



Bulletin of Reports

2022 SYNOD ASSEMBLY

JUNE 16-18, 2022
35TH ANNUAL SYNOD ASSEMBLY
Online Assembly

BULLETIN OF REPORTS

for the

THIRTY-FIFTH SYNOD ASSEMBLY

of the

SOUTHWESTERN PENNSYLVANIA SYNOD

of the

Evangelical Lutheran Church in America

to be held online on

June 16-18, 2022

All Voting Members: These printed reports will not be read at the assembly; therefore, you should read them prior to the Assembly. Please have the ***Bulletin of Reports*** material available to you while you are participating in the assembly.

Also, **please note that the following items, previously published in the “Proceedings” book, are now part of this publication:** Minutes of the 2021 Synod Assembly; the Synod’s Constitution and Bylaws; Synod Statistics, and the Compensation Guidelines for the current year. Each of these documents, as well as the current roster and the Bulletin of Reports in its entirety, can also be downloaded from the synod’s website.

BULLETIN OF REPORTS

**SOUTHWESTERN PENNSYLVANIA SYNOD
SYNODICAL DIRECTORY
2022**

SYNOD OFFICE

1014 Perry Highway, Suite 200; Pittsburgh, Pennsylvania 15237

Phone: (412) 367-8222

E-Mail Address: office@swpasynod.org

Web Site (URL): <http://www.swpasynod.org>

Officers of the Synod

Bishop..... The Reverend Kurt F. Kusserow
Vice President..... Mrs. Barbara Nugent
Secretary..... The Reverend William A. Schaefer
Treasurer..... Mr. Gary N. Teti

Assistant to the Bishop

The Reverend Peter D. Asplin

Assistant to the Bishop/Director for Evangelical Mission

The Reverend Melissa L. Stoller

Director of the Synod Resource Center

Deacon Elizabeth A. Caywood

Office Information

The Synod Office is open for in-person business Tuesdays, Wednesdays, and Thursdays from 10:00 a.m. to 2:00 p.m., and by appointment. If you wish to meet with a specific individual, please check to see if they are onsite. Synod staff are available by telephone and email from 8:45 a.m. to 4:30 p.m. Monday through Friday.

The office is closed on the following holidays: Martin Luther King Day, Good Friday, Memorial Day, June 19th for the Juneteenth Holiday, July 4th, Labor Day, Thanksgiving Day, Day after Thanksgiving, Day before Christmas through New Year's Day. If a holiday falls on a Saturday, Friday will be taken as the holiday. If the holiday falls on a Sunday, Monday will be taken as the holiday.

BULLETIN OF REPORTS

TABLE OF CONTENTS

	Page
Agapé Ministries	9, 174-175
Appointed Committees and Boards of Synod.....	13
Archives and History.....	12, 166
Assembly Planning Committee and Chairpersons	12
Assembly Information and Procedures.....	16-18
Assembly Program, Proposed.....	14-15
Assistant to the Bishop, Report of	103-104
Auditor's Report.....	Addendum, end of book
Bethesda Lutheran Services	9, 170-171
Bishop, Report of the.....	101-102
Budget and Finance Committee	11, 167-168
Calendar of Causes	8
Campus Ministry - Lutheran Campus Ministry in Greater Pittsburgh	13, 176
Christian Associates of Southwest Pennsylvania	13, 178-179
Church in Society Committee	11, 162
Communication Services Committee	11, 162-163
Compensation Guidelines, 2022 (current).....	230-245
Conferences	64-67
Conference Cabinets.....	63
Conference Deans' Reports	156-159
Congregational Data and Statistics	44-62
Congregational Directory.....	69-72
Congregational Life Committee	10, 163
Constitution and Bylaws	19-42
Consultation Committee	10
Director for Evangelical Mission and Assistant to the Bishop, Report of.....	102-103
Discipline, Committee on.....	10
Ecumenical Affairs Committee.....	13, 166
Ecumenical Full Communion Partners, Local.....	91
Ecumenical Units, Representatives to	13
ELCA Presiding Bishop, Report of.....	100
ELCA Churchwide Representative	99
ELCA Federal Credit Union	181-182
ELCA Foundation Gift Planning Partnership	182
ELCA Mission Investment Fund.....	181
Glade Run Lutheran Services	9, 171-172
Global Mission Committee.....	10, 163-164
Keynote Speaker	97
Lutheran Advocacy Ministry in Pennsylvania	13, 177-178
Lutheran Immigration and Refugee Services	183-184
Lutheran SeniorLife	9, 172-173
Lutheran Service Society of Western Pennsylvania.....	9, 173-174
Lutherlyn.....	9, 175
Map of the Synod	68
Ministers Not on the Roster of the Southwestern Pennsylvania Synod	92
Ministers of Word and Sacrament, Roster of.....	73-89
Ministers of Word and Service, Roster of	90-91
Ministry Committee.....	10, 164

BULLETIN OF REPORTS

TABLE OF CONTENTS - continued

	Page
MINUTES OF THE 2021 SYNOD ASSEMBLY.....	185-229
First Plenary Session	186-192
Second Plenary Session	192-197
Third Plenary Session	198-200
Fourth Plenary Session	200-203
Fifth Plenary Session	203-206
Sixth Plenary Session	206-218
Seventh Plenary Session	219-223
Eighth Plenary Session	223-224
Ninth Plenary Session	224-229
Mission Endowment Fund Board of Directors, Report of	13, 167
Nominations, Committee on	12, 160-161
Nominees, Data on	246-251
Officers of the Synod	6
Ordinations, Installations, Removals from Roster	96
Other Units Related to the Synod.....	13
Outreach Committee	11, 164
Parliamentary Procedures	17
Pennsylvania Council of Churches.....	13, 179-180
Portico Benefit Services, Report of.....	183
Region 7 & 8.....	6, 178
Resource Center, Director of	104-105
Secretary, Report of the.....	106
Appendix A.....	107-108
Appendices B & C	109-110
Necrology Report	111-116
Standing Committees of the Synod	10-11
Stewardship and Financial Support Committee	11, 165
Synod Council, Committees of	11-12
Synod Council Members	8
Synod Council Report.....	127-130
Recommendations	130
Appendix A: Synod Council Recommended Budget for 2023	131-132
Appendix B: Proposed Compensation Guidelines, Word & Sacrament	133-138
Appendix C: Proposed Compensation Guidelines, Word & Service.....	139-145
Appendix D: Proposed Interim Ministry Guidelines	146-149
Exhibit 1: Sabbatical Leave Policy.....	150-152
Exhibit 2: Family Leave Policy.....	153-155
Synod Elected Committees	10
Synod Mission Statement.....	7
Synod Staff and Support Staff	6
Synodical Directory.....	3
Thiel College.....	9, 169-170
Treasurer, Report of.....	117
Exhibit 1, Preliminary Revenue & Expense Report, 2021	118-126
United Lutheran Seminary.....	9, 168
Vice President, Report of.....	105
Vision Statement	7
Voting Members to the 2022 Churchwide Assembly	43
Widows/Widowers of Ministers.....	93-95
Women of the ELCA, Synodical Unit.....	8, 177, 253
Youth Ministry Committee.....	10, 165

BULLETIN OF REPORTS

SYNOD STAFF

Bishop The Rev. Kurt F. Kusserow
 kurt.kusserow@swpasynod.org

Assistant to the Bishop The Rev. Peter D. Asplin
 peter.asplin@swpasynod.org

Director of the Synod Resource Center..... Deacon Elizabeth A. Caywood
 beth.caywood@swpasynod.org

EVANGELICAL LUTHERAN CHURCH IN AMERICA STAFF (located in our Synod Office)

Assistant to the Bishop/Director for Evangelical Mission..... The Rev. Melissa L. Stoller
 melissa.stoller@elca.org

SYNOD SUPPORT STAFF

Executive Assistant to Bishop Kurt F. Kusserow Sandra J. DeLorenze
 sandy.delorenze@swpasynod.org

Synod Communicator Lauren J. Wolcott
 lauren.wolcott@swpasynod.org

Receptionist/Administrative Assistant..... Carol D. Ruckert
 carol.ruckert@swpasynod.org

Accountant (Treasurer’s Office)..... Robert J. Cairns
 bob.cairns@swpasynod.org

OFFICERS OF THE SYNOD

		Term expires 2025
Bishop	The Rev. Kurt F. Kusserow	1014 Perry Highway, Suite 200; Pittsburgh, PA 15237 (O) 412-367-8222 E-mail: kurt.kusserow@swpasynod.org
		Term expires 2023
Vice President	Mrs. Barbara Nugent	8947 Harmony Drive, Pittsburgh, PA 15237 (H) 412-366-0851 E-mail: barbara.nugent@swpasynod.org
		Term expires 2023
Secretary	The Rev. William A. Schaefer	1325 Mission Road, Latrobe, PA 15650-2842 (O) 724-537-7273 E-mail: bill.schaefer@swpasynod.org (cell) 724-664-4861
		Term expires 2024
Treasurer	Mr. Gary N. Teti	210 Summit View Drive, Jeannette, PA 15644 (H) 724-523-2838 E-mail:gteti5150@comcast.net

REGION EIGHT OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

United Lutheran Seminary
 61 Seminary Ridge, Gettysburg, PA 17325-1795 Telephone: 717-338-3033

MID-ATLANTIC REGION EIGHT STEERING COMMITTEE

Synod Representatives

Bishop Kurt F. Kusserow; Barbara Nugent, Synod Vice-President

BULLETIN OF REPORTS

The mission of the Southwestern Pennsylvania Synod is...

To serve, connect, and equip ELCA congregations in southwestern Pennsylvania to tell the story of Jesus.

This mission statement was crafted with intention by the Strategic Initiatives Leadership Team (SILT) and affirmed by the Synod Council in January 2019.

SILT's formation was authorized by Synod Council in July 2018 and began meeting in December 2018. They are a collective of rostered and lay leaders who will be the driving force to creatively turn the Synod's initiatives into a practical, actionable plan.

Synod Council Strategic Initiatives:*

1. Rekindle a passion for the Gospel
 2. Invest in improved communication throughout our synod
 3. Create a culture in which vocation is discerned and affirmed
 4. Foster creativity and openness to change
- * These initiatives were re-numbered by action of Synod Assembly

With the creation of the staff role of Synod Communicator in October 2018, the Synod has made progress in self-defining its scope of work, intentions, and benefits to collective membership (i.e. rebranding). Below is an excerpt of our identity summary which was collaboratively written through a January 2019 workshop.

VALUES

In all the ways we strive to live our mission, we are committed to being guided by the following values:

- **Centering in Christ**—Believing that Christ dwells in us, we will therefore demonstrate the compassion and openness that helps us to love God and love our neighbors.
- **Discipleship**—Believing that we are to embrace and assist in spreading the story of Jesus, we will therefore nurture formation and growth through our confessional practices and servant leadership.
- **Faith**—Believing that God made and loves the world, and redeems it in Christ, we will therefore rest in grace and work in hope.

