

**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*

**Minutes**

The thirty-eighth assembly of the Upper Susquehanna Synod was held on Friday, June 13, 2025, at Camp Mount Luther. Prior to the opening of the assembly, workshops were held on subjects such as youth ministry, mission, legacy giving, and the initiative for compelling preaching.

**Plenary One**

Opening worship, including the rite for *Opening of an Assembly*, began the assembly at 1:00pm.

Bishop Miller called the assembly to order at 1:30pm. After a brief welcome from the director of Camp Mount Luther, the bishop gave a brief orientation and introductions and then called for a report of the registrar, Amber Ellis.

Ms Ellis reported that as of 1:30 pm, 168 voting members have received credentials for this synod assembly, including 46 pastors, 3 deacons, and 119 lay voting members. Plus 24 visitors- 192 Total

Bishop Miller declared a quorum present and called for adoption of the agenda.

**SA 2025.06.01. To adopt the agenda. APPROVED.**

**Agenda**

*The chair may adjust placement of agenda items according to the flow of the assembly.*

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

1:30pm Welcome, Orientation, and Introductions

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.uss-elca.org/assembly](http://www.uss-elca.org/assembly).*

- Introduction of candidates for Secretary

Report of the Vice President

*Ecumenical/Interfaith greetings*

Report of the Treasurer

Bible Study – “Living Into the Good News”

Go Tell It IN The Mountains

3:45pm \*Elections Committee

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

- Report of the Synod Council
- \*Recommendation: Amendments to Constitution, Bylaws, and Continuing Resolutions
- \*Reference and Counsel
- Report from Seafarers International House
- Report from Campus Ministries
- 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**
- Refreshments available after worship

#### **Plenary Two**

- 9:30am *Ecumenical/Interfaith greetings*
- Report from the Churchwide Representative
- Video message from Presiding Bishop Elizabeth Eaton
- Report from the ELCA Foundation
- Report of Leadership & Formation
- Elections Committee report
- 10:15am Report of the Synod Council
- \*Recommendations: Synod Funds
- 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*"
- Introduction of Rostered Leaders New in the Synod
- Recognition of Congregation and Rostered Leader anniversaries
- 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)
  - \*Recommendation: Budget for fiscal year end January 31, 2027
- 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.

Bishop Miller then called for adoption of the Rules of Procedure for the assembly.

### **SA 2025.06.02. To adopt the Rules of Procedure. APPROVED**

#### **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.
- 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.

Bishop Miller directed attention to the previously published Minutes from the 2024 Synod Assembly and asked for any corrections. Hearing none, he declared the minutes to be approved.

#### Report of the Nominating Committee

Bishop Miller invited Pastor Sam Leister to give the report of the Nominating Committee. As nominees were announced for Secretary and for Synod Council, Bishop Miller called for nominations from the floor.

Nominations were:

For Secretary, The Rev. Lisa Barnes. No nominations were made from the floor.

For Synod Council Rostered Leaders, The Rev. James Park Bricker and the Rev. Kathryn Moran.

For Synod Council Lay Female, Ms Wendelin Davis and Ms Theresa Meisinger.

For Synod Council Lay Male, Mr. Thomas Avery and Mr. Dale Chomas.

For Synod Council Youth, Ms Ellie Schaeffer.

For Synod Council Young Adult, Mr. Slone Smith.

Following these nominations, Ms Diane Force (Grace, Point Township) moved to close nominations and declare the Rev. James Park Bricker, the Rev. Kathryn Moran, Ms Ellie Schaeffer, and Mr. Slone Smith elected.

**SA 2025.06.03. (Diane Force): to close nominations for synod council and to declare the Rev. James Park Bricker, the Rev. Kathryn Moran, Ms Ellie Schaeffer, and Mr. Slone Smith elected. APPROVED**

Pastor Leister proceeded to report on the nominees for Consultation Committee and the Committee on Discipline. Nominees for these committees are made by conferences.

Consultation Committee: The Rev. Samuel Leister (Juniata Valley Conference), the Rev. Ann Zimmerman (Middle Creek Conference), the Rev. Harold Rinker (West Branch Conference), and Ms Pamela Rhoades (Tulpehocken Conference).

