

REPORT OF THE SYNOD COUNCIL

Upper Susquehanna Synod, ELCA

*(Recommendations to be acted upon at this assembly are found in **bold print** in this report.)*

July 21, 2016, Camp Mount Luther

ROLL CALL–

Ordained: Bishop Robert Driesen, Bishop-elect Barbara J. Collins, Pastor Chad Hebrink, Pastor Jeffrey Bohan, Pastor Thomas Glasoe, Pastor Erin Bovendam, Pastor MarthaSue Moll

Lay members: Karla Bohmbach, Carol A. Waltz, Crystal Bollinger, Esther Bratton, Samuel Leister, Christopher Kuhn, Brent Edgar, Cinda Crissinger, Michael Erdley, Grace Lucas, Gary Womelsdorf, Courtney Raker, Faith Kohl

Members absent and excused: Edward Coup, Fredrica Stringfellow, Pastor Cinda Brucker

Members absent: Pastor Nathan Baker-Trinity

Others present: Brenda Krouse, Chad Hershberger, Terry Gardner, Pastor Gretchen Johanson, Audrey Brosius, Lisa Myhre, Olivia Tunall, Malin Kint

Following dinner, Bishop Driesen called the meeting to order at 6:50 p.m.
Devotions were included in the form of an activity with the campers.

Members introduced themselves with their name, home congregation, position, and what you're doing to beat the heat.

S.C.16.7.100.Motion:(Bohan/Moll) - that the agenda be adopted. The motion was adopted.

Consent Agenda for the Synod Council

Thursday, July 21, 2016

Camp Mt. Luther, Dinner, 5:30 PM,

Meeting at approximately 6:30 PM

1. Request to be transferred from active to retired status on the roster of the ELCA

The Rev. Gary Roth has serving as the pastor of St. John Lutheran Church, Lewistown. He has written to the bishop and requested that he be granted the roster status of retired.

Bishop Driesen moves by consent that Pastor Gary Roth be transferred from the active roster to the retired roster of ordained ministers, effective August 1, 2016.

2. Request for the Status of On-Leave from Call

Pastor Cheryl Berner is currently on-leave-from-call and is requesting a second year of "on-leave," effective August 31, 2016. She has written to the bishop and meets the necessary requirements to be granted on-leave status.

Bishop Driesen moves by consent that Pastor Cheryl Berner be granted the status of on-leave- from-call for a second year, effective August 31, 2016.

3. Request for the Status of On-Leave from Call

Pastor Jeffrey Bohan has submitted his resignation as the senior pastor of St. Luke Lutheran Church, Bloomsburg, effective September 1, 2016, due to the fact that his wife has accepted a new position in Upstate New York. While he is seeking a new call in a congregation of the Upstate New York Synod, he will need to be on-leave-from-call until a call is extended and accepted.

Bishop Driesen moves by consent that Pastor Jeffrey Bohan be granted the status of on-leave-from-call, effective September 1, 2016.

S.C.16.7.101.MOTION: (Bovendam/Erdley) – that the Consent Agenda be adopted. The motion was adopted.

S.C.16.7.102.MOTION: (Bohan/Bratton) – That the minutes of the May 17, 2016 Synod Council meeting be approved. The motion was adopted.

Report of the Bishop:

He expressed appreciation for his retirement event and his time as Bishop.

Report of the Vice-President:

She gave an update of the Transition Team status.

The installation of Pastor Collins as Bishop will be on Saturday, October 29, at Zion, Sunbury.

She will set a meeting with the Executive Committee to set salary and benefits.

There is a need to elect two members to the executive committee. Crystal Bollinger was nominated by Sam Leister, seconded by Jeff Bohan. Esther Bratton was nominated by Sam Leister, seconded by Crystal Bollinger.

S.C.16.7.103.MOTION: (Erdley/Glasoe) - that the nominations be closed. The motion was adopted.

Report of the Treasurer:

Pastor Chad Hebrink presented the report, which was generated by Pastor Jeff Bohan.

S.C.16.7.104.MOTION: (Moll/Kohl) – That the report be filed for audit. The motion was adopted.

Report of Camp Mount Luther:

The current week of camp has the largest attendance. In general, the numbers have been comparable to the last four years. Accreditation is to take place today.

Report of Communications Director:

A combined July/August *Ark* will go out in the next two weeks.

Report of the Assistant to the Bishop/Director of Evangelical Mission/Bishop-elect:

She attended “boot camp” for new bishops.

She has been in conversation with a person as a possible assistant; this person also has the gifts of a DEM and could become one as well.

Seven congregations are in the Missional River process.

She is working with congregations which are in various stages of transition.

Report of the Lay Ministry Institute:

They are working on trying to get a class together for fall.

Old Business

None

New Business

Certificates were presented to members whose terms are expiring.

A Synod Council representative to the Camp Mount Luther board is needed.

Pastor Tom Glasoe will be devotions leader for the September meeting.

The meeting was adjourned at 7:45 after all joined in praying the Lord's Prayer.

Synod Council, September 22, 2016, Synod Office**ROLL CALL –**

Ordained: Bishop Barbara J. Collins, Pastor Chad Hebrink, Pastor Rick White, Pastor Gretchen Johanson, Pastor MarthaSue Moll, Pastor Cinda Brucker

Lay members: Karla Bohmbach, Carol A. Waltz, Crystal Bollinger, Terry L. Gardner, Esther Bratton, Fredrica Stringfellow, Lisa Myhre, Brent Edgar, Michael Erdley, Shelby Wyland, Gary Womelsdorf, Malin Kint

Members absent and excused: Pastor Thomas Glasoe, Pastor Erin Bovendam, Christopher Kuhn, Audrey J. Brosius, Olivia Tunall

Others present: Steve Rodgers, Pastor Viking Dietrich

Vice-president Karla Bohmbach called the meeting to order at 7:00 pm.

Introductions were made which included name, home church, what happened at 10:20 am today, and, after that question was answered, what we are looking forward to in the fall.

Devotions were led by Bishop Collins, using portions of chapters 1 and 3 of Joshua with challenges and questions. She also installed officers and council members.

S.C.16.9.105.Motion: (Gardner/Brucker) - that the agenda be adopted. The motion was adopted.

Consent Agenda for the Synod Council

Thursday, September 22, 2016

Upper Susquehanna Synod Office

- 1. Request to change the official name of the scholarship at Gettysburg Seminary (*now named The United Lutheran Seminary*) which was established on the retirement of Bishop A. Donald Main from "The Bishop A. Donald Main Scholarship" to "The Bishop A. Donald and Carol Main Scholarship."**

The Rev. Glenn Ludwig contacted Bishop Collins to share that Bishop Emeritus Main made the request to include his wife's name in the name of the scholarship.

Bishop Collins moves by consent that the name of said scholarship be changed to "The Bishop A. Donald and Carol Main Scholarship."

2. Request for the Status of On-Leave from Call

The Rev. Vickie Brown is currently on-leave-from-call and is requesting a second year of "on-leave," effective October 15, 2016. She has written to the bishop and meets the necessary requirements to be granted on-leave status.

Bishop Collins moves by consent that Pastor Vickie Brown be granted the status of on-leave- from-call for a second year, effective October 15, 2016.

3. Appointment to Synod Council

The Rev. Erin Bovendam, chair of the Synod Nominating Committee, contacted Bishop Collins to share that Steve Rodgers, a member of St. John, Lewistown, has agreed to fill the vacancy of a lay male for the Juniata Valley Conference.

Bishop Collins moves by consent that Steve Rodgers be appointed by synod council to fill the Juniata Valley Conference council position for lay male, effective immediately.

4. Announced resignation – no action needed

The Rev. Gary Owens has submitted his resignation as pastor to Christ Lutheran (Brick), Middleburg and Christ Lutheran (White), Middleburg due to a recurrence of cancer. His final day of service to the congregations will be September 30th, 2016. Please keep him in your prayers.

5. Announcement of appointment – no action needed

The Rev. Cindy G. Camp has been appointed by Diakon to be the Director of Disaster Response Ministries, with her primary responsibility being the Upper Susquehanna Synod and a majority of Region 8 of the ELCA. Her email address is: campc@diakon.org.

S.C.16.9.106.MOTION: (Bollinger/Stringfellow) – that the Consent Agenda be adopted. The motion was adopted.

S.C.16.9.107.MOTION: (Bollinger/Moll) – That the minutes of the July 21, 2016 Synod Council meeting be approved with the correction that Pastor Gretchen Johanson was not present. The motion was adopted.

Report of the Bishop:

The bishop's office will move to the end of the hall in the former conference room.

Her new email address is BpCollins@USS-ELCA.org.

The office will downsize to one copier.

Next year's Synod Assembly will go paperless.

The pest control company was changed.

There is more efficient lighting in the parking lot.

The Reverend Craig Miller, Our Savior Lutheran Church, Brooklyn, New York, will serve as half-time Assistant to the Bishop and half-time Director of Evangelical Mission. He will start on October 3. His installation will be on November 6 at 3 pm at Christ's Lutheran, Lewisburg.

Bishop Collins is looking forward to invitations by congregations to visit.

She has discovered that fall is the busiest time for bishops.

S.C.16.9.108.MOTION: (Wyland/Johanson)- to give the bishop permission to create a new budget line item called "USS rostered leaders seminary debt reduction fund" for the purpose of loan assistance for rostered leaders. The motion was adopted.

Report of the Vice-President:

She shared her reflections of the recent Churchwide Assembly and encouraged members to consider attending in the future.

Report of the Treasurer:

Pastor Chad Hebrink presented Revenues and Expenses from February through August as well as a summary of investments.

S.C.16.9.109.MOTION: (Erdley/Gardner) – That the report be filed for audit. The motion was adopted.

S.C.16.9.110.MOTION: (Hebrink/Moll) – to approve the proposed compensation package for Bishop and Assistant. The motion was adopted.

It was decided by consensus to keep the same accounting firm for another year.

Report of Camp Mount Luther (written)

Report of Communications Director:

He is revamping *Headwaters*.

Old Business

Pastor Viking Dietrich explained the concept of a "Glocal" Synod Assembly which would include music, workshops, and worship.

S.C.16.9.111.MOTION: (Moll/Bratton) – to proceed with the idea of "Glocal" for next year's Synod Assembly. The motion was adopted.

The agenda item of Mission Support Visits was tabled.

New Business

Bishop Collins requested that Synod Council members divide up the churches in their respective conferences among them, with the goal of developing relationships and connections.

Terry Gardner distributed magnets advertising the new Saturday worship service at Zion, Turbotville.

Karla Bohmbach will be devotions leader for the November meeting.

The meeting was adjourned at 9:30 pm after all joined in praying the Lord's Prayer.

Synod Council, November 17, 2016, Synod Office

ROLL CALL –

Ordained: Bishop Barbara J. Collins, Pastor Craig Miller, Pastor Chad Hebrink, Pastor Rick White, Pastor Gretchen Johanson, Pastor MarthaSue Moll, Pastor Cinda Brucker

Lay members: Karla Bohmbach, Carol A. Waltz, Crystal Bollinger, Terry L. Gardner, Esther Bratton, Steve Rodgers, Christopher Kuhn, Lisa Myhre, Brent Edgar, Audrey Brosius, Shelby Wyland, Malin Kint

Members absent and excused: Pastor Thomas Glasoe, Pastor Erin Bovendam, Michael Erdley, Gary Womelsdorf, Olivia Tunall

Members absent: Fredrica Stringfellow

Others present: Jean Crumb, Chad Hershberger

Vice-president Karla Bohmbach called the meeting to order at 7:00 pm.

Introductions were made which included name, congregation, lay or rostered, conference.

Devotions were led by Vice-president Bohmbach, with the theme “Listening”- to ourselves, others, God, concluding with the prayer of St. Francis.

S.C.16.11.112. Motion: (Bollinger/Moll) - that the agenda be adopted. The motion was adopted.

Consent Agenda for the Synod Council

Thursday, November 17, 2016

Upper Susquehanna Synod Office

1. Request to grant the title of Bishop Emeritus to The Rev. Robert L. Driesen.

Having served faithfully as bishop of the Upper Susquehanna Synod from 2007-2016, now being on the retired roster of the synod, it is appropriate to honor him with the title of Bishop Emeritus.

Bishop Collins moves by consent that The Rev. Robert L. Driesen be honored with the title of Bishop Emeritus of the Upper Susquehanna Synod, ELCA, effective 11.18.2016.

2. Request that a calculated amount of defined compensation be designated as housing allowance for Pastor Craig A. Miller, Assistant to the Bishop.

Having worked with the synod treasurer to determine an allowable amount of defined compensation to be designated as housing allowance, Pastor Miller requests that \$2587.50 be the amount designated for the time period of October 3 through December 31, 2016.

Bishop Collins moves by consent that the amount of \$2587.50, from Pastor Craig A. Miller’s compensation package, be designated as housing allowance for the period from October 3, 2016 through December 31, 2016.

3. Request that a calculated amount of defined compensation be designated as housing allowance for Pastor Craig A. Miller, Assistant to the Bishop.

Having worked with the synod treasurer to determine an allowable amount of defined compensation to be designated as housing allowance, Pastor Miller requests that \$17,950.00 be the amount designated for the time period of January 1, 2017 through January 31, 2018.

Bishop Collins moves by consent that the amount of \$17,950.00, from Pastor Craig A. Miller's compensation package, be designated as housing allowance for the period from January 1, 2017 through January 31, 2018.

4. Request to be transferred to retired status on the roster of the ELCA

The Rev. Timothy Bingman has served as pastor of the Freeburg Parish (Zion/Grubbs/St. Peters). He has written to the bishop and requested that he be granted the roster status of retired. His final day in the parish will be December 31, 2016.

Bishop Collins moves by consent that Pastor Timothy Bingman be transferred from the active roster to the retired roster of ordained ministers, effective January 1, 2017.

5. Request to be transferred to retired status on the roster of the ELCA

The Rev. Kenneth Elkin has served as the pastor of St. Mark's Lutheran Church, Williamsport. He has announced to the congregation and spoken with Bishop Collins that his final day in the congregation will be December 31, 2016.

Bishop Collins moves by consent that Pastor Kenneth Elkin be transferred from the active roster to the retired roster of ordained ministers, pending receipt of an official letter of request to the Bishop, effective January 1, 2017.

6. Request for the Status of On-Leave from Call

The Rev. Vicky (Bush) Schaffner has resigned her call from St. John's, Leck Kill and is requesting the status of on-leave-from-call effective November 10, 2016. She has written to the bishop and meets the necessary requirements to be granted on-leave status.

Bishop Collins moves by consent that Pastor Vickie Schaffner be granted the status of on- leave-from-call, effective November 10, 2016.

S.C.16.11.113.MOTION: (Bollinger/Wyland) – that the Consent Agenda be adopted. The motion was adopted.

S.C.16.11.114.MOTION: (Rodgers/White) – That the minutes of the September 22, 2016 Synod Council meeting be approved. The motion was adopted.

Mission Moment: Synod Council sharing.

Juniata Conference has divided their list, sent emails to congregations, and presented one temple talk.

West Branch Conference divided their list, composed a letter, and recommends some kind of badge indentifying us as Synod Council.

Members are urged to visit at least one congregation by our January meeting.

Report of the Bishop: written

S.C.16.11.115. MOTION: (Bishop/Johanson) - that beginning December 1, 2016 the synod office be closed from 12:00-1:00pm as a designated lunch hour, and advertised as such. The motion was adopted.

S.C.16.11.116. MOTION: (Bishop/Bollinger) – that The Rev. David Byerly, by synod council call, be appointed to serve a term call of four years, with the possibility of a fifth year, as pastor of Redeemer Lutheran, Williamsport, St. Matthew Lutheran, Williamsport, and St. Michael’s Lutheran, Cogan Station, with a start date of January 15, 2017. The motion was adopted.

At our January meeting, we will consider a synod council call for an Intentional Interim for St. Mark’s Lutheran, Williamsport.

Report of the Secretary:

She announced an upcoming fundraiser for Pastor Joshua Reinsburrow, Henry Reinsburrow, and Danny Wagner.

Report of the Treasurer:

Terry Gardner questioned if dollar amounts be used instead of or in addition to percentages.

S.C.16.11.117. MOTION: (Wyland/Bollinger) – that the reports be received and filed for audit. The motion was adopted.

Report of Assistant/DEM:

After seven weeks, Pastor Miller knows he made the right choice. He is pleasantly surprised at the willingness of congregations to do new things. He has visited every conference and attended their meetings. Looking ahead, as DEM he will be establishing a Mission Support Table, will take a strategic look at the committee structure, and set goals for the next year.

