the income remain at the Synod level (meaning they are not included in the 52.5% allocation to Churchwide). |
| Interest Income, Events, Offerings | Income | Funds are received from events (i.e., CRE, PLC and Synod Assembly) and interest earned on our operating accounts and investments, including our reserves but not including the Endowment Fund. |
| ELCA Mission Support | Expense | For every mission support dollar (unrestricted) the Northern Illinois Synod (NIS) receives from congregations, 52.5 cents is sent to the Evangelical Lutheran Church in America (Churchwide) and 47.5 cents remains in the Synod to do ministry in partnership with congregations. |
| LSSI | Expense | Lutheran Social Services of Illinois is the social service agency of the three Illinois Synods and Churchwide. Through service and advocacy, the agency seeks to bring healing, justice, and wholeness to persons and to enhance the quality of people's lives. Programs which they offer include but are not limited to: Adoption and Foster Care; Treatment for Emotionally Troubled Youth; Alcoholism-Drug Dependence Treatment; Children's Day Care and Head Start Centers; Mental Health Services; Crisis Intervention; Services to Older Adults; Programs for Developmentally Disabled Persons; Prisoner and Family Ministry; Ethnic Ministries. LSSI is on solid financial footing and so monies were shifted in the FY26 budget from LSSI to our other agencies and institutions (less the same 3% reduction estimated for Mission Support income). (Read more about LSSI in Bishop's Assembly Report.) |
| Seminaries | Expense | By sending dollars to the Lutheran School of Theology at Chicago, and Wartburg Theological Seminary, Dubuque, Iowa, NIS helps to prepare candidates for rostered ministry. |

| | | |
|--------------------------------------|---------|--|
| Campus Ministry | Expense | There are seven different campus ministry sites throughout the State of Illinois where Campus Pastors minister to the needs of our youth on such campuses as Northern Illinois University, DeKalb; University of Illinois, Champaign and the University of Illinois at Chicago. Campus Ministries enable students to gain basic understanding and skills in such areas as worship leadership, Bible study, relating the gospel to the issue of society, service projects, and group leadership. |
| LOMC | Expense | NIS supports the Lutheran Outdoor Ministries Center in Oregon, Illinois. This is a program of the Church operating year-round giving leadership to summer camps, retreats, confirmation camps, and outdoor education. |
| Regional Ministries | Expense | Region 5 encompasses the twelve synods of Illinois, Iowa, Wisconsin and Upper Michigan. A Candidacy and Leadership Manager for Region 5, appointed by the ELCA, works closely with our Synod to raise up Rostered Ministers for the Church and be the link between Churchwide and the synods by assisting in communication and working on tasks between the two expressions, such as the assignment process for seminaries. Region 5 also provides the networking between synods that wish to share a task, vision, event, work group, etc. |
| Congregational Life Committee | Expense | The Congregation Life Committee is responsible for the annual Congregational Resourcing Event (CRE) held at Sauk Valley Community College, Dixon, Illinois, every March which helps to support and equip congregations to carry out their ministries. It also gives small grants as seed money to congregations for new ministries within the congregation. Sub-committees are supported in the areas of Worship (including organization of worship at Synod-wide events such as Synod Assembly and Professional Leaders Conference), Stewardship and Youth & Young Adult Ministry. |
| Global Missions Committee | Expense | In 2018, the Global Missions Committee continued NIS work with two Companions, the North Central (formerly “Arusha”) Diocese (ELCT) in Tanzania and the Arcot Lutheran Church (ALC) in Tamil Nadu, India. We also work with ELCA-GM programs and send funds to ELCA missionaries in Tanzania and India. During 2024, members of the Global Missions Committee will be working together with NIS congregations to host visitors from the Kiutu Parish (Tanzania), Daudi & Kellen Msseemmaa (East Africa) and Pastor Seth Sululu (Tanzania). |