Committee on Discipline: Mr. Robert Reed (Juniata Valley Conference), the Rev. Paul Kampa (Middle Creek Conference), the Rev. Karla Leiby (Tulpehocken Conference).

Bishop Miller called for nominees to one open seat on the Committee on Discipline designated to the Tulpehocken Conference. There being no additional nominees, Ms Diane Force moved to close nominations and declare the nominees elected.

**2025.06.04. (Diane Force): to close nominations for the Consultation Committee and the Committee on Discipline and declare the Rev. Samuel Leister, the Rev. Ann Zimmerman, the Rev. Harold Rinker, and Ms Pamela Rhoades elected to the Consultation Committee and Mr. Robert Reed, the Rev. Paul Kampa, and the Rev. Karla Leiby elected to the Committee on Discipline. APPROVED**

Bishop Miller then asked the Rev. Lisa Barnes, candidate for Secretary to introduce herself to the assembly. Following her introduction, Ms Alexandra Mullen (Sharon, Selinsgrove) moved to declare the Rev. Lisa Barnes elected by unanimous consent.

**SA 2025.06.05 (Alexandra Mullin) to declare the Rev. Lisa Barnes elected to the office of Secretary by unanimous consent. APPROVED.**

Bishop Miller invited the Rev. James Lease, ecumenical officer for the Diocese of Harrisburg, to bring greetings on behalf of Bishop Timothy Senior.

#### Report of the Vice President

The chair recognized Noah Roux, synod Vice President, who gave a brief report.

#### Report of the Treasurer

The Rev. Chad Hebrink, synod Treasurer, reported on the synod financial statements and briefly spoke to the budget matters.

Following a break, Bishop Miller invited the Rev. Karen Ward and Mr. Lowell Leitzel, members of the Global Mission Team, to read letters of greeting from Bishop G. Victor Padmore (Lutheran Church in Liberia) and Bishop Gisele Bornowski (Kirchenkreis Ansbach-Wurzburg). He then invited Rabbi Nina Mandel to greet the assembly.

Bishop Miller called on Sue Ellen Spotts, Director for Evangelical Mission, to lead the assembly in a Bible Study on the assembly theme, "*Living Into the Good News*".

Bishop Miller called for a report from the Registrar.

As of 3:45pm, 169 voting members were registered and received credentials, including 47 ministers of word and sacrament, 3 ministers of word and service, and 119 lay voting members. Twenty-four registered visitors and guests brought the total attendance to 193.

Bishop Miller then called on the Rev. Harold Rinker, chair of the Elections Committee, to give instructions for voting. Elections were for Synod Council Lay Female, Ms Wendelin Davis and Ms Theresa Meisinger; for Synod Council Lay Male, Mr. Thomas Avery and Mr. Dale Chomas. Following a prayer from the assembly chaplain, voting members were told to cast their ballots.

The chair recognized the Rev. John Kratz, director for Go Tell It IN The Mountains, a preaching initiative of the Upper Susquehanna, Allegheny, and Northwest Pennsylvania Synods, funded by a grant from the Lilly Foundation, to report on this program.

Bishop Miller then called on Mr. Noah Roux to present recommendations from the Synod Council for amendments to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod. Amendments were presented in four categories for adoption en bloc.

Mr. Roux introduced amendments adopted at the 2022 Churchwide Assembly and recommended by the Synod Council. Bishop Miller noted that these amendments needed a simple majority to adopt.

**SA 2025.06.06. to adopt amendments to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod (to bring into conformity with the ELCA Model Constitution for Synods as amended by the 2022 Churchwide Assembly).  
APPROVED**

- 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 worshipping communities of the synod, which have been authorized under ELCA bylaw 10.02.04., 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.

Mr. Roux introduced amendments to the main body of the Constitution, which need a 2/3 majority vote at two successive assemblies to adopt.

**SA 2025.06.07. to adopt amendments to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod and to empower the Secretary of the synod to make any adjustments to numbering related to these amendments. APPROVED**

- 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~~.

Mr. Roux introduced amendments to the synod Bylaws needing a 2/3 majority vote to adopt.

