Opening of the Assembly (United as Christ’s Disciples)
Bishop Collins called the assembly to order at 8:31AM and led the members in worship that included Installation of Camp Mt. Luther Summer Staff

PLENARY I
Bishop Collins greeted the assembly members and visitors. She followed that with introduction of guests invited to this assembly.

Bishop Collins then introduced Dr Jonathan Green, president of Susquehanna University and invited him to share his remarks. Dr. Green greeted the assembly on behalf of Susquehanna University and shared his wishes for a good two days. [Audio 3:25]

Bishop Collins asked for prayers for Peggy Stockdale (registrar) who had a knee injury, Cami Zimmerman (stage manager), Alan Krouse, brother-in-law of Brenda, who is in hospital after a heart attack.

Bishop Collins called on the Registrar, Ms Clarice Pellman to report on registrations to the Assembly. Ms Pellman reported as follows:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registrar</td>
</tr>
<tr>
<td>50</td>
<td>Ministers of Word and Sacrament</td>
</tr>
<tr>
<td>3</td>
<td>Ministers of Word and Service</td>
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<tr>
<td>150</td>
<td>Lay Voting</td>
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<tr>
<td>10</td>
<td>Synod Council</td>
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<tr>
<td>213</td>
<td>Total voting members registered</td>
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<td>Alternate Voting Members</td>
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<td>Visitors</td>
</tr>
<tr>
<td>4</td>
<td>Other</td>
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<tr>
<td>27</td>
<td></td>
</tr>
<tr>
<td>241</td>
<td>Total attendance</td>
</tr>
</tbody>
</table>

Bishop Collins proceeded to announce the personnel appointed for assembly functions, directing attention to page 1 of the bulletin of reports. She introduced to the assembly Pastor Rick White, chair of Reference and Counsel; Pastor John Koons, chair of the elections committee; and Pastor John Yost, parliamentarian.

Bishop Collins then recognized others serving supporting roles during this assembly: Brenda Krouse, office manager; Clarice Pellman, registrar; Shirley Heasley and others working at registration tables; Mindy Bartholomew, nominations committee chair and page master; synod council members serving as pages; Holly Fry, coordinator of display tables; Cami Zimmerman, stage manager; Deacon Gary Schaeffer at audio-video controls; Jonathan Moser, musician; Pastor Jim Fladland, sacristan; Pastor Craig Miller, Assistant to the Bishop and DEM

SA19.1 To adopt the Rules and Procedures for the assembly. Without comment the Rules and Procedures were adopted by voice vote.

SA19.2 To adopt the Agenda for this assembly.
of the
UPPER SUSQUEHANNA SYNOD
Evangelical Lutheran Church in America
Weber Chapel (Friday) / Degenstein Campus Center (Saturday)
Susquehanna University, Selinsgrove, PA
June 14-15, 2019
ELCA Churchwide Representative: The Rev. Ruben Duran, ELCA Director of Congregation Vitality

Thursday Evening, June 13
6:00 – 9:00 p.m. Registration for dorms, only.
FRIDAY, JUNE 14
7:00 a.m. – 8:00 a.m.
• Display setup

7:00 a.m. – 8:30 a.m.
• Registration/Coffee and Light Refreshments (side entrance of Weber Chapel), Water Coolers
• Displays (Degenstein Campus Center)
• Along the Way Bookstore (Shearer Dining Rooms of Degenstein Campus Center)

8:30 a.m. – 9:00 a.m.
• Opening of the Assembly (United as Christ’s Disciples)
• Installation of Camp Mt. Luther Summer Staff

PLENARY I
9:00 a.m. – 9:50 a.m.
• Greetings by Bishop Collins
• Introduction of Guests • Greetings from Susquehanna University President Jonathan Green
• Report of the Registrar, Ms. Clarice Pellman (Acting Registrar)
• Appointment of Assembly Personnel – Page 1
• Committee of Reference and Counsel, Rev. Rick White
• Elections Committee, Rev. John Koons • Parliamentarian, Rev. John Yost
• Recognition of others serving during this assembly • Adoption of Rules and Procedures – Page 55
• Adoption of Detailed Agenda – Page 5
• Report of Nominating Committee, Ms. Mindelle Bartholomew, Page 430
• Report of the Bishop – Page 210
• First Ballot

9:50 a.m. – 10:10 a.m. BREAK

PLENARY II
10:10 a.m. – 11:20 a.m.
• Greetings from Ecumenical Guests
• RECOMMENDATIONS
• Constitution, Rev. Thomas Glasoe, Synod Secretary – Pages 118-119
• Compensation Guidelines and Housing Allowance for Clergy – Page 120-121
• Salary Guidelines for Deacons – Page 121
• 2020 Budget, Rev. Chad Hebrink, Synod Treasurer – Pages 122-126
• Reference and Counsel, Rev. Rick White – Page 58 - Memorial on Engagement in the Holy Land

11:30 a.m. – 1:20 p.m. LUNCH / WORKSHOPS / VISITING DISPLAYS and BOOKSTORE
• 11:30 a.m. – 12:20 p.m. Lunch for Buffalo Valley, Middle Creek, Tulpehocken Conferences
Conversation with Rev. Ruben Duran in the Degenstein Theater for Juniata Valley, North Branch, and West Branch Conferences
- 12:30 p.m. – 1:20 p.m. Lunch for Juniata Valley, North Branch, West Branch Conferences

Workshops for Buffalo Valley, Middle Creek, Tulpehocken Conf.
- Workshops:
  - Degenstein Meeting Room 1&2: Interfaith Dialogue – Sunbury Together
  - Degenstein Meeting Room 4&5: Disaster Relief – Mission Trips and how you can help.
  - Degenstein Theater: Advocacy – Issues our communities, nation, & world face today.

PLENARY III
1:30 p.m. – 2:50 p.m.
- Hymn and Prayer (We Support One Another)
- Installation of Conference Deans
- Report of Elections [Second ballot, if needed]
- Greetings from Ecumenical Guests
- Recognition of Rostered Leaders’ Anniversaries
- Report of the Assistant to the Bishop, Rev. Craig Miller
- Report of the ELCA Churchwide Representative, Rev. Ruben Duran

2:50 p.m. – 3:10 p.m. BREAK
3:10 p.m. – 4:40 p.m.
- Hymn and Prayer (We Serve God in the World)
- Report of Elections [if needed]
- Report of United Lutheran Seminary
- Report of Seafarers International House
- Upper Susquehanna Synod Committee Reports
- Reference and Counsel [if needed]
- Unfinished Business

5:00 p.m. – 7:00 p.m.
- Dinner in the Degenstein Evert Dining Room
- Recognition of Congregation Anniversaries

SATURDAY, JUNE 15 All events will take place in the Degenstein Campus Center
7:00 a.m. – 8:30 a.m.
- Registration/Coffee and Light Refreshments (Shearer Dining Room Hallway) • Displays (Degenstein Campus Center)
- Along the Way Bookstore (Shearer Dining Rooms of Degenstein Campus Center)
8:30 a.m. – 9:00 a.m.
- Morning Prayer
- Introduction to the Synod’s Strategic Mission Plan

The Assembly will discuss the implementation of the three focus areas of the Strategic Mission Plan. Two questions to discuss for each focus area:
  - What might it look like for us to do this together as a conference?
  - What resources will we need to do that?

Individuals are asked to respond in writing to the following question:
  - What can I do to make this plan successful?

The Assembly will divide up into Conference groups for discussions in designated areas as follows:
- Buffalo Valley Conference – Evert Dining Room, Right Side
- Juniata Valley Conference – Degenstein Meeting Room #3
- Middle Creek Conference – Degenstein Meeting Rooms #1&2
- North Branch Conference – Evert Dining Room, Left Side
• Tulpehocken Conference – Degenstein Meeting Rooms #4&5
• West Branch Conference – Degenstein Theater
9:15 a.m. – 10:00 a.m.
  • Conversation on Focus Point 1: Church / Unity
10:00 a.m. – 10:15 a.m. BREAK
10:15 a.m. – 11:00 a.m.
  • Conversation on Focus Point 2: Support / Presence
11:10 a.m. – 1:00 p.m. LUNCH / WORKSHOPS / VISITING DISPLAYS and BOOKSTORE
  • 11:10 a.m. – 12:00 p.m. Lunch for Juniata Valley, North Branch, West Branch Conferences
    Conversation with Rev. Ruben Duran in the Degenstein Theater for Buffalo Valley, Middle Creek, Tulpehocken Conferences
  • 12:10 p.m. – 1:00 p.m. Lunch for Buffalo Valley, Middle Creek, Tulpehocken Conferences
  Workshops for Juniata Valley, North Branch, West Branch Conf.
  Workshops:
    Degenstein Meeting Room 1&2: Interfaith Dialogue – Sunbury Together
    Degenstein Meeting Room 4&5: Disaster Relief – Mission Trips and how you can help.
    Degenstein Theater: Advocacy – Issues our communities, nation, & world face today.
1:15 p.m. – 2:00 p.m.
  • Conversation on Focus Point 3: Discipleship / Leadership
2:15 p.m. – 3:30 p.m.
  • Closing Worship with Holy Communion in Evert Dining Room
  • Blessing and Sending of Churchwide Assembly Delegation
  • Closing of the 32nd Annual Synod Assembly

Without comment the agenda was adopted by voice vote.