VISION

If the Synod were to fulfill our mission as guided by our values, the result would be:

Flourishing Christian communities where Jesus' story is embodied

SERVICES

The work done for and on behalf of the Synod as a whole:

- **Organization**—We coordinate supportive services through administrative functions, events, and shared vision.
- **Leadership Formation**—We nourish pastoral collegiality and individual leader growth and discernment.
- **Connection**—We build relationships by participating together in education, communication, and sharing resources.
- **Collaboration**—We work together towards shared goals by encouraging partnerships and connecting ministries.
- **Adjudication**—We care for the wellbeing of those within our Synod by providing guidance, mediation, and oversight in constitutional matters.

BULLETIN OF REPORTS
CALENDAR OF CAUSES

February: Camp Agapé	July: Thiel College
March: Lutheran SeniorLife	August: United Lutheran Seminary
April: Lutheran Service Society	September: Lutheran University Center (Lutheran Campus Ministry of Greater Pittsburgh)
May: Camp Lutherlyn	October: Community 341
June: Seminarian Development and Support Fund	November: Bethesda Lutheran Services
	December: Glade Run Lutheran Services

ORGANIZATIONS OF THE SYNOD

WOMEN OF THE ELCA (Synodical Women’s Organization)

OFFICERS

President:	Barbara Guenther (2023)
Vice President:	Linda Reed (2024)
Secretary:	Rosemarie Henrickson (2024)
Treasurer:	Donna Petrell (2023)

BOARD MEMBERS

Jeanne Christensen
 Patricia Newton
 Theresa O’Malley
 Patricia Pluck
 Angeline Schaefer
 Helen Williams
 Editor of Mass E-Mails: Karen Gesalman
 Editor for Synod E-Mail: Rosemarie Henrickson
 Editor for *Friends, Inc.*: Jennifer Armstrong-Schaefer

MEMBERS OF BOARDS BY SYNOD ELECTION

THE SYNOD COUNCIL

The Bishop, Vice President, Secretary, and Treasurer of the Synod:
 The Rev. Kurt F. Kusserow, Bishop; Vice President, Barbara Nugent;
 Secretary, The Rev. William A. Schaefer; Treasurer Gary N. Teti

**Ministers of Word and Sacrament/
Ministers of Word and Service**

Laypersons

Terms expire in 2022

Michael E. Ryan (5)	Maeve Snyder **
---------------------	-----------------

Terms expire in 2023

James V. Arter III (3)	Susan A. G. Irons (1)	Dr. Wendy Farone (2)	Myra L. Fozard (6)
Sarah R. Rossing (AL) +		Dennis T. Lane (AL) +	Fiona Lubold *
		Amy Schultz (4)	Kelly Spaninger (AL)

Terms expire in 2025

Brenda N. Henry (4)	Allyn K. Itterly (6) +	Jennifer Armstrong-Schaefer (AL)	Beryl Gundy (5)
Beth A. Clementson (AL)	J.J. Lynn (2)	Janice Jeletic (1)	Linda Schaeffer (3)
		Holly Schmitt (AL) +	

() Indicates the Conference Representatives to the Synod Council

(AL) Member-at-Large Representatives to the Synod Council

* Young Adult Representative

** Youth Representative

+ Indicates that the person is a member of the Executive Committee along with the four officers.

AGENCIES AND INSTITUTIONS/SYNOD MEMBERS OF BOARDS

BETHESDA LUTHERAN SERVICES

15487 State Hwy. 86; Meadville, PA 16335

Telephone: 814-724-7510

Mr. George Trauner, Chief Executive Officer

Synod-elected Members of the Board of Directors:

The Rev. James Arter, Term expires 2025

Synod-appointed Members:

Scott Gettings, Term expires 2022¹

The Rev. Deborah Byrum, term expires 2022¹

Synod Liaison: The Rev. Peter D. Asplin, Assistant to the Bishop

¹ Eligible to be a nominee in 2022

CAMP LUTHERLYN

P. O. Box 355; Prospect, PA 16052

Telephone: 724-865-2161

Deacon Debra Roberts, Executive Director

Synod Members of the Board of Directors*:

Ron Coombs, Term expires 2024

Rob Hicks, Term expires 2024

Gwen Steiner, Term expires 2024

John Burglund, Term expires 2022

The Rev. Ryan Pusch, Term expires 2022

Ken Saunders, Term expires 2022

Cathy Coudriet, Term expires 2023

Kathy Gaberson, Term expires 2023

The Rev. Tara Lynn, Term expires 2023

Synod Liaison: The Rev. Melissa L. Stoller, Assist. to the Bishop

* *Lutherlyn Board elects its members, with synod affirmation*

LUTHERAN SENIORLIFE

191 Scharberry Lane; Mars, PA 16046

Telephone: 724-776-1100

Mr. David J. Fenoglietto, President and Chief Executive Officer

Synod-elected Members of the Board of Directors:

The Rev. Angela Smith, Term expires 2022

Kurt Herbst, Term expires 2022

Marilyn Landis, Term expires 2022

Michael Sparlin, Term expires 2023

Dr. Scott Celin, Term expires 2023

Chris Jordheim, Term expires 2024

The Rev. Kari Smail, Term expires 2024

Synod Liaison: The Rev. Peter D. Asplin, Assist. to the Bishop

THIEL COLLEGE

75 College Ave.; Greenville, PA 16125-2181

Telephone: 724-589-2000

Susan Traverso, Ph.D., President

The Rev. Brian Riddle, Campus Pastor

THE LUTHERAN SERVICE SOCIETY OF WESTERN PENNSYLVANIA

440 Lincoln Avenue; Pittsburgh, PA 15202-3631

Telephone: 412-734-9330

Ms. Sarah Israel, Administrator, LSS

Synod-elected Members of the Board of Directors:

The Rev. Martin Galbraith, Term expires 2023

The Rev. Allyn K. Itterly Term expires 2022

The Rev. Brandon Johns, Term expires 2022

R. Brandon James, Term expires 2024

Synod Liaison: The Rev. Peter D. Asplin, Assist. to Bishop

Ex-officio: The Rev. Gregory S. Clagg

UNITED LUTHERAN SEMINARY

61 Seminary Ridge; Gettysburg, PA 17325-1795

Telephone: 717-334-6286

The Rev. Dr. Guy Erwin, President

Synod Members of the Board of Directors:

Ms. Karen Arnold, Board Secretary

CAMP AGAPÉ

P. O. Box 115; Hickory, PA 15340 (72 Agapé Road)

Telephone: 724-356-2308

Interim Executive Director: The Rev. Wayne Harrison

Synod Members of the Board of Directors:

The Rev. Timothy Dawes, (President), Term exp. 2023

Mr. R. Brandon James (Treas.), Term expires 2022

Ms. Linda Broman (V.P.), Term expires 2023

The Rev. Susan Irons, Term expires 2023

Tony Fishovitz, Term expires 2024

The Rev. Paul Poerschke, Term expires 2024

Synod Liaison: The Rev. Peter D. Asplin, Assist. to the Bishop

Synod council will appoint rather than elect members.

GLADE RUN LUTHERAN SERVICES

P. O. Box 70; Zelienople, PA 16063-0355

Telephone: 724-452-4453

Mr. Steven Green, President & Chief Executive Officer

Synod-elected Members of the Board of Directors:

Ronald Montelaro, Term expires 2023

James Thompson, Term expires 2023

Synod Liaison: The Rev. Peter D. Asplin, Assistant to the Bishop

BULLETIN OF REPORTS
SYNOD ELECTED COMMITTEES

CONSULTATION COMMITTEE

Terms expire in 2023

Pastor Paul Gruesu	Kathe Houck
Pastor David Matthews	Deacon Janet Montelaro
Deacon Mark Nurnberger	Pastor Kara Propst
Pastor Susan Schwartz	Gwen Steiner

COMMITTEE ON DISCIPLINE

Terms expire in 2023

Jennifer Armstrong-Schaefer	Dr. Brian Miller
Pastor Frank Podolinski	Pastor Peggy Suhr-Barkley

Terms expire in 2025

Pastor Heather S. Lubold	Pastor Erin Evans
Brian Kane	Sarah Lundie

Terms expire in 2027

Pastor Scott Bryte	Lori Greene
Jeannette Christensen	Pastor Erin Jones

STANDING COMMITTEES

COMMITTEE ON CONGREGATIONAL LIFE

Term Expires:

Chairperson: Janice Jeletic	2024
Secretary: (vacancy)	
Synod Council Representative: Amy Schultz	2023

Resource Person: Jacob "Jake" Zaffuto

Staff: Pastor Peter D. Asplin

COMMITTEE ON YOUTH MINISTRY

Term Expires:

Chairperson: Pastor Brandon Johns (2)	2021
Secretary: Andrew Sabol (6)	2021

Term expires in 2021

Christopher Atwood (3)

Term expires in 2025

Deacon Michelle Kunkle (5)

Resource Person: Pastor Christina A. Hough; Pastor Ellen Lundie

Staff: Pastor Melissa L. Stoller

COMMITTEE ON MINISTRY

Term expires:

Chairperson: Herb Guenther	2022
Secretary: Pastor Caroline Clifford (4)	2022
Synod Council Representative:	

Terms expire in 2022

Pastor Caroline Clifford (4)	Kathe Houck (4)
Pastor Jonathan (JJ) Lynn (2)	Pastor Tim Dawes (1)

Terms expire in 2023

Pastor Daniel Clark (5)	Pastor Natalie Hall (1)
Kathy Howells (4)	

Staff: Pastor Peter D. Asplin

COMMITTEE ON GLOBAL MISSION

Term expires:

Chairperson: (vacancy)
Secretary: (vacancy)
Synod Council Representative: (vacancy)

Companion Synod Resource Person: Bob David

Staff: Pastor Melissa Stoller

BULLETIN OF REPORTS

STANDING COMMITTEES (continued)

COMMITTEE ON OUTREACH

Term expires:

Chairperson: (vacancy)
Secretary: (vacancy)
Synod Council Representative: (vacancy)

Staff: Pastor Melissa L. Stoller

COMMITTEE ON CHURCH IN SOCIETY

Term expires:

Chairperson: Pastor Sarah Rossing (4) 2025
Secretary: Pastor Linda Theophilus (4) 2025
Synod Council Representative:
Kelly Spanninger 2023

Terms expire in 2025

COMMITTEE ON STEWARDSHIP AND FINANCIAL SUPPORT

Robert Errett (4) Linda Neumann (2)
Kathie Westman (2)

Term expires:

Terms expire in 2026

Chairperson: Barbara Nugent (2) 2026
Secretary: Mary Anne Novak 2025
Synod Council Representative:
Barbara Nugent 2023

Pastor Jocelyn Johnston Pastor Ryan Pusch (3)
Staff: Pastor Peter D. Asplin

Terms expire in 2023

COMMITTEE ON COMMUNICATION SERVICES

Pr. Nathaneil Christman (1) Raymond Dittenhafer (5)

Term expires:

Terms expire in 2024

Pastor Erin Jones (3)

Chairperson: Judi Rogers (4) 2024
Secretary: (vacant)
Synod Council Representatives:
Wendy Farone (2) 2023

Terms expire in 2025

Pastor Martin Galbraith (1)

Terms expire in 2024

Staff: Pastor Melissa L. Stoller

Pastor Angela Smith (1) T. J. Robertson (2)
Terms expire in 2025

Dennis T. Lane (2)

Resource Persons: Janice Jeletic (1); Bruce Letterle (2);
Pastor Nathaneil Christman (1)