**SA 2025.06.08. to adopt amendments to the Bylaws of the Upper Susquehanna Synod and to empower the Secretary of the synod to make any adjustments to numbering related to these amendments. APPROVED**

- ~~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 ~~elect~~**ed 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.~~

~~S12.01.02 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.~~

~~S12.01.04. 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, Tulpehoeken, 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(s)~~ and the Synod Council through the office of the bishop.*

Mr. Roux introduced amendments to the Continuing Resolutions. These amendments needed a simple majority to adopt.

**SA 2025.06.09. to adopt amendments to the Continuing Resolutions of the Upper Susquehanna Synod and to empower the Secretary of the synod to make any adjustments to numbering related to these amendments. APPROVED**

*S.7.21.B24. Each conference ~~shall~~ may elect two youth and two young adult (as defined in ELCA constitution chapter 6) 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 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 (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:*

*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:*

*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.

The bishop called for the report of the Committee on Reference and Counsel. Lynette Weisner briefly outlined the purpose of the committee and the process for reviewing resolutions. She then invited the Rev. Richard Adams to introduce the first resolution. The committee recommended adoption of this resolution.

**2025 Juniata Valley Conference Resolution, amended by Reference & Counsel.**

Whereas the boundaries and names of synods are determined by the constitution of the Evangelical Lutheran Church in America (ELCA Bylaws and Continuing Resolutions 10.01.01). and,

Whereas, "Any synod contemplating amending articles of incorporation or undertaking other fundamental changes such as dissolution, merger, partition into multiple synods, creating a new synod corporation, incorporating in another jurisdiction, or any similar or related action, especially those that may affect relationships with other expressions of this church, must first consult with the Office of the Presiding Bishop, the Office of the Secretary, and with the bishops of any synods affected before seeking ratification by the Church Council. "(ELCA BCR 10.11.01); and,

Whereas the number of congregations of the Upper Susquehanna Synod continues to decline; and,

Whereas the remaining congregations of the Upper Susquehanna Synod struggle to financially support the mission of the synod; and,

Whereas we are called to be responsible for the resources God gives us and to be good stewards of all those gifts, financial and otherwise; and

Whereas we are called to share the abundant gifts of God to follow Jesus into the world to share the Good News and care for those most in need; and,

Whereas we can accomplish this mission more effectively together; therefore, be it

**RESOLVED** that the Office of the Bishop and synod council members begin exploring the possibility of restructuring or combining existing synods in Pennsylvania, in consultation with affected leaders and congregations, to create a new synod structure to carry on the mission of the Evangelical Lutheran Church in America. And be it further

**RESOLVED** that updates regarding this resolution should be reported to the congregations in September and any actions regarding this resolution should be reported during future Synod Assemblies of the Upper Susquehanna Synod.

**SA 2025.06.10. to adopt the resolution from the Juniata Valley Conference as amended by the Committee on Reference and Counsel. ADOPTED**

Bishop Miller invited the Rev. Marsh Drege to report from Seafarers International House.

Bishop Miller invited Deacon Alicia Anderson to report from Campus Ministries.

The chair called for a report on Synod Youth Ministry, which was presented by the youth who made up a synod Youth Ministry Committee.

Bishop Miller called on Chad Hershberger, Executive Director for Camp Mount Luther, to report from the Camp. At the conclusion of his report, Mr. Hershberger invited the Camp summer staff to participate in a rite of Installation presided over by Bishop Miller. The Rev. James Vitale, Assistant Director, concluded the day's activities with a prayer and song

After brief announcements, the assembly was recessed at 5:15pm until the following morning.

Evening activities included dedication of the new Maple Bath House at Camp Mount Luther, followed by a dinner hosted by the Camp.

**Saturday, June 14, 2025**

The morning began at 8:00am with the Holy Eucharist.

**Plenary Two**

The bishop called the assembly to order at 9:32am and asked the Rev. Karla Leiby and the Rev. Kristina Schaeffer to read greetings from Ecumenical partners, Bishop Joseph Bambera (Diocese of Scranton) and Bishop Hector Burgos-Nunez (Susquehanna Annual Conference – UMC)

Bishop Miller called on Ms Amber Ellis, Registrar, who reported that as of 9:45am, 174 voting members have registered and received credentials for this assembly, including 49 Ministers of Word and Sacrament, 3 Ministers of Word and Service, and 122 lay voting members. In addition, 24 visitors and guests were checked in, bringing the total attendance to 198.

The chair called on the Rev. Harold Rinker to give the report on the first ballot.