Report of Camp Mount Luther (written):

Fall has been routine. The 2017 schedule is in its final stages. A campperson meeting will be on January 22 with a turkey dinner the same day. GROW in the Snow is February 10-11.

Report of Communications Director:

He is redesigning the synod web site.

Report of Women’s Organization (written)

Old Business: none

New Business

Synod Council retreat will be May 6 at Camp Mount Luther.

Pastor Cinda Brucker will be devotions leader for the January meeting.

The meeting was adjourned at 9:20 pm after all joined in praying the Lord's Prayer.

Synod Council, January 17, 2017, Synod Office

ROLL CALL–

Ordained: Bishop Barbara J. Collins, Pastor Craig Miller, Pastor Chad Hebrink, Pastor Gretchen Johanson, Pastor MarthaSue Moll, Pastor Cinda Brucker

Lay members: Karla Bohmbach, Carol A. Waltz, Terry L. Gardner, Steve Rodgers, Audrey Brosius, Shelby Wyland, Gary Womelsdorf, Olivia Tunall

Members absent and excused: Pastor Thomas Glasoe, Pastor Erin Bovendam, Esther Bratton, Pastor Rick White, Lisa Myhre, Brent Edgar, Michael Erdley, Malin Kint

Members absent: Crystal Bollinger, Christopher Kuhn

Others present: Chad Hershberger

Vice-president Karla Bohmbach called the meeting to order at 7:00 pm.

Introductions were made which included name, congregation, and one way you saw God's grace today.

Devotions were led by Pastor Cinda Brucker, using Romans 3:21-28, with comments from Luther's "The Freedom of a Christian."

S.C.17.1.118. Motion:(Gardner/Wyland) - that the agenda be adopted. The motion was adopted.

Consent Agenda for the Synod Council

Tuesday, January 17, 2017

Upper Susquehanna Synod Office

1. Request to appoint an Upper Susquehanna Synod representative to the board of the Lutheran Theological Seminary of Gettysburg (soon to be renamed).

Due to the Lutheran Theological Seminaries of Gettysburg and Philadelphia joining to create a new entity, with its official start date in July of 2017, the seminary boards are reconfiguring their makeup and some members from both existing boards are being asked to serve on the new seminary board. Mr. Robert King has graciously accepted the invitation to serve on the new board.

Bishop Collins moves by consent that Mr. Robert King be appointed to serve as the Upper Susquehanna Synod's board member to the board of the Lutheran Theological Seminary of Gettysburg (soon to be renamed).

2. Request to be transferred to retired status on the roster of the ELCA

The Rev. William Esborn has served as pastor of Messiah Lutheran Church, Mifflintown and for the past seven months has been On-Leave-from-Call. He has written to the bishop and requested that he be granted the roster status of retired. His retirement date is set for February 1, 2017.

Bishop Collins moves by consent that Pastor William Esborn be transferred from the On-Leave-from-Call roster to the retired roster of ordained ministers, effective February 1, 2017.

3. Request to be removed from the roster of the ELCA

The Rev. Christopher Milarch, former pastor of Trinity Lutheran Church in Avis, has been on the retired roster of the ELCA. He has written to the Bishop to share that he accepted a part-time call to Emmanuel Lutheran Church in State College, PA, which is a North American Lutheran Church (NALC) Congregation, effective January 1, 2017. Having accepted this position in another church body, Pastor Milarch can no longer remain on the roster of the ELCA.

Bishop Collins moves by consent that Pastor Christopher Milarch be removed from the roster of ordained ministers of the ELCA, effective January 1, 2017.

4. Request to extend a Synod Council Call to serve as an Intentional Interim.

The Rev. James West, a retired Navy Chaplain who now serves the ELCA as an Intentional Interim, has been interviewed and called upon to serve as an Intentional Interim for St. Mark's Lutheran Church, Williamsport.

Bishop Collins moves by consent that Pastor James West be called to serve as an Intentional Interim for St. Mark's Lutheran Church, Williamsport, effective January 29, 2017

5. Request to update the synod's constitution.

During the August 2016 Churchwide Assembly, changes were made to the constitution of the ELCA. It was voted upon by the assembly to accept the changes. Therefore, we need to update our Upper Susquehanna Synod's Constitution to be in line with the Constitution of the ELCA for synods.

Bishop Collins moves by consent that our synod's constitution committee update our Upper Susquehanna Synod's Constitution to reflect the changes made by the 2016 Churchwide Assembly.

6. Request for action by the Conference of Bishops.

Ms. Sandra Grier, a Deacon on the roster of the ELCA, has been On-Leave-from-Call since May of 2014. Her on-leave status concludes as of this April. Over the past two years, Ms. Grier has been the main care giver for her mother. Doing so made it difficult for her to actively seek a new call. This past spring, her mother died and in Ms. Grier's yearend report to the Bishop, she stated that she wants to seek a new call. Doing so will take more than the four months remaining on her on-leave status. It is possible to request an extension to her on-leave status for "family leave." This request must be made to the Conference of Bishops for approval.

Bishop Collins moves by consent that the Synod Council request that the Conference of Bishops consider granting Ms. Sandra Grier a two-year extension to her On-Leave-from-Call status so she can fully engage in seeking a new call as a Deacon of the ELCA.

***Follow-up Note:** Pastor Kenneth Elkin did submit a written request to the Bishop to be moved to the status of retired on the roster of the ELCA.

S.C.17.1.119.MOTION: (Johanson/Brucker) – that the Consent Agenda be adopted. The motion was adopted.

S.C.17.1.120.MOTION: (Brucker/Rodgers) – that the minutes of the November 17, 2016 Synod Council meeting be approved. The motion was adopted.

Mission Moment:

Official badges were distributed for those meeting with congregations. The purpose of Mission Interpreters was discussed. At the February meeting of the Mission Support Table, the goal is to come up with training for Synod Council members to use when relating to congregations.

Members are encouraged to look at the document “Called Forward Together in Christ.”

Report of the Bishop: written

Report of the Treasurer:

A report of revenues and expenses, investments, and notes on both was presented.

S.C.17.1.121. MOTION: (Wyland/Gardner) – that the reports be received and filed for audit. The motion was adopted.

Report of Assistant/DEM: written

Report of Camp Mount Luther (written):

Sewage issues have occurred due to the liner being torn by a bear.

Chad met with “Raise the Region” committee; the fundraiser will be on March 8-9.

Camp brochures were distributed.

There is an open seat on the camp board for a Synod Council member.

Report of Communications Director:

The web site is being updated.

A suggestion was made to place Synod Council minutes on the web site after they are approved.

Nominating Committee Report: written

Old Business:

Reminder: the Synod Council retreat will be May 6 at Camp Mount Luther.

New Business:

Reformation 500 resources were distributed.

Steve Rodgers will be devotions leader for the March meeting.

The meeting was adjourned at 9:05 pm after all joined in praying the Lord’s Prayer.

Synod Council, March 16, 2017, Synod Office

ROLL CALL–

Ordained: Bishop Barbara J. Collins, Pastor Chad Hebrink, Pastor Erin Bovendam, Pastor Rick White, Pastor Gretchen Johanson, Pastor MarthaSue Moll, Pastor Cinda Brucker

Lay members: Karla Bohmbach, Carol A. Waltz, Crystal Bollinger, Terry L. Gardner, Esther Bratton, Christopher Kuhn, Lisa Myhre, Brent Edgar, AudreyBrosius, Michael Erdley, Shelby Wyland, Gary Womelsdorf, MalinKint

Members absent and excused: Pastor Thomas Glasoe, Steve Rodgers, Olivia Tunall

Others present: Chad Hershberger, Sam Leister, Pastor Greg Kramer

Vice-president Karla Bohmbach called the meeting to order at 7:00 pm.

Introductions were made which included name, position, and a story about the recent snow.

Devotions were led by Bishop Collins, using Mark 10: 17-31, and sharing a bible study about Stewardship and Mission Support which had been prepared by The Rev. Stephen P. Bouman.

S.C.17.3.121. Motion:(Bollinger/Brucker) - that the agenda be adopted. The motion was adopted.

Consent Agenda for the Synod Council

Thursday, March 16, 2017

Upper Susquehanna Synod Office

1. Request to extend a Synod Council Call to serve as an Intentional Interim.

The Rev. Sarah Hershberger has met with the Joint Councils and together have agreed on a contract for her to serve as an Intentional Interim for Grace Lutheran, Shamokin and St. Paul's Lutheran, Gowen City.

Bishop Collins moves by consent that Pastor Sarah Hershberger be called to serve as an Intentional Interim for Grace Lutheran, Shamokin and St. Paul's Lutheran, Gowen City, effective March 9, 2017.

*** An Update on action by the Conference of Bishops.**

Ms. Sandra Grier, a Deacon on the roster of the ELCA, has been granted a two-year extension of her On-Leave-from-Call by the Conference of Bishops at their March 2017 meeting.

S.C.17.3.122. MOTION: (Moll/Wyland) – that the Consent Agenda be adopted. The motion was adopted.

S.C.17.3.123. MOTION: (Gardner/Brucker) – that the minutes of the January 17, 2017 Synod Council meeting be approved. The motion was adopted.

Pastor Greg Kramer, chair of the Synod Constitution Committee, reviewed the procedure on adopting amendments to the synod constitution. He presented mandatory amendments from the 2016 Churchwide Assembly as well as non-mandatory recommendations from the Assembly. He also presented one new,

unrelated amendment. (see attached report "Upper Susquehanna Synod Constitution Non-mandatory Changes March 2017)

S.C.17.3.124.MOTION: (Johanson/Moll) – to recommend amending S7.22.02 to read “Ministers of Word and Service, retired, disabled, or on leave from call shall have voice and vote at all Synod Assemblies.” The motion was adopted. (See Addendum #1, p. 119-122)

S.C.17.3.125.MOTION: (Wyland/Bollinger) - to recommend amendment to S27.A17 as presented by the Constitution Committee. The motion was adopted. (See Addendum # 1, p. 119-122)

S.C.17.3.126.MOTION: (Bovendam/White) - to recommend amendment to S8.55 as presented. The motion was adopted. (See Addendum #1, p. 119-122)

S.C.17.3.127.MOTION: (White/Wyland) - to recommend amendment to S9.06 by striking the word “Council”. The motion was adopted. (See Addendum #1, p. 119-122)

S.C.17.3.128.MOTION: (Johanson/Moll) - to amend the synod constitution by eliminating bylaw S11.01.04. The motion was adopted. (See Addendum #1, p. 119-122)

S.C.17.3.129.MOTION: (Bovendam/Bollinger) – to recommend amendments to various sections S.11.05.01 through S.14.12.02 as presented by the Constitution Committee. The motion was adopted. (See Addendum # 1, p. 119-122)

Mission Moment:

Instructions on how to have conversations with congregations was provided in Dropbox.

Bishop Collins highlighted the Called Forward Together document. At the Conference of Bishops, Bishop Eaton emphasized Leadership and Congregational Vitality.

Report of the Bishop:

She attended the recent Conference of Bishops.

She already has or will soon install Pastors Lisa Barnes, James West, and David Byerly at their respective congregations.

Announcement was made of the Chrism Mass and Bishop's Retreat.

There will be a gathering of all Authorized Lay Worship Leaders at Synod Assembly. Bishop Emeritus Driesen will receive an award from Gettysburg Seminary.

Report of the Secretary:

She will send highlights of each Synod Council meeting to Chad Hershberger for posting on the synod web site.

Report of the Treasurer:

A report of revenues and expenses, investments, a balance sheet, and a summary of restricted accounts was presented. He noted a shortfall in Mission Support from what was budgeted to the actual amount, a continuing trend.

S.C.17.3.130.MOTION: (Johanson/Edgar) – to file the reports for audit. The motion was adopted.

The audit process is beginning. The Executive Committee met with the auditor just prior to this meeting.

Report of Assistant/DEM: written

The Mission Table is working on a five-year strategic plan.

Report of Camp Mount Luther (written):

Terry Gardner volunteered to serve as the Synod Council representative to the camp board.

Council members took a survey on Future Directions for the camp. Sam Leister spoke about the visioning process; there will several meetings scheduled around the synod.

Report of Communications Director:

Members were encouraged to check out the new synod web site.

Report of the USS Women's Organization: written**Old Business:****Report of the Nominating Committee: written****New Business:**

Pastor MarthaSue Moll will be devotions leader for the May meeting.

The meeting was adjourned at 9:20 pm after all joined in praying the Lord's Prayer.

Synod Council, May 16, 2017, Synod Office *(subject to approval at the July meeting)*

ROLL CALL-

Ordained: Bishop Barbara J. Collins, Pastor Chad Hebrink, Pastor Thomas Glasoe, Pastor Erin Bovendam, Pastor Gretchen Johanson, Pastor MarthaSue Moll, Pastor Cinda Brucker

Lay members: Karla Bohmbach, Carol A. Waltz, Crystal Bollinger, Terry L. Gardner, Esther Bratton, Steve Rodgers, Lisa Myhre, Brent Edgar, Gary Womelsdorf, Olivia Tunall, Malin Kint

Members absent and excused: Pastor Rick White, Sharon Benner, Shelby Wyland

Members absent: Christopher Kuhn, Audrey J. Brosius

Others present: Pastor Craig Miller, Jean Crumb, Chad Hershberger

Vice-president Karla Bohmbach called the meeting to order at 7:00 pm.

Devotions were led by Pastor MarthaSue Moll, using "Litany of Light."

Introductions were made which included name, congregation, and your favorite snack food.

S.C.17.5.131. MOTION:(Moll/Rodgers) - that the agenda be adopted. The motion was adopted.

S.C.17.7.132. MOTION:(Gardner/Moll) - that the Consent Agenda be adopted. The motion was adopted.

Consent Agenda for the Synod Council

Thursday, May 16, 2017

Upper Susquehanna Synod Office

1. Request to be transferred to retired status on the roster of the ELCA

The Rev. Cheryl Berner served as pastor of Trinity Lutheran Church, Milton and has been On-Leave-from-Call. She has written to the bishop and requested that she be granted the roster status of retired. Her requested retirement date was set for May 1, 2017.

Bishop Collins moves by consent that Pastor Cheryl Berner be transferred from the On-Leave-from-Call roster to the retired roster of ordained ministers, effective May 1, 2017.

2. Request to be transferred to retired status on the roster of the ELCA

The Rev. David Pennebaker served as pastor of St. Mark's Lutheran Church, Alfarata and St. John's Lutheran Church, Oak Run. He has written to the bishop and requested that he be granted the roster status of retired. His retirement date is set for July 1, 2017.

Bishop Collins moves by consent that Pastor David Pennebaker be transferred from the On-Leave-from-Call roster to the retired roster of ordained ministers, effective July 1, 2017.

3. Request to approve the Rules of Procedure for the Upper Susquehanna Synod Assembly

These are the set rules of procedure used every year for our Synod Assembly that the Synod Council approves to send to the assembly for adoption.

Bishop Collins moves by consent that the Rules of Procedure for the 2017 Upper Susquehanna Synod Assembly be approved by the Synod Council to send to the floor of the 2017 Upper Susquehanna Synod Assembly for adoption.

S.C.17.5.133.MOTION: (Bratton/Gardner) – that the minutes of the March 16, 2017 Synod Council meeting be approved. The motion was adopted.

Mission Moments:

After consulting Bishop Emeritus Driesen, it was determined that the Fund for Leaders established several years ago is for the Upper Susquehanna Synod, not the ELCA. The fund presently contains \$57,000. It needs to be decided how to use it: training, debt relief, etc.

A second nomination is needed for Synod secretary.

Report of the Bishop: written

Report of the Secretary:

She thanked Pastor Miller for his assistance in wording the recommendations of the Constitution Committee.

Report of the Treasurer:

A report of revenues and expenses, investments, and restricted accounts was presented. The Fiscal Management Team has met, and will continue to meet quarterly.

S.C.17.5.134. MOTION: (Bollinger/Bohmbach) – that the reports be received and filed for audit. The motion was adopted.

The treasurer presented a revised 2017 budget with a \$5,595.79 deficit.

S.C.17.5.135. MOTION: (Gardner/Bollinger) – to approve the revised budget for 2017. The motion was adopted.

The treasurer presented the proposed budget for 2018, with a 3.6% reduction in support to related agencies, along with a reduction of Churchwide Support from 50% to 48.2%, thus giving a balance budget.

S.C.17.5.136. MOTION: (Bollinger/Edgar) – to recommend the 2018 budget to Synod Assembly for adoption. The motion was adopted. (See Addendum #2, p. 123)

Report of the Leadership Task Force:

Clergy salary guidelines were presented with a 2.4% increase, along with a housing allowance range of \$14,700 to \$17,800.

