

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

**Camp Mount Luther
Mifflinburg, Pennsylvania**

June 6, 2026

Strength for Today and Bright Hope for Tomorrow

“For the Lord loves justice; he will not forsake his faithful ones.” —Psalm 37:28

MINUTES

The thirty-ninth assembly of the Upper Susquehanna Synod was held on Saturday, June 6, 2026, at Camp Mount Luther. Prior to the assembly, Zoom hearings were held on the Constitution, Bylaws, and Continuing (May 11) and Finance and Budget (May 18).

ORDER OF BUSINESS

Opening worship, including the rite for Opening of an Assembly, began the assembly at 8:35am. The Rev. Chad Hebrink was appointed Secretary *pro tem*.

Bishop Miller called the assembly to order at 9:02am. The bishop gave a brief orientation and introductions. Chad Hershberger, director of Camp Mount Luther gave a brief welcome.

Bishop Miller called for a report of the Registrar. Ms. Nancy Neidig reported that as of 9:00am, 160 voting members have received credentials for this synod assembly, including 42 pastors, 2 deacons, and 108 lay voting members. In addition, 16 visitors brought the total attendance to 176.

Bishop Miller declared a quorum present and called for adoption of the agenda with addition of ELCA World Hunger report.

SA 2026.06.01. To adopt the agenda. APPROVED.

Agenda/Order of Business (* = Action item)

Items in each time block not addressed in the time allotted will be taken up in Unfinished Business or during the regular order of business as time allows.

9:00am	Call to Order, Introductions & Orientation
	First Business Session
	Greetings from Camp Mount Luther
	*Adoption of the Agenda
	*Adoption of Rules of Procedure
	*Minutes of the 2025 Synod Assembly
	Report of the Nominating Committee
	Elections procedure
	Report from CaSTLE Project
	CaTALYST
	Report of the Committee on Reference & Counsel

	Report from the Churchwide Organization
	ELCA World Hunger
10:15am	*Elections Committee – first ballot
10:30am	Adjourn to 2:00pm
11:00am	Eucharist
12:00	Lunch (with table discussions)
1:00pm	Keynote address
1:45pm	Break
2:00pm	Second Business Session
	Report from Camp Mount Luther (installation of staff)
	Youth Ministry Report
	Greetings from global companions, ecumenical and interfaith partners
	Report from Go Tell It IN The Mountains
	Report of the Vice President
	Update on implementation of resolution SA2025.06.10
	Elections Committee Report – results of first ballot
3:15pm	Recess
3:30pm	*Synod Council Report – CBCR Amendments; Budget; Compensation
	Guidelines; Leadership Education Fund
	*Reference & Counsel
	Report of the Bishop
	Bold Ideas
	Candidacy
	Recognition of anniversaries & pastors new to synod
	Unfinished business
4:30pm	Closing of the Assembly
5:00pm	Adjourn sine die

Bishop Miller called for adoption of the Rules of Procedure.

SA 2026.06.02. To adopt the Rules of Procedure. APPROVED.

RULES OF PROCEDURE UPPER SUSQUEHANNA SYNOD ASSEMBLY – 2026

1. When a voting member is unable to serve, the alternate voting member shall be seated when the Registrar has been provided with the necessary information and the alternate has been given voting member credentials.
2. **Voting Procedure**
 - a. Only voting members wearing official voting member name tags shall be eligible to vote. Voting and elections at the assembly may use a voting application. In the event unforeseen issues arise, elections may be held by paper ballot or other means.
 - b. As directed by the chair, voting also may take place by voice, by show of hands, by standing, or by written ballot.
3. **Elections**
 - a. Registration shall be temporarily closed ten minutes before the appointed time for the election and reopened when balloting is completed.
 - b. The Assembly chamber shall be sealed during balloting unless a ballot box has been ordered with a window for balloting.
 - c. The Elections Committee shall have power to appoint and dismiss tellers for those elections under its oversight.