Staff: Pastor Peter D. Asplin; Lauren Wolcott, Synod Communicator

COMMITTEES OF THE SYNOD COUNCIL

EXECUTIVE COMMITTEE

Bishop Kurt F. Kusserow
Barbara Nugent, Vice President
Pastor William Schaefer, Secretary
Gary Teti, Treasurer
Dennis Lane Pastor Sarah Rossing
Pastor Allyn Itterly Holly Schmitt

BUDGET AND FINANCE COMMITTEE

Pastor Martha McCreight, Chairperson (2022)
Pastor Tara Lynn (2022)
Ex-officio: Bishop Kurt F. Kusserow
Ex-officio: Pastor Melissa L. Stoller
Ex-officio: Barbara Nugent, Synod Vice President
Ex-officio: Gary Teti, Synod Treasurer
Resource Person: Bob Cairns, Synod Accountant

AUDIT COMMITTEE

Mark Trauman (2025) Collin O'Brien (2023)
Dave Wolfe (2025) Pastor Christopher Combs (2024)
Holly O. Schmitt, chairperson (2025)
Ex-officio: Gary Teti, Treasurer

cont'd. on next page

BULLETIN OF REPORTS

COMMITTEES OF THE SYNOD COUNCIL (continued)

NOMINATING COMMITTEE

Pastor Erin Evans, Chairperson (5) [2024]

2022 Committee:

Pastor Jocelyn Johnston Pastor Brian Bennett
Pastor Ryan Pusch Pastor Kara Propst
Pastor Matthew Stabe Pastor Joseph Murdy

Ex-officio: Pastor Peter D. Asplin and
Pastor Melissa L. Stoller

Ex-officio: Pastor William Schaefer, Synod Secretary

**SYNODICALLY AUTHORIZED MINISTRIES
OVERSIGHT COMMITTEE**

Pastor Peter D. Asplin (*Assistant to the Bishop*)
Pastor Melissa L. Stoller (*Assistant to the Bishop*)
Pastor Beverly J. Banyay (*Ministry Committee*)
Pastor William Schaefer (*Executive Committee*)

Ex-officio: Bishop Kurt F. Kusserow

ARCHIVES/HISTORY COMMITTEE

Pastor David Hanssen, Chairperson (2021)
Grace Hansmann (2022) Loran Bohman (2022)
John Hutton (2020)

Staff: Deacon Elizabeth Caywood

Ex-officio: Pastor Bill Schaefer, Synod Secretary

MUTUAL MINISTRY COMMITTEE

Pastor Ronald A. Brown, chairperson (2025)
Deacon Debra Roberts (2024)
Pastor Brenda N. Henry (2023)

CREDENTIALS COMMITTEE

Deacon Amy Santoriello (2023)
Loran Bohman (2024) Jeannette Christensen (2025)

Ex-officio: Secretary, Pastor William Schaefer

SYNOD EVENT COMMITTEE

Pastor Heather S. Lubold Deacon Andrea L. Dubler
Myra L. Fozard Dennis T. Lane
Frank W. Baker

GOVERNANCE COMMITTEE

Dennis Lane Holly Schmitt
Pastor JJ Lynn Pastor Beth Clementson
Pastor William Schaefer

ASSEMBLY PLANNING COMMITTEE

Chairperson: Holly Schmitt
Registration: Pastor Ellen Lundie
Worship: Pastor Ann Schmid
Elections: Pastor Paul M. Gruesu
Minutes: Leigh Pogue
Memorials: Pastor Susan Irons
Reference and Counsel: Pastor Kerri Clark and
Pastor Ann Schmid

Bishop's Report: Pastor Ron Brown
Resolutions: Pastor Scott Bryte
Youth Convo: Pastor Christina Hough
Communications & Tech: Dennis T. Lane
Synod Vice President: Barbara Nugent
Synod Secretary: Pastor William Schaefer
Synod Treasurer: Gary Teti
Pastor Brian Bennett
Pastor Robert Schaefer
Rachelle Fritz
Deacon Amy Santoriello
Holly Schmitt
Synod Staff:

Pastor Peter D. Asplin, Asst. to the Bishop
Pastor Melissa L. Stoller, Asst. to the Bishop
Lauren Wolcott, Synod Communicator
Sandy DeLorenze (Administrative Support)
Robert J. Cairns, Synod Accountant

COMMITTEE ON RESOURCE DEVELOPMENT

Chairperson: James Cunningham (2022)
Pr. Amy Michelson (2022) Pr. Paul Poerschke (2023)

Ex-officio: Bishop Kurt F. Kusserow
Ex-officio: Pastor Melissa L. Stoller

COMMITTEE ON CONSTITUTIONS AND BYLAWS

Pastor William Hauser, Chairperson (2023)
John Kepple (2) [2022] R. Brandon James (1) [2022]
Pastor Larry E. Kemp, JD (6) [2023] John Wilver (3) [2022]

Ex-officio: Bishop Kurt F. Kusserow
Ex-officio: Pastor Bill Schaefer, Synod Secretary

SPECIAL APPOINTED COMMITTEES AND BOARDS OF THE SYNOD

MULTI-SYNODICAL CANDIDACY COMMITTEE

Synod Representatives (six-year terms)

Deacon Dr. Nancy Gable (seminary liaison)
Pr. Peggy Suhr-Barkley (2023) Pastor Kerri Clark (2023)
Kurt Hansmann (2025) Jean Chantz (2027)
Pastor Jim Engel (2025)

Synod Staff: Bishop Kurt F. Kusserow
Synod Staff: Pastor Peter Asplin
ELCA Candidacy & Leadership Manager:
Pastor Abigail (Becky) Resch

ECUMENICAL AFFAIRS COMMITTEE

Pastor Jennifer McCurry, Chairperson (2023)
Pr. Natalie L. G. Hall (2022) Pr. Timothy Dawes (2022)
Pr. Brian Bennett (2023) Pr. Torrey Johnson (2024)
Pr. Alina Kanaski (2024) Pr. Erin Jones (2024)
Pr. Linda Theophilus (2024)

Ex-officio: Bishop Kurt F. Kusserow

CAMPUS MINISTRY

**COUNCIL FOR LUTHERAN CAMPUS MINISTRY IN
GREATER PITTSBURGH**

4515 Forbes Avenue, Pittsburgh, PA 15213
Telephone: 412-682-6886

The Rev. Brian O. Bennett, Campus Pastor/Director

Synod Members of the Board of Directors

Terms expire in 2022

Sam Sesti (Chairperson) Pr. Caroline Clifford (Sec'y)

Terms expire in 2023

Pr. Joseph Boomhower (vice-chair) Wayne Franzen

Terms expire in 2024

Pr. Sarah Lee-Faulkner Kim Wilson

ex-officio: Bishop Kurt F. Kusserow

Pastor Melissa L. Stoller

Treasurer: Trisha Lawless (not board member)

REPRESENTATIVES TO ECUMENICAL UNITS

**LUTHERAN ADVOCACY MINISTRY IN
PENNSYLVANIA**

c/o Lower Susquehanna Synod
1959 Market Street

Camp Hill, PA 17011 • Telephone: 773-380-1700

Tracey DePasquale, Director

Synod Representatives

Pastor Sarah Rossing (vice-chair, Policy Council), Term
exp. 2022

SYNOD RESOURCE CENTER ADVISORY BOARD

Pastor Paul Gruesu (2024) Pastor Ryan Kobert (2022)
Pastor Kerri Clark (2022) Pastor Amy Michelson (2024)
Pastor Michael Sourwine (2024)

Resource Persons:

Pastor Fred Schenker; Pastor Jeff Schock

Staff:

Deacon Elizabeth A. Caywood, Director of Resource Center

Ex officio: Bishop Kurt F. Kusserow

MISSION ENDOWMENT FUND

BOARD OF DIRECTORS

Pastor Kimberly van Driel, Chairperson (2022)
Rolf Otterness (2025) Eric Kofmehl (2025)
Philip A. Koch (2022) Pr. Michael Sourwine (2022)
Pr. Jeffrey Schock (2024)

Ex-officio: Gary Teti, Treasurer

Ex-officio: Pastor Melissa L. Stoller

OTHER UNITS RELATED TO THE SYNOD

TRI-SYNOD ARCHIVES

Passavant Center, 75 College Avenue
Greenville, PA 16125-2181

Synod Members of the Board

Pastor Curtis Thompson (2022)

Deacon Denise Hegemann (2022)

**THREE SYNOD RESOURCE DEVELOPMENT
COMMITTEE**

9625 Perry Highway, Pittsburgh, PA 15237-5590
Telephone: 412-367-8222

Pastor Melissa L. Stoller, Convener

PENNSYLVANIA COUNCIL OF CHURCHES

900 South Arlington Avenue, Harrisburg, PA 17109

Telephone: 717-545-4761

The Rev. Dr. Larry Pickens, Executive Director

**CHRISTIAN ASSOCIATES OF SOUTHWEST
PENNSYLVANIA**

P. O. Box 5241, Pittsburgh, PA 15206

Telephone: 412-688-9070

The Rev. Liddy G. Barlow, Executive Minister

BULLETIN OF REPORTS

2022 SYNOD ASSEMBLY - PROPOSED AGENDA
Southwestern Pennsylvania Synod

Online Business; In-Person Worship

June 16-18, 2022

THURSDAY, JUNE 16, 2022

5:30 p.m. to 6:00 p.m.	Gathering and Tech Check
6:00 p.m. to 7:30 p.m.	KEYNOTE ADDRESS - Bishop Michael Curry
7:30 p.m. to 7:40 p.m.	BREAK (10 minutes)
7:40 p.m. to 9:00 p.m.	PLENARY ONE
7:40 p.m. to 9:00 p.m.	OPENING OF SYNOD ASSEMBLY Report of Registration and Attendance Housekeeping Adoption of Agenda Appointment of Committees Review of Procedures Report of Nominating Committee Presentation of the Budget Friday preview and Announcements Chaplain - close with prayer

FRIDAY, JUNE 17, 2022

9:00 A.M.	<i>DEADLINE TO SUBMIT AMENDMENTS TO THE BUDGET</i>
7:00 p.m.	OUTDOOR WORSHIP
	<u>Locations:</u> Camp Lutherlyn Camp Agape Harrod Zion Lutheran Church, Greensburg (this location will be livestreamed)

SATURDAY, JUNE 18, 2022

8:00 a.m. to 9:00 a.m.	Gathering and Tech Check
9:00 a.m. to 9:10 a.m.	Worship
9:10 a.m. to 9:50 a.m.	PLENARY TWO Report of Registration and Attendance Housekeeping Report of Vice President Report of Secretary Report of the Treasurer FIRST BALLOT
9:50 a.m. to 10:00 a.m.	BREAK (10 minutes)
10:00 a.m. to 11:00 a.m.	PLENARY THREE SMO Videos, Chaplain, Housekeeping Report of the Bishop Report of the Committee on the Bishop's Report Budget

Continued on next page

**ITEMS OF INFORMATION ABOUT ASSEMBLY and
PARLIAMENTARY PROCEDURE**

SPECIAL INSTRUCTIONS REGARDING
ONLINE PARLIAMENTARY PROCEDURE,
ALONG WITH GENERAL ITEMS OF INFORMATION ABOUT
THIS ASSEMBLY CAN BE FOUND ON THE SYNOD WEBSITE:

<https://www.swpasynod.org/assembly2022>

ASSEMBLY PLANNING COMMITTEE

Chairperson: Holly Schmitt
Registration: Pastor Ellen Lundie
Worship: Pastor Ann Schmid
Elections: Pastor Paul M. Gruesu
Minutes: Leigh Pogue
Memorials: Pastor Susan Irons
Reference and Counsel: Pastor Kerri Clark and
Pastor Ann Schmid
Bishop's Report: Pastor Ron Brown, chairperson
Resolutions: Pastor Scott Bryte
Youth Convo: Pastor Christina Hough
Communications and Tech: Dennis T. Lane
Synod Vice President: Barbara Nugent
Synod Secretary: Pastor William Schaefer
Synod Treasurer: Gary Teti
Displays: Rachelle Fritz
Deacon Amy Santoriello
Pastor Brian Bennett
Pastor Bob Schaefer
Synod Staff: Lauren Wolcott, Synod Communicator
Pastor Peter D. Asplin, Assistant to the Bishop
Pastor Melissa L. Stoller, Assistant to the Bishop
Sandy DeLorenze, Administrative Support
Bob Cairns, Synod Accountant

Your Voice Matters | Cheat Sheet to Robert's Rules of Order

As a voting member, it's your voice that moves business and makes decisions. When unfamiliarity with parliamentary procedure can intimidate a person into silence, this cheat sheet is meant to provide the confidence to fully participate.