Bishop Collins called on Ms. Mindelle Bartholomew to present the report of the Nominating Committee. Ms Bartholomew presented the slate of nominees for positions as follows.

Nominations

Vice President

Jeffrey L. Mensch             First, Mifflinburg
Sherry Bingaman             United In Christ, West Milton
Scott F. Frost             Sharon, Selinsgrove
Holly Fry                 Washingtonville, Washingtonville
Ray Huff                   St. Mark, Williamsport

Synod Council

Buffalo Valley Lay Male Terry Gardner, Zion, Turbotville
Juniata Conf. Lay Male Stephen Rogers, St John’s Lewistown
Middle Creek Clergy Rick White, Zion, Kratzerville
North Branch Lay Female Wendelin Davis, St. Peter, Mt Grove
Tulpehocken Lay Female Aubrey Brosius, Zion, Sunbury
West Branch Lay Female Shelby Wyland, St. Luke’s Williamsport.
At large Young adult Nkemka Kauffman, Washingtonville,
                  Jonathon Moser, Holy Spirit, Turbotville

Consultation Committee

Middle Creek Clergy Lisa Schuster, Trinity
There being no nominations from the floor, Bishop Collins called for a motion to close nominations.

SA19.3 nominations were closed by voice vote.

Report of the Bishop

I shouldn’t have to say it’s been a busy year because it’s always a busy year: it’s a busy year for you – am I right? There’s always stuff going on, exciting things, challenging things all the time. And as I go out about folks are often asking, “What do you enjoy most about serving as bishop?” And I always look at them and I say, “What I’m doing right now, today.” That doesn’t mean assembly. It means because I’m in their congregations for worship and for events. I’m seeing what people in our congregations are doing, what they are excited about, how they worship together, and how that spirit is filling that place. That is what I enjoy the most. Sitting in my office in front of my computer is the least favorite thing. How many of you would agree with that type of thing – it is a necessary thing.

But it’s really going out and seeing what our congregations are doing, what’s happening in the community. In traveling around it is amazing, but not surprising, how I see our congregations stepping up to meet the needs of their communities. There’s so many places where we naturally have a gathering of food and items, but it’s those situations that are unexpected that I see our congregations step up and help the person who’s in need; whether it’s an individual or a family or an entire community. Most recently, we saw that take place in Snyder County when Wood Mode closed their doors. And our congregations in Snyder County stepped up. One thing, because many of those members were affected either personally or with their families. And because it is so important to be the church, St. Peter’s, which is right across from Wood Mode, became a hub. I’m so grateful for Pastor Vickie Brown and all that conference for being present. And they continue to listen, be present, and to serve the needs of their members, their neighbors, their communities. That is amazing to watch. And how immediate it happened.

You probably think of times in your own communities where you have done that in your own congregation. Am I right? When a fire has taken place, there’s been some family tragedy. That is the work of the church. Yes, we gather to worship – we do that pretty well; we’ve done it for a long time. But to be attuned to the needs in the community – we’re good at that too. We are generous people; we really are.

But as you know and as I know, our communities are changing. The way we work together is changing. The value of church together in our communities is changing. So we have to change how we work. For those of you who were here at our assembly in 2016, during the election of the bishop, in my DEM report I had a video shown that talked about change. I figured that would do me in. Pressing the envelope that we needed to
change, and be a change for the sake of the world. That’s difficult for us. But that is what we need to pay attention to. And when I see these instances of emergencies, the immediate need, I see our people – you – change; change what you’re doing that day; change what you are expecting to use your money for, your resources for; and you step up to help.

So now the change that we have to engage in is language and process, and resources, in order to engage and connect, to build relationships with the world that has changed so much around us; a world that is forgetting what love is about; where humility and kindness, gentleness, sometimes not visible. So we are to be those people. You know how to be kind to your members in your own congregations, let’s figure out how to do the same in our communities that are hurting. Share that love of God. To share that God is always there with them. And when they go “Yeah, right” to tell them our story. We tell them how God has been there for us. How God present, Jesus’ sacrifice, and that empowering Spirit has made a difference in our lives. That’s what we hold onto.

What do I enjoy most in this role? Coming from the extreme introvert: being with you. Being with you; and listening to you; and listening to your stories; and watching what excites you, what you’re doing. That is the best part of serving as your bishop, and I thank you for that.

Ballots were distributed to voting members who were told to vote for one person for each position for which nominees had been presented. Ballots were collected by pages and given to the Elections Committee for tallying. The bishop declared the first ballot closed.

9:36 a.m. – 10:00 a.m. BREAK

PLENARY II
10:10 a.m. – 11:20 a.m.

Bishop Collins introduced ecumenical guests representing the Lutherans, Anglicans, and Roman Catholics (LARC) covenant in Central Pennsylvania: Bishop Audrey Scanlan and Father J. Patrick Peters, representing the Diocese of Central Pennsylvania; Father James Lease, representing the Diocese of Harrisburg; the Rev. Darlis Swan, representing the Lower Susquehanna Synod; Msgr. Vincent Grimalia, representing the Diocese of Scranton. Each representative shared greetings and reflected on the work and benefits of ecumenism.

Bishop Collins called on the Rev. Thomas Glasoe, Secretary, to present recommendations from the Synod Council.

Rev. Glasoe presented proposed amendments to the synod constitution

That the synod assembly adopt the following amendments to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod.

1. Renumber S6.03.d.01 to become a Continuing Resolution S6.03.A18 for easier amendment.

   S6.03.d.01. To promote mutually-beneficial relationships, the synod shall accord to the synodical women’s organization of the Evangelical Lutheran Church in America the privilege of establishing liaison with appropriate units of the synod and of presenting reports to regular assemblies of the synod, and shall, upon invitation, appoint consultants to the clusters and board of the organization.

Renumber S6.03.d.02 to become a Continuing Resolution S6.03.B18 for easier amendment.

   S6.03.d.02. Similar relationships will be established with an organization for
men and an organization for youth when they are constituted.

2. Delete S6.03.04.e. through S6.03.04.r. as they are redundant to bylaw provisions above.

3. S7.21.A10 amend language for consistency and to clarify the intent. Footnote added to define youth and young adult.

S.7.21.A10. Each conference shall elect at large two youth and two young adult (as defined in ELCA constitution chapter 6) at-large members. These voting members shall be credentialed and credential them in with their home congregations. The credentialing of at large conference delegates voting members shall be an exception to S.7.21.c in regards to the number of delegates voting members from a congregation. The conference shall make all efforts possible to maintain the male female ratio of S.7.21.c. Registration costs shall be borne by the synod.

4. S7.21.02. move to S7.22.03 as it applies to S7.22.

5. S7.26. add a new continuing resolution

S7.26.A19 Each Congregation Under Development (CUD) of this synod and each Synodically Authorized Worshiping Community (SAWC) of this synod that has or will have held fewer than fifty (50) consecutive weekly worship services will be invited to send one member to the synod assembly who shall have voice. Each SAWC that has or will have had at least fifty (50) consecutive weekly worship services prior to the synod assembly will be permitted one lay voting member at the assembly.

6. S9.01.01.a.1)a) delete (covered by new 9.01.01.c. [see item 12 below].

7. S9.01.01.b.1) strike language taken from ELCA constitution as redundant and add footnote (hyperlink) reference.

1) Voting members to the Churchwide Assembly shall be elected according to the procedures set forth in the constitution and bylaws of the Evangelical Lutheran Church in America; i.e., one voting member for every 6,500 baptized members in the synod, in addition to one voting member for every fifty congregations in the synod and with an equal number of alternates.

8. S9.01.01.b.2) clarifies the power of the bishop to fill CWA vacancies to conform to ELCA constitution.

2) The bishop of the synod shall be empowered to fill vacancies that may occur in the synod voting membership within 30 days of the Churchwide Assembly.