158 Legal ballots were cast; 80 needed to elect

Synod Council lay female:	Ms Wendelin Davis	84
	Ms Theresa Meisinger	74

**Ms Wendelin Davis was elected.**

Synod Council lay male:	Mr. Thomas Avery	79
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Mr. Dale Chomas 79

There was no election. A second ballot was taken for Synod Council Lay Male.

Bishop Miller called on the Rev. Norma Malfatti, ELCA Executive Director for Directors of Evangelical Mission, to give the report of the ELCA Churchwide expression. Pastor Malfatti concluded her report with a video from Presiding Bishop Elizabeth Eaton.

After a break, Bishop Miller called for the results of the second ballot. Pastor Rinker reported on the ballot for Synod Council Lay Male:

Synod Council lay male:	Mr. Thomas Avery	68
	Mr. Dale Chomas	79

**Mr. Dale Chomas was elected.**

Pastor Rinker thanked the Elections Committee, Mike Haas and the Rev. Andrew Weaver.

Bishop Miller invited Sister Marianne Brock, Regional Gift Planner, to report from the ELCA Foundation.

Bishop Miller called on the Rev. Karla Leiby, Assistant to the Bishop for Leadership and Formation, to report on Candidacy and Lay Ministry.

The bishop called on Noah Roux to continue the recommendations from the Synod Council. Mr Roux introduced three recommendations on synod funds.

**SA 2025.06.11. To discontinue the Faith Church Loan Fund. APPROVED**

**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).**

**SA 2025.06.12. To establish a Bold Ideas Grants Fund. APPROVED.**

**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.

#### **SA 2025.06.13. To discontinue the Student Loan Fund. APPROVED**

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.**

Bishop Miller continued with an introduction of one rostered leader new in the synod since the last assembly, the Rev. Kathryn Moran, and followed that with recognition of congregations celebrating significant anniversaries: Salem Lutheran Church, Selinsgrove, 250 years; Messiah Lutheran Church, New Berlin, 225 years; St John Lutheran Church, Leck Kill, St Paul's Evangelical Lutheran Church, Loganton, and Trinity Evangelical Lutheran Church, Hughesville, 175 years; and St Paul Lutheran Church, Middle Creek Dam, 125 years.

Following announcements and a prayer by the chaplain, the assembly was recessed for lunch at 11:35am.

### **Plenary Three**

The assembly came back to order at 12:45pm with a hymn and prayer. After a few brief announcements, Bishop Miller invited the Rev. Norma Malfatti to present a Bible study on the theme of the assembly.

Following the Bible study, Bishop Miller announced those rostered leaders celebrating 5-year anniversaries:

The Rev. Gary P. Schaeffer, 5 years; the Rev. Karen E. Ward, 10 years; the Rev. Ann Zimmerman, the Rev. Carla Volland, the Rev. Sarah V. Hershberger, 20 years; the Rev. Lisa R. Barnes, 25 years; the Rev. Gregory A. Kramer and the Rev. Rosalie N. Smith, 35 years; the Rev. Gordon E. Smith, 40 years; the Rev. Steven Middernacht, 60 years; the Rev. David H. Harris, 65 years; Deacon Jennifer L. Baker-Trinity, 10 years; and Deacon Sandra L. Grier, 25 years. Certificates were presented to those leaders celebrating 25 years and up.

Assembly Chaplain, the Rev. Beth George, offered a prayer of blessing for these rostered leaders.

The bishop called on Mr. Noah Roux to present the last recommendations from the Synod Council. Mr. Roux introduced recommendations for rostered leaders compensation and a motion to approve the budget for fiscal year end January 31, 2027.