To make a motion, use the “raise hand” feature in zoom to signal you would like to speak, the chair will recognize you, and a pop-up message will ask for permission to unmute your microphone. Once you are unmuted, state your name and the congregation you represent, and read the motion. You may be asked to submit your motion in writing at: swpasynod.org/assembly2022

Every Motion Has 6 Steps:

1. **Motion:** A member addresses the chairperson.
2. **Second:** Another member seconds the motion.
3. **Restate motion:** The chairperson restates the motion.
4. **Debate:** The members debate the motion.
5. **Vote:** The chairperson restates the motion, and then first asks for affirmative votes, and then negative votes.
6. **Announce the vote:** The chairperson announces the result of the vote and any instructions.

You want to:	You say:	Is the Motion Debatable?	Can This Motion Be Amended?	Is Vote Required?
End the meeting	I move we adjourn.	Not debatable	No	Majority vote required.
Take a break	I move we recess until...	Not debatable	Yes	Majority vote required.
Register a concern	Point of privilege...	Not debatable	No	No vote required. Chair decides.
Suspend further consideration of a matter	I move we table this matter.	Not debatable	No	Majority vote required.
End discussion of further debating of a matter	I move the previous question.	Not debatable	No	Two-thirds vote required.
Postpone consideration of a matter	I move we postpone this matter...	Debatable	Yes	Majority vote required.
Move further study on a matter	I move we refer this matter to...	Debatable	Yes	Majority vote required.
Amend a motion	I move this motion be amended to read...	Debatable	Yes	Majority vote required.
Introduce a matter of business (A primary motion)	I move that...	Debatable	Yes	Majority vote required.

The motions are listed in order of precedence. In other words, when any one of them is pending you cannot introduce one that is listed below it.

How Change Happens | Submitting Memorials to Assembly

Memorials address broad policy issues or programs in the synod or churchwide organization. They are submitted to conferences to be adopted by the Synod Assembly and then passed on to the Churchwide Assembly if applicable. Every conference shall have the right to memorialize this synod on any matter affecting the welfare of the church.

How to submit a memorial:

1. Member brings recommendation to his or her congregation.
2. Congregation members write memorial, submit it to their conference at the Pre-Assembly Caucus, and complete financial implications work sheet.
3. Synod Resolutions Committee or Reference and Counsel Committee recommends action to the Synod Assembly.
4. Synod Assembly acts with a vote.
5. Synod Council oversees implementation as necessary.

6. If intended for the churchwide organization, the memorial is referred to the Memorials Committee, appointed by the Church Council.
7. Memorials Committee recommends action to the Churchwide Assembly.
8. Churchwide Assembly acts with a vote.
9. Church Council oversees implementation as necessary.

Submitting a resolution from the floor:

Resolutions and amendments to the synod constitution can also be introduced on the floor of a Synod Assembly. Voting member brings new business to the assembly floor by submitting a written resolution to the Reference and Counsel Committee.

**CONSTITUTION FOR THE SOUTHWESTERN PENNSYLVANIA
SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA**

Chapter 1.

NAME AND INCORPORATION

- †S1.01. The name of this synod, as determined by the Churchwide Assembly, shall be the Southwestern Pennsylvania Synod of the Evangelical Lutheran Church in America.
- †S1.02. For the purposes of this constitution and the accompanying bylaws, the Southwestern Pennsylvania Synod of The Evangelical Lutheran Church in America is hereinafter designated as “this synod” or “the synod.”
- †S1.11. This synod shall be incorporated. Amendments to the articles of incorporation of this synod shall be submitted to the Church Council for ratification before filing.
- †S1.21. The seal of this synod is the seal of the Evangelical Lutheran Church in America, encircled by the name of the Southwestern Pennsylvania Synod 1987.

Chapter 2.

STATUS

- †S2.01. This synod possesses the powers conferred upon it, and accepts the duties and responsibilities assigned to it, in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, which are recognized as having governing force in the life of this synod.
- †S2.02. The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions - congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.
- †S2.03. No provision of this constitution shall be inconsistent with the constitution and bylaws of this church.

Chapter 3.

TERRITORY

- †S3.01. The territory of this synod, as determined by the Churchwide Assembly, shall be the counties of Allegheny, Armstrong (pt.), Beaver, Butler, Fayette, Greene, Indiana (pt.), Lawrence, Washington, and Westmoreland in the Commonwealth of Pennsylvania.
- †S3.02. “Determined by the Churchwide Assembly,” as stipulated by †S3.01. is understood to include the reported changes in synod relationship made by any congregation in a border area agreed under ELCA bylaws 10.01.01. and 10.01.03.

Chapter 4.

CONFESSION OF FAITH

- †S4.01. This synod confesses the Triune God, Father, Son and Holy Spirit.
- †S4.02. This synod confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
 - a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
 - b. The proclamation of God’s message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
 - c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God’s Spirit speaking through their authors, they record and announce God’s revelation centering in Jesus Christ. Through them God’s Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.
- †S4.03. This synod accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
- †S4.04. This synod accepts the Apostles’, Nicene, and Athanasian Creeds as true declarations of the faith of this synod.
- †S4.05. This synod accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- †S4.06. This synod accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.

BULLETIN OF REPORTS

†S4.07. This synod confesses the Gospel, recorded in the Holy Scripture and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

Chapter 5.

NATURE OF THE CHURCH

†S5.01. All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this synod are to be carried out under his rule and authority.

†S5.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian Unity throughout the world.

†S5.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

†S5.04 This church, inspired and led by the Holy Spirit, participates in the Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.

Chapter 6.

STATEMENT OF PURPOSE

†S6.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.

†S6.02. To participate in God's mission, this synod as a part of the Church shall:

- a. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
- b. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
- c. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
- d. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
- e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
- f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

†S6.03. This synod, in cooperation with the churchwide organization, shall bear primary responsibility for the oversight of the life and mission of this church in its territory. In fulfillment of this role and consistent with policies and procedures of this church, the synod shall:

- a. Provide for pastoral care of congregations and rostered ministers in the synod;
- b. Plan for, facilitate, and nurture the mission of this church through congregations;
- c. Strengthen interdependent relationships among congregations, synods, and the churchwide organization, and foster relationships with agencies and institutions affiliated with or related to this church as well as ecumenical partners.
- d. Interpret the work of this church to congregations and to the public on the territory of the synod.

†S6.03.01. The responsibilities of the synod include the following:

- a. providing for pastoral care of congregations, ministers of Word and Sacrament, and ministers of Word and Service in the synod including:
 - 1) approving candidates for the ministry of Word and Sacrament in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
 - 2) authorizing ordinations and ordaining ministers of Word and Sacrament on behalf of this church;
 - 3) approving ministers of Word and Service, which may be done through multi-synod committees;
 - 4) authorizing ordinations and ordaining ministers of Word and Service on behalf of this church; and

BULLETIN OF REPORTS

- 5) consulting in the call process for rostered ministers.
 - b. providing for leadership recruitment, preparation, and support in accordance with churchwide standards and policies, including:
 - 1) nurturing and supporting congregations and lay leaders;
 - 2) seeking and recruiting qualified candidates for the rostered ministries of this church;
 - 3) making provision for pastoral care, call review, and guidance;
 - 4) encouraging and supporting persons on the rosters of this church in stewardship of their abilities, care of self, and pursuit of continuing education to undergird their effectiveness of service; and
 - 5) supporting recruitment of leaders for this church's colleges, universities, seminaries, and social ministry organizations.
 - c. providing for discipline of congregations, ministers of Word and Sacrament, and ministers of Word and Service; as well as for termination of call, appointment, adjudication, and appeals consistent with Chapter 20 of this church's constitution.
 - d. providing for archives in conjunction with other synods.
- †S6.03.02. In planning for, facilitating, and nurturing the mission of this church through congregations, the responsibilities of the synod include the following:
- a. developing of new ministries, redevelopment of existing ministries, and support and assistance in the conclusion, if necessary, of a particular ministry;
 - b. leading and encouraging of congregations in their evangelism efforts;
 - c. assisting members of its congregations in carrying out their ministries in the world;
 - d. encouraging congregations to respond to human need, work for justice and peace, care for the sick and suffering, and participate responsibly in society;
 - e. providing resources for congregational life;
 - f. grouping congregations in conferences, clusters, coalitions, or other area subdivisions for mission purposes.
- †S6.03.03. In strengthening interdependent relationships among congregations, synods, and the churchwide organization, and in fostering relationships with agencies and institutions affiliated with or related to this church as well as with ecumenical partners, the responsibilities of the synod include the following:
- a. promoting interdependent relationships among congregations, synods, and the churchwide organization, and entering into relationships with other synods in the region;
 - b. fostering organizations for youth, women, and men, and organizations for language or ethnic communities;
 - c. developing relationships with social ministry organizations and ministries, participating in their mission planning, and providing supportive funding;
 - d. supporting relationships with and providing supportive funding on behalf of colleges, universities, and campus ministries;
 - e. maintaining relationships with and providing supportive funding on behalf of seminaries and continuing education centers;
 - f. fostering supporting relationships with camps and other outdoor ministries;
 - g. fostering supporting relationships with preschools, elementary schools, and secondary schools operated by congregations of the synod;
 - h. fostering relationships with ecumenical and global companions;
 - i. cooperating with other synods and the churchwide organization in creating, using, and supporting regions to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.
- †S6.03.04. In interpreting the work of this church on the territory of the synod, the responsibilities of the synod include the following:
- a. encouraging financial support for the work of this church by individuals and congregations;
 - b. participating in churchwide programs;
 - c. interpreting social statements in a manner consistent with the interpretation given by the churchwide unit or office which assisted in the development of the statement, and suggestion of social study issues;
 - d. providing ecumenical guidance and encouragement.
- †S6.04. Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60% of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that at least 45% of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and at least 45% shall be men; and that, where possible, the representation of ministers of Word and Sacrament shall include both men and women. This synod shall establish processes that will enable it to reach a minimum goal that 10% of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.