- d. The Elections Committee shall determine the process for elections, including structure of ballots.
- e. The Elections Committee shall be given priority in the agenda to report results when available.

4. Speeches

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

5. Motions

- a. All motions shall be written by the mover, signed, and presented to the Committee of Reference and Counsel, except those that are offered as germane motions, which must be written and presented to the Secretary before being discussed by the assembly. Motion forms are available at the pages' table located near the main entrance to the assembly hall.
- b. Resolutions and memorials concerning issues of the church may be developed for consideration at the annual Synod Assembly. The deadline for such resolutions and memorials to be received in the synod office is May 15. Any resolutions or memorials received after that date may be referred to Synod Council for consideration. The Committee on Reference and Counsel will meet prior to the assembly and will prepare an initial report concerning memorials and resolutions, including the text of all resolutions and memorials received, which will be available on the synod website in the Bulletin of Reports.

6. Nominations

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

7. Departing from Agenda

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

8. Reference & Counsel

- a. The deadline for submission of resolutions or memorials is March 20.

- b. Late resolutions may be submitted up to May 1. Such resolutions may be reviewed by the committee, and a recommendation may be made to the assembly in a supplemental report.
 - c. Resolutions or memorials submitted after May 1 will be brought to the assembly without recommendation and may be considered by the assembly only if time allows.
 - d. Any resolutions or memorials not considered by the close of the day will be referred to the synod council.
9. After the adoption of the Rules of Procedure and any amendments thereto offered prior to the adoption of the Rules, any further amendment to, revision in, or suspension of the Rules shall always require for adoption a two-thirds vote of the members present and voting.

For the information of the Assembly

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

- *The assembly cannot amend, rescind, or suspend a constitutional provision unless previous notice has been given by Synod Council. The assembly may, however, entertain a first reading of a proposed amendment under S18.13.a., but ratification at a subsequent regular assembly is required.*
- *Bylaw provisions cannot normally be suspended, but they can be rescinded or amended, following the procedure outlined in S18.21. A bylaw, however, in the nature of rule of Order may be suspended per Robert's Rules of Order Newly Revised (12th ed.) §:21.*
 1. *ROBERT'S RULES OF ORDER*, latest edition, shall be the governing parliamentary law of this assembly. (S7.32.) Note: the 12th edition of Robert's Rules of Order is the governing parliamentary law of this assembly except as otherwise provided.
 - a. *A parliamentarian may be appointed by the bishop.*
 2. *A majority of possible voting members to the Synod Assembly shall constitute a quorum.* (S7.14.)
 3. *Proxy and absentee voting shall not be permitted in the transaction of any business of this synod. (†S7.31.)*
 4. *Any motion that seeks to amend the proposed synod budget by increasing expenses shall also include adjustments in other income or expense categories to maintain a balanced budget proposal. (S10.04.)*
 5. *All ordained ministers retired, disabled, or on leave from call, on the roster of this synod shall be voting members of the Synod Assembly. (S7.22.01.; S7.22.02.)*
 6. *All Minister of Word and Sacrament on the roster of a church body with which the ELCA has declared a Full-Communion relationship, serving calls to congregations of this synod, shall be voting members of the Synod Assembly. (S7.27.A17.)*
 7. *All duly elected members of the Synod Council shall be voting members of the Synod Assembly. (S7.28.)*

Bishop Miller directed attention to the previously published Minutes from the 2025 Synod Assembly and asked for any corrections. Hearing none, he declared the minutes to be approved.

Report of the Nominating Committee

Bishop Miller called on the Rev. Andrew Weaver to give the report of the Nominating Committee. As nominees were announced for Synod Council, Bishop Miller called for nominations from the floor.

Nominated for Synod Council were Mr. Tom Clark, Mr. Bob Swartz, Ms. Mary Ann Reier. Mr. Norman Phelps and the Rev. David Byerly were nominated from the floor.