9. S9.01.02. move/renumber to S10.03.01

10. S9.11. Deleted as this steering committee no longer exists. (requires vote at two consecutive assemblies)

S9.11. The Synod Council shall elect or appoint representatives to the steering committee of its region.

11. S10.01.01.b. moved to 9.01.01.c. in order to include under Nominations & Elections and amended as follows.

[S10.01.01.]b. There shall be one clergy and two lay representatives nominated from each conference, and one youth member elected at large. The youth member shall be a confirmed member of a congregation and no older than 18 years of age at the time of
[S9.01.01.]c.  Synod Council

1) There shall be one clergy and two lay representatives nominated from each conference, and one youth and one young adult member elected at large.
2) Normally each conference will present the nominating committee two nominees for a position (clergy or lay) on synod council.
3) The nominating committee shall strive to maintain inclusivity on the synod council through the nominating process.
4) The youth and young adult members shall each be a confirmed member of a congregation whose age is as defined by the ELCA churchwide expression (see footnote to S7.21.A10).

12. S10.01.01.c. added the word “lay”. Makes possible a pastor and member of the same congregation to serve on synod council, but not two lay. Also renumbered because of moving b. above.
   b. With the exception of the bishop, officers of the synod and youth member, no more than one lay member of any congregation shall serve on the Synod Council at any given time.

13. S10.03.f.01. moved to after ‘h.’ and renumbered S10.03.02. Bylaw thus follows the whole constitution clause.

14. S10.03.01. moved to after 10.07 and renumbered S10.07.01, and corrected in c. ‘and’. add new item c.
   [S10.07.01.] c.  Creation of and appointment to any committees, commissions, and other organizations needed to fulfill the function of the Synod Council.
   Add new item e.
   e. Establish and review policies, as necessary, that will be maintained in a policy manual, which may be digital, and see that the policies are distributed appropriately.

15. S10.03.02. moved to S10.07. and renumbered S10.07.02

16. S10.07.01. renumbered S10.07.03.

17. Chapter 11 Committees: added “Commissions, Boards, Teams, Tables, Task Forces, etc.”

18. S11.01.01. moved and renumbered S11.11.01. and changed in item b. “annual” to “regular”.

   S12.01.14. The Conference Nominating Committee shall present to the Conference Assembly up to two nominees for each Synod Council position to be filled from that conference, and shall provide biographical information for each nominee. Additional nominations may be made from the floor with the prior consent of the nominee being nominated. The conference shall select two nominees to be presented through the chair of the Conference Nominating Committee to the Synod Nominating Committee, along with biographical information, for presentation to the Synod Assembly.

SA19.4 To adopt amendments to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod – Adopted

Rev. Glasoe presented to the Assembly the Synod Council’s proposed Compensation Guidelines and Housing Allowance for Clergy
Rev. Glasoe explained that the synod council proposal for salary and housing allowance for clergy is based on a 2% increase from current year to the base rate for a FIRST CALL pastor. The incremental increase in salary per year of service remains at $425.

<table>
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<tr>
<th>Years Ordained</th>
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<th>2019 Minimum Salary Guidelines</th>
<th>2020 Minimum Salary Guidelines</th>
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### Recommended Minimum Housing Allowance

**2020**  
$15,200 - $18,400

**SA19.5 To adopt the Clergy Salary and Housing Allowance Guidelines – Adopted.**

Rev. Glasoe presented to the Assembly the Synod Council’s proposed Salary Guidelines for Deacons

*He explained that the synod council recommends that as with the clergy guidelines, the base rate for Ministers of Word and Service be increased by 2%. Incremental increases remain the same as previous years.*

Ministers of Word and Service minimum salary recommendations for 2020* or those with masters degrees or equivalent experience.

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>2020 Recommended Salaries</th>
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<tbody>
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<tr>
<td>10</td>
<td>$42,239 - $44,360</td>
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<tr>
<td>15</td>
<td>$44,360 -</td>
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</table>

*Based on not receiving a housing allowance.*
SA19.6 To adopt the minimum salary guidelines for Ministers of Word and Service. –
Adopted.

Bishop Collins called on Rev. Chad Hebrink, Synod Treasurer to present the proposed budget for Fiscal Year 2021.

In presenting the budget for Fiscal Year ending January 31, 2021, Pastor Hebrink shared the following background information:

- Pastor Hebrink thanked the congregations for their mission support.
- For the Fiscal Year ending January 31, 2019, our income exceeded our expenses. This was largely possible due to a special gift from a congregation that closed.
- There are challenges and opportunities as we look at our budget.
  - Our synod has a long-term trend of declining budgets.
  - Budget proposal for FYE 1/31/21 is $859,000 compared to the $1,421,000 budget approved 30 years ago.
- Noted that revisions were made by synod council to the FYE 1/31/20 budget since its approval at the 2018 Synod Assembly.
  - In fall 2018, the synod became aware of $50,000 - $55,000 less mission support than budgeted.
  - Reduced income and expenses by $30,000.
    - Increased support expected from individuals by $10,000 and transfers from reserves by $10,000.
    - Froze salary levels for 2019.
    - Lower dollar amount of mission support sent to ELCA churchwide, because it is a percentage of mission support received from congregations.
- Major changes appearing in the proposed budget for FYE 1/31/2021 include:
  - Total revenue of $859,000 – a decrease of $16,150 from the prior year’s revised budget.
  - Adjustments to campus ministry allocations – as suggested by the Campus Ministry funding task force.
  - Reducing the percentage of Mission Support forwarded to ELCA churchwide from 48.2% to 46.2%
  - 2% salary increases for synod staff
  - Increase for pension and health care costs.
### Upper Susquehanna Synod, ELCA

#### Expenditures and Budget for Fiscal Year Ending January 31, 2019

<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Approved</td>
<td>Budget</td>
</tr>
<tr>
<td>2018</td>
<td>2018</td>
</tr>
<tr>
<td>FYE 1/31/2019</td>
<td>FYE 1/31/2019</td>
</tr>
</tbody>
</table>

#### Revenues

**General Fund Revenue**
- 1-601-0000 - Mission Support - Congregation
  - 2018: 849,378.81
  - 2019: 835,000.00
  - % of Budget: 101.72%
  - 2020: 835,000.00
- 1-502-0000 - Mission Support - Cong Restricted to Synod
  - 2018: 3,521.65
  - 2019: 3,750.00
  - % of Budget: 93.91%
  - 2020: 3,750.00
  - 3,000.00
- 1-611-0000 - Mission Support - Non-Congregation
  - 2018: 0.00
  - 2019: 1,500.00
  - % of Budget: 0.00%
  - 2020: 0.00
  - 0.00
- 1-512-0000 - Contributions for Synod Ministries / Non-Congregation
  - 2018: 5,310.74
  - 2019: 4,000.00
  - % of Budget: 82.77%
  - 2020: 14,000.00
  - 11,500.00
- 1-515-0000 - Synod Assembly Fees
  - 2018: 26,071.00
  - 2019: 31,500.00
  - % of Budget: 82.77%
  - 2020: 27,190.00
  - 27,190.00
- 1-517-0000 - Office Space Reimbursement ELCA grant program
  - 2018: 0.00
  - 2019: 2,500.00
  - % of Budget: 0.00%
  - 2020: 2,000.00
  - 2,000.00
- 1-521-0000 - Interest Income
  - 2018: 4,390.25
  - 2019: 700.00
  - % of Budget: 627.18%
  - 2020: 2,000.00
  - 2,000.00
- 1-524-0000 - Miscellaneous Income
  - 2018: 7,440.96
  - 2019: 250.00
  - % of Budget: 2976.38%
  - 2020: 250.00
  - 250.00
- 1-532-0009 - Fees/Candidacy Application
  - 2018: 360.00
  - 2019: 150.00
  - % of Budget: 240.00%
  - 2020: 150.00
  - 150.00
- 1-535-0000 - Reimbursement / Office Exp
  - 2018: 209.80
  - 2019: 0.00
  - % of Budget: 0.00%
  - 2020: 0.00
  - 0.00
- 1-537-0000 - Transfer - Synod Council Designated Synod Reserve
  - 2018: 0.00
  - 2019: 5,000.00
  - % of Budget: 100.00%
  - 2020: 5,000.00
  - 5,000.00
- 1-537-1010 - Transfer from Restricted Reserve : Insurance Dividend
  - 2018: 0.00
  - 2019: 15,000.00
  - % of Budget: 0.00%
  - 2020: 20,000.00
  - 20,000.00
- 1-537-1015 - Transfer from Restricted Reserve : Minute Book
  - 2018: 0.00
  - 2019: 2,171.33
  - % of Budget: 0.00%
  - 2020: 0.00
  - 0.00
- 1-537-1050 Transfer - Small Grants
  - 2018: 3,000.00
  - 2019: 3,000.00
  - % of Budget: 100.00%
  - 2020: 5,000.00
  - 7,000.00
- Transfer - LMI Restricted (toward LMI Coordinator)
  - 2018: 0.00
  - 2019: 1,000.00
  - % of Budget: 0.00%
  - 2020: 1,000.00
  - 1,000.00
- Special Appeal - Campus Ministries
  - 2018: 5,650.00
  - 2019: 5,650.00
  - % of Budget: 0.00%
  - 2020: 0.00
  - 0.00