BULLETIN OF REPORTS

- †S6.04.01. It is the goal of this synod that 10 percent of the membership of synod assemblies, councils, committees, boards and/or other organizational units be persons of color and/or persons whose primary language is other than English.
- †S6.04.02. It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. The Synod Council shall establish a plan for implementing this goal. For purposes of the constitution, bylaws, and continuing resolutions of this synod, the term “youth” means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term “young adult” means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.
- †S6.05. Each assembly, council, committee, board, commission, task force, or other body of this synod or any synod units shall be conclusively presumed to have been properly constituted, and neither the method of selection nor the composition of any such assembly, council, committee, board, commission, task force, or other body may be challenged in a court of law by any person or be used as the basis of a challenge in a court of law to the validity or effect of any action taken or authorized by any such assembly, council, committee, board, commission, task force, or other body.
- †S6.06. References herein to the nature of the relationship between the three expressions of this church - congregations, synods, and the churchwide organization - as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 7.

SYNOD ASSEMBLY

- †S7.01. This synod shall have a Synod Assembly, which shall be its highest legislative authority. The powers of the Synod Assembly are limited only by the provisions in the Articles of Incorporation, this constitution and bylaws, the assembly’s own resolutions, and the constitutions and bylaws of the Evangelical Lutheran Church in America.
- †S7.11. A regular meeting of the Synod Assembly shall be held at least triennially.
- S7.12. Special meetings of the Synod Assembly may be called by the bishop with the consent of the Synod Council, and shall be called by the bishop at the request of one-fifth of the voting members of the Synod Assembly.
- The notice of each special meeting shall define the purpose for which it is to be held. The scope of actions to be taken at such a special meeting shall be limited to the subject matter(s) described in the notice.
 - If the special meeting of the Synod Assembly is required for the purpose of electing a successor bishop because of death, resignation, or inability to serve, the special meeting shall be called by the Synod Council after consultation with the presiding bishop of the Evangelical Lutheran Church in America.
- S7.13. Notice of the time and place of all meetings of the Synod Assembly shall be given by the secretary of this synod.
- S7.14. One-half of members of the Synod Assembly shall constitute a quorum.
- †S7.21. The membership of the Synod Assembly, of which at least 60 percent of the voting membership shall be composed of lay persons, shall be constituted as follows:
- All ministers of Word and Sacrament under call on the roster of this synod in attendance at the Synod Assembly shall be voting members.
 - All ministers of Word and Service, under call, on the roster of this synod shall be voting members in the Synod Assembly.
 - A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with more than 175 baptized members related to this synod, typically one of whom shall be a man and one of whom shall be a woman, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of number of baptized members in the congregation. The Synod Council shall seek to ensure that at least 45 percent of the lay members of the assembly shall be women and at least 45 percent shall be men.
 - Voting membership shall include the officers of this synod.
- †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 next regular Synod Assembly.
- †S7.21.02. If a special Synod Assembly is called and voting members at the previous assembly are unable to serve as voting members, where permitted by state law, the congregation through the Congregation Council may elect new members who shall continue to serve until the next 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, consistent with †S7.21.c. If the synod does not establish processes to permit the rostered ministers specified above to serve

BULLETIN OF REPORTS

as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

- †S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of the churchwide organization as may be designated by the presiding bishop, shall have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.
- 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 replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.
- †S7.25. Except as otherwise provided in this constitution or in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.
- S7.26. This synod may establish processes through the Synod Council that permit representatives of authorized worshipping communities 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.
- S7.27. This synod may establish processes through the Synod Council to grant 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 the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church.
- S7.28. Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Assembly under †S7.21. shall be granted the privilege of both voice and vote as members of the Synod Assembly.
- †S7.31. Proxy and absentee voting shall not be permitted in the transaction of any business of the Synod Assembly.
- S7.32. *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.
- S7.33. "Ex-officio" as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

Chapter 8. OFFICERS

†S8.01. The officers of this synod shall be a bishop, a vice-president, a secretary, and a treasurer.

S8.10. Bishop

- †S8.11. The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.
- S8.11.01. When authorized by the Synod Council in order to address special circumstances, the synod bishop may be compensated as an employee or contractor for specified services to another expression of this church. Such an arrangement may be terminated by the Synod Assembly or Synod Council if determined to be detrimental to the function of the office or if the special circumstances no longer apply.
- †S8.12. As this synod's pastor, the bishop shall:
- a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.
 - b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament, and its ministers of Word and Service.
 - c. Exercise solely this church's power to ordain (or provide for the ordination by another synod bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).
 - d. Ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service of this church.
 - e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.
 - f. Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.
 - g. Exercise leadership in the mission of this church and in so doing:
 - 1) Interpret and advocate the mission and theology of the whole church;
 - 2) Lead in fostering support for and commitment to the mission of this church within this synod;
 - 3) Coordinate the use of the resources available to this synod as it seeks to promote the health of this church's life and witness in the areas served by this synod;

BULLETIN OF REPORTS

- 4) Submit a report to each regular meeting of the Synod Assembly concerning the synod's life and work; and
- 5) Advise and counsel this synod's related institutions and organizations.
- h. Practice leadership in strengthening the unity of the Church and in so doing:
 - 1) Exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;
 - 2) Be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers and congregations of this synod;
 - 3) Be the chief ecumenical officer of this synod;
 - 4) Be a member of the Conference of Bishops and consult regularly with other synod bishops.
 - 5) Foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;
 - 6) Cultivate communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod; and
 - 7) Be ex officio a member of the Churchwide Assembly.
- i. Oversee and administer the work of this synod and in so doing:
 - 1) Serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;
 - 2) Preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council, and the council's Executive Committee;
 - 3) Ensure that the constitution and bylaws of the synod and of the churchwide organization are duly observed within this synod, and that the actions of the synod in conformity therewith are carried into effect;
 - 4) Exercise supervision over the work of the other officers;
 - 5) Coordinate the work of all synod staff members;
 - 6) Appoint all committees for which provision is not otherwise made;
 - 7) Be a member of all committees and any other organizational units of the synod, except as otherwise provided in this constitution;
 - 8) Provide for preparation and maintenance of synod rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which their retired or disability status took effect;
 - 9) Annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;
 - 10) Provide for prompt reporting to the secretary of this church of:
 - a) additions to and subtractions from the rosters of this synod;
 - b) the issuances of certificates of transfer for rostered ministers in good standing who have received and accepted a properly issued, duly attested, regular letter of call under the jurisdiction of another synod;
 - c) the entrance of the names of such persons for whom proper certificates of transfer have been received;
 - 11) Provide for preparation and maintenance of a roster of the congregations of this synod and the names of the laypersons who have been elected to represent them; and
 - 12) Appoint a statistician of the synod, who shall secure the parochial reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.

†S8.13. The synod bishop may appoint an attorney, admitted to the bar within the territory of the synod or the state where the synod is located, to be Synod Attorney. The appointment must be approved by the Synod Council and reported to the Synod Assembly and to the secretary of this church. The appointment continues until resignation or until a successor is appointed. The Synod Attorney provides legal advice and counsel to the synod officers and the Synod Council. The Synod Attorney is expected to be familiar with the governing documents and policies of the synod and, as necessary, to attend meetings of the Synod Council. The Synod Attorney serves without salary but may be retained and compensated for specific legal services requested by the synod.

S8.14. The synod bishop may have such assistants as this synod shall from time to time authorize.

†S8.15. The presiding bishop of this church, or the appointee of the presiding bishop, shall install into office, in accord with the policy and approved rite of this church, each newly elected synod bishop.

†S8.16. **Conflicts of Interest**

†S8.16.01. The following procedures shall govern matters of potential conflicts of interest for synod bishops:

- a. Whenever a synod bishop determines that a matter of the kind described in †S8.16.01.b. may require his or her determination or action with respect to a related individual as defined in †S8.16.01.c., the synod bishop

BULLETIN OF REPORTS

shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.

- b. Matters include any proceedings under Chapter 20, proceedings under provision 7.46. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (†S14.13.), candidacy, reinstatement, and similar matters where determinations or actions by the synod bishop could change, limit, restrict, approve, authorize, or deny the related individual's ministry on one of the official rosters of this church.
- c. A related individual is one who, with respect to the synod bishop, 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).

S8.20. **Vice-president**

†S8.21. The vice-president shall be elected by the Synod Assembly. The vice-president shall be a layperson. The vice-president shall be a voting member of a congregation of this synod. The vice-president shall not receive a salary for the performance of the duties of the office.

S8.22. The vice-president shall chair the Synod Council.

†S8.23. In the event of the death, resignation, or disability of the bishop, the vice-president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the conduct of the duties of the bishop until a new bishop shall be elected or, in the case of temporary disability, until the bishop resumes full performance of the duties of the office.

S8.30. **Secretary**

†S8.31. The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this synod. The secretary may be either a layperson or a rostered minister.

†S8.32. The secretary shall:

- a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for the printing and distribution of such minutes, and perform such other duties as this synod may from time to time direct.
- b. Be authorized and empowered, in the name of this synod, to attest all instruments which require the same, and which are signed and sealed by the bishop.
- c. In consultation with the bishop, classify and arrange all important papers and documents and deposit them in the archives of this synod.
- d. Submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly.

S8.40. **Treasurer**

†S8.41. The treasurer shall be appointed by the Synod Council. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or a rostered minister.

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

- a. Management of the monies and accounts of this synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of the synod.
- b. Investment of funds upon the authorization of the Synod Council.
- 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 this synod for the general work of this church.
- d. Maintenance of a regular account with each congregation of this synod and informing the congregation, at least quarterly, of the status of this account.
- e. Rendering at each regular meeting of the Synod Assembly a full, detailed, and duly audited report of receipts and disbursements in the several accounts of this synod for the preceding fiscal year, together with the tabulation, for record and publication in the minutes, of the contributions from the congregations.
- 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 for by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.

S8.50. **General Provisions**

†S8.51. The terms of office of the officers of this synod shall be as follows:

- a. The bishop of this synod shall be elected to a term of six years and may be reelected.

