

AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND CONTINUING RESOLUTIONS

Amendments adopted at the 2025 Synod Assembly needing ratification

RESOLVED, to ratify amendments to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod previously approved by the 2025 Synod Assembly.

- 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~~.

Amendments from the 2026 Churchwide Assembly to Non-Required Provisions

RESOLVED, to adopt amendments to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod as adopted by the 2025 Churchwide Assembly to non-required provisions of the Constitution for Synods and to authorize the Secretary to make editorial amendments that conform to the terms and language included in these amendments.

Chapter 7.

Synod Assembly

S7.26. This synod may establish processes through the Synod Council that permit persons currently serving as synod-authorized ministers and/or lay representatives of authorized worshipping communities and/or outreach ministries of the synod, which have been authorized under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with †S7.21.

Chapter 9.

Nominations and Elections

S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who receive the greatest number of legal votes (including ties in the final qualifying position) on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes (including ties in the final qualifying position) on the third ballot, and 60

percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes (including ties in the final qualifying position) on the previous ballot.

Chapter 10.

Synod Council

S10.05. ~~No e~~lected members of the Synod Council shall not receive compensation solely for ~~such~~ their service as council members.

Chapter 13.

Congregations

S13.40. Synod-authorized Worshiping Communities and Outreach Ministries

S13.41. Authorized ~~worshiping~~ Worshiping communities and outreach ministries, authorized by the synod and acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

Amendments recommended to accommodate other ELCA and Synod amendments

RESOLVED, to adopt amendments to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod S7.22.03. and to add S7.26.B26.

S7.22.03. An allowance, in an amount to be determined by the Synod Council, shall be provided for rostered ministers who are disabled, retired, or on leave ~~from call~~, and for ordinands for the purpose of attending the assemblies of this synod. Rostered ministers serving under call to special service, including those called to supply ministry, shall be included under the provisions if their expenses are not reimbursed by their employing agencies or institutions.

S7.26.B26. When the bishop, in consultation with the Synod Council, appoints a Synod Authorized Minister to serve at least twenty hours per week in a ministry setting, the bishop may request the Synod Council grant the Synod Authorized Minister voting privileges at meetings of the Synod Assembly. These privileges will cease upon termination of the appointment or a vote of the Synod Council to revoke them.

The following amendments are considered editorial and are included for information only.

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 †S7.21. 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.

S7.22.01. 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.

S12.01.03. Each conference shall consist of:

- 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.*

RESOLVED, to adopt salary and housing guidelines for pastors and deacons.

2027 CLERGY SALARY GUIDELINES			
FOR THE UPPER SUSQUEHANNA SYNOD, ELCA			
3% Increase to Newly Ordained			
Years Ordained	Year Of Ordination	2026 Minimum Salary Guidelines	2027 Minimum Salary Guidelines
0	2027	N/A	\$43,840
1	2026	\$42,563	\$44,265
2	2025	\$42,988	\$44,690
3	2024	\$43,413	\$45,115
4	2023	\$43,838	\$45,540
5	2022	\$44,263	\$45,965
6	2021	\$44,688	\$46,390
7	2020	\$45,113	\$46,815
8	2019	\$45,538	\$47,240
9	2018	\$45,963	\$47,665
10	2017	\$46,388	\$48,090
11	2016	\$46,813	\$48,515
12	2015	\$47,238	\$48,940
13	2014	\$47,663	\$49,365
14	2013	\$48,088	\$49,790
15	2012	\$48,513	\$50,215
16	2011	\$48,938	\$50,640
17	2010	\$49,363	\$51,065
18	2009	\$49,788	\$51,490
19	2008	\$50,213	\$51,915
20	2007	\$50,638	\$52,340
21	2006	\$51,063	\$52,765
22	2005	\$51,488	\$53,190
23	2004	\$51,913	\$53,615
24	2003	\$52,338	\$54,040
25	2002	\$52,763	\$54,465
26	2001	\$53,188	\$54,890
27	2000	\$53,613	\$55,315
28	1999	\$54,038	\$55,740
29	1998	\$54,463	\$56,165
30	1997	\$54,888	\$56,590
31	1996	\$55,313	\$57,015
32	1995	\$55,738	\$57,440
33	1994	\$56,163	\$57,865
34	1993	\$56,588	\$58,290
35	1992	\$57,013	\$58,715
36	1991	\$57,438	\$59,140
37	1990	\$57,863	\$59,565
38	1989	\$58,288	\$59,990
39	1988	\$58,713	\$60,415
40	1987	\$59,138	\$60,840
41	1986	\$59,563	\$61,265
42	1985	\$59,988	\$61,690
43	1984	\$60,413	\$62,115
44	1983	\$60,838	\$62,540
45	1982	\$61,263	\$62,965
46	1981	\$61,688	\$63,390
47	1980	\$62,113	\$63,815
48	1979	\$62,538	\$64,240
49	1978	\$62,963	\$64,665
50	1977	\$63,388	\$65,090