**Total General Fund Revenue**
899,683.21
901,521.33
99.80%
859,090.00

#### Expenditures

**Churchwide Support**

<table>
<thead>
<tr>
<th>Mission Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-601-1000 - ELCA Churchwide Support</td>
</tr>
</tbody>
</table>

**Total Mission Support**
409,400.59
402,462.24
101.72%
402,470.00
378,370.00
362,670.00

**Region 8 Support**

<table>
<thead>
<tr>
<th>Region 8 Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-602-1400 - Region 8 - Program Support</td>
</tr>
<tr>
<td>1-605-1400 - Region 8 - Support Archives</td>
</tr>
<tr>
<td>1-606-1400 - Region 8 - First-Call Theological Education</td>
</tr>
<tr>
<td>1-673-1400 - Region 8 - Committee Travel</td>
</tr>
<tr>
<td>1-674-1400 - Region 8 - Planned Giving Support</td>
</tr>
</tbody>
</table>

**Total Region 8 Support**
2,934.05
7,400.00
39.60%
7,700.00
7,700.00
7,700.00

**Total Churchwide Support**
412,334.64
409,862.24
100.60%
410,170.00
386,070.00
370,370.00

Page 1 of 5
<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Percentage</th>
<th>Previous Year</th>
<th>Initial Year</th>
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</thead>
<tbody>
<tr>
<td><strong>Strengthening Congregations/ Missions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Worship and Music</strong></td>
<td>121.34</td>
<td>0.00%</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>1-725-2400 - Supplies - Worship &amp; Music</td>
<td>121.34</td>
<td>0.00%</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td><strong>Total Worship and Music</strong></td>
<td>121.34</td>
<td>0.00%</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td><strong>Small Church/Outreach</strong></td>
<td>4,000.00</td>
<td>100.00%</td>
<td>5,000.00</td>
<td>7,000.00</td>
</tr>
<tr>
<td>1-605-2700 - Support - Small Church Grants</td>
<td>4,000.00</td>
<td>100.00%</td>
<td>5,000.00</td>
<td>7,000.00</td>
</tr>
<tr>
<td>1-774-2700 - Program - Small Church</td>
<td>0.00</td>
<td>0.00%</td>
<td>0.00</td>
<td>0.00</td>
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<tr>
<td><strong>Total Small Church/Outreach</strong></td>
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<td>97.56%</td>
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<td>7,000.00</td>
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<td>500.00</td>
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<tr>
<td>1-774-2100 - Program - Christian Education</td>
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<td>0.00%</td>
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<tr>
<td>1-774-2400 - Program - Worship and Music</td>
<td>696.65</td>
<td>139.93%</td>
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<td>500.00</td>
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<tr>
<td>1-774-2600 - Program - Healthy Congregations</td>
<td>44.52</td>
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<tr>
<td><strong>Total Synod Programs</strong></td>
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<td>110.25%</td>
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<td>500.00</td>
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<tr>
<td><strong>Total Strengthening Congregations/ Missions</strong></td>
<td>4,865.51</td>
<td>101.90%</td>
<td>5,500.00</td>
<td>7,500.00</td>
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<tr>
<td><strong>Preparing/Supporting Leaders</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Theological Education</strong></td>
<td>20,050.81</td>
<td>100.00%</td>
<td>20,051.00</td>
<td>20,051.00</td>
</tr>
<tr>
<td>1-610-3000 - Support - ELCA Seminaries</td>
<td>20,050.81</td>
<td>100.00%</td>
<td>20,051.00</td>
<td>20,051.00</td>
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<tr>
<td><strong>Total Theological Education</strong></td>
<td>20,050.81</td>
<td>100.00%</td>
<td>20,051.00</td>
<td>20,051.00</td>
</tr>
<tr>
<td><strong>Candidacy</strong></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>1-603-3100 - Prof Career Consultative Service</td>
<td>2,400.00</td>
<td>240.00%</td>
<td>1,200.00</td>
<td>1,200.00</td>
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<tr>
<td>1-609-3100 - Program - Student Scholarships</td>
<td>4,995.00</td>
<td>99.90%</td>
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<td>5,000.00</td>
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<tr>
<td>1-774-3200 - Program - Candidacy Committee</td>
<td>565.69</td>
<td>113.14%</td>
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<td>500.00</td>
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<td>7,960.69</td>
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<td><strong>Leadership Support/Development</strong></td>
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<tr>
<td>1-602-3300 - Support - Rostered Leadership</td>
<td>284.75</td>
<td>56.95%</td>
<td>400.00</td>
<td>400.00</td>
</tr>
<tr>
<td><strong>Total Leadership Support/Development</strong></td>
<td>284.75</td>
<td>56.95%</td>
<td>400.00</td>
<td>400.00</td>
</tr>
<tr>
<td><strong>Lay Leadership</strong></td>
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<tr>
<td>1-774-3400 - Lay Ministry Institute</td>
<td>5,000.00</td>
<td>100.00%</td>
<td>5,000.00</td>
<td>5,000.00</td>
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<tr>
<td><strong>Total Lay leadership</strong></td>
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<td>100.00%</td>
<td>5,000.00</td>
<td>5,000.00</td>
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<tr>
<td><strong>Support-Rostered Leaders</strong></td>
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<tr>
<td>1-602-3500 - Bishop Disc Fund - Support/Rostered</td>
<td>93.00</td>
<td>26.57%</td>
<td>1,000.00</td>
<td>1,000.00</td>
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<tr>
<td>1-609-3500 - Bishop Disc Fund - Pensions</td>
<td>0.00</td>
<td>0.00%</td>
<td>1,000.00</td>
<td>1,000.00</td>
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<td>1-743-3500 - Bishop Disc Fund - Counseling</td>
<td>0.00</td>
<td>0.00%</td>
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<td><strong>Total Support Rostered Leaders</strong></td>
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<tr>
<td>Providing Service/Youth and Adults</td>
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<td></td>
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<tr>
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</tr>
<tr>
<td><strong>Total Preparing/Supporting Leaders</strong></td>
<td>33,389.25</td>
<td>33,550.81</td>
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<td>33,151.00</td>
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<tr>
<td><strong>Camp Mount Luther</strong></td>
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<tr>
<td>1-602-4000 - Support - Camp Mount Luther</td>
<td>46,271.11</td>
<td>46,271.11</td>
<td>100.00%</td>
<td>46,275.00</td>
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<tr>
<td><strong>Total Camp Mount Luther</strong></td>
<td>46,271.11</td>
<td>46,271.11</td>
<td>100.00%</td>
<td>46,275.00</td>
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<tr>
<td><strong>Campus Ministry</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>1-602-4200 - Penn College</td>
<td>963.98</td>
<td>963.98</td>
<td>100.00%</td>
<td>1,000.00</td>
</tr>
<tr>
<td>1-603-4200 - Penn State University</td>
<td>10,700.19</td>
<td>10,700.19</td>
<td>100.00%</td>
<td>10,700.00</td>
</tr>
<tr>
<td>1-604-4200 - Mansfield University</td>
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<td>963.98</td>
<td>100.00%</td>
<td>1,000.00</td>
</tr>
<tr>
<td>1-605-4200 - Bloomsburg University</td>
<td>9,639.81</td>
<td>9,639.81</td>
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<td>9,640.00</td>
</tr>
<tr>
<td>1-606-4200 - Lock Haven University</td>
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<td>963.98</td>
<td>100.00%</td>
<td>1,000.00</td>
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<tr>
<td>1-602-4100 - Susquehanna University</td>
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<tr>
<td>1-774-4200 - Campus Ministry Team</td>
<td>0.00</td>
<td>100.00</td>
<td>0.00%</td>
<td>100.00</td>
</tr>
<tr>
<td><strong>Total Campus Ministry</strong></td>
<td>23,231.94</td>
<td>23,331.94</td>
<td>99.57%</td>
<td>23,440.00</td>
</tr>
<tr>
<td><strong>Total Providing Service/Youth and Adults</strong></td>
<td>69,503.05</td>
<td>69,603.05</td>
<td>99.86%</td>
<td>69,715.00</td>
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<tr>
<td><strong>Concern/Human Need</strong></td>
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<td></td>
<td></td>
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<tr>
<td><strong>Support-Related Agencies</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>1-602-5100 - Support - Lutheran Advocacy in Pa</td>
<td>4,819.91</td>
<td>4,819.91</td>
<td>100.00%</td>
<td>4,820.00</td>
</tr>
<tr>
<td><strong>Total Support-Related Agencies</strong></td>
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<td>4,819.91</td>
<td>100.00%</td>
<td>4,820.00</td>
</tr>
<tr>
<td><strong>Total Concern/Human Need</strong></td>
<td>4,819.91</td>
<td>4,819.91</td>
<td>100.00%</td>
<td>4,820.00</td>
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<tr>
<td><strong>Fostering/Main/Ecumenical Relation</strong></td>
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<tr>
<td>1-602-6000 - Support - PA Council of Churches</td>
<td>963.98</td>
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<td>964.00</td>
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<tr>
<td>1-774-6200 - Program - Ecumenical Relations</td>
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<tr>
<td><strong>Total Fostering/Main/Ecumenical Relation</strong></td>
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<td><strong>Interpreting-Mission &amp; Ministry of Church</strong></td>
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<tr>
<td>1-749-7000 - Synod Web Site</td>
