

WORKSHOPS

No Pastor No Problem

Pr. Stina Schaeffer & Jonathan Moser

Many congregations in our synod find themselves without worship leadership on some Sundays. Building on our conversation at last years assembly, we will explore creative ways that congregations can lead worship on their own. Participants will leave with concrete resources for their local congregation.

Evergreen – Fireplace room

Go Tell It In the Mountain

Rev. John Kratz

The Go Tell It IN the Mountains Initiative is creating opportunities and connections for local congregations, pastor, lay worship leaders and aspiring preachers to work toward the goals of compelling preaching and listening. This workshop will review some of those resources such as Mission Insite, AI video tutorial, Digital search engines, and training options. It is an informational session to encourage preachers and congregations in the mission of compelling preaching and engaged listening.

Evergreen Activity Room downstairs

Youth Ministry

Chad Hershberger, Pr. Jim Vitale & Gabe Schaeffer

The church talks a lot about youth ministry theory...but "theory" doesn't help much when you're face-to-face with half-a-dozen kids in Sunday School and have no clue what to do. We're here to help. In this workshop, Chad Hershberger and Jim Vitale will give you concrete, accessible, simple tools and resources for planning Sunday school, youth group, and confirmation class lessons and activities. Come and learn the reliable methods that we have been employing successfully at camp for years!

Evergreen – downstairs back porch

Telling the Story/Evangelism

Norma Malfatti and Sue Ellen Spotts

In this workshop we will explore how God's story has shaped us and how we can share that story with others in a variety of life situations. In other words, many stories will be told in this workshop.

Evergreen Dining Room

Better Together: Reimagining Mission Beyond Our Silos

Pr. Katy Moran, Pr. Justin Lingenfelter & Pr. Gary Schaeffer

For years, the congregations of Milton Lutheran Church (Milton), Christ's Evangelical Lutheran Church (Lewisburg), and United In Christ Lutheran Church (West Milton) have been increasing their levels of partnered ministry and leadership to the joy and benefit of each congregation and their larger communities. But this did not happen overnight! There have been plenty of trials, errors, successes, and setbacks along the way, but there is no doubt that they have each been made better together in the process. Want to know where to start with your congregation and neighbors? Join Pastor Gary Schaeffer (MLC), Pastor Katy Moran (CELC), and Pastor Justin Lingenfelter (UIC) to explore the ways in which mission can be the catalyst for collaboration across congregations to create a sum greater than its individual parts.

Pavilion

Congregational Legacy

Sister Marianne Brock

Nothing earthbound lasts forever; everything has a life span. While we might not like to talk about it, our lives will *FCEP* come to an end, and so will our congregations. You may have given thought to how you would like to be remembered, but has your congregation taken the time to consider how it should be remembered? There are ways that the gifts and the good stewardship of your congregation can live on through planning with the ELCA Foundation. Come explore what that might look like and remember: simply talking about death does not make it happen sooner.

Evergreen - Store

**THIRTY-EIGHTH ANNUAL ASSEMBLY
of the Upper Susquehanna Synod,
Evangelical Lutheran Church in America**

**Camp Mount Luther
Mifflinburg, Pennsylvania
June 13-14, 2025**

“Living into the Good News”

“I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.” Ephesians 4:1-6

Synod Assembly Offerings

are designated to

*Camp Mount Luther Foundations for the Future
& ELCA Young Adults in Global Mission.*

(Please make checks payable to the Upper Susquehanna Synod,

Memo line: Synod Assembly Offering)

Or make your contribution online at www.uss-elca.org/give

Program

All program in Evergreen Center unless otherwise noted

A detailed agenda indicating times for action items will be provided at the start of the assembly.

Friday, June 13, 2025

7:00am	Registration desk opens
8:30am	Refreshments available
9:00	Workshops session 1 begins (see separate schedule)
10:30	Workshops session 2 begins (see separate schedule)
11:30-12:45	LUNCH
1:00pm	OPENING WORSHIP
	Welcome from Camp Mount Luther

Plenary One (*Items with asterisk indicate action (vote) needed)

1:30pm

Orientation

Introduction of Assembly personnel and guests

Report of the Registrar

*Adoption of Agenda

*Adoption of Rules of Procedure

*Adoption of Minutes from the 2024 Synod Assembly

*Report of the Nominating Committee

- *Nominations for all positions may be made from the floor. Each nominee must have a completed Candidate Identification Form available from the registration desk or online at www.elca.org/assembly.*
- Introduction of candidates for Secretary

Introduction to Reference and Counsel

Report of the Vice President

Report of the Treasurer

Report of the ELCA Foundation

Ecumenical/Interfaith greetings

*Elections Committee

- First Ballot for Secretary, Synod Council, Consultation Committee, Committee on Discipline

Bible Study – *"Living Into the Good News"*

Introduction of Rostered Leaders New in the Synod

Recognition of Congregation and Rostered Leader anniversaries

Report of the Synod Council

- *Recommendation: Amendments to Constitution, Bylaws, and Continuing Resolutions

Report from Campus Ministries

Reference and Counsel

Report from Seafarers International House

Report from the Synod Youth Ministry

Report from Camp Mount Luther

- Installation of Camp Summer Staff

Announcements & Prayer

5:15

Recess

5:45

Camp Mount Luther Program—Dedication of Bathhouse followed by Dinner

Saturday, June 14, 2025

- 7:00 Registration desk opens
- 7:00-8:00 Breakfast on own
- 8:00 Eucharist
Installation of Conference Deans and Secretaries
Refreshments available after worship

Plenary Two

- 9:30am Report of the Registrar
Ecumenical/Interfaith greetings
Report from the Churchwide Representative
 - Video message from Presiding Bishop Elizabeth EatonReport of the Synod Council
 - *Recommendations: Synod Funds
 - *Recommendation: Budget for fiscal year end January 31, 2027Go Tell It IN the Mountains
Elections Committee report
Second ballot, if needed
Announcements & Prayer
- 11:45am Recess
- 12:00-12:50 LUNCH

Plenary Three

- 1:00pm Bible Study – "*Living Into the Good News*"
Report of the Synod Council
 - *Recommendation: Compensation Guidelines for Ministers of Word and Sacrament (salary and housing)
 - *Recommendation: Compensation Guidelines for Ministers of Word and Service (salary)ULS Kindling Faith
Bishop's Report
Reference and Counsel
Unfinished Business
Announcements
- 3:00pm **Closing Worship**
Closing of an Assembly and blessing of those who will attend the 2025 ELCA Churchwide Assembly in Phoenix, Arizona, July 28-August 2.

RULES OF PROCEDURE
UPPER SUSQUEHANNA SYNOD ASSEMBLY – 2025

1. When a voting member is unable to serve, the alternate voting member shall be seated when the Registrar has been provided with the necessary information and the alternate has been given voting member credentials.

2. **Voting Procedure**

- a. Only voting members wearing official voting member name tags shall be eligible to vote. Voting and elections at the assembly may use a voting application. In the event unforeseen issues arise, elections may be held by paper ballot or other means.
- b. As directed by the chair, voting also may take place by voice, by show of hands, by standing, or by written ballot.

3. **Elections**

- a. Registration shall be temporarily closed ten minutes before the appointed time for the election and reopened when balloting is completed.
- b. The Assembly chamber shall be sealed during balloting unless a ballot box has been ordered with a window for balloting.
- c. The Elections Committee shall have power to appoint and dismiss tellers for those elections under its oversight.
- d. The Elections Committee shall determine the process for elections, including structure of ballots.
- e. The Elections Committee shall be given priority in the agenda to report results when available.

4. **Speeches**

- a. When addressing the chair, speakers shall use a microphone provided. Voting members shall state plainly their name and congregation or, in the case of Rostered Ministers serving in specialized ministries, their place of call.
- b. When there are many wishing to speak for or against a motion, the chair will recognize alternately persons making a statement for or against.
- c. In all plenary sessions, speeches from the floor will be limited to one three-minute presentation per person. This rule shall not apply to persons presenting a report, nor when direct questions are posed to specific individuals for clarification.
- d. Non-voting members may be permitted to speak on the floor of the assembly by a 2/3 vote of the assembly. This rule does not apply to those designated to present reports as part of the approved agenda.
- e. In the give-and-take of debate on issues before the Assembly, members of the assembly and visitors shall refrain from audible responses.

5. **Motions**

- a. All motions shall be written by the mover, signed, and presented to the Committee of Reference and Counsel, except those that are offered as germane motions, which must be written and presented to the Secretary before being discussed by the

assembly. Motion forms are available at the pages' table located near the main entrance to the assembly hall.

- b. Resolutions and memorials concerning issues of the church may be developed for consideration at the annual Synod Assembly. The deadline for such resolutions and memorials to be received in the synod office is May 15. Any resolutions or memorials received **after** that date may be referred to Synod Council for consideration. The Committee on Reference and Counsel will meet prior to the assembly and will prepare an initial report concerning memorials and resolutions, including the text of all resolutions and memorials received, which will be available on the synod website in the Bulletin of Reports.

6. Nominations

- a. Except for the election of a bishop, nominations may be made from the floor for any position. All nominations from the floor must have the prior approval of the person nominated. The person making the nomination will provide (a) the name of the nominee, (b) the nominee's occupation, and (c) the nominee's home congregation. All nominations must have a Candidate Identification Form which may be picked up at the pages' table.

7. Departing from Agenda

- a. With the consent of a majority of the voting members, the chair shall have the authority to call items of business before the assembly in whatever order the chair considers most expedient for the conduct of the assembly's business.
- b. A motion to alter the agenda shall require for adoption a two-thirds vote of the voting members present and voting.