Recommended Minimum Housing Allowance

2026	\$17,937 - \$21,437	
2027	\$18,475 - \$21,975	\$538 increase - based on 3% of \$17,937

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

\$1414 increase to each number in the chart (based on 3% increase to \$47,124)

<u>Years of Experience</u>	<u>2026 Recommended Salaries</u>	<u>2027 Recommended Salaries</u>
0	\$47,124 - \$49,249	\$48,538 - \$50,663
5	\$49,249 - \$51,374	\$50,663 - \$52,788
10	\$51,374 - \$53,499	\$52,788 - \$54,913
15	\$53,499	\$54,913

Increase for each year of service approximately \$425

* Based on not receiving a housing allowance.



UPPER SUSQUEHANNA SYNOD

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

Policy for Leadership Education Fund of the Upper Susquehanna Synod (previously Fund for Leaders)

Recommended by Synod Council – November 15, 2025

Fund History

- In 2013 the synod council of the Upper Susquehanna Synod adopted a resolution to raise \$30,000 over five years “to provide scholarships for candidates.” Over \$50,000 was raised in only three years (2/3 from a closing congregation:
- At the 2014 Upper Susquehanna Synod Assembly Bishop Robert Driesen stated in his report that the fund would provide “additional scholarships” to seminary students from the synod as well as to candidates enrolled in “an advanced educational program.”
- At the 2025 Upper Susquehanna Synod Assembly, the assembly voted to approve the Synod Council’s recommendation that an ad hoc committee be formed “for the purpose of reviewing the Synod Fund for Leaders in accordance with current policy.”

Revised Purpose of Fund

The Leadership Education Fund of the Upper Susquehanna Synod provides for expenses related to education, training, and experiences for leaders that will enhance the ministry within the synod. The individual leaders supported may include Rostered Leaders (Pastors and Deacons), Candidates seeking rostered leadership, Synod Authorized Ministers (Authorized Lay Worship Leaders), and other leaders serving a congregation or ministry within the synod. Funding may include but is not limited to expenses related to seminary course work, Clinical Pastoral Education, certificate programs, continuing education, or advanced theological degrees.

Administration

- The Fund will be for the purposes set forth in this document unless two-thirds of the synod meeting in assembly agree to alter these terms.
- The Fund will continue to solicit and receive donations to provide for ongoing sustainability.
- All money in the Fund will be invested in accordance with the investment policy of the Upper Susquehanna Synod.

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- The Bishop of the synod will appoint a committee of three people to oversee the fund and manage the grant application process. The synod council will approve appointees. Committee members will be appointed to terms of three years, staggered so that one member is appointed to a new term in each year.
- The synod council, at the request of the bishop, may from time to time approve expenditures from the Fund to subsidize workshops for leadership development in the synod.
- **S10.06. A committee member related to an applicant shall be ineligible to vote on that application. For this purpose, a related individual is one who, with respect to the synod employee, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).**
- Professional Career Services (psychological evaluations) for candidates for ordained ministry in this synod shall be covered from this fund.