S.C.17.5.137. MOTION: (Erdley/Gardner) – to recommend the minimum salary guidelines for clergy to Synod Assembly for approval. The motion was adopted. (See Addendum #3, p. 128)

S.C.17.5.138. MOTION: (Gardner/Moll) – to recommend the housing allowance guidelines for clergy to Synod Assembly for adoption.

The motion was adopted. (See Addendum #4, p. 129)

Salary guidelines for Deacons were presented with an increase of \$870 to each amount, representing a 2.4% increase.

S.C.17.5.139. MOTION: (Johanson/Erdley) – to recommend the minimum salary guidelines for Deacons to Synod Assembly for approval. The motion was adopted. (See Addendum #5, p. 129)

Report of Assistant/DEM: written

Report of Camp Mount Luther (written):

This year's registrations so far include 89% as returning campers.

There will be a mortgage burning on June 4. (Evergreen Center)

S.C.17.5.140. MOTION: (Gardner/Bovendam) – to approve the request of Camp Mount Luther, to be granted permission, in perpetuity, to raise the needed funds to operate and improve the camp through an enhanced development program for not only general operating needs but capital and planned giving programs. The motion was adopted.

Old Business:

The Liberia trip report is in Dropbox.

New Business:

The Executive Committee met with Mr. Rick Bair of Baker-Tilly Company, accountants, and received and accepted the audit report.

Consideration needs to be made to extend the contract, or seek other companies.

Devotion at the July meeting will be led by camp staff.

The meeting was adjourned at 8:40 pm after all joined in praying the Lord's Prayer.

**Respectfully submitted,
Carol Waltz**

**Upper Susquehanna Synod Constitution
Amendments Recommended by Synod Council
16 March 2017**

Key:

Yellow cross-outs: eliminate

Yellow: additions

RECOMMENDATION 1. To adopt amendments to the Constitution, Bylaws and Continuing Resolutions of the Upper Susquehanna Synod consistent with amendments to the ELCA Constitution for synods adopted at the 2016 Churchwide Assembly, in accordance with S18.12. [requires majority]

[Change of terminology for Ordained Ministers, and Non-ordained Rostered Personnel]

S7.13.01.	S7.27.	S12.01.08.
S7.13.02.	S10.03.	S12.01.09.
S7.21.02.	S11.02.01.	S13.11.
S7.22.	S11.03.01.	S13.12.
S7.22.01.	S11.11.	S14.10 ₂
S7.23.	S12.01.03 b. and c	
S7.24.	S12.01.06.	

~~S141.04.01.~~ Renumbering (take out first 4) and terminology changes

~~S14.0₁₃~~ Renumbering only

~~S14.0₁₄~~ Renumbering only

~~S14.0₁₅~~ Renumbering and terminology changes

~~S14.1₂₇~~ Renumbering and terminology changes

~~S14.2₅~~ Renumbering and terminology changes

S7.11.04 a., b., c.	S14.33.	S14.47
S7.26	S14.34.	
S8.55	S14.42.	

RECOMMENDATION 2. To adopt amendments to the Constitution, Bylaws and Continuing Resolutions of the Upper Susquehanna Synod consistent with amendments to the ELCA Constitution for synods adopted at the 2016 Churchwide Assembly, in accordance with S18.12. [requires majority]

7.23. ~~All associates in ministry ministers of Word and Service on leave from call, disabled, or retired, all deaconesses of the Evangelical Lutheran Church in America on leave from call or retired, and all diaconal ministers of this church on leave from call or retired, all of whose names appear on the rosters of this synod, shall have the privilege of voice but not vote at all meetings of the Synod Assembly.~~ The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of this church as may be designated from time to time by the Church Council shall also have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.

S7.26. This synod may establish processes through the Synod Council that permit representatives of ~~congregations under development and~~ authorized worshiping communities of the synod, under ELCA bylaw 10.02.03. to serve as voting members of the Synod Assembly, consistent with †S7.21. ~~Such authorized worshiping communities, acknowledged under criteria and procedures of the ELCA Division for Outreach Domestic Mission and the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.~~

Synod Council recommends including Congregations under development in this section as well as striking the second sentence to comply with an earlier amendment to ELCA constitution for synods.

S8.55~~If the treasurer is appointed by the Synod Council, the Synod Council shall appoint a new treasurer to a four (4) year term.~~

Makes S8.55 consistent with †8.51.c.

RECOMMENDATION 3. To adopt amendments to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod in accordance with †S18.21. [requires 2/3]

- S7.11.01. *The time and place of the **Upper Susquehanna Synod Assembly** shall be determined by the Synod Council. The time and place for the next regular assembly normally shall be announced **six (6) months** prior to the assembly.*
- S7.11.04. *a. An Assembly Planning Committee **of at least 3 persons** to implement the directions of the bishop and Synod Council for site selection, arrangements, schedule and program of the assembly.
b. An Elections Committee **of at least 4 persons** to be responsible for the conduct of all assembly elections.
c. A Committee of Reference and Counsel **of at least 4 persons***
- S7.22.02. Ministers of Word and Service **who are** retired, disabled, or on leave from call shall have voice **and vote** at all Synod Assemblies.
- S11.01.04** **Synod Council recommends eliminating this Bylaw because there is no Inter-synodical Commission.**
- S11.05.01 In the absence of an Audit Committee, the Executive committee without the Bishop and Treasurer will fulfill these duties.
Synod Council recommends this new by-law in the event there is no Audit Committee.
- S13.01.03** **Synod Council recommends eliminating this By-Law. It is already covered in S15.11.a.**
- S13.01.02** S15.11.01. Congregations shall give priority to regular **benevolence mission support** commitments before they give consideration to special appeals
Synod Council recommends changing benevolence to mission support and move S13.01.02 to S15.11.01. It seems more appropriate in Chapter 15: Financial Matters.
- S14.12.02. The bishop, in consultation with ministers of Word and Service new to this synod, shall appoint a mentor for each such minister new to this synod, who will serve during the first year following installation. The mentor shall provide support and counsel as deemed appropriate or necessary by the mentor or the minister of Word and Service.
Synod Council recommends that S14.12.02 be adopted. It parallels S14.12.01 for Ministers of Word and Sacrament.

RECOMMENDATION 4. To adopt amendments to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod in accordance with †S18.31. [requires a majority to adopt].

S7.27.A17 A minister 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, serving a congregation of this synod, shall be granted voice and vote at any assembly held during the time of that minister's service.

Synod Council recommends adopting this Continuing Resolution so that non-ELCA pastors serving parishes in the USS has voice and vote at synod assemblies.

S12.01.08.B07 ~~Duties of a Dean.~~ The Conference Dean shall:
Synod Council recommends changing of the title.

S12.01.09.D07 ~~The duties of the Secretary.~~ The Conference Secretary shall:
Synod Council recommends changing of the title

RECOMMENDATION 5. To amend the Constitution, Bylaws and Continuing Resolutions of the Upper Susquehanna Synod in accordance with †S18.13.a., as follows. [requires being presented at one synod assembly and approved by two-thirds of the voting members present and then ratified at the next synod assembly by a two-thirds vote]

S9.06 The Synod ~~Council~~ **Nominating Committee** shall nominate two persons for secretary; additional nominations may be made from the floor.

Upper Susquehanna Synod, ELCA									
Expenditures and Budget for Fiscal Year Ending January 31, 2017									
Budget Worksheet Fiscal Year Ending January 31, 2019									
	Actual 2016 FYE 1/31/2017	% of Approved Budget	Approved Budget 2016 FYE 1/31/2017	Approved Budget 2017 FYE 1/31/2018	Synod Council Adopted Revision 2017 FYE 1/31/2018	Proposed Budget 2018 FYE 1/31/2019	Change From Original 2017	% Change From Adopted 2017	
Revenues									
General Fund Revenue									
1-501-0000 - Mission Support - Congregation	811,639.56	91.20%	890,000.00	845,000.00	828,788.33	835,000.00	(10,000.00)	-1.18%	
1-502-0000 - Mission Support - Cong Restricted to Synod	4,779.19	95.58%	5,000.00	4,000.00	3,600.00	3,750.00	(250.00)	-6.25%	
1-511-0000 - Mission Support - Non-Congregation	1,500.00	75.00%	2,000.00	1,500.00	1,500.00	1,500.00	-	0.00%	
1-515-0000 - Synod Assembly Fees	34,600.00	98.86%	35,000.00	31,500.00	31,500.00	31,500.00	-	0.00%	
1-516-0000 - Grant Income Restrictive funds									
1-517-0000 - Office Space Reimbursement ELCA grant program	5,000.00	89.29%	5,600.00	5,000.00	5,000.00	2,500.00	(2,500.00)	-50.00%	
1-519-0000 - Social Ministry Grant	0.00	0.00%	2,000.00	-	-	-	-	-	
1-520-0000 - Worship Grant	500.00								
1-521-0000 - Interest Income	713.28	95.10%	750.00	500.00	700.00	700.00	200.00	40.00%	
1-524-0000 - Miscellaneous Income	112.03	1.49%	7,500.00	2,500.00	250.00	250.00	(2,250.00)	-90.00%	
1-532-0000 - Workshop/Program Fees	0.00	0.00%	500.00	-	-	-	-	-	
1-532-0003 - Fees - Youth Events				500.00	-	-	(500.00)	-100.00%	
1-532-0009 - Fees/Candidacy Application	240.00		-	150.00	150.00	150.00	-	0.00%	
1-537-1000 - Transfer from Restrictive Reserve									
1-537-1010 - Transfer from Restrictive Reserve : Insurance Dividend	23,510.32	100.00%	23,510.32	20,000.00	20,000.00	15,000.00	(5,000.00)	-25.00%	
1-537-1015 - Transfer from Restrictive Reserve : Minute Book						2,171.33	2,171.33		
1-537-1030 - Transfer from Restrictive Reserve : Lilly									
1-537-1040 - Transfer from Restrictive Reserve : Conz									
Transfer from -- Deficit Reduction Gifts									
Transfer -- Small Grants					4,666.66				
Transfer - LMI Restricted (toward LMI Coordinator)					6,000.00				
Transfer - Synod Council Designated Synod Reserve									
Total General Fund Revenue	882,594.38	90.81%	971,860.32	910,650.00	902,154.99	901,521.33	(9,128.67)	-1.00%	
Expenditures									
Churchwide Support									
Mission Support									
1-601-1000 - ELCA Churchwide Support	405,819.81	91.20%	445,000.00	422,500.00	414,394.17	402,462.24	(20,037.76)	-4.74%	
1-602-1000 - Non-Cong Churchwide Support	750.00	75.00%	1,000.00	750.00	-	-	(750.00)	-100.00%	
Total Mission Support	406,569.81	91.16%	446,000.00	423,250.00	414,394.17	402,462.24	(20,787.76)	-4.91%	
Region 8 Support									
1-602-1400 - Region 8 - Program Support	2,750.00	76.39%	3,600.00	2,750.00	2,750.00	2,750.00	-	0.00%	
1-603-1400 - Region 8 - First Call Expense (REMOVE)									
1-605-1400 - Region 8 - Support Archives	800.00	100.00%	800.00	800.00	800.00	800.00	-	0.00%	
1-606-1400 - Region 8 - First-Call Theological Education	1,200.00	96.00%	1,250.00	1,250.00	1,250.00	1,250.00	-	0.00%	
1-673-1400 - Region 8 - Committee Travel	98.95	49.48%	200.00	100.00	100.00	100.00	-	0.00%	
1-674-1400 - Region 8 - Planned Giving Support	0.00	0.00%	2,500.00	2,500.00	2,500.00	2,500.00	-	0.00%	
Total Region 8 Support	4,848.95	58.07%	8,350.00	7,400.00	7,400.00	7,400.00	-	-	
Total Churchwide Support	411,418.76	90.55%	454,350.00	430,650.00	421,794.17	409,862.24	(20,787.76)	-4.83%	
Strengthening Congregations/ Missions									
Worship and Music									
1-725-2400 - Supplies - Worship & Music	500.00	83.33%	600.00	600.00	-	-	(600.00)	-100.00%	
Total Worship and Music	500.00	83.33%	600.00	600.00	-	-	(600.00)	-100.00%	
Small Church/Outreach									

Upper Susquehanna Synod, ELCA									
Expenditures and Budget for Fiscal Year Ending January 31, 2017									
Budget Worksheet Fiscal Year Ending January 31, 2019									
	Actual 2016 FYE 1/31/2017	% of Approved Budget	Approved Budget 2016 FYE 1/31/2017	Approved Budget 2017 FYE 1/31/2018	Synod Council Adopted Revision 2017 FYE 1/31/2018	Proposed Budget 2018 FYE 1/31/2019	Change From Original 2017	% Change From Adopted 2017	
1-606-2700 - Support - Small Church Grants	4,000.00	53.33%	7,500.00	3,000.00	8,000.00	4,000.00	1,000.00	33.33%	
1-607-2700 - Support - Small Church Internship	0.00	0.00%	750.00	100.00	100.00	100.00	-	0.00%	
1-774-2700 - Program - Small Church	4,000.00	48.48%	8,250.00	3,100.00	8,100.00	4,100.00	1,000.00	32.26%	
Total Small Church/Outreach									
Synod Programs									
1-774-2100 - Program - Christian Education	0.00	0.00%	125.00	125.00	125.00	125.00	-	0.00%	
1-774-2200 - Program - Evangelism	0.00	0.00%	50.00	50.00	-	-	(50.00)	-100.00%	
1-774-2300 - Program - Stewardship	0.00	0.00%	250.00	50.00	-	-	(50.00)	-100.00%	
1-774-2400 - Program - Worship and Music	157.00	20.93%	750.00	500.00	500.00	500.00	-	0.00%	
1-774-2600 - Program - Healthy Congregations	0.00	0.00%	50.00	50.00	50.00	50.00	-	0.00%	
Total Synod Programs	157.00	12.82%	1,225.00	775.00	675.00	675.00	(100.00)	-12.90%	
Total Strengthening Congregations/ Missions	4,657.00	46.22%	10,075.00	4,475.00	8,775.00	4,775.00	300.00	6.70%	
Preparing/Supporting Leaders									
Theological Education									
1-610-3000 - Support - ELCA Seminaries	20,800.08	100.00%	20,800.00	20,800.00	20,800.00	20,050.81	(749.19)	-3.60%	
Total Theological Education	20,800.08	100.00%	20,800.00	20,800.00	20,800.00	20,050.81	(749.19)	-3.60%	
Candidacy									
1-603-3100 - Prof Career Consultative Service	600.00	60.00%	1,000.00	1,000.00	1,000.00	1,000.00	-	0.00%	
1-609-3100 - Support - Student Scholarships	8,000.00	100.00%	8,000.00	5,000.00	5,000.00	5,000.00	-	0.00%	
1-774-3200 - Program - Candidacy Committee	1,201.38	120.14%	1,000.00	500.00	500.00	500.00	-	0.00%	
Total Candidacy	9,801.38	98.01%	10,000.00	6,500.00	6,500.00	6,500.00	-	0.00%	
Leadership Support/Development									
1-602-3300 - Support - Rostered Leadership	142.00	28.40%	500.00	500.00	500.00	500.00	-	0.00%	
1-673-3300 - Travel - Pastoral Care and Mobility	0.00	0.00%	100.00	25.00	-	-	(25.00)	-100.00%	
1-774-3300 - Program-Leadership Develop./Continuing Ed	0.00	0.00%	100.00	25.00	-	-	(25.00)	-100.00%	
1-774-3301 - Program - Rostered Families	0.00	0.00%	100.00	25.00	-	-	(25.00)	-100.00%	
Total Leadership Support/Development	142.00	17.75%	800.00	575.00	500.00	500.00	(75.00)	-13.04%	
Lay Leadership									
1-774-3400 - Lay Ministry Institute	5,000.00	100.00%	5,000.00	5,000.00	5,000.00	5,000.00	-	0.00%	
Total Lay leadership	5,000.00	100.00%	5,000.00	5,000.00	5,000.00	5,000.00	-	0.00%	
Support-Rostered Leaders									
1-602-3500 - Bishop Disc Fund - Support/Rostered	750.00	100.00%	750.00	350.00	350.00	350.00	-	0.00%	
1-609-3500 - Bishop Disc Fund - Pensions	0.00	0.00%	250.00	150.00	150.00	150.00	-	0.00%	
1-743-3500 - Bishop Disc Fund - Counseling	2,200.00	880.00%	250.00	1,000.00	1,000.00	1,000.00	-	0.00%	
Total Support Rostered Leaders	2,950.00	236.00%	1,250.00	1,500.00	1,500.00	1,500.00	-	0.00%	
Total Preparing/Supporting Leaders	38,693.46	102.23%	37,850.00	34,375.00	34,300.00	33,550.81	(824.19)	-2.40%	
Providing Service/Youth and Adults									
Camp Mount Luther									
1-602-4000 - Support - Camp Mount Luther	48,000.00	100.00%	48,000.00	48,000.00	48,000.00	46,271.11	(1,728.89)	-3.60%	
Total Camp Mount Luther	48,000.00	100.00%	48,000.00	48,000.00	48,000.00	46,271.11	(1,728.89)	-3.60%	