SA 2026.06.03. To close nominations for Synod Council. APPROVED.

Nominated for the Committee on Discipline: Ms. Rita Avery (Tulpehocken Conference)

SA 2026.06.04 To close nominations for Committee on Discipline and have Secretary *Pro Tem* cast a unanimous vote on behalf of the assembly. APPROVED.

Bishop Miller called on the Rev. Harold Rinker to explain the voting procedure that will be used for this election. Pastor Rinker stated that the ballot for synod council would include one position for a rostered leader and two for lay members. There are four lay candidates for synod council; the two receiving the most votes will be elected.

Bishop Miller invited Deacon Sue Ellen Spotts, Director for Evangelical Mission, to give a report on the CaSTLE Project. After sharing some learning from the project, Deacon Spotts called on Joey Martin, Ali Wyland and CarolAnn Miller to present on CATALYST, a young adult group formed as part of the CaSTLE Project.

The Assembly sang “*Let Us Talents and Tongues Employ.*”

Bishop Miller called on the Rev. Amy Reumann, senior director of Witness and Society for the ELCA, to give the report of the ELCA Churchwide expression. Pastor Reumann concluded her report with a video message from Presiding Bishop Yehiel Curry.

Bishop Miller called for an update from the Registrar. Ms. Neidig reported that as of 10:30am, 164 voting members have received credentials for this synod assembly, including 44 pastors, 3 deacons, and 117 lay voting members. In addition, 18 visitors brought the total attendance to 182.

Bishop Miller called the Elections Committee forward for explaining and distributing the first ballot. Chaplain Brian Vasey prayed before the vote. The ballots were collected and Bishop Miller declared voting closed.

This completed the First Business Session. The assembly adjourned for Eucharist, Lunch and Keynote Address to return for the second business session at 2:00 p.m.

A Service of Holy Eucharist, with the Rev. James Vitale, Jr. preaching and Bishop Craig Miller presiding, was celebrated.

Lunch with table discussions followed.

At 1:00pm the assembly gathered for the keynote address and sang “*Christ, Be our Light.*”

Bishop Miller invited Ms. Everdith Landrau (Director of Networking and Engagement) to bring greetings from ELCA World Hunger.

Bishop Miller invited the Rev. Amy Reumann, ELCA Director for Advocacy Ministries, to deliver the keynote address “Strength for Today and Bright Hope for Tomorrow.”

The assembly went on break at 1:53pm.

The assembly sang “*Guide My Feet*.”

Bishop Miller called the assembly to order for the Second Business Session at 2:09pm.

Bishop Miller called upon Chad Hershberger and the camp staff for the report from Camp Mount Luther and Youth Ministry report. During the report, Bishop Miller led the rite of installation for the 2026 summer camp staff. Claire Hershberger shared the Youth Ministry report.

Bishop Miller reminded the assembly that our synod has global companionship with the Lutheran Church in Liberia and the Kirchenkreis Ansbach-Würzburg (Germany). The assembly viewed a video greeting from Gisele Bornowski, Bishop of our German companions. Following the video, Bishop Miller invited members of the synod to join him on a tour of Germany that includes a visit with companion church members. He expressed his hope that he will be able to meet the bishop-elect of the new Franken regional church as well.

Bishop Miller called upon Diane Bubb for the Report from Go Tell It IN The Mountains. She shared information about various resources provided by GTIITM initiative. Additional members from our synod serving on the GTIITM steering committee are Bishop Miller, Karla Leiby, and Lois Martin. Other members of our synod serve on GTIITM Task Forces.

Announcement was made of the upcoming LMI program that Bishop Miller will be leading on Lutheran Theology “The Heart of the Matter” in July.