Disbursement

- Disbursements from the Fund will be made upon recommendation from the above mentioned committee.
- Grants of \$5,000 and above must be approved by the Synod Council at the recommendation of the committee.
- Grant applications will be reviewed and grants awarded in two cycles – spring and fall annually.
- Approved grants will be paid directly to the educational institution or training agency. In some cases, grants may be paid as reimbursement to the applicant.
- Those receiving grants for continuing education will be required to provide proof of attendance or completion, such as a certificate or letter from the training/educational organization. These will be verified by the committee at the next review meeting. Any missing verifications will be reported to the synod staff for further action.
- Any tax obligations incurred because of these grants are solely the responsibility of the recipient of the grant.
- After each grant cycle, the grant approval committee will provide a report of outcomes to the Synod Council.
- The grant approval committee will provide an annual report to the Synod Assembly regarding the use of the funds.
- The committee will review this policy for necessary revisions at minimum every 5 years.



UPPER SUSQUEHANNA SYNOD

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USS Leadership Education Fund Grant Application

The Upper Susquehanna Synod provides the Leadership Education Fund as a means to support its leaders by encouraging and supporting funding for their ongoing education and formation.

Rostered Ministers (Pastors and Deacons), Synodically Authorized Ministers and other leaders within the Upper Susquehanna Synod may apply to the fund for financial assistance related to their education and training needs.

Grants are awarded in two cycles – spring and fall – and are normally paid directly to the educational institution or training agency. In some cases, grants may be paid as reimbursement to the applicant. The size of grants depends on the number of applicants and the amount of funds available in the grant period.

Those receiving grants for continuing education will be required to provide proof of attendance or completion, such as a certificate or letter from the training/educational organization.

Any tax obligations incurred because of these grants are solely the responsibility of the recipient of the grant.

Name of Applicant (individual or group): _____

Role within your congregation/organization: _____

Address: _____

Phone: _____ Email: _____

1) Congregation or ministry context

2) Purpose of grant

Please describe how you believe this meets the goals and challenges of ministry in your current environment. How do you believe this opportunity will enhance your ministry skills for leading the church's mission into the future? Use last page for more space.

Dollar amount requested: _____

Name and mailing address of Organization providing the program (attach information about the specific education/training applying for) :

Check here if payment should **not** be sent to this location and specify alternative directions on last page.

3) Anticipated completion date of education/training: _____

4) Will you receive assistance from any other agency?

Yes ____ No ____ If yes, please indicate source(s) and amount(s):

Signature of Applicant: _____

Date: _____

For a rostered leader serving in a congregation/organization, complete this section

Parochial Report Submitted: _____

Congregational/organization budget for Continuing Education:

For all individual applicants

CONGREGATION COUNCIL OR SUPERVISOR ACTION

The congregation council (or supervisor) supports this application

The bishop signs for rostered ministers on leave from call

Signatures

Council President/Supervisor: _____

Phone: _____ Email: _____

If in a congregation setting

Council Secretary: _____

Phone: _____ Email: _____

For a group application

Name of group leader (e.g., Conference Dean): _____

Phone: _____ Email: _____

Signature: _____

At the conclusion of the grant period the applicant(s) will be required to report outcomes and learning to the synod bishop.