- 8. After the adoption of the Rules of Procedure and any amendments thereto offered prior to the adoption of the Rules, any further amendment to, revision in, or suspension of the Rules shall always require for adoption a two-thirds vote of the members present and voting.

For the information of the Assembly

The following rules for the Assembly have been established in the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod

- The assembly cannot amend, rescind, or suspend a constitutional provision unless previous notice has been given by Synod Council. The assembly may, however, entertain a first reading of a proposed amendment under S18.13.a., but ratification at a subsequent regular assembly is required.
 - Bylaw provisions cannot normally be suspended, but they can be rescinded or amended, following the procedure outlined in S18.21. A bylaw, however, in the nature of rule of Order may be suspended per Robert's Rules of Order Newly Revised (12th ed.) s:21.
1. ROBERT'S RULES OF ORDER, latest edition, shall be the governing parliamentary law of this assembly. (S7.32.) *Note: the 12th edition of Robert's Rules of Order is the governing parliamentary law of this assembly except as otherwise provided.*
 - a. A parliamentarian may be appointed by the bishop.
 2. A majority of possible voting members to the Synod Assembly shall constitute a quorum. (S7.14.)
 3. Proxy and absentee voting shall not be permitted in the transaction of any business of this synod. (†S7.31.)
 4. Any motion that seeks to amend the proposed synod budget by increasing expenses shall also include adjustments in other income or expense categories to maintain a balanced budget proposal. (S10.04.)
 5. All ordained ministers retired, disabled, or on leave from call, on the roster of this synod shall be voting members of the Synod Assembly. (S7.22.01.; S7.22.02)
 6. All Minister of Word and Sacrament on the roster of a church body with which the ELCA has declared a Full-Communion relationship, serving calls to congregations of this synod, shall be voting members of the Synod Assembly. (S7.27.A17.)
 7. All duly elected members of the Synod Council shall be voting members of the Synod Assembly.

**Recommendations of the Synod Council
Amendments to the Constitution, Bylaws,
and Continuing Resolutions of the Upper Susquehanna Synod**

1 The synod council moves to adopt the following amendments from 2022 Churchwide Assembly (needs majority vote – †S18.12.)

S7.21.01. *Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until ~~voting members are seated at the opening of the next regular Synod Assembly.~~*

S7.22. This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, provided that such processes not result in fewer than 60% of the voting members of the Synod Assembly being laypersons in contravention of ~~consistent with~~ †S7.21.e If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

S7.24. Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly so long as they remain under call and so long as their names appear on the rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until the opening of the next regular synod assembly, or unless replaced by the election of new members for a special synod assembly, or until they have been disqualified by termination of congregation membership. ~~Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.~~

S7.26. This synod may establish processes through the Synod Council that permit lay representatives of authorized worshiping communities of the synod, which have been authorized under ELCA bylaw 40.02.04., to serve as voting members of the Synod Assembly, consistent with †S7.21.

S8.42. The treasurer shall provide and be accountable for:

c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by the synod for the general work of this church as well as any funds to support restricted programs of this church.

f. ~~Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.~~

~~S11.10.—GENERAL PROVISIONS~~

S14.13. The pastor (a) shall keep accurate ~~parochial~~ records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, (b) shall submit a

summary of such statistics annually to this synod, and (c) shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

- S14.15. Each minister of Word and Sacrament on the roster of this synod shall submit a report of ~~his or her~~ ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of ~~his or her~~ ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

2 The synod council moves to adopt the following amendments to the Constitution of the Upper Susquehanna Synod and to empower the Secretary of the synod to make any adjustments to numbering related to these amendments. (needs 2/3 majority vote at two successive assemblies— †S18.13.)

- S9.03. There shall be a Nominating Committee consisting of the bishop of the synod or his/her representative, two persons chosen by the Synod Council from its own membership, and one member elected by each conference, to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Synod Nominating Committee. Additional nominations must have the prior consent of the ~~nominees~~ person being nominated.
- S9.05. The Nominating Committee shall nominate at least ~~two~~ one persons for vice president; ~~additional nominations may be made from the floor~~.
- S9.06. The ~~Synod~~ Nominating Committee shall nominate at least one person for secretary; ~~additional nominations may be made from the floor~~.

3 The synod council moves to adopt the following amendments to Bylaws and to empower the Secretary of the synod to make any adjustments to numbering related to these amendments. (needs 2/3 majority vote – †S18.20.)

- S7.11.01. ~~The~~ A regular ~~assembly of the synod meeting of the Synod Assembly shall normally will~~ be held annually as the Synod Council shall designate. The time and place of the Upper Susquehanna Synod Assembly shall be determined by the Synod Council. The time and place for ~~the next a~~ regular ~~assembly meeting of the Synod Assembly~~ normally shall be announced six (6) months prior to the assembly.
- S7.13.01. Ministers of Word and Sacrament and Ministers of Word and Service on the roster of this synod and congregations of this synod shall be notified at least four weeks prior to the date of a regular or special ~~assembly meeting of the Synod Assembly~~. A bulletin of reports shall be sent to Ministers of Word and Sacrament and Ministers of Word and Service on the roster of this synod, and congregational voting members at least one month before each regular assembly. Notice of the meeting and the bulletin of reports may be sent by electronic means.
- S7.22.01. Ministers of Word and Sacrament, retired, disabled, or on leave from call, on the roster of this synod, who hold voting membership in a congregation of this synod,

shall have voice and vote at all Synod Assemblies.

S7.22.02 Ministers of Word and Service, retired, disabled, or on leave from call, on the roster of this synod, who hold voting membership in a congregation of this synod, shall have voice and vote at all Synod Assemblies.

~~*S8.01.01 The officers shall have voice and vote at all Synod Council meetings.*~~

S8.01.02. No ~~elected official~~ officer or other duly appointed representative of this synod, acting in their office, shall accept personal, special remuneration for services rendered in behalf of this synod to any congregation or organization of this synod.

S9.01.01. Synod Assembly

a. General Provisions:

- 1) It shall be the responsibility of the Synod Assembly to elect voting members to the Churchwide Assembly, officers of the Synod, members of the Synod Council, members of the Consultation Committee, and members of the Committee on Discipline. ~~Two~~ Up to two nominees shall be presented for each position by the Synod Nominating Committee, along with biographical information for each nominee.*
- 2) All elections shall be by ballot, and the results shall be determined by simple majority unless otherwise designated by these bylaws or the constitution of the Upper Susquehanna Synod.*

b. Churchwide Assembly

- 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; with an equal number of alternates.*
- 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.*
- 3) Unless otherwise determined by the Synod Council, the synod vice president shall serve as a voting member of the Churchwide assembly.*

c. Synod Council

- 1) Synod Council members, excluding the officers and youth member, shall be elected in such a way that approximately one-third of the terms expire in any given year.*
- 2) The Nominating Committee shall strive to maintain inclusivity on the synod council through the nominating process.*
- 3) 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).*

S10.01.02. Term of Office

~~*a. Except for the officers and the youth member, each member elected to the Synod Council shall be elected for a term of three years. Each member shall serve no more than two consecutive terms.*~~

b. Newly elected members of synod council shall take office on the first day of August immediately following the synod assembly at which they are elected. Their terms shall end on the ~~31st day of July on which their respective terms end~~ when their successors are installed.

c. Each youth member elected to the Synod Council shall be elected for a term of

two years. Each youth member shall serve no more than two consecutive terms.

S10.03.01. Persons filling vacancies on ~~the Synod Council~~, boards, committees, and commissions shall serve for the unexpired term which shall be counted as a full term in determining eligibility for succession, except when the period of vacancy is less than one year. (see 10.03. f. above)

The following bylaw renumber S10.03.02.

S10.07.01. Functions of the Synod Council in addition to those specified in the synod constitution:

- a. Determination of the salaries and benefits of the bishop and staff of the synod, and maintenance of personnel policies governing those persons' employment and performance;
- b. Confirmation of appointments by the bishop, including appointment of synod representatives to governing bodies of interchurch agencies to which the synod is related;
- c. Creation of and appointment to any committees, commissions, and other organizations needed to fulfill the function of the Synod Council.
- ~~d. Election of members to the Board of Directors of the United Lutheran Seminary in accordance with the bylaws of the United Lutheran Seminary.~~
- 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.
- f. When requested, elect or appoint directors or trustees to institutions or agencies as may be determined.

Delete entirely S11.03.01. ~~The Committee on Discipline shall...~~

S12.01.01. ~~There shall be six conferences, namely: The number of conferences and their boundaries shall be established by the synod council. The conference names and boundaries shall be defined in the Continuing Resolutions.~~

~~12.01.02—The conferences shall be bounded as determined by the synod council.~~

S12.01.03. Each conference shall consist of:

- ~~a. all congregations within its boundaries~~
- b. All rostered ministers whose calls are within its boundaries and all rostered ministers who are retired, disabled, or on leave from call and holding membership in a congregation within its boundaries.
- ~~c. All Ministers of Word and Service within the conference.~~

~~12.01.04.—The boundaries and number of conferences shall be subject to redetermination by the Synod Council at six year intervals.~~

S12.01.05. A ~~pastoral charge~~/congregation may petition Synod Council to move from one conference to another, and with the approval of and the Synod Council, or Synod Assembly the change shall be made.