**SA2025.06.14. to approve the Compensation Guidelines for Ministers of Word and Sacrament (salary and housing) ADOPTED**

<b>2026 CLERGY SALARY GUIDELINES</b>			
<b>FOR THE UPPER SUSQUEHANNA SYNOD, ELCA</b>			
<i>Recommended February 8, 2025 - Synod Council</i>			
<b>Years Ordained</b>	<b>Year Of Ordination</b>	<b>2025 Minimum Salary Guidelines</b>	<b>2026 Minimum Salary Guidelines</b>
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



**SA2025.06.16. to adopt the budget for fiscal year end January 31, 2027, ADOPTED**

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 Budget 2024	Actual 2024	Adopted Budget 2025	Amended SC 2/8/2025 2025	Proposed Budget 2026	Change from 2025 Amended Budget	% Change from 2025 Amended Budget	
	FYE 1/31/2025	FYE 1/31/2025	FYE 1/31/2026	FYE 1/31/2026	FYE 1/31/2027			
<b>Revenues</b>								
<b>General Fund Revenue</b>								
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	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	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%	
<b>Total General Fund Revenue</b>	<b>809,240.00</b>	<b>756,114.09</b>	<b>803,295.56</b>	<b>787,655.56</b>	<b>793,938.00</b>	<b>6,282.44</b>	<b>0.79%</b>	
<b>Expenditures</b>								
<b>Support</b>								
<b>Mission Support</b>								
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%	
<b>Total Mission Support</b>	<b>293,150.00</b>	<b>276,475.52</b>	<b>289,050.00</b>	<b>282,900.00</b>	<b>276,750.00</b>	<b>-6,150.00</b>	<b>-2.22%</b>	
<b>Region 8 Support</b>								
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%	
<b>Total Region 8 Support</b>	<b>6,100.00</b>	<b>5,830.28</b>	<b>6,100.00</b>	<b>6,300.00</b>	<b>6,500.00</b>	<b>200.00</b>	<b>3.08%</b>	
<b>Total Churchwide Support</b>	<b>299,250.00</b>	<b>282,305.80</b>	<b>295,150.00</b>	<b>289,200.00</b>	<b>283,250.00</b>	<b>-5,950.00</b>	<b>-2.10%</b>	
<b>Strengthening Congregations/ Missions</b>								
<b>Worship and Music</b>								
1-725-2400 - Supplies - Worship & Music	750.00	0.00	750.00	0.00	0.00	0.00	0.00%	
<b>Total Worship and Music</b>	<b>750.00</b>	<b>0.00</b>	<b>750.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Small Church/Outreach</b>								
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%	
<b>Total Small Church/Outreach</b>	<b>11,000.00</b>	<b>3,000.00</b>	<b>11,000.00</b>	<b>5,000.00</b>	<b>5,000.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Synod Programs</b>								
1-774-2400 - Program - Worship and Music	600.00	690.42	600.00	1,200.00	1,200.00	0.00	0.00%	
<b>Total Synod Programs</b>	<b>600.00</b>	<b>690.42</b>	<b>600.00</b>	<b>1,200.00</b>	<b>1,200.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Strengthening Congregations/ Missions</b>	<b>12,350.00</b>	<b>3,690.42</b>	<b>12,350.00</b>	<b>6,200.00</b>	<b>6,200.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Supporting Leaders</b>								
<b>Theological Education</b>								
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%	
<b>Total Theological Education</b>	<b>20,051.00</b>	<b>20,051.00</b>	<b>20,051.00</b>	<b>20,051.00</b>	<b>20,050.00</b>	<b>-1.00</b>	<b>0.00%</b>	
<b>Candidacy</b>								
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%	
<b>Total Candidacy</b>	<b>5,300.00</b>	<b>2,987.10</b>	<b>7,300.00</b>	<b>5,400.00</b>	<b>4,900.00</b>	<b>-500.00</b>	<b>-10.20%</b>	
<b>Leadership Support/Development</b>								
1-602-3300 - Support - Rostered Leadership	400.00	225.08	400.00	0.00	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%	
<b>Total Leadership Support/Development</b>	<b>3,800.00</b>	<b>2,135.64</b>	<b>3,800.00</b>	<b>2,600.00</b>	<b>2,600.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Lay Leadership</b>								
1-774-3400 - Lay Ministry Institute	0.00	0.00	1,200.00	2,500.00	2,500.00	0.00	0.00%	
<b>Total Lay leadership</b>	<b>0.00</b>	<b>0.00</b>	<b>1,200.00</b>	<b>2,500.00</b>	<b>2,500.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Support-Rostered Leaders</b>								
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	0.00%	
1-743-3500 - Bishop Disc Fund - Counseling								
<b>Total Support Rostered Leaders</b>	<b>1,000.00</b>	<b>199.12</b>	<b>1,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Preparing/Supporting Leaders</b>	<b>30,151.00</b>	<b>25,372.86</b>	<b>33,351.00</b>	<b>30,551.00</b>	<b>30,050.00</b>	<b>-501.00</b>	<b>-1.67%</b>	