Upper Susquehanna Synod, ELCA									
Expenditures and Budget for Fiscal Year Ending January 31, 2017									
Budget Worksheet Fiscal Year Ending January 31, 2019									
	Actual 2016 FYE 1/31/2017	% of Approved Budget	Approved Budget 2016 FYE 1/31/2017	Approved Budget 2017 FYE 1/31/2018	Synod Council Adopted Revision 2017 FYE 1/31/2018	Proposed Budget 2018 FYE 1/31/2019	Change From Original 2017	% Change From Adopted 2017	
Campus Ministry									
1-602-4200 - Penn College	1,500.00	100.00%	1,500.00	1,000.00	1,000.00	963.98	(36.02)	-3.60%	
1-603-4200 - Penn State University	13,065.00	100.00%	13,065.00	11,100.00	11,100.00	10,700.19	(399.81)	-3.60%	
1-604-4200 - Mansfield University	1,542.00	100.00%	1,542.00	1,000.00	1,000.00	963.98	(36.02)	-3.60%	
1-605-4200 - Bloomsburg University	12,962.00	100.00%	12,962.00	10,000.00	10,000.00	9,639.81	(360.19)	-3.60%	
1-606-4200 - Lock Haven University	1,500.00	100.00%	1,500.00	1,000.00	1,000.00	963.98	(36.02)	-3.60%	
1-774-4200 - Campus Ministry Team	30.00	30.00%	100.00	100.00	100.00	100.00	-	0.00%	
Total Campus Ministry	30,599.00	99.77%	30,669.00	24,200.00	24,200.00	23,331.94	(668.06)	-3.59%	
Synod Youth Council									
1-602-4300 - Support Youth Events	0.00	0.00%	1,500.00	-	-	-	-	-	
1-774-4300 - Synod Youth Council	0.00	0.00%	200.00	-	-	-	-	-	
Total Synod Youth Council	-	-	1,700.00	-	-	-	-	-	
Total Providing Service/ Youth and Adults	78,599.00	97.80%	80,369.00	72,200.00	72,200.00	69,603.05	(2,596.95)	-3.60%	
Concern/Human Need									
Support-Related Agencies									
1-602-5100 - Support - Lutheran Advocacy in Pa	5,000.00	100.00%	5,000.00	5,000.00	5,000.00	4,819.91	(180.09)	-3.60%	
1-602-5300 - Evan Coalition/MissionAppalacia	5,000.00	100.00%	5,000.00	5,000.00	5,000.00	4,819.91	(180.09)	-3.60%	
Total Support-Related Agencies	5,000.00	100.00%	5,000.00	5,000.00	5,000.00	4,819.91	(180.09)	-3.60%	
Total Concern/Human Need	5,000.00	100.00%	5,000.00	5,000.00	5,000.00	4,819.91	(180.09)	-3.60%	
Fostering/Main/Ecumenical Relation									
1-602-6000 - Support - PA Council of Churches	2,750.00	100.00%	2,750.00	1,000.00	1,000.00	963.98	(36.02)	-3.60%	
1-774-6200 - Program - Ecumenical Relations	45.00	15.00%	300.00	300.00	300.00	300.00	-	0.00%	
Total Fostering/Main/Ecumenical Relation	2,795.00	91.64%	3,050.00	1,300.00	1,300.00	1,263.98	(36.02)	-2.77%	
Interpreting-Mission & Ministry of Church									
1-655-7000 - Dir of Communications - FICA	320.00	45.71%	700.00	500.00	500.00	500.00	-	0.00%	
1-749-7000 - Synod Web Site	320.00	45.71%	700.00	500.00	500.00	500.00	-	0.00%	
Total Interpreting-Mission & Ministry of Church	320.00	45.71%	700.00	500.00	500.00	500.00	-	0.00%	
Global Mission Education									
1-602-8000 - Support - Global Mission	995.00	99.50%	1,000.00	500.00	500.00	500.00	-	0.00%	
1-602-8100 - Support Liberia Companion Synod	1,220.46	61.02%	2,000.00	1,500.00	1,500.00	1,500.00	-	0.00%	
1-602-8101 - Support-AWK Companion Synod Program	1,227.93	163.72%	750.00	500.00	500.00	500.00	-	0.00%	

Upper Susquehanna Synod, ELCA									
Expenditures and Budget for Fiscal Year Ending January 31, 2017									
Budget Worksheet Fiscal Year Ending January 31, 2019									
	Actual 2016 FYE 1/31/2017	% of Approved Budget	Approved Budget 2016 FYE 1/31/2017	Approved Budget 2017 FYE 1/31/2018	Synod Council Adopted Revision 2017 FYE 1/31/2018	Proposed Budget 2018 FYE 1/31/2019	Change From Original 2017	% Change From Adopted 2017	
1-774-8300 - Program - Global Mission	1,336.00	133.60%	1,000.00	1,000.00	1,000.00	1,000.00	-	0.00%	
Total Global Mission Education	4,779.39	100.62%	4,750.00	3,500.00	3,500.00	3,500.00	-	0.00%	
Total Global Mission Education	4,779.39	100.62%	4,750.00	3,500.00	3,500.00	3,500.00	-	0.00%	
Providing/Effective Organization									
Administration									
1-701-9000 - Postage	2,887.16	54.99%	5,250.00	4,750.00	3,000.00	3,000.00	(1,750.00)	-36.84%	
1-721-9000 - Audio/Visual/Subscriptions									
1-725-9000 - Office Supplies	2,135.99	85.44%	2,500.00	2,500.00	2,000.00	2,000.00	(500.00)	-20.00%	
1-729-9000 - Training/Instruction-Support Staff	0.00	0.00%	100.00	100.00	100.00	100.00	-	0.00%	
1-737-9000 - Forms	1,729.30	247.04%	700.00	1,000.00	1,000.00	1,000.00	-	0.00%	
1-740-9000 - Payroll Services	212.00				900.00	900.00	900.00		
1-741-9000 - Accounting/Auditing	6,500.00	98.48%	6,600.00	6,600.00	6,600.00	6,600.00	-	0.00%	
1-742-9000 - Legal	61.49	24.60%	250.00	250.00	250.00	250.00	-	0.00%	
1-743-9000 - ELCA Shared Risk Fund	0.00	0.00%	850.00	850.00	650.00	650.00	(200.00)	-23.53%	
1-747-9000 - Phone	3,673.30	73.47%	5,000.00	4,000.00	4,000.00	4,000.00	-	0.00%	
1-748-9000 - E-mail/Internet	839.40	104.93%	800.00	850.00	850.00	850.00	-	0.00%	
1-749-9000 - Synod Web Site									
1-775-9000 - Hospitality	696.62	87.08%	800.00	800.00	800.00	800.00	-	0.00%	
1-793-9000 - Bank Fees	48.00	19.20%	250.00	100.00	50.00	50.00	(50.00)	-50.00%	
1-801-9000 - Maintenance/Repair of Equipment	1,232.69	61.63%	2,000.00	1,500.00	1,250.00	1,250.00	(250.00)	-16.67%	
1-802-9000 - Technical Support/ Computers	11,067.00	170.26%	6,500.00	6,500.00	8,000.00	8,000.00	1,500.00	23.08%	
1-804-9000 - Leasing/Office Equipment	7,930.27	75.53%	10,500.00	10,500.00	8,000.00	8,000.00	(2,500.00)	-23.81%	
1-805-9000 - Miscellaneous	602.42			500.00	500.00	478.19	(21.81)	-4.36%	
Total General Office	39,615.64	94.10%	42,100.00	40,800.00	37,950.00	37,928.19	(2,871.81)	-7.04%	
Building/Maintenance Expense									
1-722-9100 - Building Maintenance	10,791.35	107.96%	9,996.00	10,500.00	10,500.00	10,500.00	-	0.00%	
1-751-9100 - Building & Liability Ins Package	4,098.85	117.11%	3,500.00	4,500.00	4,450.00	4,450.00	(50.00)	-1.11%	
1-803-9100 - Equipment Purchases	0.00	0.00%	500.00	500.00	-	-	(500.00)	-100.00%	
1-836-9100 - Utilities	6,457.83	80.72%	8,000.00	8,000.00	7,000.00	7,000.00	(1,000.00)	-12.50%	
1-837-9100 - Depreciation Building	10,752.80	104.23%	10,316.75	11,435.05	11,200.00	11,190.00	(245.05)	-2.14%	
1-838-9000 - Depreciation Equipment	3,646.68	100.00%	3,646.86	3,378.91	3,800.00	3,020.00	(358.91)	-10.62%	
Total Building/Maintenance Expense	35,747.51	99.41%	35,959.61	38,313.96	36,950.00	36,160.00	(2,153.96)	-5.62%	
Staff Salaries									
1-652-9204 - Bishop's Salary	55,646.56	95.89%	58,034.14	59,833.20	52,304.00	53,350.08	(6,483.12)	-10.84%	
1-652-9214 - Assistant to the Bishop	16,977.72	88.85%	19,107.35	19,699.68	21,650.00	22,083.00	2,383.32	12.10%	
1-652-9214 - Assistant to the Bishop									
1-652-9215 - Dean Stipends	18,653.76	100.00%	18,653.82	19,232.09	19,232.09	19,616.73	384.64	2.00%	
1-652-9224 - Office Manager	38,480.40	101.14%	38,048.40	39,673.29	39,673.29	40,466.76	793.47	2.00%	
1-652-9245 - Bookkeeper	4,418.28	77.51%	5,700.00	5,876.70	2,000.00	2,040.00	(3,836.70)	-65.29%	
1-652-9247 - Communications Director	7,764.12	90.26%	8,602.00	8,868.66	8,868.66	9,046.03	177.37	2.00%	
1-652-9250 - Synod Ministry Project Coach									
Total Staff Salaries	141,940.84	95.81%	148,145.71	153,183.62	143,728.04	146,602.60	(6,581.02)	-4.30%	
Staff Benefits									
1-654-9300 - Staff Housing Allowance	27,699.48	99.80%	27,754.00	28,614.37	25,150.00	25,653.00	(2,961.37)	-10.35%	
1-655-9300 - Staff-FICA Contributions	3,875.80	96.77%	4,005.00	4,129.16	3,866.46	3,943.79	(185.37)	-4.49%	

Upper Susquehanna Synod, ELCA									
Expenditures and Budget for Fiscal Year Ending January 31, 2017									
Budget Worksheet Fiscal Year Ending January 31, 2019									
	Actual 2016 FYE 1/31/2017	% of Approved Budget	Approved Budget 2016 FYE 1/31/2017	Approved Budget 2017 FYE 1/31/2018	Synod Council Adopted Revision 2017 FYE 1/31/2018	Proposed Budget 2018 FYE 1/31/2019	Change From Original 2017	% Change From Adopted 2017	
1-656-9300 - Staff Pension & Health Benefits	50,538.18	84.23%	60,000.00	61,860.00	71,459.40	80,000.00	18,140.00	29.32%	
1-657-9300 - Clergy Staff Education Benefits	1,455.32	97.02%	1,500.00	1,125.00	1,125.00	1,125.00	-	0.00%	
1-658-9300 - Staff Auto Allowance	4,375.00	58.33%	7,500.00	7,500.00	-	-	(7,500.00)	-100.00%	
1-659-9300 - Staff Work Comp Ins	775.14	51.68%	1,500.00	1,000.00	1,000.00	1,000.00	-	0.00%	
1-661-9300 - Clergy-FICA Contributions	9,102.04	96.30%	9,452.00	9,745.01	9,052.71	9,233.77	(511.25)	-5.25%	
1-673-9300 - Staff Travel	3,926.64	39.27%	10,000.00	4,000.00	8,000.00	8,000.00	4,000.00	100.00%	
1-751-9301 - Miscellaneous	0.00	0.00%	250.00	-	-	-	-	-	
Total Staff Benefits	101,747.60	83.43%	121,961.00	117,973.54	119,653.57	128,955.55	10,982.01	9.31%	
Synod Assembly									
1-655-9400 - Non-employee Comp-Synod Assembly	2,052.44	82.10%	2,500.00	2,500.00	500.00	2,500.00	-	0.00%	
1-673-9400 - Travel - Assembly Planning Commit	49.14	19.66%	250.00	100.00	100.00	-	(100.00)	-100.00%	
1-701-9400 - Postage-Assembly Planning Committee	2,220.80	88.83%	2,500.00	2,500.00	800.00	800.00	(1,700.00)	-68.00%	
1-725-9400 - Supplies-Assembly	1,674.44	66.98%	2,500.00	2,500.00	2,000.00	2,000.00	(500.00)	-20.00%	
1-743-9400 - Miscellaneous Services	0.00	0.00%	250.00	250.00	250.00	250.00	-	0.00%	
1-780-9400 - Refund Fees - Synod Assembly	713.00	-	-	1,000.00	-	-	(1,000.00)	-100.00%	
1-832-9400 - Facility Rental - Synod Assembly	17,813.78	98.97%	18,000.00	18,000.00	18,000.00	18,000.00	-	0.00%	
Total Synod Assembly	24,523.60	94.32%	26,000.00	26,850.00	21,650.00	23,550.00	(3,300.00)	-12.29%	
Synod Council									
1-602-9500 - Deans' Fund	410.67	68.45%	600.00	500.00	250.00	250.00	(250.00)	-50.00%	
1-673-9500 - Travel - Synod Council	0.00	0.00%	100.00	100.00	100.00	100.00	-	0.00%	
1-775-9500 - Hospitality - Synod Council	738.73	738.73%	100.00	100.00	100.00	100.00	-	0.00%	
1-775-9600 - Church Wide Assembly	0.00	0.00%	750.00	750.00	-	-	(750.00)	-100.00%	
Total Synod Council	1,149.40	74.15%	1,550.00	1,450.00	450.00	450.00	(1,000.00)	-68.97%	
Total Providing/Effective Organization	344,724.59	91.75%	375,716.32	378,571.12	360,381.61	373,646.34	(4,924.77)	-1.30%	
Non Operating Expenses									
1-805-9700 - Interest	-	-	-	-	-	-	-	-	
Total Expenses	890,987.20	91.68%	971,860.32	930,571.12	907,750.78	901,521.33	(29,049.78)	-3.12%	
Excess Revenues (Expenditures)	(8,392.82)		-	(19,921.12)	(5,595.79)	(0.00)	19,921.11	-100.00%	

2018 CLERGY SALARY GUIDELINES FOR THE UPPER SUSQUEHANNA SYNOD, ELCA			
To Be Adodpted June 2017, Upper Susquehanna Synod Assembly			
Years Ordained	Year Of Ordination	2017 Minimum Salary Guidelines	2018 Minimum Salary Guidelines
0	2018	N/A	\$33,900
1	2017	\$33,100	\$34,325
2	2016	\$33,525	\$34,750
3	2015	\$33,950	\$35,175
4	2014	\$34,375	\$35,600
5	2013	\$34,800	\$36,025
6	2012	\$35,225	\$36,450
7	2011	\$35,650	\$36,875
8	2010	\$36,075	\$37,300
9	2009	\$36,500	\$37,725
10	2008	\$36,925	\$38,150
11	2007	\$37,350	\$38,575
12	2006	\$37,775	\$39,000
13	2005	\$38,200	\$39,425
14	2004	\$38,625	\$39,850
15	2003	\$39,050	\$40,275
16	2002	\$39,475	\$40,700
17	2001	\$39,900	\$41,125
18	2000	\$40,325	\$41,550
19	1999	\$40,750	\$41,975
20	1998	\$41,175	\$42,400
21	1997	\$41,600	\$42,825
22	1996	\$42,025	\$43,250
23	1995	\$42,450	\$43,675
24	1994	\$42,875	\$44,100
25	1993	\$43,300	\$44,525
26	1992	\$43,725	\$44,950
27	1991	\$44,150	\$45,375
28	1990	\$44,575	\$45,800
29	1989	\$45,000	\$46,225
30	1988	\$45,425	\$46,650
31	1987	\$45,850	\$47,075
32	1986	\$46,275	\$47,500



For I am not ashamed of the gospel;
it is the power of God for salvation
to everyone who has faith

– Romans 1:16

Dear Sisters and Brothers in Christ,

On Oct. 31, 1517, 500 years ago, Martin Luther posted his “Ninety-five Theses” in Wittenberg. This resulted in a debate about Christian teaching and practice that led to significant reforms that shaped the course of Western Christianity. As we gather to meet in synod assemblies during the 500th anniversary of the Reformation, it is a good time to reflect on what it means to be Lutheran.

