

<b>Synod Assembly</b>									
1-655-9400 - Non-employee Comp-Synod Assembly	0.00	2,500.00	2,500.00	0.00%	2,500.00	2,500.00	0.00	0.00%	
1-673-9400 - Travel -Assembly Planning Commit	0.00	100.00	100.00	0.00%	100.00	100.00	0.00	0.00%	
1-701-9400 - Postage-Assembly Planning Committee	0.00	50.00	50.00	0.00%	50.00	50.00	0.00	0.00%	
1-725-9400 - Supplies-Assembly	0.00	500.00	500.00	0.00%	500.00	500.00	0.00	0.00%	
1-743-9400 - Miscellaneous Services	0.00	197.00	197.00	0.00%	197.00	200.00	3.00	1.52%	
1-832-9400 - Facility Rental - Synod Assembly	0.00	17,000.00	17,000.00	0.00%	17,000.00	17,000.00	0.00	0.00%	
<b>Total Synod Assembly</b>	<b>0.00</b>	<b>20,347.00</b>	<b>20,347.00</b>	<b>0.00%</b>	<b>20,347.00</b>	<b>20,350.00</b>	<b>3.00</b>	<b>0.01%</b>	
<b>Synod Council</b>									
1-602-9500 - Deans' Fund	0.00	250.00	250.00	0.00%	250.00	250.00	0.00	0.00%	
1-673-9500 - Travel - Synod Council	0.00	500.00	500.00	0.00%	500.00	500.00	0.00	0.00%	
1-775-9500 - Hospitality - Synod Council	0.00	250.00	250.00	0.00%	250.00	250.00	0.00	0.00%	
1-775-9600 - Church Wide Assembly	0.00	0.00	0.00	0.00%	0.00	500.00	500.00	0.00%	
1-###-9500 - Bishop Transition Expenses						20,000.00	20,000.00	0.00%	
<b>Total Synod Council</b>	<b>0.00</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>0.00%</b>	<b>1,000.00</b>	<b>21,500.00</b>	<b>20,500.00</b>	<b>2050.00%</b>	
<b>Total Providing/Effective Organization</b>	<b>338,188.33</b>	<b>379,110.00</b>	<b>370,717.66</b>	<b>91.23%</b>	<b>380,349.77</b>	<b>406,867.18</b>	<b>26,517.41</b>	<b>6.97%</b>	
<b>Total Expenses</b>	<b>781,108.28</b>	<b>858,090.00</b>	<b>837,047.66</b>	<b>93.32%</b>	<b>841,679.77</b>	<b>813,077.18</b>	<b>(28,602.59)</b>	<b>-3.40%</b>	
<b>Excess Revenues (Expenditures)</b>	<b>493.87</b>	<b>1,000.00</b>	<b>(457.66)</b>	<b>0.00%</b>	<b>60.23</b>	<b>(87.18)</b>	<b>(147.41)</b>	<b>-244.75%</b>	

The bishop thanked Ms Fry.

Bishop Collins called on the Rev. Rick White to present the report of Reference and Counsel. Pastor White presented a resolution that had been received before the deadline for submissions. He stated the Committee on Reference and Counsel presented the resolution without recommendation.

### Creation of an Antiracism Initiative

WHEREAS the *Strategy Toward Authentic Diversity*, adopted by the 2019 ELCA Churchwide Assembly, calls on the whole church to live into our baptismal covenant with God and one another through antiracist and inclusive healing actions, structural accountability, and theological education and leadership; and

WHEREAS the Upper Susquehanna Synod does not currently have a dedicated ministry team or initiative specifically addressing Strategically Authentic Diversity or antiracism; and

WHEREAS the Upper Susquehanna Synod does not currently require antiracism training of its Authorized Lay Worship Leaders (ALWL), who provide regular preaching and worship leadership in many congregations; therefore, be it

RESOLVED that the Upper Susquehanna Synod create an Antiracism Initiative that includes an Antiracism Team charged with the following:

1. To coordinate with antiracism teams from synods in Regions 7 and 8 of the ELCA and ecumenical partners to offer antiracism trainings to rostered ministers, Authorized Lay Worship Leaders, non-rostered congregational staff, and lay leaders in congregations. At least two of these opportunities shall publicized and offered by the end of 2021.
2. To equip and support congregations and leaders for antiracist advocacy and civic engagement in their context, with a plan for this developed by the 2022 Upper Susquehanna Synod Assembly.

and be it further

RESOLVED that Upper Susquehanna Synod Council form the Antiracism Team by September of 2021; and be it further

RESOLVED that the Upper Susquehanna Synod Director of Communications create a dedicated page on uss-elca.org announcing this initiative and to communicate future events and actions by July 31, 2021.; and be it further

RESOLVED that the Upper Susquehanna Synod shall require Authorized Lay Worship Leaders to complete an approved antiracism training by the end of 2021, and at least once every three years following, to remain authorized to preside at Holy Communion; and be it further

RESOLVED that the Antiracism Team and Constitution Committee investigate appropriate representational principles for the membership of Synod Council by the 2022 Synod Assembly; finally, be it further

RESOLVED that the Upper Susquehanna Synod shall host a public service of Lament for Racism before the 2022 Upper Susquehanna Synod Assembly.

Submitted by the Rev. Lisa Raylene Barnes and the Rev. D. Lowell Chilton.