Bishop Miller called upon Noah Roux for the Report of the Vice President and implementation of resolution SA2025.06.10. Members of the synod council were recognized and thanked for their work. The Synod Structure Taskforce, formed in response to SA2025.06.10., focused on the needs for pastoral leadership in our synod and budgetary constraints. Mr. Roux explained the next steps for the taskforce – survey to be completed by assembly members, phone calls to be made to rostered leaders and council presidents, and consultation with neighboring synods and the ELCA churchwide organization. Mr. Roux stated that we are the church together.

Pastor Ted Cockley asked about the response from the neighboring synods. To date, no responses were received from the neighboring synods. Pastor Ralph Sigler asked if other synods were also facing this reality. Bishop Miller stated that other mainly rural synods are discussing similar issues.

Bishop Miller called upon Pastor Rinker for the Elections Committee Report. Results of first ballot:

There were 164 voting members and 151 legal ballots casts – 76 needed to elect.

Synod Council – Rostered –

Rev. David Byerly – 141

Synod Council – Lay –
Mary Ann Reier -- 97
Tom Clark -- 77
Robert Swartz -- 55
Norman Phelps -- 52

Bishop Miller declared the Rev. David Byerly, Ms Mary Ann Reier and Mr. Tom Clark elected to synod council.

The assembly was in recess at 3:10pm to reconvene at 3:25pm

The assembly gathered with the singing of “*Come and Fill Our Hearts.*”

Bishop Miller shared announcements with the assembly.

1. Our synod provides a large number of Seafarer satchels each year. He recognized Pastor Marsh Drege of Seafarers International House, who shared information about seafarers who have been / are stranded in the Strait of Hormuz and an upcoming RE-open house at the center in NYC.
2. Preaching Festival at United Lutheran Seminary.
3. Lutheran Advocacy Ministry in PA – advocacy postcards to elected leaders available

Bishop Miller called upon Noah Roux for the Synod Council Report of recommended actions.

SA 2026.06.05. to ratify amendments to S9.03., S9.05., and S9.06., of the Constitution, Bylaws, and Continuing Resolutions previously adopted by the 2025 synod assembly. ADOPTED.

- 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~~.

SA 2026.06.06. to adopt amendments to S7.26., S9.04., S10.05., S13.40., and S13.41., 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. ADOPTED.

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 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 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 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~~Elected 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.

SA 2026.06.07. to adopt amendments to S7.22.03., and add S7.26.B26 to the Constitution, Bylaws, and Continuing Resolutions of this synod. ADOPTED.

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.

SA 2026.06.08. to adopt the proposed salary and housing guidelines for pastors and deacons. ADOPTED.

2026 CLERGY SALARY GUIDELINES			
FOR THE UPPER SUSQUEHANNA SYNOD, ELCA			
<i>Recommended February 8, 2025 - Synod Council</i>			
Years Ordained	Year Of Ordination	2025 Minimum Salary Guidelines	2026 Minimum Salary Guidelines
0	2026	N/A	\$42,563
1	2025	\$41,525	\$42,988
2	2024	\$41,950	\$43,413
3	2023	\$42,375	\$43,838
4	2022	\$42,800	\$44,263
5	2021	\$43,225	\$44,688
6	2020	\$43,650	\$45,113
7	2019	\$44,075	\$45,538
8	2018	\$44,500	\$45,963
9	2017	\$44,925	\$46,388
10	2016	\$45,350	\$46,813
11	2015	\$45,775	\$47,238
12	2014	\$46,200	\$47,663
13	2013	\$46,625	\$48,088
14	2012	\$47,050	\$48,513
15	2011	\$47,475	\$48,938
16	2010	\$47,900	\$49,363
17	2009	\$48,325	\$49,788
18	2008	\$48,750	\$50,213
19	2007	\$49,175	\$50,638
20	2006	\$49,600	\$51,063
21	2005	\$50,025	\$51,488
22	2004	\$50,450	\$51,913
23	2003	\$50,875	\$52,338
24	2002	\$51,300	\$52,763
25	2001	\$51,725	\$53,188
26	2000	\$52,150	\$53,613
27	1999	\$52,575	\$54,038
28	1998	\$53,000	\$54,463
29	1997	\$53,425	\$54,888
30	1996	\$53,850	\$55,313
31	1995	\$54,275	\$55,738
32	1994	\$54,700	\$56,163
33	1993	\$55,125	\$56,588
34	1992	\$55,550	\$57,013
35	1991	\$55,975	\$57,438
36	1990	\$56,400	\$57,863
37	1989	\$56,825	\$58,288
38	1988	\$57,250	\$58,713
39	1987	\$57,675	\$59,138
40	1986	\$58,100	\$59,563
41	1985	\$58,525	\$59,988
42	1984	\$58,950	\$60,413
43	1983	\$59,375	\$60,838
44	1982	\$59,800	\$61,263
45	1981	\$60,225	\$61,688
46	1980	\$60,650	\$62,113
47	1979	\$61,075	\$62,538
48	1978	\$61,500	\$62,963
49	1977	\$61,925	\$63,388
50	1976	\$62,350	\$63,813
Recommended Minimum Housing Allowance			
2026		\$17,937 - \$21,437	