Neither culture nor behavior define what is distinctive about the Lutheran movement. It’s our understanding of the gospel. We proclaim Jesus Christ crucified and raised from the dead for the life of the world. It is this gospel word that creates faith and sets us free to serve the neighbor.

We are freed and renewed in Christ.

The church’s proper work is to proclaim the gospel word. “We are to fear and love God, so, that we do not despise preaching or God’s word, but instead keep that word holy and gladly hear it and learn it” (Small Catechism).

I have invited and encouraged all of you to engage in reading Luther’s Small Catechism together. This is to be done in a way that is most promising for your community of faith and most fitting for the relationships in your community. Resources are available at [ELCA500.org/withnewvoices](https://elca500.org/withnewvoices).

As a church deeply rooted in Scripture and in Christ, this church continues to be shaped by the changing face of our communities, by new migration patterns and national and global trends affecting religion and society. We are a community of faith that is always forming and being renewed, and as a church we engaged in a process, Called Forward Together in Christ, to help us tell the story of the church we are becoming. Through that process, we developed ELCA Strategic Directions 2025. This strategic framework identifies goals and priority areas for the ELCA as a whole church.

What is the church we are becoming?

- A thriving church spreading the gospel and deepening faith for all people.
- A church equipping people for their baptismal vocations in the world and this church.
- An inviting and welcoming church that reflects and embraces the diversity in our communities and the gifts and opportunities that diversity brings.
- A visible church deeply committed to working ecumenically and with other people of faith for justice, peace and reconciliation in our communities and around the world.
- A well-governed, connected and sustainable church.

As we observe the 500th anniversary of the Reformation, I pray that ELCA Strategic Directions 2025 will guide and foster ELCA church unity in the years ahead. To learn more about these strategic directions, visit ELCA.org/future.

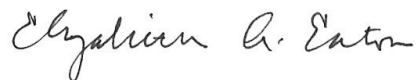
One of the ways we are achieving our goals together as a church is through *Always Being Made New: The Campaign for the ELCA*. Throughout 2017, the campaign will emphasize ministries supporting Global Church. The ELCA is known as a faithful partner in the work to build up Christ's church throughout the world and proclaim the good news of Jesus Christ, risen for the life of the world.

If you don't have the date on your calendar already, be sure to note that Sept. 10 is our suggested date for the 2017 dedicated day of service. If your congregation cannot participate on this date, please consider another day. "God's work. Our hands." Sunday is an opportunity for us to explore one of our most basic convictions as Lutherans: that all of life in Jesus Christ – every act of service, in every daily calling, in every corner of life – flows freely from a living, daring confidence in God's grace.

As we gather in our synod assemblies, let us remember that together in Jesus Christ we are freed by grace to live faithfully, witness boldly and serve joyfully. I pray that God blesses your time together.

I give thanks to God for each of you, for our more than 9,300 congregations, for our 65 synods and our churchwide ministries. As a church freed and renewed in Christ, may we bear witness to a world experiencing the difference God's grace and love in Christ makes for all people and creation.

With gratitude,



Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

Report of the Bishop

Bishop Barbara J. Collins

Grace to you and peace from God the Father, Son, and Holy Spirit.

While thinking about writing my first report to the synod assembly as Bishop, the memory of the first time I was required to write something to “the synod” popped into my head – and that was my entrance essay to the candidacy committee.

Actually, I wrote two essays – one was rather humorous but I had no intention in submitting that to the committee. When sharing both essays with my pastor, he shocked me by suggesting I send in the humorous essay. His reason – it reveals more about who you are as a child of God.

The essay title was “Answer That Call!” and it began with this one-sided dialogue:

“Did you hear a phone ringing? I didn’t hear a phone ringing. How can you answer a call if the phone isn’t ringing? Please, explain further. ... Oh, it’s not a phone call, it’s a calling. But I’m not calling anyone. Was I supposed to call someone? I don’t recall being asked to make a call. You’re not making yourself clear or I’m simply not following you. ... Someone is calling me to complete a task. Did my mother put you up to this – did I forget to do something? ... Oh, Mom had nothing to do with this. Why are you making this so difficult to understand? For heaven’s sake, who’s calling me? ... Excuse me? . . . Dear God, not me!

And with that...they entranced me!!!

My essay did continue with a more serious tone in how I was discerning God’s call to the ministry of Word and Sacrament. In my closing paragraph of that essay, I said, “My lifestyle has been to serve the church as I am needed.” That statement holds true for me to this day. Did I ever imagine that a call to serve the church would bring me to the Synod Office, no. But over the years I have learned that God’s call certainly leads us down unexpected paths – and I am truly humbled to walk this path and serve as Bishop of the Upper Susquehanna Synod. I do so with the understanding, and expectation, that all of you are on this path with me. The ministry of a synod is not the task of a few, but of many – we are “on the road together” to act upon God’s call to **BE** the church in this place and time, sharing the gospel of God’s reconciliation with all people.

So...let’s go back to last Spring and look at what the members of our transition team felt were the aspirations of the synod. They concluded:

God calls us to love and serve one another. As we move forward, we hope to

- Deepen our relationship with God.
- Deepen our relationship with one another.
- Deepen our relationship with church partners.
- Deepen our relationships through service to the world.

God will give us courage and strength to face challenges and risks with renewed optimism and openness for a new vision for the whole Church.

Relationships! That is the key word in what the transition team lifted up.

For longer than the past nine months, Rev. Craig Miller (Assistant to the Bishop/Director for Evangelical Mission) and I have focused on this directive to deepen and build relationships. To do this we have made a point to connect, to visit, to be present, to listen to and share stories.

This has resulted in our being in congregations for Sunday worship as much as our schedules allow, meeting with councils and other leadership teams, leading workshops and mid-week services, and attending meals and events held by congregations. If we aren't scheduled to lead worship on a Sunday, you might see us "pop in" to a congregation just to be present. But take note, if indeed we do just "pop in" to sit in the pew or to be at the table, it is not because something is wrong, or that we are checking up on folks, or that we have an announcement to make. We are simply there to get to know you and to build relationships.

Opportunities are also being provided to gather folks around the table for the sharing of experiences, ideas and vision for ministry – in other words, providing space to listen to and to tell the stories of God's people and mission in the Upper Susquehanna Synod. This is taking place with those who serve as interims, those who serve multi-point parishes, those who serve as authorized lay leaders, and leaders from congregations in close proximity to one another. This practice of sharing stories also takes place at most of our meetings: Conference meetings, Deans' meetings, Synod Council meetings and meetings of the Mission Tables. When we listen to one another's life and faith stories it is natural for our relationships to grow and deepen.

We also look to build the relationships we share across the whole Church by connecting with our ministry partners on our territory and across the state, such as Camp Mt. Luther, Campus Ministries, Diakon, Lutheran Advocacy Ministry in Pa, Lutheran Disaster Relief, Lutheran World Relief and the United Lutheran Seminary. We look to find additional ways to connect with our brothers and sisters in the other seven synods of Region 8, with leaders from across the ELCA, and with ecumenical and global partners such as our Full Communion partners, our Lutheran-Anglican-Roman Catholic relationships, and the Lutheran World Federation. At this year's Synod Assembly we are blessed to have brothers and sisters come from across the church to bring a Glocal Assembly to our gathering. Glocal is a blending of Global and local expressions of the church. We welcome Sunitha Mortha, the Director for Mission Formation with the Global Mission Unit of the ELCA who is serving as our ELCA Representative to the assembly, and a number of musicians and workshop leaders who will engage us in ways to build relationships through accompaniment, advocacy, cross-generational ministry, radical hospitality, social action, and addressing world hunger.

These are just some of the places where we hope to deepen and build relationships. Just some – which means that there is a lot to consider, pay attention to...and do! This is where the "we're in this together" comes into play.

Back in 2005, in the Report of the Bishop to the assembly, Bishop Main stated, “We need to vision as to how we might best position ourselves for Lutheran mission 10 – 15 years from now.” Well...we are right in the middle of that 10 – 15 year projection of which he spoke. Certainly Bishop Main, Bishop Driesen and other synod leadership continued to lead this synod in the direction of discernment and vision. It is time to take action.

In November of 2016, Called Forward Together in Christ – Strategic Directions 2025, was adopted by the ELCA Church Council. This strategy is the result of a yearlong process of conversation, listening and prayerful discernment concerning what God is calling this church to be and do today and into the future – a process and ongoing work that has been agreed to by the Church Council, Conference of Bishops, and the Administrative Team of the ELCA. These three tables believe that the Called Forward Together in Christ, ELCA Strategic Directions 2025 provides a road map toward this church’s participation in God’s mission for the life of the world.

In particular, congregational vitality and leadership emerged from this strategy as the foci for the next couple of years – recognizing that vitality and leadership are foundational to the future of mission and ministry. To that I would add that relationships are at the core of congregational vitality and leadership – our relationship with God, with one another, and with the world, our communities.

I encourage you to read through this entire document, which is available on our synod website (www.uss-elca.org) and the ELCA’s website (www.elca.org). But allow me to lift up just one of our values as church that is expressed in the document.

“Courage and openness to change – Because we trust in God’s promise and understand faith to be a living, daring confidence in God’s grace, we are emboldened to embrace learning and change in our spiritual and institutional journey as church. This means we are open to new ways and willing to take risks to discover God’s plan for this church.”

Have we discerned the future, envisioned how to BE the church of tomorrow? Have we reached the point of understanding that the “future” Bishop Main spoke of is today, **now!**

I do not see this as a challenge to change who we are, but **how** we are. How we are being proclaimers of God’s reconciling Word. How we are being risk takers in telling our stories and expressing our relationship with God. How we are being open and intentional about our relationships with each other, our neighbors and the world around us.

I lift up the four points that Pastor Miller has discovered about our synod, leaders, and congregations, which he lists in his report on page 250. His observations are encouraging and true. So let’s take the next steps together in living up to our potential as God’s people. Let’s be more creative, more willing, and more trusting. All of which I know we can do, especially if we do it together. Our synod has creative and willing leaders. We have training opportunities for strengthening individuals and congregations. We have a vision for how to be church in today’s world while continuing to value our history and traditions. We have each other and...we have a God in whom we can trust to be with us in all that we do in his name. It is time to take action, together.

I close my report with a few verses from the book of Joshua which came to me early on in this call, and on which I have kept a focus throughout this first year. The printed words hang on the corkboard above my computer desk where I can easily see them and reflect on them often.

From Joshua 1:5b-9

“As I was with Moses, so I will be with you; I will not fail you or forsake you. Be strong and courageous, for you shall put this people in possession of the land that I swore to their ancestors to give them. Only be strong and very courageous, being careful to act in accordance with all the law that my servant Moses commanded you; do not turn from it to the right hand or to the left, so that you may be successful wherever you go. This book of the law shall not depart out of your mouth; you shall meditate on it day and night, so that you may be careful to act in accordance with all that is written in it. For then you shall make your way prosperous, and then you shall be successful. I hereby command you: Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go.”

My brothers and sisters in Christ - be strong, be courageous, be faithful!

And may God bless your life with deep and growing relationships. Shalom

In Christ's service,

A handwritten signature in black ink that reads "Barbara J. Collins". The signature is written in a cursive, flowing style.

Barbara J. Collins, Bishop

PASTORAL CHANGES 2016-2017

The Rev. Kerry P. Maurer – from Southeastern Synod to the Upper Susquehanna Synod, effective June 24, 2016.

The Rev. Leah D. Schade – from Upper Susquehanna Synod to Assistant Professor of Homiletics and Worship at Lexington Theological Seminary in Lexington, Kentucky, effective July 31, 2016.

The Rev. William Esborn – resigned from Messiah Lutheran Church, Mifflintown, effective July 31, 2016 to On Leave from Call; Retired, effective February 1, 2017.

The Rev. Ashley B. Rossi – transferred from the Upper Susquehanna Synod to Southeastern Pennsylvania Synod, effective August 1, 2016.

The Rev. Gary A. Roth - from pastor of St. John Lutheran Church, Lewistown to Retired, effective August 1, 2016.

The Rev. Jeffrey G. Bohan – resigned from St. Luke Lutheran Church, Bloomsburg to On Leave from Call, effective September 1, 2016.

The Rev. Robert L. Driesen – from Bishop of the Upper Susquehanna Synod to Retired, effective September 1, 2016.

The Rev. Vicky G. Schaffner – resigned from St. John Lutheran Church, Leck Kill to On Leave from Call, effective November 10, 2016.

The Rev. Timothy Bingman – from pastor of Freeburg Parish, Mt. Pleasant Mills to Retired, effective January 1, 2017.

The Rev. Kenneth R. Elkin – from pastor of St. Mark Lutheran Church, Williamsport to Retired, effective January 1, 2017.

The Rev. James E. West – from Rocky Mountain Synod to Upper Susquehanna Synod, effective January 29, 2017.

The Rev. David Byerly – approved for a Synod Council Term Call to service Redeemer Lutheran Church, Williamsport; St. Matthew Lutheran Church, Williamsport and St. Michael Lutheran Church, Cogan Station, effective January 15, 2017.

The Rev. Lisa R. Barnes – from New Jersey Synod to Upper Susquehanna Synod, accepted call at United in Christ Lutheran Parish, Mt. Pleasant Mills, effective January 23, 2017.

The Rev. John D. Yost – resigned from Christ's United Lutheran Church, Millmont, effective December 31, 2016.

The Rev. John D. Yost – called as pastor of Buffalo Valley Lutheran Parish - Christ's United Lutheran Church, Millmont and First Lutheran Church, Mifflinburg, effective January 1, 2017.

The Rev. Kristina E. Schaeffer – from Metro New York Synod to call at Salem Lutheran Church, Selinsgrove, effective April 24, 2017.

The Rev. Cheryl Berner – from On Leave from Call to Retired, effective May 1, 2017.

The Rev. Viking Dietrich – from St. John Lutheran Church, Montgomery to ELCA Regional Representative for Europe, the Middle East and North Africa based in Berlin, Germany, effective July 15, 2017.

The Rev. Nathan Baker-Trinity – resigned from Beaver Lutheran Church, Beaver Springs to On Leave from Call, effective July 24, 2017.

Deacon Jennifer Baker-Trinity – resigned from Cantor at Beaver Lutheran Church, Beaver Springs to Augsburg Fortress and Evangelical Lutheran Church in America, effective July 24, 2017.

ORDINATIONS

Seminarian Christine J. Kirchner – Weber Chapel, Susquehanna University, Selinsgrove, June 18, 2016. Bishop Robert L. Driesen officiating.

Seminarian Sandra K. Olson - Weber Chapel, Susquehanna University, Selinsgrove, June 18, 2016. Bishop Robert L. Driesen officiating.

Seminarian Justin Lingenfelter - United In Christ Lutheran Church, West Milton, June 10, 2017. Bishop Barbara J. Collins officiating.

INSTALLATIONS

The Rev. Christine J. Kirchner – August 21, 2016.

The Rev. Sandra K. Olson – September 25, 2016.

The Rev. John D. Yost – May 21, 2017.

The Rev. Lisa R. Barnes – February 26, 2017.

The Rev. James West – March 11, 2017.

The Rev. David M. Byerly – March 26, 2017.

The Rev. Justin Lingenfelter – June 10, 2017.

DEATHS OF ROSTERED PERSONS

The Rev. John M. Vought – January 11, 2017.

CONGREGATION/PARISH CHANGES

Pine Street Lutheran Church, Danville and Trinity Lutheran Church, Oak Grove voted to dissolve their Purchase of Service agreement, effective October 15, 2016.

First Lutheran Church, Mifflinburg and Christ's United Lutheran Church, Millmont voted to become a parish, effective January 1, 2017.

Assistant to the Bishop
Director for Evangelical Mission
Rev. Craig A. Miller

When Bishop Collins, shortly after her election, invited me to join her staff I knew immediately that I had to take this call. We had only met once before but our conversation then revealed our common interest in Mission and Ministry as relationship.

Relationships have motivated much of what we do as synod staff: relationship with God, relationship with one another, and relationship through service to the world. As we give heed to the requirements of these relationships we strive to live out our call as examples to others. Of course, we always seek to improve in our relationships as well.