Bishop Collins recognized the Rev. Lisa Barnes who moved the adoption of the resolution amended by the authors.

#### **Creation of an Antiracism Initiative**

WHEREAS the *Strategy Toward Authentic Diversity*, adopted by the 2019 ELCA Churchwide Assembly, calls on the whole church to live into our baptismal covenant with God and one another through antiracist and inclusive healing actions, structural accountability, and theological education and leadership; and

WHEREAS the Upper Susquehanna Synod does not currently have a dedicated ministry team or initiative specifically addressing Strategically Authentic Diversity or antiracism; and

WHEREAS the Upper Susquehanna Synod does not currently require antiracism training of its Authorized Lay Worship Leaders (ALWL), who provide regular preaching and worship leadership in many congregations; therefore, be it

RESOLVED that the Upper Susquehanna Synod create an Antiracism Initiative that includes an Antiracism Team charged with the following:

1. To coordinate with antiracism teams from synods in Regions 7 and 8 of the ELCA and ecumenical partners to offer antiracism trainings to rostered ministers, Authorized Lay Worship Leaders, non-rostered congregational staff, and lay leaders in congregations. At least two of these opportunities shall publicized and offered by the end of 2021.
2. To equip and support congregations and leaders for antiracist advocacy and civic engagement in their context, with a plan for this developed by the 2022 Upper Susquehanna Synod Assembly.  
and be it further

RESOLVED that Upper Susquehanna Synod Council form the Antiracism Team by the end of 2021; and be it further

RESOLVED that the Upper Susquehanna Synod Director of Communications create a dedicated page on [uss-elca.org](http://uss-elca.org) announcing this initiative and to communicate future events and actions by July 31, 2021.; and be it further

RESOLVED that the Upper Susquehanna Synod require Authorized Lay Worship Leaders to complete an approved antiracism training at least once every three years, with the first training to be completed by the 2022 Synod Assembly; and be it further

RESOLVED that the Antiracism Team and Constitution Committee investigate appropriate representational principles for the membership of Synod Council by the 2022 Synod Assembly; finally, be it further

RESOLVED that the Upper Susquehanna Synod shall host a public service of Lament for Racism before the 2022 Upper Susquehanna Synod Assembly.

Rev. Gary Schaeffer moved to amend the resolution, substituting “March 31, 2022” for “the 2022 Synod Assembly in the fourth RESOLVED.

#### **SA21.13. To amend the resolution. Adopted**

**RESOLVED that the Upper Susquehanna Synod require Authorized Lay Worship Leaders to complete an approved antiracism training at least once every three years, with the first training to be completed by March 31, 2022 ~~the 2022 Synod Assembly~~. Adopted**

The Rev. Sarah Hershberger moved to amend the third RESOLVED, substituting “September 30” for “July 31”.

**SA21.14. To amend the resolution. Adopted**

**RESOLVED** that the Upper Susquehanna Synod Director of Communications create a dedicated page on [uss-elca.org](http://uss-elca.org) announcing this initiative and to communicate future events and actions by September 30 ~~July 31~~, 2021.

**SA21.15. Creation of an Antiracism Initiative. Adopted**

**WHEREAS** the *Strategy Toward Authentic Diversity*, adopted by the 2019 ELCA Churchwide Assembly, calls on the whole church to live into our baptismal covenant with God and one another through antiracist and inclusive healing actions, structural accountability, and theological education and leadership; and

**WHEREAS** the Upper Susquehanna Synod does not currently have a dedicated ministry team or initiative specifically addressing Strategically Authentic Diversity or antiracism; and

**WHEREAS** the Upper Susquehanna Synod does not currently require antiracism training of its Authorized Lay Worship Leaders (ALWL), who provide regular preaching and worship leadership in many congregations; therefore, be it

**RESOLVED** that the Upper Susquehanna Synod create an Antiracism Initiative that includes an Antiracism Team charged with the following:

3. To coordinate with antiracism teams from synods in Regions 7 and 8 of the ELCA and ecumenical partners to offer antiracism trainings to rostered ministers, Authorized Lay Worship Leaders, non-rostered congregational staff, and lay leaders in congregations. At least two of these opportunities shall publicized and offered by the end of 2021.
4. To equip and support congregations and leaders for antiracist advocacy and civic engagement in their context, with a plan for this developed by the 2022 Upper Susquehanna Synod Assembly.  
and be it further

**RESOLVED** that Upper Susquehanna Synod Council form the Antiracism Team by the end of 2021; and be it further

**RESOLVED** that the Upper Susquehanna Synod Director of Communications create a dedicated page on [uss-elca.org](http://uss-elca.org) announcing this initiative and to communicate future events and actions by September 30, 2021; and be it further

**RESOLVED** that the Upper Susquehanna Synod require Authorized Lay Worship Leaders to complete an approved antiracism training at least once every three years, with the first training to be completed by March 31, 2022; and be it further

**RESOLVED** that the Antiracism Team and Constitution Committee investigate appropriate representational principles for the membership of Synod Council by the 2022 Synod Assembly; finally, be it further

**RESOLVED** that the Upper Susquehanna Synod shall host a public service of Lament for Racism before the 2022 Upper Susquehanna Synod Assembly.

The bishop thanked Pastor White and the committee for their work.