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

Ministers of Word and Service minimum salary recommendations for 2026* for those with masters degrees or equivalent experience.	
<u>Years of Experience</u>	<u>2026 Recommended Salaries</u>
0	\$47,124 - \$49,249
5	\$49,249 - \$51,374
10	\$51,374 - \$53,499
15	\$53,499
Increase for each year of service approximately \$425	
* Based on not receiving a housing allowance.	

2026.06.09. to adopt the Policy for Leadership Education Fund of the Upper Susquehanna Synod. ADOPTED.

**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.
- 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.

USS Leadership Education Fund Grant Application form was included as part of this policy.

SA 2026.06.10. to adopt the proposed budget for the fiscal year ending January 31, 2028.
ADOPTED.

Upper Susquehanna Synod, ELCA						
Actual & Budget for Fiscal Year Ending January 31, 2026						
Budget & Amended Budget for Fiscal Year Ending January 31, 2027						
Proposed Budget for Fiscal Year Ending January 31, 2028						
	Amended SC 2/8/2025 2025 FYE 1/31/2026	Preliminary Actual 2025 FYE 1/31/26	Amended SC 11/15/2025 2026 FYE 1/31/2027	Proposed Budget 2027 FYE 1/31/2028	Change from 2026 Amended Budget	% Change from 2025 Amended 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%

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%

Bishop Miller called upon Lynette Weisner on behalf of the Committee of Reference & Counsel.

SA 2026.06.11. to adopt #1 – A Resolution on ELCA Missionary to Liberia. ADOPTED.

Whereas Liberia began as a country in the early 19th century as a project of the American Colonization Society. The ACS believed that Black people would have a better chance of freedom and opportunities if returned to the continent of Africa. Between 1822 and 1861 freed Black slaves and Black people were relocated to Liberia and became known as Americo-Liberian. The government they created was like that of the United States government. Americo-Liberians declared independence on July 26, 1847.

And whereas, The Rev. Morris Officer established the first Lutheran Presence in West Africa in 1860. Initially known as American Lutheran Mission, the Lutheran Church of Liberia grew strong with discipleship becoming an independent national church in 1965.

And whereas, The Rev. David Day, a graduate of Susquehanna Missionary Institute of Selinsgrove, PA, entered his first call to Liberia to revive the Muhlenberg Mission and serve the people. He served there from 1874 to 1897 developing churches, schools, a medical clinic, and teaching indigenous pastors, with the first ordination in 1885.

And whereas, The United Lutheran Church in America, and its successor, the Lutheran Church in America, were the single partner of the Lutheran Church in Liberia for a century until the 1960's when the LCL joined the Lutheran World Federation.

And whereas, the Upper Susquehanna Synod has been in a Companion Synod Relationship with Liberia since 1989 with many of our congregations offering financial and material support during and following the Liberia Civil War. There have been numerous work mission trips sponsored by the USS to Liberia to help them rebuild following the Liberia Civil War.