S12.01.06. Each conference shall hold a meeting of its ministers of Word and Sacrament,

ministers of Word and Service, and the Synod assembly voting members of its congregations annually. This meeting shall be held no earlier than ~~two~~ three and no later than one months prior to the regular assembly of the synod. One-third the combined number of ministers of Word and Sacrament, ministers of Word and Service, and congregational voting members shall constitute a quorum. The dean of the conference shall chair this meeting. Each Conference shall establish procedures to ensure 60 percent lay voting member representation at each conference assembly.

S12.01.09 ~~The Juniata Valley, Tulpehocken, and West Branch conferences shall elect a secretary in the even-numbered years, the Middle Creek, Buffalo Valley and North Branch shall elect a secretary in the odd-numbered years.~~ The secretary, a rostered minister of the ELCA who is a member of the conference, shall be elected at the annual assembly of the conference. The procedure for election and the term of office shall be the same as that of the dean.

S12.01.12. Succession of Dean and Secretary.

- a. In the event of the resignation or the death of the dean, the ~~secretary of the conference shall~~ bishop shall appoint a rostered leader to perform the functions of the office of dean until the following assembly of the conference.

S12.01.13. The conference shall elect a representative to the Synod Nominating Committee (C9.03) every year who will. ~~This person shall be the chair of the conference nomination committee for the following year. In consultation with the conference dean the nomination committee chair shall select three congregation council presidents from the conference to serve on the nomination committee for that year. The conference nomination committee shall prior to the annual conference assembly~~

- a. Receive from the synod office a list of ballot openings, and
- b. Distribute to all congregation council presidents (or vice presidents) and pastors of the conference a list of ballot openings and invite their nominations for any ballot openings.
- ~~c. Receive nominations with biographical information. This information shall be distributed to all congregation council presidents (or vice presidents) and pastors no later than 15 days before annual conference assembly.~~

S13.02.01. Congregations are responsible for the payment of all assembly fees and costs, including travel expenses, for their ~~pastors~~ called Ministers of Word and Sacrament and Ministers of Word and Service, and elected voting members.

S13.11.01. In the event of a pastoral vacancy in a congregation or ~~pastoral charge congregations~~, the bishop shall appoint an interim pastor in consultation with the conference dean and the Congregation Council.

S13.25.01. Terms of administration shall be negotiated by the congregation ~~pastoral charge~~ charge(s) and the Synod Council through the office of the bishop.

4 The synod council moves to adopt the following amendments to Continuing Resolutions and to empower the Secretary of the synod to make any adjustments to numbering related to these amendments. (needs simple majority vote – †S18.30.)

S.7.21.A23. The number of lay voting members to Synod Assembly from each

congregation shall be determined at least six months before the next scheduled regular assembly and be based upon baptized membership as reported on the previous year's parochial report.

S.7.21.B24. Each conference ~~shall~~ may elect two youth and two young adult (as defined in ELCA constitution chapter 6)¹ voting members and credential them with their home congregations. The credentialing of youth and young adult voting members elected by conferences shall be an exception to S.7.21.A23 in regard to the number of voting members from a congregation. The conference shall make all efforts possible to maintain the ratio of men and women of S.7.21.c. The synod will cover registration, room, and board expenses for these voting members.

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 by Extended Service a congregation of this synod, shall be granted voice and vote at any assembly held during the time of that minister's service.

S12.01.A25 There shall be six conferences made up of approximately equal numbers of congregations.

- a. The Buffalo Valley Conference includes Mazzeppa Lutheran Church, Trinity Lutheran Church (Cowan), Follmer Lutheran Church, St John Lutheran Church (Potts Grove), Christ's United Lutheran Church (Millmont), Christ's Evangelical Lutheran Church (Lewisburg), Faith Lutheran Church (Lewisburg), First Evangelical Lutheran Church (Mifflinburg), Milton Lutheran Church, Messiah Lutheran Church (New Berlin), St John Lutheran Church (Winfield), Zion Lutheran Church (Turbotville), First Lutheran Church (Watsonstown), St John Lutheran Church (Watsonstown), United In Christ Lutheran Church (West Milton), Holy Spirit Lutheran Church (Turbotville).*
- b. The Juniata Valley Conference includes St John Lutheran Church (Belleville), St Paul Lutheran Church (Allensville), St Mark Lutheran Church (Alfarata), St Paul Lutheran Church (Milroy), St John Lutheran Church (Siglerville), Trinity Lutheran Church (McAlisterville), Messiah Lutheran Church (Mifflintown), St Stephen Lutheran Church (Licking Creek), St John Lutheran Church (Lewistown), Port Royal Lutheran Church, St Paul Lutheran Church (Nook), Evangelical Lutheran Church (Reedsville), Centre Lutheran Church, Holy Communion Lutheran Church (Yeagertown).*
- c. The Middle Creek Conference includes Messiah Lutheran Church (Troxelville), St Mark Lutheran Church (Dormantown), Trinity Lutheran*

¹ 1 Youth are those who have not attained age 18 at the time of election. Young adults are those who are 18 to 30 years of age.

Church (McClure), St John Lutheran Church (McClure), Botschaft Lutheran Church (), St Peter Lutheran Church (Freeburg), Zion Lutheran Church (Port Trevorton), Zion Lutheran Church (Kratzerville), Christ Lutheran Church (Middleburg), Emanuel Lutheran Church (Middleburg), Zion Lutheran Church (Mount Pleasant Mills), Faith Lutheran Church (Millerstown), St Paul Lutheran Church (Mount Pleasant Mills), St John Lutheran Church (Richfield), St John's Lutheran Church (Mount Pleasant Mills), Christ Lutheran Church (Middleburg), St Paul Lutheran Church (Middleburg), St Peter Lutheran Church (Kreamer), Salem Lutheran Church, St Paul Lutheran Church (Middle Creek Dam), St Matthew Lutheran Church (Shamokin Dam), Sharon Lutheran Church (Selinsgrove), Beaver Lutheran Church (Beaver Springs).

- d. The North Branch Conference includes Grace Lutheran Church (Berwick), St Matthew Lutheran Church (Bloomsburg), St Paul Lutheran Church (Danville), St Peter Lutheran Church (Columbia Hill), Pine Street Lutheran Church (Danville), Trinity Lutheran Church (Danville), St John Lutheran Church (Espy), St Peter Lutheran Church (Grovania), St John Lutheran Church (Mifflinville), Emanuel Lutheran Church (Mountain Grove), St Peter's Lutheran Church (Mountain Grove), Trinity Lutheran Church (Mainville), St Paul Lutheran Church (Numidia), Trinity Lutheran Church (Oak Grove), Washingtonville Lutheran Church, Good Shepherd Lutheran Church (Berwick), Christ United Lutheran Church (Catawissa).
- e. The Tulpehocken Conference includes St John Lutheran Church (Leck Kill), St John Lutheran Church (Danville), St Mark Lutheran Church (Elysburg), Grace Lutheran Church (Shamokin), St Paul Lutheran Church (Gowan City), St Peter Lutheran Church (West Cameron), Zion Lutheran Church (Trevorton), Zion Lutheran Church (Herndon), Zion Lutheran Church (Dalmatia), Zion Lutheran Church (Pillow), Himmel Lutheran Church (Rebuck), St John Lutheran Church (Northumberland), Grace Lutheran Church (Point Township), Trinity Lutheran Church (Point Township), Zion Lutheran Church (Sunbury), United Lutheran Church (Sunbury).
- f. The West Branch Conference includes St John Lutheran Church (Unityville), Gethsemane Lutheran Church (Arnot), Messiah Lutheran Church (Clarkstown), St Michael Lutheran Church (Quiggleville), Garman Lutheran Church (Jersey Shore), Trinity Lutheran Church (Hughesville), Grace Lutheran Church (Jersey Shore), St John Lutheran Church (Jersey Shore), Friedens Lutheran Church (Liberty), Liberty Lutheran Church, Salem Lutheran Church (Liberty), Siloa Lutheran Church (Morris Run), St James Lutheran Church (Rauchtown), St Paul Lutheran Church (Mill Hall),

Zions Lutheran Church (Renovo), Messiah Lutheran Church (South Williamsport), St John Lutheran Church (Booneville), St Paul's Lutheran Church (Loganton), Salona Lutheran Church, Redeemer Lutheran Church (Williamsport), St Luke Lutheran Church (Williamsport), St Mark Lutheran Church (Williamsport), St John Lutheran Church (Montgomery), Mount Zions Lutheran Church (Hughesville), United Lutheran Church (Lock Haven)

~~S9.03.A20 — All ordained ministers shall be eligible for nomination to Synod election by the conference in which they hold congregational membership.~~

S12.01.08.B07. The Conference Dean ~~shall~~:

- a. The Middle Creek, Buffalo Valley and North Branch conferences shall elect a dean in the even-numbered years, Juniata Valley, Tulpehocken, and West Branch shall elect a dean in the odd-numbered years. Each dean shall
 - i. Attend dean's meetings with the bishop of this synod as requested, sharing information between the bishop, other deans, and the rostered leaders of their conference in a timely manner. In the event the dean cannot attend a meeting, another rostered leader from the conference may be appointed to attend.

Renumber the remaining paragraphs.

S12.01.09.D07. The Conference Secretary shall:

- a. The Juniata Valley, Tulpehocken, and West Branch conferences shall elect a secretary in the even-numbered years, the Middle Creek, Buffalo Valley and North Branch shall elect a secretary in the odd-numbered years. Each secretary shall
 - i. Maintain an unofficial roster of all rostered leaders with membership in the conference, including current contact information.

Renumber the remaining paragraphs.

Resolved, the synod council recommends to the 2025 Upper Susquehanna Synod Assembly the Salary and Housing Allowance Guidelines for Ministers of Word and Sacrament in 2026 as follows.