BULLETIN OF REPORTS

- b. The vice-president and secretary of this synod shall be elected to a term of four years and may be reelected. The officer shall serve until his or her successor takes office.
 - c. The treasurer of this synod shall be appointed to a four-year term and may be reappointed. The treasurer shall serve until his or her successor takes office.
- S8.52. The terms of the officers shall begin on the first day of the third month following election, except the treasurer whose term shall begin February 1st, or, in special circumstances, at a time designated by the Synod Council.
- †S8.53. Each officer shall be a voting member in a congregation of this synod, except that the bishop need not be a member of a congregation of the synod at the time of election.
- †S8.54. Should the bishop die, resign, or be unable to serve, the vice-president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the appropriate care of the responsibilities of the bishop until an election of a new bishop can be held or, in the case of temporary disability, until the bishop is able to serve again. Such arrangements may include the appointment by the Synod Council of an interim bishop, who during the vacancy or period of disability shall possess all of the powers and authority of a regularly elected bishop. The term of the successor bishop, elected by the next Synod Assembly or a special meeting of the Synod Assembly called for the purpose of election, shall be six years with the subsequent election to take place at the Synod Assembly closest to the expiration of such a term and with the starting date of a successor term to be governed by constitutional provision S8.52.
- S8.55. Should the vice-president or secretary die, resign, or be unable to serve, the bishop, with the approval of the Executive Committee of the Synod Council, shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or, in the case of temporary disability, until the officer is able to serve again. The term of the successor officer, elected by the Synod Assembly, shall be four years.
- †S8.56. The Executive Committee of the Synod Council shall determine whether an officer is unable to serve; the officer may appeal the decision of the Executive Committee by requesting a hearing before the Synod Council. A meeting to determine the ability of an officer to serve shall be called upon the request of at least three members of the Executive Committee and prior written notice of the meeting shall be given to the officer in question at least 10 calendar days prior to the meeting.
- †S8.57. The recall or dismissal of an officer and the vacating of office may be effected for willful disregard or violation of the constitutions, bylaws, and continuing resolutions of this church; for such physical or mental disability as renders the officer incapable of performing the duties of office; or for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.
- a. Proceedings for the recall or dismissal of a synod bishop shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;
 - 3) at least 10 synod bishops; or
 - 4) the presiding bishop of this church.
 - b. Proceedings for the recall or dismissal of an officer of a synod, other than the synod bishop, shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting; or
 - 3) the synod bishop.
 - c. The petition shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.
 - d. Upon the filing of a written petition, the Executive Committee of the Synod Council may temporarily suspend the officer from service in the synod without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee of the synod.
 - e. In the case of alleged physical or mental incapacity of an officer of the synod, the procedures outlined in †S8.56. shall be followed, and such officer shall comply with the decision of the Synod Council. If such officer fails or refuses to comply, the Synod Council may proceed to petition for recall or dismissal as follows:
 - 1) the Synod Council will submit a written report of their findings and the basis of their decision to the Committee on Appeals.
 - 2) the Committee on Appeals, other than those who are disqualified, shall review the findings and decision of the Synod Council and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.
 - f. If the synod officer is a minister of Word and Sacrament, grounds for recall or dismissal include those set

BULLETIN OF REPORTS

forth in ELCA bylaw 20.22.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline. If the officer is a minister of Word and Service, grounds for recall or dismissal include those set forth in ELCA bylaw 20.23.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline.

- g. If the officer is a layperson, grounds for recall or dismissal include those set forth in ELCA bylaw 20.41.01. as grounds for discipline.
 - h. If the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:
 - 1) the petition shall be referred to the Committee on Appeals, which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in ELCA bylaw 20.22.14. except to the extent that those rules are in conflict with the provisions of this bylaw; and
 - 2) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.
 - i. Written notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the affected officer and to the Synod Council, and the office shall be vacated.
- †S8.58 If the bishop is to be temporarily absent from the synod for an extended period, the bishop, with the consent of the Synod Council, may appoint as acting bishop for such period a minister of Word and Sacrament of this church. Except as limited by action of the Synod Council, an acting bishop shall possess all of the powers and authority of a regularly elected bishop other than authority to ordain or to authorize the ordination of properly approved candidates for ordination.

Chapter 9.

NOMINATIONS AND ELECTIONS

- †S9.01. The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.
- †S9.02. In all elections by the Synod Assembly, other than for the bishop, a majority of the legal votes cast shall be necessary for election.
- S9.03. There shall be a Nominating Committee consisting of 9 members who shall be appointed by the Synod Council 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 Nominating Committee.
- 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 7 persons (plus ties) who received the greatest number of legal votes 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 3 persons (plus ties) who receive the greatest number of legal votes 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 2 persons (plus ties) who receive the greatest number of legal votes on the previous ballot.
- S9.05. The Nominating Committee shall nominate at least 2 persons for vice-president; additional nominations may be made from the floor.
- S9.06. The Synod Council shall nominate at least two persons for secretary; additional nominations may be made from the floor.
- S9.07.
- S9.08. In all elections, except for the bishop, the names of the persons receiving the highest number of legal votes, but not elected by a majority of the legal votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. On any ballot when only two names appear, a majority of the legal votes cast shall be necessary for election.
- S9.09 The result of each ballot in every election shall be announced in detail to the assembly.
- †S9.10 When notified by the secretary of this church, on behalf of the Nominating Committee of the Churchwide Assembly, the Synod Assembly shall nominate two persons in the specified categories for possible election by the Churchwide Assembly to the Church Council.

BULLETIN OF REPORTS

†S9.12. Background checks and screening shall be required and completed for persons nominated as synod officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.

Chapter 10.

SYNOD COUNCIL

†S10.01. The Synod Council, consisting of the four officers of the synod, 10 to 24 other members, and at least one youth and at least one young adult, shall be elected by the Synod Assembly.

- a. Each person elected to the Synod Council shall be a voting member of a congregation of this synod, with the exception of ministers on a roster of this synod who reside outside the territory of this synod. The process for election and the term of office when not otherwise provided shall be specified in the bylaws. A member of the Church Council of the Evangelical Lutheran Church in America, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.
- b. The term of office of members of the Synod Council, with the exception of the officers and the youth member, shall be four years.

†S10.02. The Synod Council shall be the board of directors of the synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions which are not in conflict with actions taken by the Synod Assembly or which are not precluded by provisions of this constitution or the *Constitution and Bylaws of the Evangelical Lutheran Church in America*.

S10.03. The functions of the Synod Council shall be to:

- a. Exercise trusteeship responsibilities on behalf of this synod.
- b. Recommend program goals and budgets to the regular meetings of the Synod Assembly.
- c. Carry out the resolutions of the Synod Assembly.
- d. Provide for an annual review of the roster of Ministers of Word and Sacrament and the roster of Ministers of Word and Service, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the Constitution and Bylaws of Evangelical Lutheran Church in America, and make a report to the Synod Assembly of the Synod Council's actions in this regard.
- e. Issue letters of call to rostered ministers and as authorized by Chapter 7 of the Constitution and Bylaws of the Evangelical Lutheran Church in America.
- f. Fill vacancies until the next regular meeting of the Synod Assembly except as may otherwise be provided in the constitution or bylaws of this synod, and determine the fact of the incapacity of an officer of this synod.
- g. Elect or appoint representatives to the steering committee of its region.
- h. Report its actions to the regular meeting of the Synod Assembly.
- i. Perform such other functions as are set forth in the bylaws of this synod, or as may be delegated to it by the Synod Assembly.

S10.04. Any proposal to appropriate funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council shall require a two-thirds vote for adoption.

S10.05. No elected member of the Synod Council shall receive compensation for such service.

S10.06. If a member of the Synod Council ceases to meet the requirements of the position to which she or he was elected, the office filled by such member shall at once become vacant.

S10.07. The composition of the Synod Council, the number of its members, and the manner of their selection, as well as the organization of the Synod Council, its additional duties and responsibilities, and the number of meetings to be held each year shall be as set forth in the bylaws.

S10.08. *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of the Synod Council.

S10.08.01 To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.

Chapter 11.

COMMITTEES

†S11.01. There shall be an Executive Committee, a Consultation Committee, a Committee on Discipline, a Mutual Ministry Committee, an Audit Committee, and such other committees as this synod may from time to time determine. The duties and functions of such committees, or any other organizational units created by this synod, and the composition and organizational structure of such units, shall be as set forth in this constitution or in the bylaws or continuing resolutions, and shall be subject to any applicable provisions or requirements of the Constitution and Bylaws of the Evangelical Lutheran Church in America.

†S11.02. The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons,

BULLETIN OF REPORTS

of whom half shall be ministers of Word and Sacrament and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection. The functions of the Consultation Committee are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and in Chapter 17 of this constitution. The size of the Consultation Committee, in accord with this provision, shall be defined in this synod's bylaws.

- †S11.03. The Committee on Discipline of this synod shall consist of 12 persons of whom six shall be ministers of Word and Sacrament and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election.
- The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
 - The Synod Council shall fill vacancies on the Committee on Discipline for any unexpired term.
- †S11.04. The Mutual Ministry Committee shall be appointed by the Executive Committee of the Synod Council to provide support and counsel to the bishop.
- †S11.05. The Audit Committee of this synod shall consist of three to six persons, none of whom is a member of the synod staff. Up to half of the committee members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be eligible for re-election to a second consecutive three-year term. The terms of the Audit Committee members shall be staggered. The Audit Committee shall be responsible for assisting the Synod Council in fulfilling its general oversight of the synod's accounting, financial reporting, internal control systems, and external audit processes as provided in †S15.31.

S11.10. "General Provisions"

- S11.11. This synod shall in its bylaws or by continuing resolution establish a process to ensure that the members of its committees and other organizational units will be persons possessing the necessary knowledge and competence to be effective members of such units, and to meet the requirements of †S6.04. With the exception of ministers on the rosters of this synod who reside outside the territory of this synod, each member of a committee of this synod, or any other organizational unit created by this synod, shall be a voting member of a congregation of this synod.

Chapter 12.

CONFERENCES, CLUSTERS, COALITIONS, AREA SUBDIVISIONS, AND NETWORKS

- †S12.01. This synod shall establish conferences, clusters, coalitions, area subdivisions, and networks as appropriate within its territory and in collaboration with other synods and entities, as specified in the bylaws and continuing resolutions. The purpose of such groupings shall be to foster interdependent relationships among congregations, synods, the churchwide organization, and other affiliates.

Chapter 13.

CONGREGATIONS

- †S13.01. Each congregation, except those certified as congregations of the Evangelical Lutheran Church in America by the uniting churches, prior to being listed in the roster of congregations of this synod, shall adopt the *Model Constitution for Congregations* or one acceptable to this synod that is not in contradiction to the constitution and bylaws of the Evangelical Lutheran Church in America.
- New congregations.** A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:
 - Accept the criteria for recognition and reception as a congregation of this church, fulfill the functions of the congregation, and accept the governance provisions as provided in Chapter 9 of the constitution and bylaws of this church.
 - Adopt governing documents that include fully and without alterations the Preamble, Chapter 1, where applicable, and all required provisions of Chapters 2, 3, 4, 5, 6, 7, 8, 9, 15, 16, 17, 18, and 19 in the *Model Constitution for Congregations* consistent with requirements of the constitutions, bylaws, and continuing resolutions of this church. Bylaws and continuing resolutions, appropriate for inclusion in these chapters and not in conflict with these required provisions in the *Model Constitution for Congregations*, the constitution of this synod, or the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, may be adopted as described in Chapters 16 and 18 of the *Model Constitution for Congregations*.
 - Accept the commitments expected of all congregations of this church as stated in †C6.01., †C6.02., and †C6.03. of the *Model Constitution for Congregations*.
 - Congregations from another church body.** If a congregation is a member of another church body, the leadership of the congregation first should consult with the appropriate authorities of that church body

BULLETIN OF REPORTS

before taking action to leave its current church body. After such consultation, leaders of the congregation should contact the ELCA synod bishop or staff where the congregation is located. The synod bishop or synod staff where the transferring or independent congregation is located shall confer with the congregation to assure its understanding and acceptance of commitment to and affiliation with this church.

- c. **Recognition and reception.** Recognition and reception into this church of transferring or independent congregations by the Evangelical Lutheran Church in America is based on the judgment of the synod and action by the synod through the Synod Council and Synod Assembly. The synod bishop shall provide for prompt reporting of such additions to the secretary of this church for addition to the roster of congregations.