<b>Providing Service/Youth and Adults</b>								
<b>Camp Mount Luther</b>								
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						
<b>Total Camp Mount Luther</b>	<b>46,275.00</b>	<b>96,275.00</b>	<b>46,275.00</b>	<b>46,275.00</b>	<b>46,275.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Campus Ministry</b>								
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%	
<b>Total Campus Ministry</b>	<b>13,100.00</b>	<b>13,000.00</b>	<b>13,100.00</b>	<b>13,150.00</b>	<b>10,650.00</b>	<b>-2,500.00</b>	<b>-23.47%</b>	
<b>Total Providing Service/ Youth and Adults</b>	<b>59,375.00</b>	<b>109,275.00</b>	<b>59,375.00</b>	<b>59,425.00</b>	<b>56,925.00</b>	<b>-2,500.00</b>	<b>-4.39%</b>	
<b>Concern/Human Need</b>								
<b>Support-Related Agencies</b>								
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%	
<b>Total Support-Related Agencies</b>	<b>4,820.00</b>	<b>4,820.00</b>	<b>4,820.00</b>	<b>5,000.00</b>	<b>4,800.00</b>	<b>-200.00</b>	<b>-4.17%</b>	
<b>Total Concern/Human Need</b>	<b>4,820.00</b>	<b>4,820.00</b>	<b>4,820.00</b>	<b>5,000.00</b>	<b>4,800.00</b>	<b>-200.00</b>	<b>-4.17%</b>	
<b>Fostering/Main/Ecumenical Relations</b>								
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%	
<b>Total Fostering/Main/Ecumenical Relation</b>	<b>1,264.00</b>	<b>1,019.00</b>	<b>1,264.00</b>	<b>1,000.00</b>	<b>800.00</b>	<b>-200.00</b>	<b>-25.00%</b>	
<b>Interpreting-Mission &amp; Ministry of Church</b>								
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%	
<b>Total Synod Web Site</b>	<b>800.00</b>	<b>570.24</b>	<b>800.00</b>	<b>700.00</b>	<b>700.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Interpreting-Mission &amp; Ministry of Church</b>	<b>800.00</b>	<b>570.24</b>	<b>800.00</b>	<b>700.00</b>	<b>700.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Global Mission Education</b>								
<b>Global Mission</b>								
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%	
<b>Total Global Mission Education</b>	<b>3,000.00</b>	<b>1,540.84</b>	<b>5,000.00</b>	<b>2,000.00</b>	<b>2,500.00</b>	<b>500.00</b>	<b>20.00%</b>	
<b>Total Global Mission Education</b>	<b>3,000.00</b>	<b>1,540.84</b>	<b>5,000.00</b>	<b>2,000.00</b>	<b>2,500.00</b>	<b>500.00</b>	<b>20.00%</b>	
<b>Effective Organization</b>								
<b>Administration</b>								
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%	
<b>Total General Office</b>	<b>34,650.00</b>	<b>31,750.37</b>	<b>35,150.00</b>	<b>32,900.00</b>	<b>33,850.00</b>	<b>950.00</b>	<b>2.81%</b>	
<b>Building/Maintenance Expense</b>								
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%	
<b>Total Building/Maintenance Expense</b>	<b>35,615.00</b>	<b>35,586.89</b>	<b>36,695.00</b>	<b>36,034.00</b>	<b>36,749.00</b>	<b>715.00</b>	<b>1.95%</b>	
<b>Staff Salaries</b>								
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%	
<b>Total Staff Salaries</b>	<b>166,967.00</b>	<b>163,943.91</b>	<b>167,755.35</b>	<b>183,473.00</b>	<b>192,232.00</b>	<b>8,759.00</b>	<b>4.56%</b>	
<b>Staff Benefits</b>								
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	6,250.00	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%	
<b>Total Staff Benefits</b>	<b>136,907.00</b>	<b>129,475.58</b>	<b>129,557.55</b>	<b>117,339.80</b>	<b>122,957.00</b>	<b>5,617.20</b>	<b>4.57%</b>	