2026 CLERGY SALARY GUIDELINES			
FOR THE UPPER SUSQUEHANNA SYNOD, ELCA			
<i>Recommended February 8, 2025 - Synod Council</i>			
Years Ordained	Year Of Ordination	2025 Minimum Salary Guidelines	2026 Minimum Salary Guidelines
0	2026	N/A	\$42,563
1	2025	\$41,525	\$42,988
2	2024	\$41,950	\$43,413
3	2023	\$42,375	\$43,838
4	2022	\$42,800	\$44,263
5	2021	\$43,225	\$44,688
6	2020	\$43,650	\$45,113
7	2019	\$44,075	\$45,538
8	2018	\$44,500	\$45,963
9	2017	\$44,925	\$46,388
10	2016	\$45,350	\$46,813
11	2015	\$45,775	\$47,238
12	2014	\$46,200	\$47,663
13	2013	\$46,625	\$48,088
14	2012	\$47,050	\$48,513
15	2011	\$47,475	\$48,938
16	2010	\$47,900	\$49,363
17	2009	\$48,325	\$49,788
18	2008	\$48,750	\$50,213
19	2007	\$49,175	\$50,638
20	2006	\$49,600	\$51,063
21	2005	\$50,025	\$51,488
22	2004	\$50,450	\$51,913
23	2003	\$50,875	\$52,338
24	2002	\$51,300	\$52,763
25	2001	\$51,725	\$53,188
26	2000	\$52,150	\$53,613
27	1999	\$52,575	\$54,038
28	1998	\$53,000	\$54,463
29	1997	\$53,425	\$54,888
30	1996	\$53,850	\$55,313
31	1995	\$54,275	\$55,738
32	1994	\$54,700	\$56,163
33	1993	\$55,125	\$56,588
34	1992	\$55,550	\$57,013
35	1991	\$55,975	\$57,438

36	1990	\$56,400	\$57,863
37	1989	\$56,825	\$58,288
38	1988	\$57,250	\$58,713
39	1987	\$57,675	\$59,138
40	1986	\$58,100	\$59,563
41	1985	\$58,525	\$59,988
42	1984	\$58,950	\$60,413
43	1983	\$59,375	\$60,838
44	1982	\$59,800	\$61,263
45	1981	\$60,225	\$61,688
46	1980	\$60,650	\$62,113
47	1979	\$61,075	\$62,538
48	1978	\$61,500	\$62,963
49	1977	\$61,925	\$63,388
50	1976	\$62,350	\$63,813

Recommended Minimum Housing Allowance

2026

\$17,937 - \$21,437

Resolved, the synod council recommends to the 2025 Upper Susquehanna Synod Assembly the minimum salary guidelines for Ministers of Word and Service in 2026 as follows.

Ministers of Word and Service minimum salary recommendations for 2026* for those with masters degrees or equivalent experience.

<u>Years of Experience</u>	<u>2026 Recommended Salaries</u>
0	\$47,124 - \$49,249
5	\$49,249 - \$51,374
10	\$51,374 - \$53,499
15	\$53,499

Increase for each year of service approximately \$425

* Based on not receiving a housing allowance.

Upper Susquehanna Synod, ELCA								
Actual & Budget for Fiscal Year Ending January 31, 2025								
Budget & Amended Budget for Fiscal Year Ending January 31, 2026								
Proposed Budget for Fiscal Year Ending January 31, 2027								
	Amended		Adopted	Amended	Proposed	Change	% Change	
	Budget	Actual	Budget	SC 2/8/2025	Budget	from 2025	from 2025	
	2024	2024	2025	2025	2026	Amended	Amended	
	FYE 1/31/2025	FYE 1/31/2025	FYE 1/31/2026	FYE 1/31/2026	FYE 1/31/2027	Budget	Budget	
Revenues								
General Fund Revenue								
1-501-0000 - Mission Support - Congregation	715,000.00	674,330.52	705,000.00	690,000.00	675,000.00	-15,000.00	-2.22%	
1-502-0000 - Mission Support - Cong Restricted to Synod	2,000.00	2,100.00	2,000.00	2,000.00	2,000.00	0.00	0.00%	
1-512-0000 - Contributions for Synod Ministries / Non-Congregation	4,000.00	3,118.89	4,000.00	2,500.00	2,500.00	0.00	0.00%	
1-515-0000 - Synod Assembly Fees	27,190.00	21,619.00	27,190.00	22,000.00	22,000.00	0.00	0.00%	
1-521-0000 - Investment Income	15,000.00	26,395.99	15,000.00	20,000.00	17,000.00	-3,000.00	-17.65%	
1-524-0000 - Miscellaneous Income	250.00	294.33	250.00	300.00	300.00	0.00	0.00%	
1-532-0000 - Workshop/Program Fees	1,000.00	1,155.00	1,000.00	1,500.00	1,500.00	0.00	0.00%	
1-537-0010 - LMI Student Fees				3,000.00	3,000.00	0.00	0.00%	
1-532-0009 - Fees/Candidacy Application	300.00	0.00	300.00	800.00	800.00	0.00	0.00%	
1-535-0000 - Reimbursement / Office Exp	0.00	36.19	0.00	0.00	0.00	0.00		
1-537-1010 - Transfer from Restrictive Reserve : Insurance Dividend	30,000.00	24,064.17	30,000.00	35,000.00	63,338.00	28,338.00	44.74%	
1-537-1050 Transfer -- Mission Grants	11,000.00	3,000.00	11,000.00	5,000.00	5,000.00	0.00	0.00%	
1-537-1051 - Transfer -- DEM expenses (from restricted accounts)	2,000.00	0.00	2,000.00	0.00		0.00		
1-537-1015 - Transfer -- Synod Minute Book			4,055.56	4,055.56	0.00	-4,055.56		
1-537-1052 - Transfer -- Bishop Days	1,500.00	0.00	1,500.00	1,500.00	1,500.00	0.00	0.00%	
Total General Fund Revenue	809,240.00	756,114.09	803,295.56	787,655.56	793,938.00	6,282.44	0.79%	
Expenditures								
Churchwide Support								
Mission Support								
1-601-1000 - ELCA Churchwide Support	293,150.00	276,475.52	289,050.00	282,900.00	276,750.00	-6,150.00	-2.22%	
Total Mission Support	293,150.00	276,475.52	289,050.00	282,900.00	276,750.00	-6,150.00	-2.22%	
Region 8 Support								
1-602-1400 - Region 8 - Program Support	2,000.00	1,620.00	2,000.00	1,800.00	2,000.00	200.00	10.00%	
1-605-1400 - Region 8 - Support Archives	1,000.00	1,500.00	1,000.00	1,500.00	1,500.00	0.00	0.00%	
1-606-1400 - Region 8 - First-Call Theological Education	500.00	210.28	500.00	400.00	400.00	0.00	0.00%	
1-673-1400 - Region 8 - Committee Travel	100.00	0.00	100.00	100.00	100.00	0.00	0.00%	
1-674-1400 - Region 8 - Planned Giving Support	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	0.00	0.00%	
Total Region 8 Support	6,100.00	5,830.28	6,100.00	6,300.00	6,500.00	200.00	3.08%	
Total Churchwide Support	299,250.00	282,305.80	295,150.00	289,200.00	283,250.00	-5,950.00	-2.10%	

Upper Susquehanna Synod, ELCA								
Actual & Budget for Fiscal Year Ending January 31, 2025								
Budget & Amended Budget for Fiscal Year Ending January 31, 2026								
Proposed Budget for Fiscal Year Ending January 31, 2027								
	Amended		Adopted	Amended	Proposed	Change	% Change	
	Budget	Actual	Budget	SC 2/8/2025	Budget	from 2025	from 2025	
	2024	2024	2025	2025	2026	Amended	Amended	
	FYE 1/31/2025	FYE 1/31/2025	FYE 1/31/2026	FYE 1/31/2026	FYE 1/31/2027	Budget	Budget	
<u>Strengthening Congregations/ Missions</u>								
Worship and Music								
1-725-2400 - Supplies - Worship & Music	750.00	0.00	750.00	0.00	0.00	0.00		
Total Worship and Music	750.00	0.00	750.00	0.00	0.00	0.00		
Small Church/Outreach								
1-606-2700 - Support - Mission Grants	11,000.00	3,000.00	11,000.00	5,000.00	5,000.00	0.00	0.00%	
Total Small Church/Outreach	11,000.00	3,000.00	11,000.00	5,000.00	5,000.00	0.00	0.00%	
Synod Programs								
1-774-2400 - Program - Worship and Music	600.00	690.42	600.00	1,200.00	1,200.00	0.00	0.00%	
Total Synod Programs	600.00	690.42	600.00	1,200.00	1,200.00	0.00	0.00%	
Total Strengthening Congregations/ Missions	12,350.00	3,690.42	12,350.00	6,200.00	6,200.00	0.00	0.00%	
<u>Preparing/Supporting Leaders</u>								
Theological Education								
1-610-3000 - Support - ELCA Seminaries	20,051.00	20,051.00	20,051.00	20,051.00	20,050.00	-1.00	0.00%	
Total Theological Education	20,051.00	20,051.00	20,051.00	20,051.00	20,050.00	-1.00	0.00%	
Candidacy								
1-603-3100 - Prof Career Consultative Service	1,800.00	987.10	1,800.00	2,000.00	2,500.00	500.00	20.00%	
1-609-3100 - Support - Student Scholarships	3,000.00	2,000.00	5,000.00	3,000.00	2,000.00	-1,000.00	-50.00%	
1-774-3200 - Program - Candidacy Committee	500.00	0.00	500.00	400.00	400.00	0.00	0.00%	
Total Candidacy	5,300.00	2,987.10	7,300.00	5,400.00	4,900.00	-500.00	-10.20%	
Leadership Support/Development								
1-602-3300 - Support - Rostered Leadership	400.00	225.08	400.00	0.00	0.00	0.00		
1-602-3310 - Workshop / Event Expenses	2,300.00	805.52	2,300.00	1,500.00	1,500.00	0.00	0.00%	
1-775-3300 - Business Lunches / Meetings w/ Rostered Leaders	1,100.00	1,105.04	1,100.00	1,100.00	1,100.00	0.00	0.00%	
Total Leadership Support/Development	3,800.00	2,135.64	3,800.00	2,600.00	2,600.00	0.00	0.00%	
Lay Leadership								
1-774-3400 - Lay Ministry Institute	0.00		1,200.00	2,500.00	2,500.00	0.00	0.00%	
Total Lay leadership	0.00	0.00	1,200.00	2,500.00	2,500.00	0.00	0.00%	