And whereas, most recently we had two missionaries to Liberia, The Rev. Linda Johnson Seyenkulo and the late The Rev. Brian Palmer. With The Rev. Linda Johnson Seyenkulo's retirement in Dec. of 2024, and the tragic and unexpected death of The Rev. Brian Palmer in 2026, this leaves no ELCA missionary personnel in Liberia to work with the Lutheran Church of Liberia.

Therefore, be it resolved that the Upper Susquehanna Synod Assembly direct The Rev. Bishop Craig Miller to contact the Service and Justice Home Area to implore them to appoint an ELCA missionary to serve the Lutheran Church of Liberia in support of their mission.

And be it further resolved that the Upper Susquehanna Synod and its congregations will continue to work together in support of God's work with our brothers and sisters in Christ in Liberia.

USS Global Team - The Rev. Kerry Aucker, The Rev. Lisa Barnes, Beverly Hoffman, Lowell Leitzel, The Rev. Karen Ward, The Rev. Jim Vitale, The Rev. Ann Zimmerman and The Rev. Bishop Craig Miller

SA 2026.06.12. to adopt #2 –Affirming the Sacredness, Dignity and Flourishing of Every Person. ADOPTED.

Affirming the Sacredness, Dignity, and Flourishing of Every Person

Whereas the Evangelical Lutheran Church in America (ELCA) professes that all human beings are created in the image of God, redeemed by Christ's life, death, and resurrection, and called to lives of dignity, justice, and loving community; and

Whereas God's mission in the world invites the church to advocate for the well-being, flourishing, and full participation of every person across all dimensions of life, including access to safe and stable housing, healthcare and medical care, education, employment and economic participation, community engagement, sports and recreation, and other arenas of communal life; and

Whereas the ELCA has long engaged in public witness and social ministry in matters of human dignity and justice as reflected in its social teaching and advocacy work; and

Whereas many individuals and communities in the United States and around the world face systemic barriers to these basic conditions of flourishing because of economic insecurity, discrimination, exclusionary policies, or limited access to essential services and opportunities; and

Whereas the ELCA's commitments to justice, compassion, and advocacy call the church to support efforts that promote inclusive access to these essential conditions of human flourishing,

Therefore, be it resolved that the Upper Susquehanna Synod Assembly memorialize the 2028 Churchwide Assembly of the Evangelical Lutheran Church in America to affirm the sacredness and inherent dignity of every human being as a precious creation of God called to flourish in all aspects of life; and

Be it further resolved that this assembly encourage the churchwide organization, synods, congregations, ministries, and ministries of public advocacy within the ELCA to proactively support policies, programs, and partnerships that expand access to affordable and secure housing, comprehensive and equitable medical care, quality education, inclusive community engagement, safe and accessible opportunities in sports and recreation, and other areas that advance human flourishing; and

Be it further resolved that the ELCA urges advocacy at local, state, national, and global levels for laws, policies, and systems that uphold human dignity and reduce barriers to flourishing for marginalized and vulnerable populations; and

Be it further resolved that this assembly requests the churchwide organization, through its offices and units, to provide resources, educational materials, and opportunities for congregations and synods to engage their communities in these concerns and to foster collaborative action toward these goals; and

Be it further resolved that the churchwide organization invite ELCA members and congregations to incorporate this affirmation into their ongoing ministries of service, accompaniment, advocacy, and worship, seeking to live out Christ's reconciling love in all areas of life.

Submitted by - Chad Hershberger, Rev. James A. Vitale, Jr., and Charlene Rineer- Camp Mount Luther, Rev. Justin Lingenfelter-United In Christ Lutheran, West Milton, Rev. Pam Meilands- The Table, Bloomsburg(Through Reconciling Works)

SA 2026.06.13. to adopt #3 – Resolution of Gratitude. ADOPTED.