| | | |
|-----------------------------------|---------|--|
| Outreach Committee | Expense | The Outreach Committee partners with congregations around congregational vitality by providing resources and walking with them as they discern where God is calling them into the future. During the past year, roughly 20 congregations have taken the congregation vitality survey and met with the DEM (Director of Evangelical Mission) to review the results and do some visioning for the future of their congregation. The MapDash for Faith Communities demographic tool is another helpful resource for these congregations. Small grants are available from the Committee to assist new ministry efforts in congregations. |
| Ministry Support Committee | Expense | Major budget line items include providing resources for: the Professional Leader’s Conference (PLC), retreats, and First Call Theological Education (FCTE). These events help professional leaders meet the yearly requirement of 50 continuing education hours. The yearly PLC draws well-known speakers and musicians to enrich and challenge synod leaders and is the synod’s keystone leadership event. FCTE is supervised by the Bishop and is required by the ELCA for professional leaders in their first three years of service. The goal is to transition leaders from academic study to parish life by teaching the “nuts and bolts” of public ministry. The committee also develops annual Compensation Guidelines and Mutual Ministry resources. |
| Candidacy Committee | Expense | Our Mission is to enable people of the NIS to realize their call to ministry as both lay and professional workers. Candidacy Committee provides scholarships for those pursuing rostered ministry, assistance with the initial costs of entering candidacy, testing and candidacy retreats. |
| Social Ministry Committee | Expense | The role of the Social Ministry Committee is to inspire, educate and support congregations of the NIS and ELCA organizations to care for those in need, serve their neighbors, and seek justice for all people. The Committee offers workshops and provides grants to congregations, coalitions and church-based community organizations. Active, independent subcommittees include: World Hunger, Creation Care and Multicultural/Anti-Racism. |
| Bishop's Discretionary | Expense | This fund is used as urgent needs arise as the Bishop deems necessary but not for the Bishop’s benefit. |

| | | |
|---|---------|---|
| Salaries | Expense | Funds are provided to pay for the ministry of the Bishop and staff. This line includes cash salary, housing (where applicable), and Social Security reimbursement (where applicable). |
| Employee Benefits | Expense | This includes pension, health, continuing education and payroll taxes (where applicable) for Bishop and staff. |
| Travel - Staff | Expense | Travel and travel related expenses for Bishop and staff. |
| Auto Replacement/Net Asset | Expense | This line is an allocation of operating funds to one or more net assets. In prior budgets, this line item was dedicated to the replacement of Synod-owned automobiles. For the FY26 budget, the line item is intended to be utilized for any net asset (i.e., auto replacement, international partnerships, Bishop transition, etc.). |
| Synod Assembly & Events | Expense | This line item encompasses all of the planning, preparation, and activities which produces a meaningful and informative assembly, as well as all Synod events. |
| Synod Council Deans & Transition Prs | Expense | Provides funds for Synod Council, Conference Deans, and Transition Pastors meetings and functions associated with these three areas of ministry. |
| Office Operations | Expense | This line item consists of expenses to operate remotely (reimbursement for cell phones and Internet), postage, office supplies, subscriptions, printing, and copying expenses, and other miscellaneous expenses. |
| Equipment & Maintenance | Expense | This line item provides us with computers, printers, computer software, and maintenance of the equipment. |
| Legal, Audit, Accounting & Payroll Service | Expense | Covers legal expenses incurred throughout the year, the annual audit of the Synod's finances, an outside accounting firm and a CPA firm which prepares payroll checks and taxes. |
| Insurance | Expense | Dollars are used to cover NIS's property and equipment, worker's compensation, the Synod-owned automobile, and the Churchwide Travel Plan which covers all staff, council members, committee members, synod assembly voting members, etc. |
| Difference between Income and Expense | | This line item is the difference between income and expenses on a cash basis. Constitutionally, "Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16% of the sum of the amounts scheduled in the next year's budget for regular distribution to synodical causes shall be carried forward annually for disbursement in the following year in the interest of making possible a more even flow of income to such causes. The exact number of dollars to be held in reserve shall be determined by the Synod Council." |