Upper Susquehanna Synod, ELCA								
Actual & Budget for Fiscal Year Ending January 31, 2025								
Budget & Amended Budget for Fiscal Year Ending January 31, 2026								
Proposed Budget for Fiscal Year Ending January 31, 2027								
	Amended		Adopted	Amended	Proposed	Change	% Change	
	Budget	Actual	Budget	SC 2/8/2025	Budget	from 2025	from 2025	
	2024	2024	2025	2025	2026	Amended	Amended	
	FYE 1/31/2025	FYE 1/31/2025	FYE 1/31/2026	FYE 1/31/2026	FYE 1/31/2027	Budget	Budget	
Support-Rostered Leaders								
1-602-3500 - Bishop Disc Fund - Support/Rostered								
1-609-3500 - Bishop Disc Fund - Pensions	1,000.00	199.12	1,000.00	0.00	0.00	0.00		
1-743-3500 - Bishop Disc Fund - Counseling								
Total Support Rostered Leaders	1,000.00	199.12	1,000.00	0.00	0.00	0.00		
Total Preparing/Supporting Leaders	30,151.00	25,372.86	33,351.00	30,551.00	30,050.00	-501.00	-1.67%	
<u>Providing Service/Youth and Adults</u>								
Camp Mount Luther								
1-602-4000 - Support - Camp Mount Luther	46,275.00	46,275.00	46,275.00	46,275.00	46,275.00	0.00	0.00%	
1-602-4004 - Camp Mount Luther campaign		50,000.00						
Total Camp Mount Luther	46,275.00	96,275.00	46,275.00	46,275.00	46,275.00	0.00	0.00%	
Campus Ministry								
1-602-4100 - Susquehanna University	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	0.00	0.00%	
1-602-4200 - Penn College	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	0.00	0.00%	
1-603-4200 - Penn State University	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	0.00	0.00%	
1-604-4200 - Mansfield University	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	0.00	0.00%	
1-605-4200 - Bloomsburg University	5,000.00	5,000.00	5,000.00	5,000.00	2,500.00	-2,500.00	-100.00%	
1-606-4200 - Lock Haven University	0.00		0.00	0.00	0.00	0.00		
1-774-4200 - Campus Ministry Team	100.00	0.00	100.00	150.00	150.00	0.00	0.00%	
Total Campus Ministry	13,100.00	13,000.00	13,100.00	13,150.00	10,650.00	-2,500.00	-23.47%	
Total Providing Service/ Youth and Adults	59,375.00	109,275.00	59,375.00	59,425.00	56,925.00	-2,500.00	-4.39%	
<u>Concern/Human Need</u>								
Support-Related Agencies								
1-602-5100 - Support - Lutheran Advocacy in Pa	4,820.00	4,820.00	4,820.00	5,000.00	4,800.00	-200.00	-4.17%	
Total Support-Related Agencies	4,820.00	4,820.00	4,820.00	5,000.00	4,800.00	-200.00	-4.17%	
Total Concern/Human Need	4,820.00	4,820.00	4,820.00	5,000.00	4,800.00	-200.00	-4.17%	
<u>Fostering/Main/Ecumenical Relations</u>								
1-602-6000 - Support - PA Council of Churches	964.00	964.00	964.00	500.00	500.00	0.00	0.00%	
1-774-6200 - Program - Ecumenical Relations	300.00	55.00	300.00	500.00	300.00	-200.00	-66.67%	
Total Fostering/Main/Ecumenical Relation	1,264.00	1,019.00	1,264.00	1,000.00	800.00	-200.00	-25.00%	

Upper Susquehanna Synod, ELCA								
Actual & Budget for Fiscal Year Ending January 31, 2025								
Budget & Amended Budget for Fiscal Year Ending January 31, 2026								
Proposed Budget for Fiscal Year Ending January 31, 2027								
	Amended		Adopted	Amended	Proposed	Change	% Change	
	Budget	Actual	Budget	SC 2/8/2025	Budget	from 2025	from 2025	
	2024	2024	2025	2025	2026	Amended	Amended	
	FYE 1/31/2025	FYE 1/31/2025	FYE 1/31/2026	FYE 1/31/2026	FYE 1/31/2027	Budget	Budget	
<u>Interpreting-Mission & Ministry of Church</u>								
1-749-7000 - Synod Web Site	500.00	300.00	500.00	400.00	400.00	0.00	0.00%	
1-774-7000 - Synod Communications	300.00	270.24	300.00	300.00	300.00	0.00	0.00%	
Total Synod Web Site	800.00	570.24	800.00	700.00	700.00	0.00	0.00%	
Total Interpreting-Mission & Ministry of Church								
	800.00	570.24	800.00	700.00	700.00	0.00	0.00%	
<u>Global Mission Education</u>								
Global Mission								
1-602-8000 - Support - Global Mission	3,000.00	1,540.84	5,000.00	2,000.00	2,500.00	500.00	20.00%	
Total Global Mission Education	3,000.00	1,540.84	5,000.00	2,000.00	2,500.00	500.00	20.00%	
Total Global Mission Education								
	3,000.00	1,540.84	5,000.00	2,000.00	2,500.00	500.00	20.00%	
<u>Providing/Effective Organization</u>								
Administration								
1-701-9000 - Postage	3,000.00	2,150.26	3,000.00	2,800.00	2,500.00	-300.00	-12.00%	
1-725-9000 - Office Supplies	1,500.00	1,901.49	1,500.00	1,500.00	1,500.00	0.00	0.00%	
1-729-9000 - Training/Instruction-Support Staff	500.00	0.00	500.00	250.00	250.00	0.00	0.00%	
1-737-9000 - Forms	500.00	705.00	500.00	700.00	700.00	0.00	0.00%	
1-740-9000 - Payroll Services	850.00	877.76	850.00	850.00	850.00	0.00	0.00%	
1-741-9000 - Accounting/Auditing	10,000.00	10,080.00	10,500.00	10,500.00	11,000.00	500.00	4.55%	
1-742-9000 - Legal	1,500.00	116.72	1,500.00	750.00	1,000.00	250.00	25.00%	
1-743-9000 - ELCA Shared Risk Fund	650.00	0.00	650.00	500.00	500.00	0.00	0.00%	
1-747-9000 - Phone	2,750.00	3,961.63	2,750.00	4,000.00	4,000.00	0.00	0.00%	
1-748-9000 - E-mail/Internet	1,200.00	1,115.40	1,200.00	1,200.00	1,200.00	0.00	0.00%	
1-775-9000 - Hospitality	400.00	335.85	400.00	300.00	300.00	0.00	0.00%	
1-793-9000 - Bank Fees	50.00	48.00	50.00	50.00	50.00	0.00	0.00%	
1-794-9000 - Electronic Giving Fees	100.00	21.35	100.00	50.00	50.00	0.00	0.00%	
1-801-9000 - Maintenance/Repair of Equipment	450.00	0.00	450.00	450.00	450.00	0.00	0.00%	
1-802-9000 - Technical Support/ Computers	10,000.00	8,158.70	10,000.00	7,500.00	8,000.00	500.00	6.25%	
1-804-9000 - Leasing/Office Equipment	1,200.00	2,278.21	1,200.00	1,500.00	1,500.00	0.00	0.00%	
Total General Office	34,650.00	31,750.37	35,150.00	32,900.00	33,850.00	950.00	2.81%	