<td>300.00</td>
<td>500.00</td>
<td>60.00%</td>
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<tr>
<td><strong>Total Synod Web Site</strong></td>
<td>300.00</td>
<td>500.00</td>
<td>60.00%</td>
<td>500.00</td>
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<tr>
<td><strong>Total Interpreting-Mission &amp; Ministry of Church</strong></td>
<td>300.00</td>
<td>500.00</td>
<td>60.00%</td>
<td>500.00</td>
</tr>
<tr>
<td><strong>Global Mission Education</strong></td>
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<td></td>
</tr>
<tr>
<td>Global Mission</td>
<td>0.00</td>
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<td>99.00%</td>
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<tr>
<td>----------------------------------------------------</td>
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<tr>
<td>1-602-8000 - Support - Global Mission</td>
<td>1,500.00</td>
<td>1,500.00</td>
<td>100.00%</td>
<td>1,500.00</td>
</tr>
<tr>
<td>1-602-8100 - Support Liberia Companion Synod</td>
<td>0.00</td>
<td>500.00</td>
<td>21.00%</td>
<td>500.00</td>
</tr>
<tr>
<td>1-602-8101 - Support-AWK Companion Synod Program</td>
<td>1,118.13</td>
<td>1,000.00</td>
<td>101.40%</td>
<td>0.00</td>
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<tr>
<td>1-774-8300 - Program - Global Mission</td>
<td>2,616.13</td>
<td>3,500.00</td>
<td>74.75%</td>
<td>2,000.00</td>
</tr>
<tr>
<td>Total Global Mission Education</td>
<td>2,616.13</td>
<td>3,500.00</td>
<td>74.75%</td>
<td>2,000.00</td>
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<tr>
<td>Providing/Effective Organization</td>
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<tr>
<td>Administration</td>
<td></td>
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<tr>
<td>1-701-9000 - Postage</td>
<td>3,297.26</td>
<td>3,000.00</td>
<td>109.91%</td>
<td>3,000.00</td>
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<tr>
<td>1-725-9000 - Office Supplies</td>
<td>965.87</td>
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<td>48.29%</td>
<td>2,000.00</td>
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<tr>
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<td>2,406.94</td>
<td>100.00</td>
<td>2406.94%</td>
<td>500.00</td>
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<tr>
<td>1-737-9000 - Forms</td>
<td>642.27</td>
<td>1,000.00</td>
<td>64.23%</td>
<td>500.00</td>
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<tr>
<td>1-740-9000 - Payroll Services</td>
<td>1,004.40</td>
<td>900.00</td>
<td>111.60%</td>
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<tr>
<td>1-741-9000 - Accounting/Auditing</td>
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<td>6,600.00</td>
<td>86.36%</td>
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<tr>
<td>1-742-9000 - Legal</td>
<td>67.41</td>
<td>250.00</td>
<td>26.96%</td>
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<tr>
<td>1-743-9000 - ELCA Shared Risk Fund</td>
<td>0.00</td>
<td>650.00</td>
<td>0.00%</td>
<td>650.00</td>
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<tr>
<td>1-747-9000 - Phone</td>
<td>2,763.21</td>
<td>4,000.00</td>
<td>69.08%</td>
<td>3,500.00</td>
</tr>
<tr>
<td>1-748-9000 - E-mail/Internet</td>
<td>993.83</td>
<td>850.00</td>
<td>116.92%</td>
<td>850.00</td>
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<tr>
<td>1-775-9000 - Hospitality</td>
<td>556.35</td>
<td>800.00</td>
<td>69.79%</td>
<td>600.00</td>
</tr>
<tr>
<td>1-793-9000 - Bank Fees</td>
<td>48.00</td>
<td>50.00</td>
<td>96.00%</td>
<td>50.00</td>
</tr>
<tr>
<td>1-801-9000 - Maintenance/Repair of Equipment</td>
<td>1,442.44</td>
<td>1,250.00</td>
<td>115.40%</td>
<td>1,250.00</td>
</tr>
<tr>
<td>1-802-9000 - Technical Support/Computers</td>
<td>8,441.19</td>
<td>8,000.00</td>
<td>105.51%</td>
<td>12,000.00</td>
</tr>
<tr>
<td>1-804-9000 - Leasing/Office Equipment</td>
<td>7,277.29</td>
<td>8,000.00</td>
<td>90.97%</td>
<td>7,000.00</td>
</tr>
<tr>
<td>1-805-9000 - Miscellaneous</td>
<td>0.00</td>
<td>478.19</td>
<td>0.00%</td>
<td>0.00</td>
</tr>
<tr>
<td>Total General Office</td>
<td>35,608.46</td>
<td>37,928.19</td>
<td>93.88%</td>
<td>39,650.00</td>
</tr>
<tr>
<td>Building/Maintenance Expense</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-722-9100 - Building Maintenance</td>
<td>10,595.33</td>
<td>10,500.00</td>
<td>100.91%</td>
<td>10,500.00</td>
</tr>
<tr>
<td>1-751-9100 - Building &amp; Liability Ins Package</td>
<td>4,605.00</td>
<td>4,450.00</td>
<td>103.48%</td>
<td>5,000.00</td>
</tr>
<tr>
<td>1-836-9100 - Utilities</td>
<td>5,436.45</td>
<td>7,000.00</td>
<td>77.66%</td>
<td>7,000.00</td>
</tr>
<tr>
<td>1-837-9100 - Depreciation Building</td>
<td>11,434.15</td>
<td>11,190.00</td>
<td>102.18%</td>
<td>11,190.00</td>
</tr>
<tr>
<td>1-838-9000 - Depreciation Equipment</td>
<td>3,293.23</td>
<td>3,020.00</td>
<td>109.05%</td>
<td>1,500.00</td>
</tr>
<tr>
<td>Total Building/Maintenance Expense</td>
<td>35,364.16</td>
<td>36,160.00</td>
<td>97.80%</td>
<td>35,190.00</td>
</tr>
<tr>
<td>Staff Salaries</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-652-9204 - Bishop's Salary</td>
<td>53,350.08</td>
<td>53,350.08</td>
<td>100.00%</td>
<td>54,417.00</td>
</tr>
<tr>
<td>1-652-9214 - Assistant to the Bishop</td>
<td>22,083.12</td>
<td>22,083.00</td>
<td>100.00%</td>
<td>22,525.00</td>
</tr>
<tr>
<td>1-652-9215 - Dean Stipends</td>
<td>19,617.12</td>
<td>19,616.73</td>
<td>100.00%</td>
<td>20,009.00</td>
</tr>
<tr>
<td>1-652-9224 - Office Manager</td>
<td>40,468.64</td>
<td>40,466.76</td>
<td>100.00%</td>
<td>41,278.00</td>
</tr>
<tr>
<td>1-652-9345 - Bookkeeper</td>
<td>1,709.68</td>
<td>2,040.00</td>
<td>85.12%</td>
<td>1,530.00</td>
</tr>
<tr>
<td>Description</td>
<td>Amount</td>
<td>Percentage</td>
<td>Amount</td>
<td>Percentage</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>--------------</td>
<td>------------</td>
<td>--------------</td>
<td>------------</td>
</tr>
<tr>
<td>1-652-9247 - Communications Director</td>
<td>6,410.92</td>
<td>70.87%</td>
<td>8,770.00</td>
<td>70.87%</td>
</tr>
<tr>
<td><strong>Total Staff Salaries</strong></td>
<td><strong>143,684.74</strong></td>
<td><strong>98.01%</strong></td>
<td><strong>146,527.00</strong></td>
<td><strong>98.01%</strong></td>
</tr>
<tr>
<td><strong>Staff Benefits</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-654-9300 - Staff Housing Allowance</td>
<td>25,653.12</td>
<td>100.00%</td>
<td>25,653.00</td>
<td>100.00%</td>
</tr>
<tr>
<td>1-655-9300 - Staff-FICA Contributions</td>
<td>3,720.52</td>
<td>94.34%</td>
<td>3,793.00</td>
<td>93.73%</td>
</tr>
<tr>
<td>1-656-9300 - Staff Pension &amp; Health Benefits</td>
<td>75,479.10</td>
<td>94.35%</td>
<td>83,000.00</td>
<td>94.35%</td>
</tr>
<tr>
<td>1-657-9300 - Clergy Staff Education Benefits</td>
<td>375.00</td>
<td>33.33%</td>
<td>1,125.00</td>
<td>33.33%</td>
</tr>
<tr>
<td>1-659-9300 - Staff Work Comp Ins</td>
<td>672.54</td>
<td>67.26%</td>
<td>750.00</td>
<td>75.00%</td>
</tr>
<tr>
<td>1-661-9300 - Clergy-FICA Contributions</td>
<td>9,233.76</td>
<td>100.00%</td>
<td>9,418.00</td>
<td>100.00%</td>
</tr>
<tr>
<td>1-673-9300 - Staff Travel</td>
<td>8,112.96</td>
<td>67.61%</td>
<td>12,000.00</td>
<td>100.00%</td>
</tr>
<tr>
<td><strong>Total Staff Benefits</strong></td>
<td><strong>123,247.10</strong></td>
<td><strong>92.70%</strong></td>
<td><strong>136,252.00</strong></td>
<td><strong>100.00%</strong></td>
</tr>
<tr>
<td><strong>Synod Assembly</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-655-9400 - Non-employee Comp-Synod Assembly</td>
<td>583.88</td>
<td>23.36%</td>
<td>2,500.00</td>
<td>23.36%</td>
</tr>
<tr>
<td>1-673-9400 - Travel - Assembly Planning Commit</td>
<td>51.78</td>
<td>0.00%</td>
<td>-</td>
<td>0.00%</td>
</tr>
<tr>
<td>1-701-9400 - Postage-Assembly Planning Committee</td>
<td>38.12</td>
<td>4.77%</td>
<td>50.00</td>
<td>6.25%</td>
</tr>
<tr>
<td>1-725-9400 - Supplies-Assembly</td>
<td>1,682.40</td>
<td>84.12%</td>
<td>500.00</td>
<td>50.00%</td>
</tr>
<tr>
<td>1-743-9400 - Miscellaneous Services</td>
<td>0.00</td>
<td>0.00%</td>
<td>250.00</td>
<td>25.00%</td>
</tr>
<tr>
<td>1-780-9400 - Refund Fees - Synod Assembly</td>
<td>184.00</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>1-832-9400 - Facility Rental - Synod Assembly</td>
<td>17,441.40</td>
<td>96.80%</td>
<td>17,000.00</td>
<td>96.80%</td>
</tr>
<tr>
<td><strong>Total Synod Assembly</strong></td>
<td><strong>19,861.58</strong></td>
<td><strong>84.85%</strong></td>
<td><strong>20,400.00</strong></td>
<td><strong>100.00%</strong></td>
</tr>
<tr>
<td><strong>Synod Council</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-602-9500 - Deans' Fund</td>
<td>0.00</td>
<td>0.00%</td>
<td>250.00</td>
<td>100.00%</td>
</tr>
<tr>
<td>1-673-9500 - Travel - Synod Council</td>
<td>584.50</td>
<td>58.45%</td>
<td>100.00</td>
<td>50.00%</td>
</tr>
<tr>
<td>1-775-9500 - Hospitality - Synod Council</td>
<td>269.76</td>
<td>259.76%</td>
<td>100.00</td>
<td>100.00%</td>
</tr>
<tr>
<td>1-775-9900 - Church Wide Assembly</td>
<td>0.00</td>
<td>-</td>
<td>500.00</td>
<td>50.00%</td>
</tr>
<tr>
<td><strong>Total Synod Council</strong></td>
<td><strong>844.25</strong></td>
<td><strong>187.61%</strong></td>
<td><strong>850.00</strong></td>
<td><strong>100.00%</strong></td>
</tr>
<tr>
<td><strong>Total Providing/Effective Organization</strong></td>
<td><strong>358,730.30</strong></td>
<td><strong>94.99%</strong></td>
<td><strong>378,869.00</strong></td>
<td><strong>94.99%</strong></td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>887,572.77</strong></td>
<td><strong>98.02%</strong></td>
<td><strong>905,521.34</strong></td>
<td><strong>98.02%</strong></td>
</tr>
<tr>
<td><strong>Excess Revenues (Expenditures)</strong></td>
<td><strong>12,110.44</strong></td>
<td><strong>0.00%</strong></td>
<td><strong>1.00</strong></td>
<td><strong>0.00%</strong></td>
</tr>
</tbody>
</table>
**SA19.7 To adopt the proposed budget for Fiscal Year 2021. Adopted.**