For my part, having only recently come to this synod, I have focused on learning the geography and culture of our synod and congregations. This has meant traveling to meet with conferences, congregations and individuals around the synod. I have begun to experience a different kind of diversity than I knew in Brooklyn, and to uncover my roots in the Tulpehocken conference. It has been a joy to meet so many of you and get to experience the love you have for your congregations. This has also been a challenge as I come to walk with you in the struggles of ministering in this area. I thank God in my prayers for all of you and for our work together to make Christ known.

What I have discovered over these last several months – through gatherings of interim pastors, leaders serving in multi-point calls, conferences, committees and other ministry teams, synod council, and many other opportunities – is that

- our synod has an abundance of faithful leaders who are filled with desire and longing for a strong church. We have so many who offer their time generously for the sake of God's church;
- our synod has vibrant congregations doing vital ministry in their communities, proclaiming God's love in word and deed;
- our synod and our congregations value their history and traditions, but we aren't afraid to step out and try new things;
- our synod has potential to become even better at carrying out the Mission of God where we are planted.

I look forward to what we will become as synod, congregations, and as faithful members of God's church. As our Mission focused tables work out a strategy that will guide us forward I find excitement in the great wisdom of those who have chosen to participate in this process. When I attend gatherings of leaders I feel uplifted by the hopefulness I see and hear.

We have some hurdles before us – the increasing number of expected retirements among our leaders, declining populations, decreased interest in church – but God has blessed us richly with so many relationships through which God calls us to share love and mercy. I gladly join with you to face these challenges with hope and anticipation for what God will do through us.

2016-2017 Report of the Director of Communications

As the part-time Director of Communications for the Upper Susquehanna Synod, I've continued this year to promote a positive image of the synod through comprehensive communications. As in the past, this has been done in a variety of ways:

Publications: There are four main publications that I edit and distribute.

- *USS Ark* is the monthly print newsletter that contains information about congregational mission and ministry projects. *USS Ark* is a one page, two-sided camera-ready newsletter that can be printed in church bulletins and newsletters as well as a "cut and paste" list of upcoming events in the synod. There are three versions of this publication: a PDF file, a Word file, and the content is in the e-mail through which it is distributed. News stories from the *USS Ark* are also posted on our website and shared through social media. This year, this publication highlighted the following:
 - Synod Profile for the Bishop Election
 - Bishop Profile for the Bishop Election
 - Lutheran/Roman Catholic Dialogue
 - Synod Assembly
 - Retirement Celebration for Bishop Driesen
 - Bishop Collins Takes Over and Names Assistant
 - "God's work. Our hands." Day of Service
 - Bishop and Synod Staff Installation
 - Campus Ministry
 - Seafarers Collection
 - Outdoor Ministry
 - Features on our congregations, including small snippets of what congregations were doing, called *Up and Down the Valleys*.
- *Headwaters* is newsletter for rostered and other leaders of the synod, which comes out nearly monthly. It contains information about them and for them, including continuing education opportunities. This publication was redesigned in late 2016 and now features information from the deans' meetings and other concerns for leaders.
- *USS-ELCA.ORG* is the synod's website. It is updated with information constantly and seeks to serve as a resource for congregations, rostered leaders, and individuals. The website was redesigned in early 2017 and unveiled in early March.

News Releases: These are pieces sent to the local news media to promote events or newsworthy activities. This year, news releases were sent about the following: Synod Assembly Recap and Bishop Collins' Installation.

Education: Often, educational opportunities are offered about communications topics including workshops at synod assembly, freestanding programs, consultations with various groups, or as subjects of our publications. This year, no education sessions were held as part of my position.

Social Media: Our social network presence is through a synod blog, a Twitter account (@usselca), and Facebook (www.facebook.com/usselca). The blog is used to share news features, devotional writings, and other "columns." Twitter was used to do live tweeting (using a specific hashtag) at Synod Assembly. The goal of our Facebook postings is to use Facebook to engage and connect members of USS congregations by doing the following:

- Steer people to information or news on our website
- Share new information for our Facebook fans that is current and relevant
- Increase understanding of what we as a synod do and what resources are available
- Get feedback on a particular topic or event
- Uplift the positive news found in other media about our pastors and congregations

As part of the new website redesign, the blog is now hosted on the synod website and in 2017, synod staff will be regularly blogging. As part of my position, I also attend the deans' meetings and synod council meetings regularly and serve as the convener of the Campus Ministry Team. Also in early 2017, I now also do some bookkeeping functions for the synod, writing and distributing checks after entering invoices into our accounting system. This was part of a staff restructuring that took place at the beginning of the year.

Chad Hershberger, Director of Communications

Rostered Leaders excused from Synod Assembly, 2017

A. Bruce Amme

Alfred Bashore

David E. Bomboy

Kenneth R. Elkin

Sarah Hershberger

Robert H. Logan

Donald Nice

Edwin Rehrauer

Deane Shively

John Yost

Report of the Treasurer
Upper Susquehanna Synod
For the Fiscal Year Ending January 31, 2017

The past year has been a year of transition in our synod. I began serving as the Treasurer on July 1, 2016. We bid farewell to Bishop-Emeritus Driesen and welcomed Bishop Collins and Pastor Miller to their new roles. Many individuals have assisted with the transitions. My predecessors, Pastor Jeffrey Bohan and Jeff Mitchell, have shared valuable information. Both bishops and Pastor Miller have shared unique insights and ideas. I especially wish to thank our office staff, who deal with our financial records on a daily basis: Brenda Krouse, Susan Mahserjian-Smith (who departed in December), and Chad Hershberger (who began entering the Accounts Payable invoices and preparing checks in January).

All of our synodical ministries and programs are possible because of the Mission Support contributions that each of our congregations remit to the synod. Thank you for your partnership and contributions!

Financial Report for the Year Ended January 31, 2017

General Operating Fund – Budget Vs. Actual

The full line item report showing budget versus actual can be seen on the 2018 Budget Proposal, which can be found in the Synod Council Report and Recommendations, beginning on page number 123.

Here are some highlights:

- Mission Support from congregations was \$811,639.56 compared to a budget of \$890,000.00. This was 91.2% of the amount.
- Total Revenue was \$882,594.38 compared to a budget of \$971,860.32. This was 90.81% of budgeted amount.
- Total Expenses were \$890,987.20 compared to a budget of \$971,860.32. This was 91.58% of the budgeted amount.
- The resulting deficit was \$8,392.82.

Temporarily Restricted Funds

During the year, the synod maintains a number of restricted accounts. Some of these accounts are pass-through accounts, where contributions for World Hunger, Disaster Response, Missionary Sponsorships, and gifts to ministry partners (such as Camp Mount Luther) are received and then forwarded to the ELCA and ministry partners. Other contributions are designated by the donors for specific ministries and programs, such as the USS Fund for Leaders, grants related to the work of the Director of Evangelical Mission, and programs with our companion synods. During the fiscal year, the balance of these funds grew by about \$97,000.00. A report showing the Summary of Restricted Accounts can be found in the Bulletin of Reports, beginning on page 504.

Investments

Portions of the Restricted Funds, Faith Church Loan Fund, and Student Loan Fund are invested in stocks and mutual funds. The investments involve the volatility of the stock market. The value of the

investments on January 31, 2017, was \$461,301.90. During the fiscal year, we had unrealized investment gains of \$67,426.10. We received dividends and interest totaling \$13,947.60. The dividends and interest were allocated to the corresponding restricted accounts, in accordance with our investment policy.

Audit Report

The annual audit of the financial statements has been completed. A copy of the auditor's report and audited financial statements is included in the Bulletin of Reports, beginning on page 508.

Current Fiscal Year Ending January 31, 2018

At our 2016 Synod Assembly, we adopted a budget for the current fiscal year with a projected deficit of \$19,921.12. Numerous attempts have been made to find operating efficiencies and ways to reduce costs. Some of the changes we have implemented include: outsourcing our payroll process, using the electronic Bulletin of Reports for Synod Assembly, implementing software solutions in our contributions process to eliminate duplicate data entry. The staff transitions changed some compensation-related items. A mileage reimbursement policy is being used with the staff rather than automobile allowances. One congregation also made a special gift (from a bequest) toward deficit reduction.

The Statements of Intent for Mission Support received from congregations were compared with the budgeted amount. The intentions totaled \$828,788.33 compared to a budget of \$845,000.00. We revised our budgeted income. There was also a corresponding decrease to the ELCA Mission Support, since 50% of Mission Support is forwarded to support ELCA Churchwide programs and ministries.

The revised 2017 budget of revenues and expenses can be found in the "Synod Council Adopted Revision 2017 FYE1/31/2018" column on the Proposed Budget 2018 report (included as part of the Synod Council Report and Recommendations in your Bulletin of Reports.) The Synod Council adopted this revised budget at their May meeting.

Proposed Budget for the Fiscal Year Ending January 31, 2019

The Fiscal Management team met this spring to prepare a budget proposal. The team desired to present a balanced budget that recognized the operational savings adopted in the 2017 budget revisions, compensates our staff fairly, and realizes that our reserve funds are rapidly diminishing. The first draft showed a projected deficit of \$27,000. Restricted accounts were reviewed for possible overlap with general operating items and potential transfers. (Note: Brotherhood Mutual dividends have resumed, but under a new program.) In order to balance the budget, different scenarios involving reductions to ELCA Mission Support and grants to partner ministries (including Camp Mount Luther, campus ministries, seminary, Lutheran Advocacy Ministry in PA, and the PA Council of Churches) were prepared for the Synod Council Retreat. The proposed budget shows a proportionate reduction to both ELCA Mission Support and grants to partner ministries.

The line item Proposed Budget 2018 FYE 1/31/2019 can be found in the Synod Council Report and Recommendations, beginning on page 123. Here are some highlights regarding the budget proposal:

- Includes revenue of \$835,000 in Mission Support from congregations. (A modest increase from the revised 2017 budget.)
- Total Revenue of \$901,521.33
- Adjusting the percentage of ELCA Mission Support from 50% to 48.2%
- Reducing grants to partner ministries by 3.6% (based on 2017 amounts)
- Includes 2% increases in compensation for staff and projected increases in Health Care costs.
- Total Expenses of \$901,521.33
- No Excess Revenue or Deficit

Fiscal Management Team

Members of the Fiscal Management Team have agreed to begin meeting quarterly. During the coming year, the team will: 1) monitor budget versus actual revenue and expense reports, 2) review our restricted accounts, 3) review and potentially recommend revisions to the investment policy, and 4) advise the synod on financial matters. Thank you to Bishop Collins, Pastor Miller, Jeff Mitchell, Lisa Myhre, Rev. Rick White, Cami Zimmermann, and Linda Brown for joining me on this team and assisting with these tasks.

Conclusion

It is a privilege to partner with all of you in addressing our synod's finances and serving as your treasurer. Yes, it is difficult to deal with deficits, reductions and financial challenges. However, as I read through the Bulletin of Reports, I am awed at the breadth of ministries and programs that we are able to support and accomplish together. God has provided for us and blesses us. Together we can be hope-filled as we faithfully steward our resources and witness to God's mission at work in our Upper Susquehanna Synod.

Thank you for your partnership!

Respectfully Submitted,

The Rev. Chad A. Hebrink
Upper Susquehanna Synod Treasurer

Date : 03/07/2017
Time : 9:12:10 AM

Upper Susquehanna Synod, ELCA
Summary of Restricted Accounts - Portrait-Va
February 2016 to January 2017

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
Temporary Restricted				
Churchwide Support				
Designated Gifts/ELCA Ministry				
2-602-1000 - Congregation-ELCA-Desig. Non-Benev	\$0.00	\$116,506.43	\$116,506.43	\$0.00
2-602-1001 - Non-Cong-ELCA Desig Non-Benevolence	\$0.00	\$391.00	\$391.00	\$0.00
2-603-1000 - Gulf Coast Gift Cards (USS)	\$0.00	\$0.00	\$0.00	\$0.00
Total Designated Gifts/ELCA Ministry	\$0.00	\$116,897.43	\$116,897.43	\$0.00
Total Churchwide Support	\$0.00	\$116,897.43	\$116,897.43	\$0.00
Strengthening Congs/Missions				
Grants-Gifts/Christian Ed				
2-602-2001 - DLSSM-Outreach-Pre&After School Prog	\$5,571.42	\$263.84	\$0.00	\$5,835.26
2-602-2010 - Book of Faith Synod Advocates	\$2,966.82	\$140.50	\$0.00	\$3,107.32
Total Grants-Gifts/Christian Ed	\$8,538.24	\$404.34	\$0.00	\$8,942.58
Grants-Gifts/Evangelism				
2-602-2200 - ELCA Outreach Grant	\$8,803.59	\$416.91	\$0.00	\$9,220.50
2-602-2201 - ELCA Evangelism/Chr Ed Grant	\$1,857.37	\$0.00	\$0.00	\$1,857.37
2-602-2203 - Passing On Faith	\$1,150.87	\$0.00	\$0.00	\$1,150.87
2-602-2204 - ELCA Grant/BJ Collins	\$34,938.84	\$13,624.93	\$17,489.08	\$31,074.69
Total Grants-Gifts/Evangelism	\$46,750.67	\$14,041.84	\$17,489.08	\$43,303.43
Designated Gifts/Worship&Music				
2-602-2400 - New Hymnal/ELW Introduction	\$261.26	\$0.00	\$0.00	\$261.26
Total Designated Gifts/Worship&Music	\$261.26	\$0.00	\$0.00	\$261.26
Total Strengthening Congs/Missions	\$55,550.17	\$14,446.18	\$17,489.08	\$52,507.27
Preparing/Supporting Leaders				
Designated Gifts-Seminaries				
2-602-3000 - Lutheran Theolog Sem/Gettysburg	\$175.00	\$7,771.00	\$7,946.00	\$0.00
2-602-3005 - Friends of the Seminary	\$0.00	\$12.50	\$12.50	\$0.00
Total Designated Gifts-Seminaries	\$175.00	\$7,783.50	\$7,958.50	\$0.00
Grants-Gifts/Leadership Supp				
2-602-3303 - Bishop's Discretionary Fund	\$1,999.48	\$1,669.72	\$2,854.00	\$815.20
2-602-3304 - Support/Sabbaticals (LB Grant)	\$7,281.80	\$344.84	\$0.00	\$7,626.64
2-602-3306 - Gifts/fees-Candidacy Application	\$150.00	\$0.00	\$150.00	\$0.00
2-602-3400 - Fees/Auth Lay Worship Leaders Prog	\$5,827.15	\$6,442.34	\$2,547.57	\$9,721.92
2-602-3401 - Cont Ed Program/Inducted ALWLs	\$9,281.26	\$439.80	\$0.00	\$9,721.06
2-602-3500 - Fees/Bishop's Day/Retreat	\$2,892.37	\$5,603.74	\$6,598.17	\$1,897.94
2-602-3600 - Pre-Retirement Seminar	\$27.26	\$0.00	\$0.00	\$27.26
2-602-3601 - Retired Pastors' Events	\$273.86	\$0.00	\$273.86	\$0.00
2-602-3700 - Future Pastors Retreat	\$855.90	\$0.00	\$0.00	\$855.90
2-602-3710 - USS Funds for Leaders	\$5,695.58	\$51,612.57	\$0.00	\$57,308.15
2-602-3715 - Emergency Fund for Seminarians	\$732.15	\$0.00	\$0.00	\$732.15
2-602-3716 - Swartz Scholarship Fund	\$1,250.00	\$258.00	\$303.00	\$1,205.00
2-602-3720 - USS Rostered Ldrs Sem Debt Reductio	\$0.00	\$4,060.46	\$0.00	\$4,060.46
Total Grants-Gifts/Leadership Supp	\$36,458.47	\$70,431.47	\$12,726.60	\$94,163.34
Total Preparing/Supporting Leaders	\$36,633.47	\$78,214.97	\$20,685.10	\$94,163.34
Providing Serv/Youth & Adults				
Designated Gifts/Outdoor Min				
2-602-4000 - Camp Mount Luther	(\$175.00)	\$11,361.37	\$11,186.37	\$0.00
2-602-4001 - Camp Mt Luther-Bldg Fd	\$0.00	\$700.00	\$700.00	\$0.00
Total Designated Gifts/Outdoor Min	(\$175.00)	\$12,061.37	\$11,886.37	\$0.00
Des Gifts-Collg/Univ/Higher Ed				
2-602-4102 - Gettysburg College	\$0.00	\$1,035.00	\$1,035.00	\$0.00

Date : 03/07/2017

Time : 9:12:10 AM

Upper Susquehanna Synod, ELCA
Summary of Restricted Accounts - Portrait-Va
February 2016 to January 2017