	Upper Susquehanna Synod, ELCA							
	Actual & Budget for Fiscal Year Ending January 31, 2025							
	Budget & Amended Budget for Fiscal Year Ending January 31, 2026		Amended		Adopted	Amended	Proposed	Change
	Proposed Budget for Fiscal Year Ending January 31, 2027		Budget	Actual	Budget	SC 2/8/2025	Budget	from 2025
			2024	2024	2025	2025	2026	Amended
			FYE 1/31/2025	FYE 1/31/2025	FYE 1/31/2026	FYE 1/31/2026	FYE 1/31/2027	Amended
								Budget
	Building/Maintenance Expense							
	1-751-9100 - Building & Liability Ins Package		5,000.00	4,758.00	5,000.00	5,200.00	5,500.00	300.00 5.45%
	1-832-9100 - Rent Office Space		21,600.00	21,600.00	22,680.00	21,600.00	22,000.00	400.00 1.82%
	1-836-9100 - Utilities		600.00	454.48	600.00	460.00	475.00	15.00 3.16%
	1-838-9000 - Depreciation Equipment		8,415.00	8,774.41	8,415.00	8,774.00	8,774.00	0.00 0.00%
	Total Building/Maintenance Expense		35,615.00	35,586.89	36,695.00	36,034.00	36,749.00	715.00 1.95%
	Staff Salaries							
	1-652-9204 - Bishop's Salary		45,750.00	45,750.00	48,037.50	50,462.00	53,880.00	3,418.00 6.34%
	1-652-9214 - Assistant to the Bishop -- Purchase of Service Agreements		38,376.00	36,977.97	32,734.80	46,276.00	48,127.00	1,851.00 3.85%
	1-652-9224 - Assistant for Administration		46,500.00	46,500.00	48,825.00	48,593.00	50,537.00	1,944.00 3.85%
	1-652-9245 - Bookkeeper		1,750.00	1,749.96	1,837.50	1,829.00	1,902.00	73.00 3.84%
	1-652-9247 - Communications Director		7,716.00	7,716.00	8,101.80	8,063.00	8,386.00	323.00 3.85%
	1-652-9253 - Youth & Young Adult POS		26,875.00	25,249.98	28,218.75	28,250.00	29,400.00	1,150.00 3.91%
	Total Staff Salaries		166,967.00	163,943.91	167,755.35	183,473.00	192,232.00	8,759.00 4.56%
	Staff Benefits							
	1-654-9300 - Staff Housing Allowance		36,000.00	36,000.00	37,800.00	35,000.00	35,000.00	0.00 0.00%
	1-655-9300 - Staff-FICA Contributions		4,281.00	4,271.76	4,495.05	4,719.80	4,956.00	236.20 4.77%
	1-656-9300 - Staff Pension & Health Benefits		76,776.00	65,910.81	63,600.00	58,482.00	62,576.00	4,094.00 6.54%
	1-657-9300 - Clergy Staff Education Benefits		3,000.00	5,800.00	2,500.00	2,000.00	2,000.00	0.00 0.00%
	1-659-9300 - Staff Work Comp Ins		600.00	536.94	600.00	600.00	625.00	25.00 4.00%
	1-661-9300 - Clergy-FICA Contributions		6,250.00	6,250.08	6,562.50	6,538.00	6,800.00	262.00 3.85%
	1-673-9300 - Staff Travel (Mileage Reimbursement)		10,000.00	10,705.99	14,000.00	10,000.00	11,000.00	1,000.00 9.09%
	Total Staff Benefits		136,907.00	129,475.58	129,557.55	117,339.80	122,957.00	5,617.20 4.57%
	Synod Assembly							
	1-655-9400 - Non-employee Comp-Synod Assembly		2,500.00	626.34	2,500.00	750.00	750.00	0.00 0.00%
	1-673-9400 - Travel -Assembly Planning Commit		100.00	0.00	100.00	250.00	250.00	0.00 0.00%
	1-701-9400 - Postage-Assembly Planning Committee		50.00	81.74	50.00	100.00	125.00	25.00 20.00%
	1-725-9400 - Supplies-Assembly		500.00	1,646.06	500.00	1,500.00	1,500.00	0.00 0.00%
	1-743-9400 - Miscellaneous Services		200.00	127.39	200.00	100.00	100.00	0.00 0.00%
	1-780-9400 - Refund Fees - Synod Assembly		0.00	206.00	0.00	0.00	0.00	0.00
	1-832-9400 - Facility Rental - Synod Assembly		17,000.00	12,657.69	17,000.00	15,000.00	17,000.00	2,000.00 11.76%
	Total Synod Assembly		20,350.00	15,345.22	20,350.00	17,700.00	19,725.00	2,025.00 10.27%

	Upper Susquehanna Synod, ELCA								
	Actual & Budget for Fiscal Year Ending January 31, 2025								
	Budget & Amended Budget for Fiscal Year Ending January 31, 2026		Amended		Adopted	Amended	Proposed	Change	% Change
	Proposed Budget for Fiscal Year Ending January 31, 2027		Budget	Actual	Budget	SC 2/8/2025	Budget	from 2025	from 2025
			2024	2024	2025	2025	2026	Amended	Amended
			FYE 1/31/2025	FYE 1/31/2025	FYE 1/31/2026	FYE 1/31/2026	FYE 1/31/2027	Budget	Budget
	Synod Council								
	1-602-9500 - Deans' / Committees Fund		1,000.00	818.52	1,000.00	900.00	900.00	0.00	0.00%
	1-673-9500 - Travel - Synod Council / Committees		500.00	0.00	500.00	300.00	300.00	0.00	0.00%
	1-775-9500 - Hospitality - Synod Council		850.00	599.44	850.00	2,000.00	2,000.00	0.00	0.00%
	1-775-9600 - Church Wide Assembly		0.00		600.00	1,000.00	0.00	-1,000.00	
	Total Synod Council		2,350.00	1,417.96	2,950.00	4,200.00	3,200.00	-1,000.00	-31.25%
	Total Providing/Effective Organization		396,839.00	377,519.93	392,457.90	391,646.80	408,713.00	17,066.20	4.18%
	Total Expenses		807,849.00	806,114.09	804,567.90	785,722.80	793,938.00	8,215.20	1.03%
	Excess Revenues (Expenditures)		1,391.00	(50,000.00)	(1,272.34)	1,932.76	0.00	(1,932.76)	

Report of the Treasurer

2025 Upper Susquehanna Synod Assembly

As we prepare for our annual synod assembly, I share this written report with members of our synod. This report will include: 1) report on the fiscal year ended January 31, 2025, 2) a year-to-date status report on the current fiscal year ending January 31, 2026, and 3) proposed budget for the fiscal year ending January 31, 2027.

First of all, thank you for your contributions to your congregations and to the ministries of our congregations, synod, and the Evangelical Lutheran Church in America through Mission Support.

Financial Report for the Year Ended January 31, 2025

General Operating Fund – Budget Vs. Actual

The full line-item report showing budget versus actual data for the fiscal year ending January 31, 2025, can be seen on the proposed budget report [see the Synod Council recommendations section of the Synod Assembly reports.] Here are some highlights:

- Mission Support from congregations was \$674,330.52 compared to an amended budget of \$715,000.00. This was 94.31% of the amended budget amount. This represents a significant decrease from the prior year when \$724,957.25 was received and a budget of \$740,000.00. One of the biggest challenges that our synod faces is the expectation that our synod will continue to provide the same level of services and support each year in the midst of declining income and Mission Support from congregations, while encountering inflation and rising operating costs.
- Total Revenue was \$756,114.09 compared to a budget of \$809,240.00. This was 93.44% of the budgeted amount. The interest rates continued to be higher than budgeted, with \$26,395.99 recorded in interest income, compared to a budget of \$15,000.00. The budget included a \$30,000.00 transfer from the restricted funds, but only \$24,064.17 was necessary to offset deficit spending and balance the budget.
- Total Expenses were \$806,114.09 compared to a budget of \$807,849.00. This was 99.79% of the budgeted amount.
- The remaining \$50,000.00 deficit (total revenue less total expenses) reflects the contribution to Camp Mount Luther's Foundations for the Future capital campaign that was approved at the 2024 Synod Assembly and was funded through surpluses in prior years.

Temporarily Restricted Funds

During the year, the synod maintains several restricted accounts. Some of these accounts are pass-through accounts, where contributions and gifts to ministry partners are received and then forwarded to the ELCA and ministry partners. Other contributions are designated by the donors for specific ministries and programs. A report showing the Summary of Restricted Accounts is included with this report.

Recommendations of the Synod Council

To discontinue the Faith Church Loan Fund

Whereas, Faith Lutheran Church, near Williamsport, was organized on April 4, 1954, and dissolved on December 1, 1985; and

Whereas, the congregation voted to dissolve on October 27, 1985, and included in its plan for distribution of assets a contribution of 10% to “C.P. Synod Church Development Friend [sic]”; and

Whereas, the Upper Susquehanna Synod (USS) formed in 1987/8 with the merger that created the ELCA, and funds from the Central Pennsylvania Synod were divided between the three new synods (USS, Allegheny, and Lower Susquehanna), including funds from the “Parish Development Fund” in the amount of \$131,147.87; and

Whereas, minutes from the September 13, 1988, meeting of the Executive Committee state, “\$21,000 has been received from the sale of Faith Church, near Williamsport”; and

Whereas, the Faith Church Loan Fund served to provide loans to congregations of the synod for small capital projects; and

Whereas, no loans have been requested or issued to congregations since 2005; and

Whereas, synod leadership has determined it no longer has the capacity to manage a loan program; therefore it is

RESOLVED, that the treasurer of the Upper Susquehanna Synod be directed to discontinue the Faith Church Loan Fund (4-452-0000) and redirect the fund balance to the ELCA Grants Fund (2-602-2204).

Recommendations of the Synod Council

To establish a Bold Ideas Grants Fund

Whereas, the Synod Council on November 9, 2024 voted to "*establish an ad hoc committee, convened by the DEM, to develop policy recommendations for a new synod Mission Fund, funds to come from the Faith Church Loan Fund and ELCA Grants funds*"; and

Whereas, the Committee, in its report to the Synod Council on May 10, 2025, recommended establishing a Bold Ideas Grants program; and

Whereas, the Committee, in its report to the Synod Council, recommended "a team of four people, including the DEM, to implement the grant application and application process, to review and implement grants; and further to develop an ongoing means of evaluating the grant program" therefore it is

RESOLVED, the Upper Susquehanna Synod Assembly thanks the ad hoc Committee to Develop Policy Recommendations for a new synod Mission Fund for its work. And it is further

RESOLVED the Upper Susquehanna Synod Assembly directs the synod council to use the ELCA Grants Fund (2-602-2204) to establish a Bold Ideas Grants Fund as a temporarily restricted fund that will offer grants to congregations from \$5,000 to \$50,000. And it is further

RESOLVED the Upper Susquehanna Synod Assembly directs the Bishop and Synod Council to appoint a Bold Ideas Committee of four members, including the synod Director for Evangelical Mission, to implement the Bold Ideas Grants program by developing guidelines and an application process for approval by the Synod Council and serving as the grants review committee. And it is further

RESOLVED the Upper Susquehanna Synod Assembly directs the Synod Council and Bold Ideas Committee to evaluate this grants program after three years and maintain, adjust, or discontinue the program based on effectiveness of the program and changing needs of the synod.