Upper Susquehanna Synod, ELCA						
Actual & Budget for Fiscal Year Ending January 31, 2026						
Budget & Amended Budget for Fiscal Year Ending January 31, 2027	Amended	Preliminary	Amended	Proposed	Change	% Change
Proposed Budget for Fiscal Year Ending January 31, 2028	SC 2/8/2025	Actual	SC 11/15/2025	Budget	from 2026	from 2025
	2025	2025	2026	2027	Amended	Amended
	FYE 1/31/2026	FYE 1/31/26	FYE 1/31/2027	FYE 1/31/2028	Budget	Budget
Revenues						
General Fund Revenue						
1-501-0000 - Mission Support - Congregation	690,000.00	679,147.18	675,000.00	630,000.00	-45,000.00	-6.67%
1-502-0000 - Mission Support - Cong Restricted to Synod	700.00	2,100.00	2,000.00	0.00	-2,000.00	-100.00%
1-509-0000 - Special Appeal Campus Ministries		25.00	0.00		0.00	0.00%
1-512-0000 - Contributions for Synod Ministries / Non-Congregation	6,210.00	7,485.90	2,500.00	5,000.00	2,500.00	100.00%
1-515-0000 - Synod Assembly Fees	22,000.00	19,138.00	15,000.00	20,000.00	5,000.00	33.33%
1-521-0000 - Investment Income	20,000.00	19,486.41	17,000.00	15,000.00	-2,000.00	-11.76%
1-524-0000 - Miscellaneous Income	300.00	16,679.00	300.00	0.00	-300.00	-100.00%
1-532-0000 - Workshop/Program Fees	1,500.00	545.00	1,500.00	1,000.00	-500.00	-33.33%
1-537-0010 - LMI Student Fees	3,000.00	0.00	3,000.00	3,000.00	0.00	0.00%
1-532-0009 - Fees/Candidacy Application	800.00	0.00	800.00	500.00	-300.00	-37.50%
1-535-0000 - Reimbursement / Office Exp	0.00	32.38	0.00	80.00	80.00	0.00%
1-537-1010 - Transfer from Restrictive Reserve : Insurance Dividend	35,000.00	0.00	57,338.00	60,000.00	2,662.00	4.64%
1-537-1050 Transfer -- Mission Grants	5,000.00	0.00	0.00	0.00	0.00	0.00%
1-537-1015 - Transfer -- Synod Minute Book	4,055.56	0.00	0.00	0.00	0.00	0.00%
1-537-1052 - Transfer -- Bishop Days	1,500.00	0.00	1,500.00	1,500.00	0.00	0.00%
1-537-XXXX - Transfer -- Discretionary		0.00	2,500.00	2,000.00	-500.00	-20.00%
Total General Fund Revenue	790,065.56	744,638.87	778,438.00	738,080.00	-40,358.00	-5.18%
Expenditures						
Churchwide Support						
Mission Support						
1-601-1000 - ELCA Churchwide Support	282,900.00	278,450.35	276,750.00	258,300.00	-18,450.00	-6.67%
Total Mission Support	282,900.00	278,450.35	276,750.00	258,300.00	-18,450.00	-6.67%
Region 8 Support						
1-602-1400 - Region 8 - Program Support	1,800.00	1,620.00	2,000.00	2,500.00	500.00	25.00%