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
2-602-4104 - Penn State Campus Ministry	\$99.79	\$0.00	\$99.79	\$0.00
2-602-4106 - Bloomsburg University	\$99.79	\$0.00	\$99.79	\$0.00
2-602-4107 - Lock Haven University	\$0.00	\$63.16	\$63.16	\$0.00
2-602-4108 - Manfield Univ Campus Ministry	\$0.00	\$63.17	\$63.17	\$0.00
2-602-4109 - Penn College United Campus Ministry	\$0.00	\$63.17	\$63.17	\$0.00
Total Des Gifts-Collg/Univ/Higher Ed Committee for Youth	\$199.58	\$1,224.50	\$1,424.08	\$0.00
2-602-4304 - Youth Leadership Lab	\$29.92	\$0.00	\$0.00	\$29.92
Total Committee for Youth	\$29.92	\$0.00	\$0.00	\$29.92
Total Providing Serv/Youth & Adults	\$54.50	\$13,285.87	\$13,310.45	\$29.92
Concern/Human Need				
Designated Gifts/Tressler				
2-602-5001 - Buffalo Valley Lutheran Village	\$0.00	\$161.00	\$161.00	\$0.00
Total Designated Gifts/Tressler	\$0.00	\$161.00	\$161.00	\$0.00
Designated Gifts/Other/Soc Min				
2-602-5012 - Shepherd of the Streets	\$4.12	\$565.57	\$569.69	\$0.00
2-602-5013 - Son-Light House	\$16.28	\$605.37	\$621.65	\$0.00
2-602-5014 - Footprints of Montgomery	\$51.04	\$605.36	\$656.40	\$0.00
2-602-5015 - Outreach Food Project-Mac & Cheese	\$1,000.00	\$0.00	\$0.00	\$1,000.00
2-602-5050 - Other Social Ministries	\$0.00	\$530.00	\$530.00	\$0.00
Total Designated Gifts/Other/Soc Min	\$1,071.44	\$2,306.30	\$2,377.74	\$1,000.00
Total Concern/Human Need	\$1,071.44	\$2,467.30	\$2,538.74	\$1,000.00
Global Mission Education				
Desig Gifts/Global Mission				
2-602-8000 - Blankets	\$12,657.37	\$15,212.01	\$12,360.66	\$15,508.72
2-602-8001 - USS -Women - ELCA	\$474.00	\$275.00	\$412.50	\$336.50
Total Desig Gifts/Global Mission	\$13,131.37	\$15,487.01	\$12,773.16	\$15,845.22
Desig Gifts/Comp Synod Min				
Ansbach-Wurzburg Kirchenkreis				
2-602-8101 - Ansbach-Wurzburg Kirch.(Youth Trip)	\$965.00	\$11,000.00	\$4,500.00	\$7,465.00
Total Ansbach-Wurzburg Kirchenkreis	\$965.00	\$11,000.00	\$4,500.00	\$7,465.00
Lutheran Church in Liberia				
2-602-8100 - Lutheran Church in Liberia	\$6,734.04	\$1,266.83	\$750.00	\$7,250.87
2-602-8102 - Phebe Hospital	\$320.00	\$0.00	\$320.00	\$0.00
2-602-8104 - Schmidt Library Fund (Stock+gifts)	\$5,676.04	\$268.79	\$0.00	\$5,944.83
2-602-8115 - Suah Harris Medical Fund	\$435.57	\$0.00	\$0.00	\$435.57
2-602-8117 - Schmidt Lion Laughed Fd	\$79.45	\$3.00	\$0.00	\$82.45
2-602-8122 - USS Container Fund	\$144.07	\$0.00	\$0.00	\$144.07
2-602-8126 - F-SHAM School Liberia	\$300.00	\$1,200.00	\$0.00	\$1,500.00
2-602-8127 - LCL Pastoral Fellowship Fund	\$0.00	\$0.00	\$0.00	\$0.00
2-602-8128 - LCL - Pastor John Sumo	\$1,482.34	\$0.00	\$0.00	\$1,482.34
2-602-8200 - LCL/Education/Empowerment Support	\$356.00	\$0.00	\$0.00	\$356.00
2-602-8207 - Liberia Trip - Marvin Johnson	\$106.90	\$0.00	\$0.00	\$106.90
2-602-8215 - Liberia Trip - Joseph Kanagy	\$0.00	\$700.00	\$0.00	\$700.00
2-602-8502 - Lutheran Training Institute (LTI)	\$2,016.91	\$1,198.14	\$0.00	\$3,215.05
2-602-8503 - Carol Main Scholarship Fd.	\$0.00	\$354.88	\$354.88	\$0.00
2-602-8515 - Grassland Trust 2016	\$20,000.00	\$0.00	\$0.00	\$20,000.00
2-602-8516 - Grassland Trust 2017	\$0.00	\$150,000.00	\$120,025.00	\$29,975.00
Total Lutheran Church in Liberia	\$37,651.32	\$154,991.64	\$121,449.88	\$71,193.08
Total Desig Gifts/Comp Synod Min	\$38,616.32	\$165,991.64	\$125,949.88	\$78,658.08
Total Global Mission Education	\$51,747.69	\$181,478.65	\$138,723.04	\$94,503.30

Date : 03/07/2017
Time : 9:12:10 AM

Upper Susquehanna Synod, ELCA
Summary of Restricted Accounts - Portrait-Va
February 2016 to January 2017

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
Providing for Effective Org				
Desig Gifts/Synod Support				
2-602-9000 - Synod Reserve Fund	\$5,129.27	\$10,412.74	\$0.00	\$15,542.01
Total Desig Gifts/Synod Support	\$5,129.27	\$10,412.74	\$0.00	\$15,542.01
Escrow-Fees/Synod Ministry				
2-602-9001 - Old Emmanuel Church Fund	\$84,422.83	\$3,997.97	\$0.00	\$88,420.80
2-602-9004 - Gifts for Resource Center	\$27.90	\$0.00	\$0.00	\$27.90
2-602-9012 - Celebrate/Bulletin Inserts	\$100.00	\$50.00	\$126.75	\$23.25
2-602-9017 - Health and Wellness Ins Rebate	\$9,839.26	\$329.46	\$2,655.01	\$7,513.71
Total Escrow-Fees/Synod Ministry	\$94,389.99	\$4,377.43	\$2,781.76	\$95,985.66
Designated Synod Assembly				
2-602-9401 - Synod Assembly Minute Book	\$2,171.33	\$0.00	\$0.00	\$2,171.33
Total Designated Synod Assembly	\$2,171.33	\$0.00	\$0.00	\$2,171.33
Total Providing for Effective Org	\$101,690.59	\$14,790.17	\$2,781.76	\$113,699.00
Miscellaneous Designated Gifts				
2-602-9901 - Bro Mut Ins Dividend Distrib	\$39,532.98	\$42,852.62	\$54,917.47	\$27,468.13
2-602-9902 - Lutheran Shared Min/Wmspt	\$0.00	\$1,597.78	\$1,597.78	\$0.00
Total Miscellaneous Designated Gifts	\$39,532.98	\$44,450.40	\$56,515.25	\$27,468.13
Total Temporary Restricted	\$286,280.84	\$466,030.97	\$368,940.85	\$383,370.96

UPPER SUSQUEHANNA SYNOID
SUMMARY OF MARKETABLE INVESTMENTS
MARKET VALUES AS OF 01/31/2017 (*EST ANNUAL INCOME PER LINCOLN INVESTMENT STATEMENT)

Description	Symbol	Price	Principal	Cost Basis	Mkt Price 1/31/2017	Mkt Value 1/31/2017	Unrealized Gain (Loss)	Est Annual Income*	Est Annual Yield
CENTURYLINK INC COM	CTL	\$ 40,865.5	\$ 16,346.20	\$ 16,521.30	\$ 25,866.00	\$ 10,344.00	\$ (6,177.30)	\$ 864.00	8.35%
CHEVRON CORP NEW COM	CVX	\$ 108,597.1	\$ 23,348.38	\$ 23,491.13	\$ 111,350.00	\$ 23,940.25	\$ 449.12	\$ 928.80	3.88%
CORNING INC COM	GLW	\$ 15,287.8	\$ 12,230.24	\$ 12,374.47	\$ 26,490.00	\$ 21,192.00	\$ 8,817.53	\$ 432.00	2.04%
DEERE & CO	DE	\$ 68,000.0	\$ 13,600.00	\$ 13,754.50	\$ 107,050.00	\$ 21,410.00	\$ 7,655.50	\$ 480.00	2.24%
GENERAL MILLS INC COM	GIS	\$ 34,429.1	\$ 6,885.81	\$ 6,952.31	\$ 62,480.00	\$ 12,496.00	\$ 5,543.69	\$ 384.00	3.07%
GENERAL MILLS INC COM (2 for 1 stock split)	GIS	\$ 34,429.1	\$ 6,885.81	\$ 6,952.31	\$ 62,480.00	\$ 12,496.00	\$ 5,543.69	\$ 384.00	3.07%
HARTFORD FINANCIAL SVCS 9.00%	HIG	\$ 30,235.5	\$ 19,743.78	\$ 19,944.36	\$ 48,710.00	\$ 31,807.63	\$ 11,863.27	\$ 600.76	1.89%
HOME DEPOT INC	HD	\$ 29,038.1	\$ 11,615.24	\$ 11,751.32	\$ 137,580.00	\$ 55,032.00	\$ 43,280.68	\$ 1,104.00	2.01%
INTERNATIONAL BUSINESS MACHINES CORP COM	IBM	\$ 128,848.1	\$ 12,884.81	\$ 12,952.81	\$ 174,520.00	\$ 17,452.00	\$ 4,499.19	\$ 560.00	3.21%
KRAFT HEINZ GROUP INC COM (name change 10/1/21 KRFT/KHC)	IBM	\$ 35,272.9	\$ 6,349.12	\$ 6,415.16	\$ 89,290.00	\$ 16,072.20	\$ 9,657.04	\$ 432.00	2.69%
MONDELEZ INTL INC CL A (name change 10/1/2012)	MDLZ	\$ 21,749.46	\$ 11,744.71	\$ 11,866.87	\$ 44,280.00	\$ 23,911.20	\$ 12,044.33	\$ 410.40	1.72%
MORGAN STANLEY COM NEW	MS	\$ 26,315.6	\$ 19,789.33	\$ 19,990.25	\$ 42,490.00	\$ 31,952.48	\$ 11,962.23	\$ 601.60	1.88%
NUSTAR ENERGY LP COM UNIT	NS	\$ 67,828.1	\$ 10,852.50	\$ 10,959.50	\$ 55,310.00	\$ 8,849.60	\$ (2,109.90)	\$ 700.80	7.92%
PINNACLE WEST CAPITAL CORP	PNW	\$ 37,438.1	\$ 14,975.24	\$ 15,128.12	\$ 77,630.00	\$ 31,052.00	\$ 15,923.88	\$ 1,048.00	3.37%
UNITED PARCEL SERVICE INC CLASS B	UPS	\$ 59,398.1	\$ 11,879.62	\$ 12,012.62	\$ 109,130.00	\$ 21,826.00	\$ 9,813.38	\$ 624.00	2.86%
PIMCO HIGH INCOME FD COM SHS	PHK	\$ 12,870.0	\$ 11,583.00	\$ 11,701.91	\$ 9,880.00	\$ 8,892.00	\$ (2,809.91)	\$ 1,117.37	12.57%
PIMCO HIGH INCOME FD COM SHS	PHK	\$ 12,868.1	\$ 7,399.16	\$ 7,475.12	\$ 9,880.00	\$ 5,681.00	\$ (1,794.12)	\$ 713.87	12.57%
INVESCO DIVIDEND INCOME FUND CLASS A	IAUTX	\$ 24,920.0	\$ 18,000.00	\$ 18,002.50	\$ 23,520.00	\$ 16,988.75	\$ (1,013.75)	\$ 294.84	1.74%
VANGUARD WELLESLEY INCOME FUND ADMIRAL SHARES	VWVAX	\$ 61,840.0	\$ 27,000.00	\$ 27,030.50	\$ 61,880.00	\$ 27,017.49	\$ (13.01)	\$ 812.96	3.01%
INTERSTATE PWR @ LT CO PERP PFD SER D 5.10%	IPL PRD	\$ 24,366.4	\$ 19,785.52	\$ 19,986.41	\$ 26,504.4	\$ 21,521.57	\$ 1,535.16	\$ 1,035.30	4.81%
JP MORGAN CHASE & CO DEP SHS PFD SER P 5.45% CALLABLE 3/1/2018 @ 25.00	JPM PRA	\$ 23,888.0	\$ 19,779.26	\$ 19,980.10	\$ 25,130.00	\$ 20,807.64	\$ 827.54	\$ 1,128.15	5.42%
WEYERHAEUSER CO (name change 2/2016 PLUM CRE PCL	WEYERHAEUSER CO	\$ 22,392.0	\$ 10,748.25	\$ 10,748.25	\$ 31,330.00	\$ 15,038.40	\$ 4,290.15	\$ 595.20	3.96%
Total Marketable Investments					\$ 315,991.82	\$ 455,780.21	\$ 139,788.39	\$ 15,252.05	3.35%

Federated Capital Reserves	Total Investments
\$ -	\$ 5,521.69
\$ 15,252.05	\$ 461,301.90

Dividends, Interest & Other Income	Unrealized Gain as of 1/31/2016
Feb-16 \$ 736.60	Unrealized gain EOM 2/28/2016 \$ 72,362.29
Mar-16 \$ 2,208.32	Unrealized gain EOM 3/31/2016 \$ 4,255.19
Apr-16 \$ 485.03	Unrealized gain EOM 4/30/2016 \$ 24,246.19
May-16 \$ 744.60	Unrealized gain EOM 5/31/2016 \$ 4,081.70
Jun-16 \$ 2,183.32	Unrealized gain EOM 6/30/2016 \$ 2,235.70
Jul-16 \$ 485.03	Unrealized gain EOM 7/31/2016 \$ 6,782.68
Aug-16 \$ 946.44	Unrealized gain EOM 8/31/2016 \$ 230.09
Sep-16 \$ 2,062.32	Unrealized gain EOM 9/30/2016 \$ (2,697.32)
Oct-16 \$ 500.33	Unrealized gain EOM 10/31/2016 \$ (6,422.96)
Nov-16 \$ 1,095.06	Unrealized gain EOM 11/30/2016 \$ 11,049.77
Dec-16 \$ 2,035.67	Unrealized gain EOM 12/31/2016 \$ 9,802.98
Jan-17 \$ 429.88	Unrealized gain EOM 1/31/2017 \$ 8,245.31
Total \$ 13,947.60	Unrealized gain as of 1/31/2017 \$ 139,788.39

1st Qtr Unrealized Gain	2nd Qtr Unrealized Gain	3rd Qtr Unrealized Gain	4th Qtr Unrealized Gain
\$ 32,583.08	\$ 14,635.15	\$ (8,890.19)	\$ 29,098.06
\$ 67,426.10	\$ 67,426.10	\$ 67,426.10	\$ 67,426.10
\$ 461,301.90	\$ 461,301.90	\$ 461,301.90	\$ 461,301.90

**Upper Susquehanna Synod Evangelical
Lutheran Church in America**

Financial Statements

January 31, 2017 and 2016



BAKER TILLY

Candor. Insight. Results.