†S13.02. It shall be the responsibility of each congregation of this synod to choose from among its voting members laypersons to serve as members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by each congregation and other qualifications shall be as prescribed in guidelines established by this synod.

S13.11. When a rostered minister resigns, the Congregation Council shall receive the letter of resignation, report it to the congregation, and at once notify the bishop of this synod.

S13.12. A congregation under financial obligation to its former rostered minister shall make satisfactory settlement of the obligation before calling a successor, and if the amount of the financial obligation is in dispute, the disputed amount shall be paid to the Synod Council which shall resolve the dispute.

†S13.20. A congregation considering a relocation shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

†S13.21. A congregation considering development of an additional site to be used regularly for worship shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.

†S13.22. Each congregation of the Evangelical Lutheran Church in America within the territory of this synod, except those which are in partnership with the Slovak Zion Synod, shall establish and maintain a relationship with this synod.

†S13.23. Provision 9.71. of the constitution of this church shall govern the relationship of this synod and a congregation of this synod regarding the property of the congregation. This synod may transfer or convey property to a congregation of the synod, subject to restrictions accepted by the congregation, including provision that if the Synod Council, in its sole and exclusive discretion, determines (1) that the property is not being used to serve the mission and ministry needs of this church, or (2) that the congregation has transferred, encumbered, mortgaged, or in any way burdened or impaired any right, title, or interest in the property without the prior approval of the Synod Council, then title to the property shall revert to the synod, and the congregation, upon written demand, shall reconvey the property to the synod.

†S13.24. The Synod Council, itself or through trustees appointed by it, may take charge and control of the property of a congregation of this synod to hold, manage, and convey the same on behalf of this synod, if any of the following apply:

- a. The congregation has disbanded, ceased to worship, or otherwise ceased to exist as a congregation.
- b. The congregation has abandoned its property.
- c. The remaining members of the congregation decide that it is no longer possible to function as a congregation or that they are unable to provide required governance.
- d. The Synod Council determines that the membership of a congregation has become so scattered or so diminished in numbers that it cannot provide required governance or that it has become impractical for the congregation to fulfill the purposes for which it was organized.
- e. The Synod Council determines that it is necessary for this synod to protect and preserve the congregation's property from waste and deterioration.

The congregation shall have the right to appeal any such decision to the next Synod Assembly.

S13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence. Such synod administration shall continue only so long as necessary to complete the purposes for which it was requested by the congregation or until the congregation withdraws consent to continued administration.

S13.30. **Discipline**

†S13.31. Congregations and members of congregations are subject to discipline in accordance with the provisions of Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The synod's involvement in and responsibility for such disciplinary processes shall be as set forth in that chapter.

S13.40. **Synod-Authorized Worshiping Communities**

S13.41. Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the

BULLETIN OF REPORTS

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.

Chapter 14.

ROSTERED MINISTERS

†S14.10 Ministers of Word and Sacrament

†S14.11. The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.

†S14.12. Consistent with the faith and practice of the Evangelical Lutheran Church in America,

a. Every minister of Word and Sacrament shall:

- 1) preach the Word;
- 2) administer the sacraments;
- 3) conduct public worship;
- 4) provide pastoral care;
- 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
- 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
- 7) witness to the Kingdom of God in the community, in the nation and abroad; and
- 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

b. Each pastor with a congregational call shall, within the congregation:

- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
- 2) relate to all schools and organizations of the congregation;
- 3) install regularly elected members of the Congregation Council;
- 4) with the council, administer discipline;
- 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of this synod; and
- 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

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 call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

S14.14. Whenever members of a congregation move to such a distance that regular attendance at its services becomes impractical, it shall be the duty of the pastor to commend them, upon their consent, to the pastoral care of a congregation nearer to their place of residence.

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 ninety (90) days prior to each regular meeting of the synod assembly.

†S14.16. When a congregation of this church desires to call a pastor or a candidate for the ministry of Word and Sacrament of this church:

- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective pastor.
- b. For issuance of a letter of call to a pastor or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.41., a two-thirds vote shall be required of voting members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
- c. When the congregation has voted to issue a call to a prospective pastor, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.

S14.17. No minister of Word and Sacrament shall accept a call without first conferring with the bishop of this synod. A minister of Word and Sacrament shall respond with an answer of acceptance or declination to a letter of call within thirty days of receipt of such call. In exceptional circumstances, with the approval of the bishop of this synod and the president of the Congregation Council of the congregation issuing the call, an additional fifteen days may be granted to respond to a letter of call.

†S14.18. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregation shall be as follows:

- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and

BULLETIN OF REPORTS

commitment which shall be terminated only by the pastor's death or, following consultation with the synod bishop and for the following reasons:

- 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the pastor;
 - 5) suspension of the pastor through discipline for more than three months
 - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal of the disability and restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

†S14.19. Ministers of Word and Sacrament shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.

†S14.21. The parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before:

- a. installation in another call, or
- b. approval of a request for change in roster status.

†S14.22. The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:

BULLETIN OF REPORTS

- a. installation in another call, or
 - b. approval of a request for change in roster status.
- †S14.23. During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any rostered minister who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the parochial records, for the period for which the interim pastor was responsible, are in order.
- †S14.24. With the approval of the synod bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.18., a congregation may call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.18.
- S14.25. All ministers of Word and Sacrament under a call shall attend meetings of the Synod Assembly, and the pastors of congregations shall also attend the meetings of the conference, cluster, coalition or other area sub-division to which the congregation belongs.
- †S14.30. **Ministers of Word and Service**
- †S14.31. The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.
- †S14.32. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every Minister of Word and Service shall:
- a. Be rooted in the Word of God, for proclamation and service;
 - b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
 - c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
 - d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
 - e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
 - f. Practice stewardship that respects God's gift of time, talents, and resources;
 - g. Be grounded in a gathered community for ongoing diaconal formation;
 - h. Share knowledge of this church and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and
 - i. Identify and encourage qualified persons to prepare for ministry of the gospel.
- †S14.41. When a congregation of this church desires to call a minister of Word and Service or a candidate for the ministry of Word and Service of this church:
- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective minister of Word and Service.
 - b. For issuance of a letter of call to a minister of Word and Service or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.71., a two-thirds vote shall be required of members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
 - c. When the congregation has voted to issue a call to a prospective minister of Word and Service, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.
- S14.42. No minister of Word and Service shall accept a call without first conferring with the bishop of this synod. A minister of Word and Service shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the president of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.
- †S14.43. The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:
- a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by death or, following consultation with the synod bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;

BULLETIN OF REPORTS

- 3) inability to conduct the office effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the minister of Word and Service;
 - 5) suspension of the minister of Word and Service through discipline for more than three months;
 - 6) resignation or removal of the minister of Word and Service from the roster of ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the minister of Word and Service under paragraph a.4) above, or ineffective conduct of the ministry of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal of the disability and restoration of the minister of Word and Service to health, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

†S14.44. Ministers of Word and Service shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the Congregation Council.

†S14.45. The minister of Word and Service shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another call, or
- b. approval of a request for change in roster status.

†S14.46. With the approval of the synod bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.43., a congregation may call a minister of Word and Service for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the minister of Word and Service and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.43.

BULLETIN OF REPORTS

Chapter 15.

FINANCIAL MATTERS

- †S15.01. The fiscal year of this synod shall be February 1 through January 31.
- †S15.11. Since the congregations, synods, and churchwide organization are interdependent expressions that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support of the whole church. The gifts and offerings of the members of Evangelical Lutheran Church in America are given to support all parts of this church, the unity of this church should be evidenced in determining each part's share of the gifts and offerings. Therefore:
- The mission of this church beyond the congregation is to be supported by such a proportionate share of each congregation's annual budget as each congregation determines. This synod shall develop guidelines for determining "proportionate share," and shall consult with congregational leaders to assist each congregation in making its determination.
 - This synod shall receive the proportionate share of the mission support from its congregations, and shall transmit that percentage or amount of each congregation's mission support as determined in consultation with the churchwide organization and approved by the Synod Assembly as part of its budget consideration.
 - Should the Synod Assembly not approve the proportionate share of mission support determined in consultation with the churchwide organization, a new consultation with the churchwide organization shall take place. The Synod Council is authorized to amend the budget adopted by the Synod Assembly to reflect the results of this consultation.
- †S15.12. The annual budget of this synod shall reflect the entire range of its own activities and its commitment to supportive funding with other synods and the churchwide organization.
- S15.13. On the basis of estimated income, the Synod Council shall authorize expenditures within the budget for the fiscal year. Expenditure authorizations shall be subject to revision, in light of changing conditions, by the Synod Council.
- S15.14. Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16% of the sum of the amounts scheduled in the next year's budget for regular distribution to synod causes shall be carried forward annually for disbursement in the following year in the interest of making possible a more even flow of income to such causes. The exact number of dollars to be held in reserve shall be determined by the Synod Council.
- S15.21. Appeals to the congregations of this or any other synod of the ELCA for the purpose of seeking contributions for major, capital, or other multiyear campaign programs may be conducted by other congregation(s) or organizations related to or affiliated with this synod, region, or national office of the ELCA with prior approval of the Synod Assembly. Reference shall be made to the appropriate provisions in the By-laws regarding this synod's procedures for requesting consideration by the Synod Assembly of such an appeal.
- †S15.31. This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm recommended by the synod Audit Committee and approved by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod. The financial reports shall be in the format approved from time to time by the churchwide Office of the Treasurer.
- †S15.32. This synod shall maintain adequate, continuous insurance coverage in accordance with standards recommended by the churchwide organization. Insurance programs offered or endorsed by the churchwide organization shall be deemed to fulfill this obligation.

Chapter 16.

INDEMNIFICATION

- †S16.01. Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Synod Council member, officer, employee, or committee member of this synod shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification of any person by reason of that person's capacity as a director, officer, employee, or committee member of any other organization, regardless of its form or relationship to this synod, is subject to the provisions of section †S16.02.
- The term "proceeding" means a threatened, pending, or completed lawsuit, whether civil or criminal, an administrative or investigative matter, arbitration, mediation, alternative dispute resolution, or any other similar legal or governmental action. Except as otherwise required by law, the term "proceeding" does not include (a) any action by this synod against the individual seeking indemnification, or (b) subject to †S.16.04., a disciplinary hearing or related process described in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
 - The term "indemnification" includes reimbursement and advances of costs and expenses for judgments,

BULLETIN OF REPORTS

penalties, fines, settlements, excise taxes, reasonable attorneys' fees, disbursements, and similar required expenditures.

- †S16.02. Whenever a person who, while a Synod Council member, officer, committee member or employee of this synod, is or was serving at the request of this synod as (or whose duties in that position involve or involved service in the capacity of) a director, officer, partner, trustee, employee, or agent of another organization, is or was made or threatened to be made a party to a proceeding by reason of such capacity, then such person shall be entitled to indemnification only if (a) the Synod Council has established a process for determining whether a person serving in the capacity described in this section shall be entitled to indemnification in any specific case, and (b) that process has been applied in making a specific determination that such person is entitled to indemnification.
- †S16.03. This synod may purchase and maintain insurance on behalf of itself or any person entitled to indemnification pursuant to this chapter against any liability asserted against and incurred by this synod or by such other person in or arising from a capacity described in section †S16.01. or section †S16.02.
- †S16.04. When written charges against a rostered minister of this church are made in disciplinary proceedings under Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* by the synod bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synod bishop, and the discipline hearing committee determines that no discipline shall be imposed, then if such determination is not reversed or set aside on appeal, indemnification shall be made by the synod to the accused for reasonable attorneys' fees and other reasonable expenses related to the defense of the charges. The determination of the reasonableness of such fees and expenses shall be decided by the Synod Council.