1-605-1400 - Region 8 - Support Archives	1,500.00	1,500.00	4,500.00	5,000.00	500.00	11.11%
1-606-1400 - Region 8 - First-Call Theological Education	400.00	157.33	400.00	400.00	0.00	0.00%
1-673-1400 - Region 8 - Committee Travel	100.00	0.00	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	3,000.00	500.00	20.00%
Total Region 8 Support	6,300.00	5,777.33	9,500.00	11,000.00	1,500.00	15.79%
Total Churchwide Support	289,200.00	284,227.68	286,250.00	269,300.00	-16,950.00	-5.92%
Strengthening Congregations/ Missions						
Small Church/Outreach						
1-606-2700 - Support - Mission Grants	5,000.00	0.00			0.00	0.00%
Total Small Church/Outreach	5,000.00	0.00	0.00	0.00	0.00	0.00%
Synod Programs						
1-774-2400 - Program - Worship and Music	1,200.00	1,329.90	1,200.00	1,200.00	0.00	0.00%
Total Synod Programs	1,200.00	1,329.90	1,200.00	1,200.00	0.00	0.00%
Total Strengthening Congregations/ Missions	6,200.00	1,329.90	1,200.00	1,200.00	0.00	0.00%
Preparing/Supporting Leaders						
Theological Education						
1-610-3000 - Support - ELCA Seminaries	20,051.00	20,051.00	20,050.00	20,000.00	-50.00	-0.25%
Total Theological Education	20,051.00	20,051.00	20,050.00	20,000.00	-50.00	-0.25%
Candidacy						
1-603-3100 - Prof Career Consultative Service	2,000.00	987.10	3,000.00	3,000.00	0.00	0.00%
1-609-3100 - Support - Student Scholarships	3,000.00	300.00	1,500.00	1,500.00	0.00	0.00%
1-774-3200 - Program - Candidacy Committee	400.00	32.90	400.00	400.00	0.00	0.00%
Total Candidacy	5,400.00	1,320.00	4,900.00	4,900.00	0.00	0.00%
Leadership Support/Development						
1-602-3310 - Workshop / Event Expenses	1,500.00	1,162.85	2,000.00	2,500.00	500.00	25.00%
1-775-3300 - Business Lunches / Meetings w/ Rostered Leaders	1,100.00	1,177.25	1,100.00	1,100.00	0.00	0.00%
Total Leadership Support/Development	2,600.00	2,340.10	3,100.00	3,600.00	500.00	16.13%
Lay Leadership						
1-774-3400 - Lay Ministry Institute	2,500.00	550.00	2,500.00		-2,500.00	-100.00%
Total Lay leadership	2,500.00	550.00	2,500.00	0.00	-2,500.00	-100.00%
Support-Rostered Leaders						
1-602-3500 - Bishop Disc Fund - Support/Rostered						
1-609-3500 - Bishop Disc Fund - Pensions	0.00				-2500.00	0.00%
1-743-3500 - Bishop Disc Fund - Counseling						
Total Support Rostered Leaders	0.00	0.00	0.00	0.00	0.00	0.00%
Total Preparing/Supporting Leaders	30,551.00	24,261.10	30,550.00	28,500.00	-2,050.00	-6.71%