Bishop Collins called on the Rev. Rick White to present the report of the committee on Reference and Counsel.

Pastor White read a Memorial on Engagement in the Holy Land that the committee presented without recommendation.

> Whereas the Evangelical Lutheran Church in America (ELCA) is committed to continuing its awareness-building, accompaniment, and advocacy on behalf of a peaceful and just resolution of the conflict between Israel and Palestine and on behalf of ending the occupation; and

> Whereas the ELCA in its three expressions continues to pray for and accompany the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL); and

> Whereas the ELCA’s 2013 Glocal Mission Gathering document “Accompaniment” states, “... we are called to love and be loved by those who are not like us, whom we might have to work quite hard to understand, or who may not understand us at all. God’s reconciliation is across borders and boundaries.”

> Whereas the ELCA’s 2013 Glocal Mission Gathering document “Accompaniment” further states “God calls us to include everyone in the mission of reconciliation... In accompanying one another, we look to see who is excluded, and why, and commit to change community structures and habits that can exclude people without any deliberate intention.” As a result accompaniment of our companion churches should not mean otherwise excluding people outside of the church; therefore, be it

Resolved, that the Upper Susquehanna Synod Assembly memorialize the 2019 Churchwide Assembly to encourage this church’s members, congregations, synods, churchwide office including the Office of the Presiding Bishop to expand our relationships and dialogue beyond accompaniment with companion churches to engagement with those non church groups and individuals in the Holy Land, whose perspective we may not yet understand, including but not limited to mainstream Jewish Israelis “to undo the boundary of strangeness or suspicion between us” while at the same time continuing to affirm our unique relationship with and accompaniment of Palestinian Christians and the ELCJHL.

Submitted as passed by the West Branch Conference of the Upper Susquehanna Synod at their Conference Assembly, March 31, 2019.

**Rev. Theodore Cockley, dean of the West Branch Conference moved to adopt the Memorial.**

**S19.8 To adopt the Memorial on Engagement in the Holy Land. – Adopted**

With time remaining in the agenda, Bishop Collins called on Chad Hershberger to address the assembly on behalf of Camp Mount Luther.

Chad told the assembly that July 5 will mark the 100th Anniversary of Lutheran Outdoor Ministry. In the last 100 years of Lutheran camping and in the 56 years of Mount Luther, we have maintained a strong relationship with congregations. We will commemorate the anniversary with a special campfire/worship service on July 2 at 6:30 p.m at camp. Everyone is invited to attend.

The relationship with congregations is something that is important to the camp’s ministry. Chad encouraged churches to continue to partner with Mount Luther.
with their time, treasure and talent. He told the assembly that there are handouts at
the camp display in Degenstein with new ways that congregations can partner
with the camp and ways we can work together, particularly with using camp
methods for congregational vitality. He thanked everyone for their financial
support and gave an update on the sewer upgrade debt. He told about the
opportunity to "buy a new bench" for the Amphitheater, and a new campership
program for first-time campers, called Reach 25.

In addition, Chad told of two recent service projects where carpentry talents were
used. The Disaster Relief Team from Zion, Turbotville, came to camp in April
and replaced porches on many Maple Cabins. Members of the Middlecreek Creek
Conference decided to adopt a cabin and replaced the porches on Maple 2.