<b>Synod Assembly</b>								
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%	
<b>Total Synod Assembly</b>	<b>20,350.00</b>	<b>15,345.22</b>	<b>20,350.00</b>	<b>17,700.00</b>	<b>19,725.00</b>	<b>2,025.00</b>	<b>10.27%</b>	
<b>Synod Council</b>								
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		
<b>Total Synod Council</b>	<b>2,350.00</b>	<b>1,417.96</b>	<b>2,950.00</b>	<b>4,200.00</b>	<b>3,200.00</b>	<b>-1,000.00</b>	<b>-31.25%</b>	
<b>Total Providing/Effective Organization</b>	<b>396,839.00</b>	<b>377,519.93</b>	<b>392,457.90</b>	<b>391,646.80</b>	<b>408,713.00</b>	<b>17,066.20</b>	<b>4.18%</b>	
<b>Total Expenses</b>	<b>807,849.00</b>	<b>806,114.09</b>	<b>804,567.90</b>	<b>785,722.80</b>	<b>793,938.00</b>	<b>8,215.20</b>	<b>1.03%</b>	
<b>Excess Revenues (Expenditures)</b>	<b>1,391.00</b>	<b>(50,000.00)</b>	<b>(1,272.34)</b>	<b>1,932.76</b>	<b>0.00</b>	<b>(1,932.76)</b>		

Bishop Miller shared his thoughts on the changing environment in which the church exists and its effects on the way the church understands its role and function. He spoke of the work being undertaken with staff, deans, and committees of the synod to address the need for effective leadership. He invited Sue Ellen Spotts to speak about a new grant obtained by the synod from Wartburg Theological Seminary. He concluded by thanking the many people who made the synod assembly and synod administration run smoothly.

He then called on the Committee on Reference and Counsel for their final resolution.

The Committee on Reference and Counsel recommended adoption of the following resolution:

**SA2025.06.16. to adopt the resolution of gratitude**

**Whereas the Assembly of the Upper Susquehanna Synod convened on June 13 and 14th 2025, at Camp Mount Luther, Mifflinburg, under the theme “Living into the Good News” and many have offered their time, God given gifts, and hard work to plan and run the Assembly and support the work of the Upper Susquehanna Synod. Therefore, be it:**

**Resolved, that we the members of the 2025 Assembly of the Upper Susquehanna Synod of the Evangelical Lutheran Church in America offer thanks and prayerful support to our Bishop, our officers, our synod staff, and our deans for their faithfulness in working for and with us, and for their loving support of us in our life together; and be it further**

**Resolved, that we offer thanks and prayers for everyone who guided the Assembly participants to “live into the good news”. We especially express appreciation for the ELCA Representative Rev. Norma Malfatti, for the Bible Study by Rev. Norma Malfatti, for Chaplain Beth George, and for workshop leaders: Pastor Stina Schaeffer, Jonathan Moser, Rev. John Kratz, Chad Hershberger, Pastor Jim Vitale, Gabe Schaeffer, Rev. Norma Malfatti, Sue Ellen Spotts, Pastor Katie Moran, Pastor Justin Lingenfelter, Pastor Gary Schaeffer, and Sister Marianne Brock; and be it further**

**Resolved, that we give thanks to the representatives of the many other synod and churchwide ministries represented at the assembly, including Campus ministries, Diakon, Seafarers, Global Refuge, and Camp Mt. Luther; and be it further**

**Resolved, that we give thanks to all those who offered their service to this synod through the election process, to those who were elected, and to those who continue to serve; and be it further**

**Resolved, that we offer thanks to those who made this assembly possible in various ways: the Synod Assembly committee; our parliamentarian, registrar Amber Ellis, Director Chad Hershberger and the communications team, Administrative Assistant, Ms. Brenda Krouse, the worship team, volunteers, musicians, technical crew, and Camp Mt. Luther; and be it further**

**Resolved, that above all, we give thanks to God for feeding us with the presence of Jesus Christ and strengthening us with the Holy Spirit so that we may live into the good news, following Jesus' example to serve all people.**

There being no unfinished business, Bishop Miller and Chad Hershberger made a few announcements and the assembly was adjourned at 2:37pm with closing worship, including blessing on those who will attend the 2025 Churchwide Assembly.