Providing Service/Youth and Adults						
Camp Mount Luther						
1-602-4000 - Support - Camp Mount Luther	46,275.00	46,275.00	46,275.00	46,300.00	25.00	0.05%
1-602-XXXX Youth Ministry Program			1,500.00	1,500.00	0.00	0.00%
Total Camp Mount Luther	46,275.00	46,275.00	47,775.00	47,800.00	25.00	0.05%
Campus Ministry						
1-602-4100 - Susquehanna University	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	0.00	0.00%
1-603-4200 - Penn State University	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	0.00	0.00%
1-605-4200 - Bloomsburg University	5,000.00	0.00	0.00	0.00	0.00	0.00%
1-606-4200 - Lock Haven University	0.00	0.00	0.00	0.00	0.00	0.00%
1-774-4200 - Campus Ministry Team	150.00	0.00	150.00	150.00	0.00	0.00%
Total Campus Ministry	13,150.00	8,000.00	8,150.00	8,150.00	0.00	0.00%
Total Providing Service/ Youth and Adults	59,425.00	54,275.00	55,925.00	55,950.00	25.00	0.04%
Concern/Human Need						
Support-Related Agencies						
1-602-5100 - Support - Lutheran Advocacy in Pa	5,000.00	5,000.00	4,800.00	4,800.00	0.00	0.00%
Total Support-Related Agencies	5,000.00	5,000.00	4,800.00	4,800.00	0.00	0.00%
Total Concern/Human Need	5,000.00	5,000.00	4,800.00	4,800.00	0.00	0.00%
Fostering/Main/Ecumenical Relations						
1-602-6000 - Support - PA Council of Churches	500.00	500.00	400.00	100.00	-300.00	-75.00%
1-774-6200 - Program - Ecumenical Relations	500.00	30.00	400.00	400.00	0.00	0.00%
Total Fostering/Main/Ecumenical Relation	1,000.00	530.00	800.00	500.00	-300.00	-37.50%
Interpreting-Mission & Ministry of Church						
1-749-7000 - Synod Web Site	400.00	300.00	400.00	500.00	100.00	25.00%
1-774-7000 - Synod Communications	300.00	770.24	300.00	375.00	75.00	25.00%
Total Synod Web Site	700.00	1,070.24	700.00	875.00	175.00	25.00%
Total Interpreting-Mission & Ministry of Church	700.00	1,070.24	700.00	875.00	175.00	25.00%
Global Mission Education						
Global Mission						
1-602-8000 - Support - Global Mission	2,000.00	844.17	2,500.00	3,000.00	500.00	20.00%
Total Global Mission Education	2,000.00	844.17	2,500.00	3,000.00	500.00	20.00%
Total Global Mission Education	2,000.00	844.17	2,500.00	3,000.00	500.00	20.00%
Providing/Effective Organization						
Administration						
1-701-9000 - Postage	2,800.00	3,242.59	2,500.00	3,200.00	700.00	28.00%
1-725-9000 - Office Supplies	1,500.00	1,605.30	1,500.00	1,000.00	-500.00	-33.33%
1-729-9000 - Training/Instruction-Support Staff	250.00	0.00	250.00	250.00	0.00	0.00%
1-737-9000 - Forms	700.00	825.00	700.00	700.00	0.00	0.00%
1-740-9000 - Payroll Services	850.00	949.35	850.00	850.00	0.00	0.00%
1-741-9000 - Accounting/Auditing	10,500.00	10,358.25	11,000.00	12,000.00	1,000.00	9.09%
1-742-9000 - Legal	750.00	123.26	1,000.00	1,000.00	0.00	0.00%
1-743-9000 - ELCA Shared Risk Fund	500.00	0.00	500.00		-500.00	-100.00%
1-747-9000 - Phone	4,000.00	3,810.91	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	0.00	0.00%
1-775-9000 - Hospitality	300.00	193.30	200.00	200.00	0.00	0.00%
1-793-9000 - Bank Fees	50.00	48.00	50.00	50.00	0.00	0.00%
1-794-9000 - Electronic Giving Fees	50.00	15.63	50.00	30.00	-20.00	-40.00%
1-801-9000 - Maintenance/Repair of Equipment	450.00	454.53	450.00	450.00	0.00	0.00%
1-802-9000 - Technical Support/ Computers	7,500.00	7,578.96	8,000.00	8,500.00	500.00	6.25%
1-804-9000 - Leasing/Office Equipment	1,500.00	1,434.77	1,500.00	1,500.00	0.00	0.00%
Total General Office	32,900.00	31,755.25	33,750.00	34,930.00	1,180.00	3.50%
Building/Maintenance Expense						
1-751-9100 - Building & Liability Ins Package	5,200.00	4,878.00	5,000.00	5,200.00	200.00	4.00%
1-832-9100 - Rent Office Space	21,600.00	21,600.00	22,000.00	22,000.00	0.00	0.00%
1-836-9100 - Utilities	460.00	488.59	425.00	550.00	125.00	29.41%
1-838-9000 - Depreciation Equipment	8,774.00	8,781.14	8,774.00	8,799.00	25.00	0.28%
Total Building/Maintenance Expense	36,034.00	35,747.73	36,199.00	36,549.00	350.00	0.97%