Chad reminded the assembly to encourage campers to attend this summer's
programs. He also reported that seven of the camp staff have been "adopted" by
congregations, providing encouraging letters, care packages, and moral support
throughout the summer. He told the assembly he'd like to have all the staff
adopted and told congregations to see him if they were interested.

The assembly went into recess for LUNCH / WORKSHOPS

PLENARY III
1:30 p.m. – 2:50 p.m.

The assembly reconvened with Hymn and Prayer (We Support One Another) that included
installation of the Rev. Carla Volland as dean of the Juniata Valley Conference. Other deans
were introduced during this time. Bishop Collins thanked the Rev. James Bricker for his service
as dean of the Juniata Valley Conference.

The Rev. John Koons gave the results of the first ballot

Ballot #1
Synod Council Vice President
211 votes cast,
106 votes to elect
Jeffrey L Mensch 40
Sherry Bingaman 35
Scott F Frost 24
Holly Fry 73
Ray Huff 35

There was no election. Bishop Collins declared that Ballot #7 will be between Ms Holly Fry and
Mr. Jeffrey Mensch

Ballot #2
Synod Council Adult
202 votes cast,
102 to elect
Buffalo Valley Lay Male Terry Gardner 202
Juniata Valley Lay Male Stephen Rodgers 202
Middle Creek Clergy Rick White 202
Tulpehocken Lay Female Audrey Brosious 201
West Branch Lay Female Shelby Wyland 201

Ballot #3
Synod Council Adults – 2-year Unexpired Term–Lay Female
205 votes
103 votes to elect
Wendelin Davis 205

Ballot #4
Synod Council Young Adult
207 votes
104 to elect
Nkemka Kaufman 84
Jonathan Moser 123

Ballot #5
Consultation Committee
205 votes
103 to elect
Middle Creek Clergy Lisa Schuster 204
West Branch Clergy Richard Adams 65
David Byerly 140

Ballot #6
Committee on Disciple
207 votes cast
104 to elect
Juniata Valley Clergy No nominations
Middle Creek Clergy Matthew Schuster 204
Tulpehocken Clergy Peter Bergstresser 81
Sarah Hershberger 126

**Bishop Collins declared Mr. Terry Gardner, Mr. Stephen Rodgers, Rev. Rick White, Ms Audrey Brosius, Deacon Shelby Wyland, Ms Wendelin Davis, Mr. Jonathan Moser, Rev. Lisa Schuster, Rev. David Byerly, Rev. Matthew Schuster, and Rev. Sarah Hershberger elected.**

Ballots were distributed to voting members for the runoff election for vice president. Bishop Collins instructed voting members to cast their votes and return ballots to the pages. Ballots were given to the Elections Committee for tallying. The Bishop declared balloting closed.

Bishop Collins introduced ecumenical guests representing full-communion partners: the Rev. Steve Cureton, Executive Presbyter of the Presbytery of Northumberland; the Rev. Katie Hopper, Moderator of the Presbytery of Huntingdon, Bishop Jeremiah Park, Susquehanna Annual Conference – UMC. These guests shared greetings and their reflections on our ecumenical relationships.

Bishop Collins recognized significant anniversaries of Rostered Leaders in the synod.
Pastor Timothy Bingman, Pastor Bob Driesen, Pastor Jim Fladland, celebrating 40 years; Pastor Ted Cockley, Pastor Frederick Faust, Pastor Tom Livernois, celebrating 45 years; Pastor Ken
Louder, Pastor Gary Owens and Pastor A. Donald Main, celebrating 50 years; Pastor Frederick Bigelow, celebrating 55 years; and Pastor Bernard “Bernie” Engelhart, celebrating 65 year.

The Rev. Craig Miller, assistant to the bishop, gave his report.

United as Christ’s disciples we Support one another and Serve God in the world.

United, Supporting, Serving

How fitting it is that our gathering this year falls on the week following our celebration of Pentecost. Indeed, we come together as a synod because God has truly called, gathered and made us holy by the Spirit’s gifts through the Holy Gospel.

After over two and a half years in this Upper Susquehanna Synod I continue to find joy in serving here – meeting the members of our 122 congregations and working with our faithful leaders in all of whom I see the Holy Spirit at work.

With your synod council – and I hope with you as well – I can strongly affirm our new Mission Statement. We are certainly United, Supporting, and Serving.

When I visit congregations in our synod I consistently encounter people who love God and love their church. No matter the person’s background, their history, their gender or race, the members of our synod are bound together in this love. We witness that love here this week whenever you share stories about your particular ministry, and this evening we will hear it when five of our congregations celebrating significant anniversaries share their stories.

This love brings us together in congregation and synod in order for us to support one another in our common faith and commitment to our Lord. Recently I read again a report from our churchwide office of Mission Advancement in which I saw that our synod, while having a greater proportion of congregations with average worship attendance below 50, continues to share a greater proportion of our wealth through member and congregational giving. In fact, in the last fiscal year our synod contributed almost $125,000 to ELCA missions such as Global Church, World Hunger, Disaster Response, and other ministries.

Beyond our financial support, we have stories to tell about how congregations support one another. I believe our synod may have the highest proportion of congregations in partnership relationships of any in the ELCA. We have several congregations in two-, three-, four-, and even a five-point parish. We might even have one of the oldest continuous two-point parishes in our church. Then there are the Purchase of Service arrangements in which our congregations share pastoral leadership. And let us not neglect to mention all those unnamed, informal sharing agreements between congregations.

Remarkable support also takes place among our rostered and other leaders. I have witnessed wonderful collegiality among our pastors and deacons, that contrasts with the more competitive spirit I experienced in New York. In conferences and other gatherings I observe strong support for these laborers in the vineyard.

Then Mutual support shows itself in our service. It seems to me that our synod is united in an understanding that the church called together by the love of God in Christ Jesus cannot be complete without serving God’s creation, particularly our neighbors in need.

We feed the hungry in community meals, through food banks and food pantries; through backpack treats and in funeral meals – and much more.

We clothe the naked – I have had the pleasure to tour some of our congregation based programs: the clothing shop at Grace, Jersey Shore; Mazeppa’s Manna; Kate’s Kupboard at St John’s Northumberland.
We comfort the sick, those who mourn, and those in prison – through Stephen Ministries, eucharistic ministry teams and other visitation ministries.

And we advocate for justice with the help of Lutheran Advocacy Ministry of PA (LAMPA).

This brings me to our strategy for mission, adopted by our synod council in February. It is a strategy that does not really come up with anything new – but it recognizes who we are as congregations and as a synod and seeks to help us grow together into stronger relationships with God, with each other, and in service in the world.

This strategy, which we will explore more in depth tomorrow, aligns as well with ELCA goals in their Future Directions 2025 strategy, and especially as expressed in the Domestic Mission unit’s Congregational Vitality initiatives, where Congregational Vitality is described as

Communities of Jesus where there are life-changing relationships with God, one another and the world.

I believe that all of our congregations can fulfill this vision of vitality. I believe we can become a more vital synod when our congregations grow into these relationships with God, one another and the world. What do you need to do? How does your congregation express this vitality already?

The strategy is included with the report of the synod council. I hope you have read it (I know Pastor Duran has). Some copies are available as well on the Mission display table in Degenstein where you can find cards on which I invite you to write down your response to my questions. Do it while you wait on line for lunch.

Today and tomorrow you get to hear more about Congregational Vitality from our ELCA representative, Ruben Duran the Director for Congregational Vitality in the Domestic Mission Unit in our Churchwide expression. It is my pleasure to introduce him to you.

Pastor Duran has been with the Churchwide expression of the ELCA for 17 years. He came to the Lutheran church in Peru when missionaries from the Lutheran Church in America came to his country, and he played a role in growing the Lutheran Church in Peru from two to fifteen congregations. Perhaps his claim to fame is that the current bishop in Lima, Peru was his confirmation student. Pastor Duran attended Trinity Lutheran College in Seattle and received his MDiv from Pacific Lutheran Theological Seminary.

Rev. Ruben Duran presented the report of the ELCA. He shared video greetings on behalf of ELCA Presiding Bishop Elizabeth Eaton. He also talked about how God is at work through the church in communities all across the country and shared ways the synod is connected to the wider church.

2:50 p.m. – 3:10 p.m. BREAK

3:10 p.m. – 4:40 p.m.
Bishop Collins led the assembly in Hymn and Prayer (We Serve God in the World)

Rev. Koons reported the results of the 7th ballot

Ballot #7 – Synod Secretary – Runoff

205 votes
103 to elect

Holly Fry 126
Jeffrey Mensch 76
Bishop Collins declared Ms Holly Fry elected to the position of vice president.