Recommendations of the Synod Council

To discontinue the Student Loan Fund

To recommend to the 2025 Synod Assembly:

Whereas, an audit report from the Central Pennsylvania Synod states

"Initially, the loan is an advance for seminary tuition and book allowance. The advance is considered a loan until full-time church work is begun. At such time, the advance is considered a grant. If the student does not complete the seminary and enter church work, the advance becomes a note receivable in cash to the Synod at interest rates determined by the Executive Board. Notes are given to students in addition to the tuition and book allowance. These loans are repayable up to 50% through service. The remaining balance must be repaid in cash. No collateral is required. Interest is determined by the Executive Board."; and

Whereas, in 1989, the Upper Susquehanna Synod appears to have established a Student Loan Fund*, including funds distributed from the Central Pennsylvania Synod and from individual contributions; and

Whereas, the 1997 bishop's report to the Synod Assembly includes this statement: "I am pleased to report that a special gift was received last year from members of the synod. This significant gift has provided funds to support the Grow Campaign, to strengthen our synod's scholarship fund for full-time students preparing for ministry and to fund a mass media promotion of the Lutheran Church which will happen later this year"; and

Whereas, minutes from the 2000 Synod Assembly include the following:

"Bishop Main referred to a fund of about \$30,000—part of the inheritance from the Central Pennsylvania Synod—a fund which is used for the support of those preparing for full-time ministry in the church. The Committee for Ministry will be developing some specific guidelines, he stated, to encourage additional gifts to the fund and will submit the guidelines to the Synod Council for consideration later in the year"; and

Whereas, no loans have been issued since 2010; and

Whereas, the synod in 2019 closed out open loans by forgiving the debt; and

Whereas, synod leadership has determined it no longer has the capacity to manage a loan program; and

Whereas, the synod recognizes the need for both lay and ordained leaders for its ministries; therefore it is

RESOLVED, that the treasurer of the Upper Susquehanna Synod be directed to discontinue the Student Loan Fund (3-452-0000) and redirect the fund balance to the USS Fund for Leaders (2-602-3710); and it is further

RESOLVED, that the Upper Susquehanna Synod in assembly affirms the Synod Council's appointment of an ad hoc committee to review the guidelines of the USS Fund for Leaders and directs that committee to consider the changing environment of leadership in the church which includes both lay and ordained ministers.

**The Student Loan Fund appears on the chart of accounts of the synod from 1989; however, no record of action by synod assembly or synod council has been found to document the establishment of this fund. It may be that reception of these funds from the Central Pennsylvania Synod assumed the establishment of this fund.*

NOMINATING COMMITTEE REPORT

(S9.01.01.a1) It shall be the responsibility of the Synod Assembly to elect voting members to the Churchwide Assembly, officers of the Synod, members of the Synod Council, members of the Consultation Committee, and members of the Committee on Discipline. Two nominees shall be presented for each position by the Synod Nominating Committee, along with biographical information for each nominee.

(S9.03) There shall be a Synod Nominating Committee consisting of the bishop of the synod or his/her representative, two persons chosen by the Synod Council from its own membership, and one member elected by each conference, to serve for each regular meeting of the Synod Assembly.

The Nominating Committee gathers information from congregations and conferences for elections to take place at the Synod Assembly. This year, elections include Secretary, Synod Council, Consultation Committee, and Churchwide Assembly. Nominations are listed below.

Nominating Committee members include, Bishop Miller, Rev. Sam Leister, Rev. Mindy Bartholomew, Rev. Dan Warntz, Rev. Andrew Weaver, Rev. Carol Johnson, Ms Eileen Stauffer, and Mr. Jonathan Moser.

This year, elections include Secretary, Synod Council, Consultation Committee, and Churchwide Assembly. Nominations are listed below.

Secretary (4-year term begins on September 1, renewable once)

- †S8.31. The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this synod. The secretary may be either a layperson or a rostered minister.
- †S8.51. The terms of office of the officers of this synod shall be as follows:
 - b. The vice president and secretary of this synod shall be elected to a term of four years and may be reelected. The officer shall serve until a successor takes office.
- †S8.52. The [term of the Secretary] shall begin on the first day of the third month following election or, in special circumstances, at a time designated by the Synod Council.

The responsibilities of Secretary include keeping and distributing minutes of all meetings of the Synod Assembly and Synod Council, attest documents signed and sealed by the bishop, classifying and arranging all important papers and documents and depositing them in the archives of the synod, certifying the list of members to the Churchwide Assembly elected by the Synod Assembly.

Nominees (*=incumbent)

Secretary	Rev. Lisa Barnes
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Synod Council Members (3-year terms begin on August 1, renewable once)

(S9.01.01) c. Synod Council

- 1) *Synod Council members, excluding the officers and youth member, shall be elected in such a way that approximately one-third of the terms expire in any given year.*
- 2) *The nominating committee shall strive to maintain inclusivity on the synod council through the nominating process.*
- 3) *The nominating committee shall also strive to have synod Council membership reflect the demography and geography of the synod.*
- 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.*

S10.01.01. Membership

- a. *The Synod Council shall consist of 16 members, including the officers, at least one of whom shall be a youth and one a young adult. Membership shall conform to the standards of representation of the ELCA.*
- 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.*

S10.01.02. Term of Office

- a. *Each adult member elected to the Synod Council shall be elected for a term of three years. Each member shall serve no more than two consecutive terms. One-third of the members shall be elected by the Synod Assembly each year.*
- b. *Synod Council term begins August 1.*

- c. Each youth member elected to the Synod Council shall be elected for a term of two years. Each youth member shall serve no more than two consecutive terms.

There are seven seats up for election this year: two rostered leaders (pastor or deacon) for a full term, two lay persons for full terms, one secretary, one youth, and one young adult. The Nominating Committee considers the balance of men and women on council, as well as the geographic range of the synod when selecting nominees to serve on Synod Council. ELCA representational principles call for at least 45% of the Synod Council be men and 45% women.

Nominees (*=incumbent)

Rostered – full term (three years)	
*Rev. James Park Bricker	Rev. Kathryn Moran

Lay – full term	Lay – full term
Mr. Thomas Avery	*Ms. Wendelin Davis
Mr. Dale Chomas	Ms. Theresa Meisinger

Youth – full term	Young Adult – full term
Ms. Ellie Schaeffer	Mr. Slone Smith

Consultation Committee

Normally two persons from each conference, one lay and one ordained, serve for six-year terms, not-renewable.

(S11.02) The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be Ministers of Word & Sacrament and half shall be lay persons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection.

There are four positions needed to elect this year. Nominations were sought from the Juniata Valley Conference (rostered), Middle Creek Conference (rostered), West Branch Conference (rostered), and Tulpehocken Conference (lay female): Term expires in 2030.

Nominees

Rostered – Juniata Valley Conference	Rostered – West Branch Conference
Rev. Samuel Leister	Rev. Harold Rinker
Rostered – Middle Creek Conference	Lay female – Tulpehocken Conference
Rev. Ann Zimmerman	Ms. Pamela Rhoades

Committee on Discipline (elections in odd-numbered years, or to replace in even-)

Normally two persons from each conference, one lay and one ordained, for six-year term, not-renewable.

(S11.03) The Committee on Discipline of this synod shall consist of twelve persons of whom six shall be Ministers of Word & Sacrament and six shall be lay persons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection.

Nominees

Lay male – Juniata Valley Conference	Rostered – Tulpehocken Conference
Mr. Robert Reed	Rev. Karla Leiby
Rostered – Middle Creek Conference	Lay female – Tulpehocken Conference
Rev. Paul Kampa	

NOMINEE IDENTITY INFORMATION**SYNOD COUNCIL – SECRETARY**

Lisa Barnes – Follmer Parish, Potts Grove.

Current Employment: Pastor, Follmer Lutheran Parish, Milton, PA.

Past Employment: Pastor, United in Christ Lutheran Parish, Mount Pleasant Mills and Richfield, PA; Director of Community Engagement, Lutheran Social Ministries of NJ; Pastor, St. John Lutheran Westville, NJ; Pastor, Good Hope Lutheran Church, Garden City, MI.

Church Leadership: Synod Council, 2022 to present; Committee on Discipline, 2024 to present.

Community Leadership: I currently spend a lot of time studying the intersection between food and faith connecting that to ministry in the church and beyond.

SYNOD COUNCIL

Thomas Avery - United, Sunbury.

Current Employment: Retired.

Past Employment: 20 years in construction industry then 25 years in railroad industry, last 15 years serving as Director of Operations for North Shore Railroad based in Northumberland, PA.

Church Leadership: Council member x numerous terms; Head usher x numerous years; have served on offering counting team 30+ years; Property Committee x 40 years; Finance and Stewardship committees x numerous years; Fellowship and special events committee x 25 years; Men in Mission group x 20 years

Community Leadership: Obtained Eagle Scout rank as a youth and served in scouting leadership approximately 15 years (not recently).