**Upper Susquehanna Synod Evangelical
Lutheran Church in America**

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January 31, 2017 and 2016

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Independent Auditors' Report

Synod Council
Upper Susquehanna Synod Evangelical Lutheran Church in America

We have audited the accompanying financial statements of Upper Susquehanna Synod Evangelical Lutheran Church in America (the "Synod"), which comprise the statement of financial position as of January 31, 2017 and 2016, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Upper Susquehanna Synod Evangelical Lutheran Church in America as of January 31, 2017 and 2016, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Baker Tilly Virchow Krause, LLP

Lewisburg, Pennsylvania
May 26, 2017

**Upper Susquehanna Synod Evangelical
Lutheran Church in America**

Statement of Financial Position
January 31, 2017 and 2016

	<u>2017</u>	<u>2016</u>
Assets		
Current Assets		
Cash and cash equivalents	\$ 207,209	\$ 154,369
Prepaid expenses	1,735	-
Student loans receivable	10,085	10,085
	<u>219,029</u>	<u>164,454</u>
Total current assets		
Property and Equipment		
Building and improvements	434,946	401,801
Furniture, fixtures and equipment	64,173	68,444
Land	16,000	16,000
	<u>515,119</u>	<u>486,245</u>
Total		
Less accumulated depreciation	<u>(287,654)</u>	<u>(277,526)</u>
Property and equipment, net	<u>227,465</u>	<u>208,719</u>
Investments	<u>461,302</u>	<u>379,928</u>
Total assets	<u>\$ 907,796</u>	<u>\$ 753,101</u>
Liabilities and Net Assets		
Current Liabilities		
Accounts payable, trade	\$ 13,371	\$ 16,032
Payroll taxes withheld and accrued	-	725
	<u>13,371</u>	<u>16,757</u>
Total current liabilities		
Net Assets		
Unrestricted	219,257	230,568
Temporarily restricted	675,168	505,776
	<u>894,425</u>	<u>736,344</u>
Total net assets		
Total liabilities and net assets	<u>\$ 907,796</u>	<u>\$ 753,101</u>

See notes to financial statements

**Upper Susquehanna Synod Evangelical
Lutheran Church in America**

Statement of Activities

Years Ended January 31, 2017 and 2016

	<u>2017</u>	<u>2016</u>
Changes in Unrestricted Net Assets		
Revenues and Other Additions		
Contributions	\$ 818,419	\$ 840,520
Auxiliary activities	64,176	64,558
Total operating revenues and other additions	882,595	905,078
Net assets released from restrictions	368,941	350,719
Total unrestricted revenues and support	<u>1,251,536</u>	<u>1,255,797</u>
Operating Expenses		
Program expenses:		
Churchwide support	528,316	536,042
Global mission education	143,502	164,721
Providing services to youth and young adults	91,909	102,087
Preparing and supporting leaders	59,379	54,573
Strengthening congregations for mission	22,146	18,925
Interpreting mission ministry	8,084	7,817
Demonstrating concern for human need	7,539	9,654
Fostering and maintaining ecumenical relationships	2,795	3,143
Total program expenses	863,670	896,962
General supporting expenses providing for effective organization	399,177	355,917
Total operating expenses	<u>1,262,847</u>	<u>1,252,879</u>
(Decrease) increase in unrestricted net assets	<u>(11,311)</u>	<u>2,918</u>
Change in Temporarily Restricted Net Assets		
Contributions	456,959	376,391
Interest and dividend income	13,948	13,447
Unrealized gains (loss) on investments	67,426	(19,315)
Net assets released from restrictions	<u>(368,941)</u>	<u>(350,719)</u>
Increase in temporarily restricted net assets	<u>169,392</u>	<u>19,804</u>
Increase in net assets	158,081	22,722
Net Assets, Beginning	<u>736,344</u>	<u>713,622</u>
Net Assets, Ending	<u>\$ 894,425</u>	<u>\$ 736,344</u>

See notes to financial statements

**Upper Susquehanna Synod Evangelical
Lutheran Church in America**

Statement of Functional Expenses
Year Ended January 31, 2017

	Program Services	Management and General	Total
Salaries and wages	\$ -	\$ 136,640	\$ 136,640
Employee benefits	-	57,144	57,144
Staffing allowances	-	27,699	27,699
Payroll taxes	-	12,978	12,978
Total salaries and benefits	-	234,461	234,461
Distributions to other religious based organizations	863,670	59,297	922,967
Repairs	-	23,091	23,091
Rent	-	17,814	17,814
Depreciation	-	14,399	14,399
Equipment rental	-	7,930	7,930
Professional fees	-	6,773	6,773
Utilities	-	6,458	6,458
Telephone	-	4,513	4,513
Insurance	-	4,099	4,099
Travel	-	3,976	3,976
Supplies	-	3,895	3,895
Office supplies	-	3,865	3,865
Miscellaneous	-	3,523	3,523
Postage	-	2,887	2,887
Hospitality	-	1,435	1,435
Bank fees	-	761	761
Total expenses	\$ 863,670	\$ 399,177	\$ 1,262,847

See notes to financial statements

**Upper Susquehanna Synod Evangelical
Lutheran Church in America**

Statement of Functional Expenses
Year Ended January 31, 2016

	<u>Program Services</u>	<u>Management and General</u>	<u>Total</u>
Salaries and wages	\$ -	\$ 141,345	\$ 141,345
Employee benefits	-	46,159	46,159
Staffing allowances	-	27,754	27,754
Payroll taxes	-	13,222	13,222
	-	228,480	228,480
Distributions to other religious based organizations	896,962	23,922	920,884
Repairs	-	18,151	18,151
Rent	-	18,006	18,006
Depreciation	-	14,139	14,139
Equipment rental	-	11,806	11,806
Utilities	-	6,921	6,921
Professional fees	-	6,559	6,559
Supplies	-	5,178	5,178
Telephone	-	4,649	4,649
Postage	-	4,642	4,642
Insurance	-	4,322	4,322
Office supplies	-	3,380	3,380
Travel	-	3,378	3,378
Hospitality	-	1,001	1,001
Bank fees	-	819	819
Miscellaneous	-	564	564
	-	355,917	355,917
Total expenses	<u>\$ 896,962</u>	<u>\$ 355,917</u>	<u>\$ 1,252,879</u>

See notes to financial statements

**Upper Susquehanna Synod Evangelical
Lutheran Church in America**

Statement of Cash Flows

Years Ended January 31, 2017 and 2016

	<u>2017</u>	<u>2016</u>
Cash Flows from Operating Activities		
Increase in net assets	\$ 158,081	\$ 22,722
Adjustments to reconcile increase in net assets to net cash provided by operating activities:		
Depreciation	14,399	14,139
Unrealized (gains) loss on investments	(67,426)	19,315
Change in assets and liabilities		
Prepaid expenses and other current assets	(1,735)	-
Accounts payable, trade	(2,661)	(10,155)
Accrued expenses	(725)	408
	<u>99,933</u>	<u>46,429</u>
Cash Flows from Investing Activities		
Purchase of investments	(13,948)	(16,417)
Purchase of property and equipment	(33,145)	-
	<u>(47,093)</u>	<u>(16,417)</u>
Net cash used in investing activities		
	<u>(47,093)</u>	<u>(16,417)</u>
Net increase in cash and cash equivalents	52,840	30,012
Cash and Cash Equivalents, Beginning	<u>154,369</u>	<u>124,357</u>
Cash and Cash Equivalents, Ending	<u>\$ 207,209</u>	<u>\$ 154,369</u>

See notes to financial statements

Upper Susquehanna Synod Evangelical Lutheran Church in America

Notes to Financial Statements
January 31, 2017 and 2016

1. Nature of Organization and Significant Accounting Policies

Nature of Activities

The Upper Susquehanna Synod Evangelical Lutheran Church in America (the "Synod"), a not-for-profit corporation established under the laws of the State of Pennsylvania, administers a religious organization. The Synod is dedicated to proclaiming the Gospel, responding to human need, nurturing members to grow in faith and promoting all aspects of ministry within the surrounding communities of the Northern Susquehanna region in Pennsylvania.

The accompanying financial statements include the assets, liabilities, net assets and financial activities of only the Upper Susquehanna Synod Evangelical Lutheran Church in America. A significant portion of the Synod's revenues and support and expenses are received from or paid to related parties of the Evangelical Lutheran Church in America.

Basis of Presentation

The Synod is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

Restricted and Unrestricted Revenues and Contributions

The Synod recognizes contributions when the donor makes an unconditional promise to give to the Synod. Contributions are recorded as unrestricted, temporarily restricted, or permanently restricted support, depending on the existence and/or nature of any donor restrictions.

Contributions that are restricted by the donor are reported as increases in unrestricted net assets if the restrictions expire in the reporting period in which the contributions are recognized. All other donor restricted contributions are reported as increases in temporarily or permanently restricted net assets, depending on the nature of the restrictions. When a restriction expires (that is, when a stipulated restriction ends or purpose restriction is accomplished), temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Investments

Investments in marketable equity securities with readily determinable fair values are stated at their fair values in the statement of financial position. Unrealized and realized gains and losses and interest and dividend income are included in the change in temporary restricted net assets in the accompanying statement of activities.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

**Upper Susquehanna Synod Evangelical
Lutheran Church in America**

Notes to Financial Statements
January 31, 2017 and 2016

Cash and Cash Equivalents

For purposes of the statement of cash flows, the Synod considers all highly liquid investments with an initial maturity of three months or less to be cash equivalents.

Property and Equipment

All acquisitions of property and equipment in excess of \$500 and all expenditures for repairs and maintenance that materially prolong the useful lives of assets are capitalized. Property and equipment are carried at cost or, if donated, at the approximate fair value at the date of donation. Depreciation is provided by the straight-line method over the estimated useful lives: buildings and improvements (20-40 years); furniture, fixtures, and equipment (3-10 years).

Income Tax Status

The Synod is included in the Evangelical Lutheran Church in America's tax exempt status as defined under Internal Revenue Code Section 501(c)(3). Accordingly, there is no provision for income taxes in the accompanying financial statements and no tax returns are required to be filed. In addition, the Synod qualifies for the charitable contribution deduction under Section 170(b)(1)(A) and has been classified as an organization other than a private foundation under Section 509(a)(2).

Designation of Unrestricted Net Assets

It is the policy of Synod Council to review its plans for future property improvements and acquisitions from time to time and to designate appropriate sums of unrestricted net assets to assure adequate financing of such future improvements and acquisitions.

Donated Assets

Donated marketable securities and other noncash donations are recorded as contributions at their estimated fair values at the date of donation.

Donated Services

No amounts have been reflected in the financial statements for donated services. The Synod generally pays for services requiring specific expertise. However, many individuals volunteer their time and perform a variety of tasks that assist the Synod with specific programs, activities, and various committee assignments.

Expenses Allocation

Directly identifiable expenses are charged to programs and supporting services. Management and general expenses include those expenses that are not directly identifiable with any other specific function but provide for the overall support and direction of the Synod.

Subsequent Events

The Synod evaluated subsequent events for recognition of disclosure through May 26, 2017, the date the financial statements were available to be issued.

Upper Susquehanna Synod Evangelical Lutheran Church in America

Notes to Financial Statements
January 31, 2017 and 2016

New Accounting Standards

In January 2016, Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") No. 2016-01, *Financial Instruments - Overall (Subtopic 825-10): Recognition and Measurement of Financial Assets and Financial Liabilities*. This new guidance is intended to improve the recognition and measurement of financial instruments and eliminates the requirement to disclose the fair value of financial instruments measured at amortized cost for institutions that are not public business entities. For non-public business entities, ASU 2016-01 is effective for fiscal years beginning after December 15, 2018, with early adoption permitted for fiscal years beginning after December 15, 2017. However, the new guidance permits entities that are not public business entities to adopt upon issuance the provision that eliminates the requirement to disclose the fair value of financial instruments measured at amortized cost. The Synod elected to adopt this provision in fiscal 2017. ASU 2016-01 is to be applied by means of a cumulative-effect adjustment to the statement of financial position as of the beginning of the fiscal year of adoption. The amendments related to equity securities without readily determinable fair values (including disclosure requirements) should be applied prospectively to equity investments that exist as of the date of adoption of ASU 2016-01. The Synod is assessing the impact the remainder of this standard will have on its financial statements.

In August 2016, FASB issued ASU No. 2016-14, *Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities*. The new guidance improves and simplifies the current net asset classification requirements and information presented in financial statements and notes that is useful in assessing a not-for-profit's liquidity, financial performance and cash flows. ASU 2016-14 is effective for fiscal years beginning after December 15, 2017, with early adoption permitted. ASU 2016-14 is to be applied retroactively with transition provisions. The Synod is assessing the impact this standard will have on its financial statements.

2. Investments and Fair Value Measurements

The Synod measures its investments at fair value on a recurring basis in accordance with accounting principles generally accepted in the United States of America. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The framework that the authoritative guidance established for measuring fair value includes a hierarchy used to classify the inputs used in measuring fair value. The hierarchy prioritizes the inputs used in determining valuations into three levels. The level in the fair value hierarchy within which the fair value measurement falls is determined based on the lowest level input that is significant to the fair value measurement.

The levels of the fair value hierarchy are as follows:

Level 1 - Fair value is based on unadjusted quoted prices in active markets that are accessible to the Synod for identical assets. These generally provide the most reliable evidence and are used to measure fair value whenever available.

**Upper Susquehanna Synod Evangelical
Lutheran Church in America**

Notes to Financial Statements
January 31, 2017 and 2016

Level 2 - Fair value is based on significant inputs, other than Level 1 inputs, that are observable either directly or indirectly for substantially the full term of the asset or liability through corroboration with observable market data. Level 2 inputs include quoted market prices in active markets for similar assets or liabilities, quoted market prices in inactive markets for identical or similar assets, and other observable inputs.

Level 3 - Fair value would be based on significant unobservable inputs. Examples of valuation methodologies that would result in Level 3 classification include option pricing models, discounted cash flows, and similar techniques.

The following table presents the assets measured at fair value as of January 31, 2017 and 2016 by caption on the statement on financial position by the valuation hierarchy defined above:

	2017	2016
	Level 1	Level 1
Investments - reported at fair value:		
Cash and cash equivalents	\$ 5,522	\$ 36,607
Common stocks:		
Wealth management	165,134	99,643
Manufacturing	132,494	111,951
Retail	55,032	50,304
Technology	48,504	39,003
Utilities	32,790	23,780
Transportation	21,826	18,640
	<u>461,302</u>	<u>379,928</u>
Total	<u>\$ 461,302</u>	<u>\$ 379,928</u>

Valuation Methodologies

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at January 31, 2017 and 2016.

Cash and cash equivalents: The carrying amounts approximate fair value because of the short maturity of those financial instruments.

Investments: Common stocks in the investment portfolio are measured at fair value using quoted market prices in active markets, which are considered Level 1 inputs.

The Synod has no Level 2 or 3 investments.

3. Student Loans Receivable

Loans receivable are stated at amounts expected to be received. Loans consist of amounts due from various small churches, students, or clergy. Interest income is recognized when accrued, based on terms of individual agreements. Interest rates range from 4.0% to 5.5%. Student loans are placed on a nonaccrual status until after completion of theological education.

Upper Susquehanna Synod Evangelical Lutheran Church in America

Notes to Financial Statements
January 31, 2017 and 2016

4. Pension Plan

The Synod's employees are eligible to participate in a contributory money purchase defined contribution pension plan. Both the Synod's and employees' contributions are determined for and allocated to specific individuals in the plan with immediate vesting. The plan's principal funding agency is the Board of Pensions of the Evangelical Lutheran Church in America. The total pension expense for the year ended January 31, 2017 was \$15,499 and \$14,532 in 2016. The Synod contributes 12 percent of the annual compensation on behalf of full-time staff. The plan also permits additional voluntary contributions by all participants.

5. Temporarily Restricted Net Assets

Temporarily restricted net assets were available for the following purposes at January 31, 2017 and 2016:

	<u>2017</u>	<u>2016</u>
Investment gain	\$ 139,788	\$ 72,362
Escrow fees	95,986	94,390
Leadership support	94,163	36,283
Student loan fund	92,212	89,365
Global mission companion synod ministries	78,658	38,616
Church loan fund	59,796	57,767
Evangelism	43,304	46,751
Global mission	15,845	13,132
Synod support	15,542	5,129
Christian education	8,943	8,538
Designated gifts	1,000	1,071
Worship and music	261	261
Committee for youth	30	30
Higher education	-	200
Seminaries	-	175
	<hr/>	<hr/>
Donor-imposed restricted funds	645,528	464,070
	<hr/>	<hr/>
General Synod reserve/designations by donors	29,640	41,706
	<hr/>	<hr/>
Total	<u>\$ 675,168</u>	<u>\$ 505,776</u>

**Upper Susquehanna Synod Evangelical
Lutheran Church in America**

Notes to Financial Statements
January 31, 2017 and 2016

6. Related Party Transactions

The Synod provides a significant amount of financial support to Camp Mount Luther, Inc., affiliated through common management. For the year ended January 31, 2017 and 2016, \$48,000 was remitted each year from the general fund budget. In addition, restricted fund contributions of \$11,186 were remitted in 2017 and \$22,280 in 2016.

Transfers to affiliates of \$922,967 and 920,884 were made for the years ended January 31, 2017 and 2016, respectively. The Synod transfers grants and contributions to religious organizations that meet the Synod charter of dedication to the proclaiming the Gospel, responding to human need, nurturing members to grow in faith and promoting all aspects of ministry.

7. Contingencies

The Synod is contingently liable to the extent of \$4,306 as of January 31, 2017 and 2016 as guarantor of its pro rata regional share of the grant related indebtedness of National Lutheran Campus Ministry, Inc.

8. Concentration of Credit Risk

The Synod maintains all of its cash with one financial institution. The Federal Deposit Insurance Corporation insures total cash balances up to \$250,000.