The Rev. Dr. Gilson Waldkoenig presented the report of United Lutheran Seminary

I bring you greetings from faculty, staff and students of United Lutheran Seminary. In this brief report I’ll point to three quick highlights about United Lutheran Seminary, and then indicate to you three specific ways you can help, as we continue and strengthen our partnership between the Upper Susquehanna Synod and your seminary. First highlight is: enrollment.

I am pleased to report that we have 300 students. Two-thirds of them are preparing for Word and Sacrament and Word and Service ministries. That is a twenty-five percent increase from two years ago in the two predecessor schools combined. Another third of our students are in graduate degrees including Doctor of Ministry and STM programs.

Second highlight is: that we have drastically reduced student indebtedness. This year, fewer than one in four students applied for loans due in large part to your synod’s faithful giving, and because of endowment funds earmarked exclusively for student scholarships, and because we have aggressively re-designed our delivery of theological education.

The third highlight is that our mission of Unifying, Learning, and Serving connects our original mission and purpose with the challenges of mission today. Our founders, over 193 years ago, and many faithful re-founders since, had visions to preach the gospel of Jesus Christ effectively among the people and settings of North America and the world. Keywords of our mission statement today are Unifying, Learning, and Serving. We developed a new strategic plan to put those ideals into action. The plans re-commit us to teaching and learning with students that we have from over twenty-eight denominations, but also firmly rooted in our historical ties to the earliest Lutheranism in America and our bedrock confession of justification by grace apart from human merit.

To speak the gospel effectively in today’s context demands of us that we be authentic and fair with our neighbors and each other. One important task to help us in that direction was a nine-month process by our diversity task force, in conjunction with the diversity committee of the Board of Trustees, to craft a Welcome and Equity Statement. We are committed to creating a school where restorative justice, equity, and full inclusion at God’s banquet table are for all members of the seminary community. You may find the statement on our website and at our display table.

As we look ahead, the seminary leaders are asking that you prayerfully consider three specific ways to help us:

1. Recognize those individuals within your synod who have gifts for ministry and encourage them to answer God’s call to rostered leadership in the ELCA.

2. Make a personal contribution to ULS on a monthly basis. If you are already doing this, consider increasing your monthly gift to the seminary this year. (www.uls.edu/giving).
3. Encourage members of your synod council to increase synodical giving by three percent of your current level over a three-year period.

In return, we will strive to raise up new leaders for the congregations within your synod, doing our utmost to prepare them for the challenges of today’s church with the added benefit of little or no graduate school debt. Thank you for our shared ministry, your support of theological education, and your commitment to proclaiming the living Word, Jesus Christ, in whom we all live and breathe. May the work we do together be blessed by our God and Creator. Thank you for this time.

The Rev. Marsh Drege gave a report from Seafarers International House.

We welcome the stranger and you help us to do that. We welcome the stranger who comes to us in the form of a seafarer from around the world. And we welcome the stranger who comes to us in the form of an asylee. An asylee is somebody who has been needing to flee their country because of persecution. Then they spend some time in a detention center in order to prove their case, and then we welcome them to make sure that they are strangers no more. We feel that is a Biblical mandate and a Christian invitation that we live into.

He then introduced a brief video presenting the ministries of Seafarers International House, a video that demonstrates the three parts of their name.

We are incredibly thankful to the Upper Susquehanna Synod for all of your support of especially our Christmas at Sea project initiative. You folks have so much to be proud of and we have so much to be grateful for. Do you know that your synod alone provides more than a fourth of the total number of Christmas at Sea satchels that we collect every year; and I think that deserves a round of applause from you. Amazing.

Around Seafarers and International House we consider Upper Susquehanna Synod to be triple-B blessed. And I’ll tell you why we call it triple-B blessed. You saw a little snippet of it in the video of your Bishop Collins who is perfectly statured for this kind of work. I say that because she is. She fits so perfectly in our van that she doesn’t need to bend over at all when she’s loading our two vans with over 500 satchels that you collected last year. Our second B is Brenda who does an incredible job organizing all of the satchels. Then of course is Bob Bradford who does a lot of work as well.

This year we are changing our satchels from the familiar white plastic bag which we thought worked pretty well but may not be completely environmentally friendly to this marine green nylon bag. Still the same size and still will provide the same type of effort but I think it will be a little easier on Brenda because the other bags are so slippery – they slip all over the place. We are in the process of running out of these bags and not quite having these delivered yet so there’s still a few bags at our booth that you can pick up, but we also will be mailing them to the synod office in the next couple weeks when they arrive. They will be ready for you to pick up and fill with the kind of love that you so generously share.

Again thank you for your incredible support for our Christmas at Sea satchel. I want you to know that from the bottom of my heart that not only am I grateful but the 2000 seafarers that receive these every year are so grateful that they know that you have not forgotten the stranger or the foreigner among us. So God bless you.
Bishop Collins followed his report with a challenge to the synod to collect 700 satchels this year.

Upper Susquehanna Synod Committee Reports

Rev. Jill Young and Mara Wilcox, representing campus ministries supported by the synod, reported on the work of campus ministry.

I’m Jill Young and I’m the protestant campus minister at Bloomsburg University and I just want to thank the synod for your long time support of the ministry on campuses in this region. That includes Penn State, Mansfield, Lock Haven, Penn College and Bloomsburg. Really as campus ministers we are able to go onto campuses on your behalf and walk with students, both those who are churched and unchurched, at a really pivotal time in their lives.

There’s so many new ideas and experiences and making really important vocational decisions and other decisions in their lives. We get to encourage them in kind and facilitate spiritual community where they can mature and thrive in their faith and we can help them grow as leaders for the church in the world.

They shared a brief video that highlighted the work of ELCA-supported campus ministry.

Hi everyone. Again, thank you for your time and your attention today focused on campus ministry. My name is Mara Wilcox and I just took over in February at Mansfield University. If you’ve been part of the synod for a while you might remember my aunt, Deb Casey. That’s a pretty cool legacy that I get to carry on. I have been in youth ministry for twelve years before taking on campus ministry. God really led my heart that way because I saw so many kids that I had poured so much into during their years of high school walk away from the Lord when they got to college because it was such a pivotal moment to have the support of a faith community.

So I don’t believe there’s a more pivotal moment in your life than when kids are walking through college. So we are really blessed to have that opportunity to speak into their lives to maintain the legacy that you all have already laid the foundation for in their lives. We appreciate your partnership and hope that you would take every opportunity that you have to continue to partner with campus ministry. I’d like to say also that if you have a student who’s going to Bloomsburg University or Mansfield, or Lock Haven or Penn State, I would encourage you to reach out to those campus ministers. Ask them what is being offered and communicate that to the student so that you make a level transition for them; so that they don’t feel like they are walking into the unknown.

We’re really grateful for the opportunity that we have with these students. I don’t know where Dr. Gil went, but I have some student loans that I want to talk to him about. Thank you so much for your time.

Unfinished Business

Rev. Glasoe asked those present to consider joining the Constitution Committee to assist the synod’s work on congregations’ constitutions as new updates and revisions are sure to come down from ELCA’s Churchwide Assembly in August.

The assembly recessed until Saturday morning.

SATURDAY, JUNE 15 Degenstein Campus Center
7:00 a.m. – 8:30 a.m.
The assembly reconvened with Morning Prayer

Bishop Collins introduced the Synod’s Strategic Mission Plan and described the plan for conference conversations to discuss the implementation of the three focus areas of the Strategic Mission Plan. She suggested two questions to guide the discussion for each focus area:

What might it look like for us to do this together as a conference?
What resources will we need to do that?

She asked individuals to respond in writing to the following question:
What can I do to make this plan successful?

The Assembly divided into Conference groups for discussions in designated areas.

9:15 a.m. – 10:00 a.m.
Conversation on Focus Point 1: Church / Unity
10:00 a.m. – 10:15 a.m. BREAK
10:15 a.m. – 11:00 a.m.
Conversation on Focus Point 2: Support / Presence
11:10 a.m. – 1:00 p.m.
The assembly recessed for LUNCH / WORKSHOPS /
1:15 p.m. – 2:00 p.m.
Conversation on Focus Point 3: Discipleship / Leadership
2:15 p.m. – 3:30 p.m.
Closing Worship with Holy Communion in Evert Dining Room, including Blessing and Sending of Churchwide Assembly Delegation and Closing of the 32nd Annual Synod Assembly
The assembly adjourned.