James Park Bricker – Trinity, McAlisterville.

Current Employment: Retired.

Past Employment: Little Valley Presbyterian Church, part-time; Trinity Lutheran Church, McAlisterville; Assistant to Bishop of Central Pennsylvania Synod Trinity Lutheran Church, Mechanicsburg; Christ's United Lutheran Church, Millmont.

Church Leadership: Synod Council; Chair, Bishop's Discernment Team; Liaison: Camp

Mount Luther/Synod Council; Camp Mount Luther Golf Tournament Team; Congregational Mutual Ministry Team.

Community Leadership: Secretary: Juniata County Democrats

Dale Chomas – First, Watsontown.

Current Employment: President/CEO of Watsontown Dental, P.C.

Past Employment: I have been practicing dentistry in Watsontown since 1990. Currently, part-time in preparation for eventual retirement.

Church Leadership: Property committee, First Lutheran Church, Watsontown.
2nd V.P. of Susquehanna Conference Trustees of the United Methodist Church (resigned prior to becoming a member of First Lutheran Church, Watsontown); certified Lay Speaker of the United Methodist Church (past).

Community Leadership: Past Treasurer Cub Scout Pack 3610; Boy Scout Troop 610 (past); American Red Cross of Upper Northumberland County; President (past) Central PA Chamber of Commerce; past Chairman of the Board; part-time Organist; First Presbyterian Church, Watsontown (current).

Wendelin Davis – St. Peter, Mountain Grove.

Current Employment: Employed for 22 years by Steve Shannon Tire Co Inc as an accounts receivable clerk. I'm looking towards reducing full-time hours to part time later this year.

Past Employment: For 29 years I was the office manager for Herbein Electric Service in Ashland.

Church Leadership: Completing 1st term on Synod Council, Served previously on Synod Council, Consultation Committee, Lay Ministry Board
Serving on St Peter's Council - currently as Secretary, previously as President. Taught grade school Sunday School classes for many years. Authorized Lay Worship Leader since 2011 serving USS congregations.

Community Leadership: As family responsibilities increased due to illness, I've stepped back from actively participating in community organizations.
From January-Palm Sunday I volunteer with the Davis Chapel, a very small Methodist Congregation, making candy Easter Eggs as a fundraiser. This Chapel is next to our property and I enjoy visiting with the other volunteers while we weigh, roll, dip and package the eggs.

Kathryn (Katy) Moran – Christ, Lewisburg.

Current Employment: Pastor at Christ's Evangelical Lutheran Church in Lewisburg.

Past Employment: Pastoral Intern at United in Christ Lutheran Church, Lewisburg, PA
Youth Director at Abiding Presence Lutheran Church, Burke, VA
Camp Counselor/Area Director, Lutheridge, Arden, NC

Church Leadership: I serve as the pastor at Christ's Evangelical Lutheran Church. I work with the various committees, the church council, and the staff of the congregation.

Community Leadership: I serve on the Camp Mount Luther Board, the synod's Candidacy Committee, and the First Call Theological Education planning team.

SYNOD COUNCIL – YOUTH**Ellie Schaeffer** – Salem, Selinsgrove.**Current Employment:** 9th grader at Selinsgrove Area High School (2024-2025).**Church Leadership:** Singer in Praise Band, Junior Counselor at Day Camp (VBS), Event and Congregational Outreach Coordinator for the Youth Ministry Team, Acolyte, Worship leadership (National Youth Gathering), Lector, Self Care Sanctuary Volunteer, Church Soloist, Technology Team (Salem), Leader at Faith Lab, Alter Guild, Church Choir, Renew Planning/Execution Team, Youth Chaplain.**Community Leadership:** Soprano Section Leader for Choir, Speech and Debate Team (States/Nationals Qualifier), Student Council, Exquisite Minds Society, Educators Rising, French Club, Tennis Team, Musical (Mamma Mia).**CONSULTATION COMMITTEE****Samuel Leister** – Messiah, Mifflintown.**Current Employment:** Called Clergy for Messiah Lutheran Church, Mifflintown.**Past Employment:** Juniata County School District – elementary teacher, elementary principal, Director of Technology.**Church Leadership:** Parish Planning Council: various boards as well as vice president and president. Sunday School teacher – youth and adult leader, Youth group advisor, Synod Council member, Authorized Lay Worship Leader.**Community Leadership:** Cub Scout and Webelos Den Leader, Juniata County Historical Society board member, Mifflintown Lions Club, 1st PA Rifle Civil War Reenacting Company (Bucktails).**Harold “Dutch” Rinker** – Zion, Renovo.**Current Employment:** Pastor, Zion Lutheran Church, Renovo.**Past Employment:** Pennsylvania State Police Trooper, Lieutenant, retired. United States Air Force Military Working Dog Handler, Sergeant.
Church Leadership: Called pastor of Zion Church; West Brance Conference secretary; Greater Renovo Area Council of Churches member; Upper Susquehanna Synod Election Committee member.**Community Leadership:** Director, Clinton County Police Camp Cadet; Director, Walnut Street Christian School Spring soccer program grades 3-12; Head coach, Walnut Street Christian School girls soccer team; Volunteer/presenter, Pennsylvania Military Museum, Boalsburg, Pa.**Slone Smith** – Messiah, Mifflintown.**Current Employment:** Organist and Pianist at Messiah Lutheran Church, Mifflintown. I work at a small restaurant, Crème Stop in McAlsiterville.**Church Leadership:** Director of Worship and Music; Organist and Pianist.**Community Leadership:** Member of Greenwood Community Band.**Ann Zimmerman** – Zion, Sunbury.**Current Employment:** Retired but also offer Sunday supply on occasion.**Past Employment:** Teacher for 22 years at Shikellamy School District. Served at Trinity Herkimer, NY for 13 years. Returned to Upper Susquehanna and served as an interim in several churches in Middle Creek and Tulpehocken Conference.**Church Leadership:** Retired pastor; served on the Global Team of USS for seven years;

Community Leadership:

served as secretary for the Middle Creek Conference.

Served as secretary on the Haven Ministry Board for six years. I also serve as secretary for the HOA of Oakwood Grove Development in Selinsgrove. I also volunteer at The Takery, a food give-away program in Sunbury, once a month.

COMMITTEE ON DISCIPLINE

Paul Kampa – Faith, Richfield.

Current Employment: Interim – Faith Lutheran Church, Richfield; Trinity Lutheran Church, Cowan; Emmanuel Lutheran Church, Middleburg.

Past Employment: Pastor – St. Stephen Lutheran Church, Licking Creek; Christ United Lutheran Church, Millmont; St. John Lutheran Church, Belleville.

Church Leadership: Retired Pastor.

Karla Leiby – St. John, Northumberland.

Current Employment: Pastor at St. John's since 8/1/2021. This position includes staff oversight for 4 staff members. Assistant to the Bishop for Leadership Formation since Jan. 2023 which includes chair of Candidacy Committee and Lay Ministry Institute Board Liaison.

Vicar at St. John's 2018-2021 through Co-operative Learning Program at United Lutheran Seminary. Past experience leading Youth, Vacation Bible School, Bible Studies. ALWL 20012-2018.

Past Employment: Registered Nurse since 1993 holding positions in leadership and management since 1999: Director of Nursing 1999-2005; Program Director- Senior Director for Electronic Health Record at Geisinger Medical Center 2005-2018.

Church Leadership: (E.g., council/committee membership, leadership in congregation, etc.) Pastor at St. John's since 8/1/2021. This position includes staff oversight for 4 staff members.

Assistant to the Bishop for Leadership Formation since Jan. 2023 which includes chair of Candidacy Committee and Lay Ministry Institute Board Liaison.

Vicar at St. John's 2018-2021 through Co-operative Learning Program at United Lutheran Seminary. Past experience leading Youth, Vacation Bible School, Bible Studies. ALWL 20012-2018.

Community Leadership: (E.g., scouting, boards, neighborhood activities, etc.)

S. Luther Savidge Trust Board Member Camp Courage Volunteer Camp Mount Luther Chaplain and Nurse.

Robert G. Reed, III – Messiah, Mifflintown.

Current Employment: Battalion executive and administrative officer, 2nd Battalion, 112th Infantry Regiment, Pennsylvania Army National Guard (PAARNG), Lewistown, PA

Past Employment: Enlisted 1993, rifleman to recon team leader, Staff Sergeant E6; commissioned 2007, platoon leader to operations officer, Major, O4, PAARNG.

Church Leadership: No previous leadership roles.

Community Leadership: VFW life member.

Mary Jane Snyder – Pine Street, Danville.

Current Employment: Retired.

Past Employment: RN - Night Supervisor, Grandview, Danville, PA (15 years); RN - Geisinger Medical Center, Danville, PA.

Church Leadership: Secretary of Council, Property Committee, Caring Committee, Hospitality Committee, worship service minister, lay communion visitation ministry, President WELCA chapter, Secretary WELCA chapter, Seafarers ministry, preparing and serving meals, fund raisers.

Community Leadership: Danville-Riverside Food Bank, Good Samaritan Mission, The Community Singers.

Eileen Stauffer – Salem, Selinsgrove.

Current Employment: Retired.

Past Employment: Susquehanna University Bookstore Selinsgrove Area HS Media Center.

Church Leadership: WELCA president, Altar guild, Hospitality and Sympathy/Get Well committees

Community Leadership: Volunteer at Mustard Seed Selinsgrove Downtown decorating, Executive Board Snyder County Historical Society.