Whereas the Assembly of the Upper Susquehanna Synod convened on June 6, 2026, at Camp Mount Luther, Mifflinburg, under the theme “Strength for Today and Hope for Tomorrow” 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 2026 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 for “Strength for Today and Hope for Tomorrow”. We especially express appreciation for the ELCA Representative and keynote speaker Rev. Amy Reumann and for Chaplain Rev. Brian Vasey; and be it further

Resolved, that we give thanks to the representatives of the many other synods 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 Nancy Neidig, 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 if further

Resolved, that above all, we give thanks to God for strengthening us with the presence of Jesus Christ and the Holy Spirit so that we may have hope for tomorrow as we follow Jesus' example to serve all people.

Asking members to read his written report, Bishop Miller shared additional remarks, beginning with introduction of the synod staff. He noted that Pastor Stina Schaeffer, Assistant to the Bishop for Mobility and Transition, resigned her position at the end of 2025

and she will not be replaced. This will lead to less expense in the budget. Other staff, including the bishop, have taken on much of her responsibilities.

Bishop Miller then called on Deacon SueEllen Spotts and Pastor Karla Leiby to report on parts of their work. Deacon Spotts shared information about the Bold Ideas Grants program: 4 grants have been awarded totaling \$36,800. Deacon Spotts also shared that the ELCA Innovation Team will visit our synod this summer, and she encouraged congregation leaders to attend one of the opportunities to meet with the Team.

Pastor Karla Leiby, Assistant for Leadership Formation, highlighted the candidacy report. Since last synod assembly, 2 ordinations, reinstated 1 to deacon roster, approved 1 for ordination. Three new candidates were approved for entrance, and others are in conversation.

Bishop Miller invited the assembly to recognize pastors new to synod since the last assembly: Deacon SueEllen Spotts; Grace Herrold, UCC pastor invited by Extended Service to serve as interim Salem, Selinsgrove; Larry Herrold, called to Beaver Lutheran Church; Gerald Kliner, called to Messiah, South Williamsport; Amy Shuck, called to First Lutheran Church, Watsontown; Felicia Schwartz, called to Zion, Kratzerville. The bishop stated that official recognition of Deacon Spotts to the ELCA roster took place at the Chrism Mass in March. He then presented her with a gift of a green deacon's stole.

Noah Roux led the assembly in recognition of ordination anniversaries: Rev. Karla S. Leiby, 5 years; Rev. Sandra K. Olson, 10 years; Rev. Ricky A. Phillips, 20 years; Rev. David M. Byerly and Rev. Gerald Kliner, 25 years; Rev. Craig A. Miller, Rev. Debra K. Ernst, and Rev. Lois D. Martin, 30 years; Rev. John D. Yost, 35 years; Rev. Brian D. Vasey, Rev. Richard C. Fangmann, Rev. Vicky G. Schaffner, and Rev. Wayne C. Muthler, 40 years; Rev. William S. Henderson, 45 years; Rev. Dale F. Biesecker, Jr., 50 years; Rev. Alfred J. Bashore, 65 years.

Bishop Miller invited the assembly to recognize anniversaries of congregations: Botschaft Lutheran Church, Mount Pleasant Mills, 250 years; Messiah Lutheran Church, Mifflintown, 225 years; St Peter Lutheran Church, Grovania, and St Peter Lutheran Church, West Cameron, 175 years; St Marks Evangelical Lutheran Church, Dormantown, 75 years; United In Christ Lutheran Church, West Milton, 25 years.

Bishop Miller gave final remarks, referring to his written report. He shared thoughts about the direction for our synod, including the importance of lay leadership in all areas of ministry. He stated his plan to work with the Lay Ministry Institute Board to develop and encourage training. He also acknowledged that we can't do this work alone but need partnerships with seminaries, synods, ELCA, etc.

The assembly joined in the liturgy for Closing of the Assembly. At 4:31pm, Bishop Miller declared the assembly closed.