Staff Salaries							
1-652-9204 - Bishop's Salary	50,462.00	50,461.92	53,454.00	56,550.00	3,096.00	5.79%	
1-652-9214 - Assistant to the Bishop -- Purchase of Service Agreements	46,276.00	39,604.46	48,127.00	35,000.00	-13,127.00	-27.28%	
1-652-9224 - Assistant for Administration	48,593.00	49,286.17	50,298.00	52,058.00	1,760.00	3.50%	
1-652-9245 - Bookkeeper	1,829.00	1,829.04	1,896.00	1,962.00	66.00	3.48%	
1-652-9247 - Communications Director	8,063.00	8,063.04	8,346.00	8,638.00	292.00	3.50%	
1-652-9253 - Youth & Young Adult POS	28,250.00	28,000.20	29,244.00	30,268.00	1,024.00	3.50%	
Total Staff Salaries	183,473.00	177,244.83	191,365.00	184,476.00	-6,889.00	-3.60%	
Staff Benefits							
1-654-9300 - Staff Housing Allowance	35,000.00	34,999.92	35,000.00	35,000.00	0.00	0.00%	
1-655-9300 - Staff-FICA Contributions	4,719.80	4,495.66	4,631.00	4,793.00	162.00	3.50%	
1-656-9300 - Staff Pension & Health Benefits	58,482.00	57,065.18	59,004.00	63,134.00	4,130.00	7.00%	
1-657-9300 - Clergy Staff Education Benefits	2,000.00	456.91	2,000.00	3,000.00	1,000.00	50.00%	
1-659-9300 - Staff Work Comp Ins	600.00	509.99	625.00	625.00	0.00	0.00%	
1-661-9300 - Clergy-FICA Contributions	6,538.00	6,538.08	6,767.00	7,004.00	237.00	3.50%	
1-673-9300 - Staff Travel (Mileage Reimbursement)	10,000.00	10,798.01	11,000.00	9,000.00	-2,000.00	-18.18%	
Total Staff Benefits	117,339.80	114,863.75	119,027.00	122,556.00	3,529.00	2.96%	
Synod Assembly							
1-655-9400 - Non-employee Comp-Synod Assembly	750.00	806.82	600.00	750.00	150.00	25.00%	
1-673-9400 - Travel -Assembly Planning Commit	250.00	0.00	100.00	150.00	50.00	50.00%	
1-701-9400 - Postage-Assembly Planning Committee	100.00	15.87	75.00	75.00	0.00	0.00%	
1-725-9400 - Supplies-Assembly	1,500.00	91.65	850.00	300.00	-550.00	-64.71%	
1-743-9400 - Miscellaneous Services	100.00	0.00	3,000.00	6,000.00	3,000.00	100.00%	
1-832-9400 - Facility Rental - Synod Assembly	15,000.00	16,303.53	1,000.00	3,500.00	2,500.00	250.00%	
1-XXX-9400 --Meals		0.00	4,500.00	8,000.00	3,500.00	77.78%	
Total Synod Assembly	17,700.00	17,217.87	10,125.00	18,775.00	8,650.00	85.43%	
Synod Council							
1-602-9500 - Deans' / Committees Fund	900.00	793.95	750.00	750.00	0.00	0.00%	
1-673-9500 - Travel - Synod Council / Committees	300.00	0.00	200.00	200.00	0.00	0.00%	
1-775-9500 - Hospitality - Synod Council	2,000.00	210.00	1,500.00	1,500.00	0.00	0.00%	
1-775-9600 - Church Wide Assembly	1,000.00	555.18	0.00	0.00	0.00	0.00%	
Total Synod Council	4,200.00	1,559.13	2,450.00	2,450.00	0.00	0.00%	
Total Providing/Effective Organization	391,646.80	378,388.56	392,916.00	399,736.00	6,820.00	1.74%	
Total Expenses	785,722.80	749,926.65	775,641.00	763,861.00	-11,780.00	-1.52%	
Excess Revenues (Expenditures)	4,342.76	-5,287.78	2,797.00	(25,781.00)	(28,578.00)	-1021.74%	