Chapter 17.

CONSULTATION AND ADJUDICATION

- †S17.01. The synod bishop and the Executive Committee of the Synod Council shall be available to give counsel when disputes arise within this synod.
- †S17.02. The synod bishop and the Executive Committee of the Synod Council shall receive expressions of concern from rostered ministers of this church, congregations, and organizations within this synod; provide a forum in which the parties concerned can seek to work out matters causing distress or conflict; and make appropriate recommendations for their resolution. When a concern relates directly to the synod bishop, the synod vice president will lead the Executive Committee's efforts at resolving the matter. When the matter at issue cannot be resolved in this manner, applicable procedures for investigation, decision, appeal, and adjudication shall be followed. Allegations or charges that could lead to the discipline of a rostered minister of this church shall not be addressed by the Executive Committee but shall be resolved through the disciplinary process set forth in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- †S17.03. When there is disagreement between or among congregations of this synod on a substantive issue that cannot be resolved by the parties, the council of an affected congregation may petition the synod bishop for a consultation after informing the other affected congregation(s) of its intent to do so. If this consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the issue(s), the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The decision of the Synod Council shall be final.
- †S17.04. When conferences, clusters, coalitions, or area subdivisions of this synod have a disagreement on a substantive issue that they cannot resolve, the aggrieved party or parties may petition the synod bishop and the Executive Committee of the Synod Council requesting a consultation after informing the other affected parties of their intent to do so. In this case the decision of the Executive Committee shall prevail, except that, upon the motion of a member of the Synod Council, the decision shall be referred to the Synod Council for final action.
- †S17.10. **Adjudication in a Congregation**
- †S17.11. When there is disagreement between or among factions within a congregation on a substantive issue which cannot be resolved by the parties, members of the congregation may petition the synod bishop for consultation after informing the president of the Congregation Council of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The Synod Council's decision shall be final.

Chapter 18.

AMENDMENTS, BYLAWS, AND CONTINUING RESOLUTIONS

†S18.10. **Amendments to Constitution**

†S18.11. Certain sections of this constitution incorporate and record therein required provisions of the constitution and bylaws of this church. If such provisions are amended by the Churchwide Assembly, corresponding amendments shall be introduced at once into this constitution by the secretary of this synod upon receipt of formal certification thereof from the secretary of the Evangelical Lutheran Church in America.

†S18.12. Whenever the secretary of the Evangelical Lutheran Church in America officially informs this synod that the Churchwide Assembly has amended the *Constitution for Synods*, this constitution may be amended to reflect any such amendment by a majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. An amendment that is identical to a provision of the *Constitution for Synods* shall be deemed to have been ratified upon its adoption by this synod. The Church Council, through the secretary of this church, shall be given prompt notification of its adoption.

†S18.13. Other amendments to this constitution may be adopted by this synod through either of the following procedures:

- a. Introduced with the support of at least eight voting members and having been approved by a two-thirds vote of the voting members present and voting at a regular meeting of the Synod Assembly, an amendment may be adopted and unchanged by a two-thirds vote at the next regular meeting of the Synod Assembly.
- b. The Synod Council may propose an amendment, with notice to be sent to the congregations of this synod at least six months prior to the next regular meeting of the Synod Assembly. Such an amendment shall require for adoption a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.

All such amendments shall become effective upon ratification by the Churchwide Assembly or by the Church Council.

†S18.20. **Amendments to Bylaws**

†S18.21. This synod may adopt bylaws not in conflict with this constitution nor with the constitution and bylaws of the churchwide organization. This synod may amend its bylaws at any meeting of the Synod Assembly by a two-thirds vote of voting members of the assembly present and voting. Newly adopted bylaws and amendments to existing bylaws shall be reported to the secretary of this church.

†S18.30. **Amendments to Continuing Resolutions**

†S18.31. This synod may adopt continuing resolutions not in conflict with this constitution or its bylaws or the constitution, bylaws, and continuing resolutions of the churchwide organization. Such continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of the Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.

BULLETIN OF REPORTS

BYLAWS FOR THE SOUTHWESTERN PENNSYLVANIA SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

SECTION ONE—SYNOD ASSEMBLY

101.11 The Synod Assembly shall meet on a regular basis annually, with the date and place to be set by the bishop, in consultation with the Synod Council. Notice of the time and place shall be given 60 days prior to the first day of the Synod Assembly, and shall be sent to all congregations, pastors and deacons of the synod.

101.12 The secretary of the synod shall prepare in advance of any Synod Assembly of the synod a roster of the synod and deliver the roster to the Committee on Registration and Attendance. The secretary shall list as lay voting members those persons whose credentials have been submitted by the congregations of the synod.

101.13 The secretary of the synod shall send out a Bulletin of Reports to all pastors and deacons on the roster and lay voting members at least 15 days before each regular Synod Assembly. All reports published in the Bulletin of Reports shall be received as information by the Synod Assembly by virtue of that fact without vote.

101.14 The bishop of the synod shall appoint the following committees for the Synod Assembly:

101.141 The Committee on the Bishop's Report shall study the report submitted by the bishop to each regular Synod Assembly, make appropriate comment thereon, and transmit to the Synod Assembly the recommendations of the bishop together with any additional relevant recommendations of its own that it may deem desirable.

101.142 The Committee on Elections shall distribute, collect, and tabulate ballots used in the conduct of elections at each regular Synod Assembly. It shall also assist the chair in counting votes for those matters involving a standing vote.

101.143 The Committee on Minutes shall assist the secretary of the synod by recording the minutes of each session of the Synod Assembly. The secretary of the synod shall review and compile the minutes of the Synod Assembly and present them to the Synod Council for approval.

101.144 The Committee on Reference and Counsel shall (a) recommend special orders for the hearing of representatives, (b) grant or deny permission to distribute printed matter not issuing from the office of the secretary of the synod, (c) give such assistance to the bishop as may be desired in the course of the Synod Assembly, and (d) receive those resolutions of a general character which are not germane to the pending question or report and recommend action to the Synod Assembly.

101.145 The Committee on Memorials shall receive all memorials from the conferences of the synod and make recommendations to the Synod Assembly regarding these memorials.

101.146 The Committee on Registration and Attendance shall register all voting members and visitors to the Synod Assembly and report that information to the Synod Assembly. It will be responsible for determining the seating of alternate voting members elected by congregations when presented with appropriate documentation that the designated voting member is unable to serve.

101.147 The Committee on Worship shall be responsible for planning and conducting all worship services at the Synod Assembly. Holy Communion shall be celebrated at each regular Synod Assembly.

101.148 The Committee on Resolutions shall provide the Synod Assembly at its concluding session with resolutions acknowledging the leadership and participation of various persons and groups in the sessions of the Synod Assembly deemed appropriate.

101.15 Every conference shall have the right to memorialize this synod on any matter affecting the welfare of the church. Such memorials are to be submitted in writing to the Committee on Memorials.

101.16 Every congregation shall have the right to petition the Synod Assembly of the synod, through the Committee on Reference and Counsel, on subjects affecting its own welfare or legitimate interests.

101.17 The Synod Assembly shall consider requests from a congregation(s) or an organization related to or affiliated with this synod, region, or national office of the ELCA to solicit congregations of our synod for the purpose of seeking contributions for major, capital, or other multi-year campaign programs upon fulfillment of these procedures:

1. Review of the proposed appeal by the synodical Standing Committee to which the unit relates for recommendation to the Resource Development Committee.
2. Review of the proposed appeal by the Resource Development Committee for recommendation to the Synod Council.
3. Review of the proposed appeal by the Synod Council for recommendation to the Synod Assembly.

101.18 All motions, resolutions, amendments, and nominations shall be made in writing and on the proper forms available from the secretary of the synod or from the Synod Assembly pages.

101.19 Except for items introduced by the Committee on Reference and Counsel, or items previously tabled, items

BULLETIN OF REPORTS

of business which are not on the agenda may be introduced on the last day of the Synod Assembly only by a two-thirds majority vote of the Synod Assembly.

101.20 The floor of the Synod Assembly shall be divided so that those with voice and vote are seated in a restricted area with visitors seated elsewhere in the hall.

101.21 Each voting member, or those persons accorded the privilege of seat and/or voice, when recognized by the chair, shall state his or her name, and the name of the congregation, institution, or group he or she represents. Persons speaking from the floor of the Synod Assembly shall use the floor microphones (if they are provided) and shall address and speak to the chair. Such speeches shall be limited to 5 minutes on each Synod Assembly issue. Speakers may speak a second time on the same issue, but only after all others desiring to speak have been given opportunity to do so. Those speaking a second time shall be limited to 2 minutes.

101.22 Pastors and deacons on this synod's roster of ministers who are retired, on continuing disability, or on leave from call, and who are not undergoing discipline, shall have the privilege of voice and vote at Synod Assemblies upon request. Such requests must be received in writing by the Synod Council by the end of the year for the following year's Synod Assembly. At its first meeting of the year, the Synod Council shall establish a formula for lay voting members for that year's Synod Assembly that complies with the voting member requirements of †S7.21.

101.23 Voting members shall not absent themselves from any meeting of the Synod Assembly, nor from any session of the Synod Assembly, except with valid excuse to the chair of the Committee on Registration and Attendance.

101.24 Robert's Rules of Order, latest edition, shall govern the conduct of business at meetings of the Synod Assembly except where these bylaws otherwise provide.

SECTION TWO—NOMINATIONS AND ELECTIONS

102.11 At least six months prior to each annual meeting of the Synod Assembly, the secretary of the synod shall furnish all congregations and the Nominating Committee with a list of vacancies to be filled at the next scheduled Synod Assembly.

102.12 The Nominating Committee shall promptly prepare as its report a list of candidates with no less than 2 nominees for each office. The committee shall also provide in its report the address, occupation, congregation and other relevant background information on each nominee. The Nominating Committee shall submit no name of a nominee who has not consented to having his/her name submitted. The Nominating Committee shall submit its report to the secretary of the synod no less than three months before the annual meeting of the Synod Assembly.

102.13 Upon receipt of the Nominating Committee's report, the secretary of the synod shall prepare a ballot which shall show the name, address, occupation, congregation and other relevant background information on each nominee.

102.14 Additional nominations may be made from the floor, but no nominee's name shall be submitted without the advance consent of the nominee. Biographical information as outlined in 102.13 on all additional nominations shall be made available to all of the voting members prior to the first ballot.

102.16 The first ballot for those elections not requiring the distribution of biographical information shall be held at any session of the Synod Assembly. The first ballot for all other elections shall be held at any session after the first session of the Synod Assembly.

102.17 Terms

102.171 All terms of office shall begin at the conclusion of the Synod Assembly at which the election thereto occurred, except as otherwise provided for in the constitution of the synod or in the governing documents of related agencies and institutions.

102.172 In computing eligibility for continued membership on a board or committee of the synod, prior service in completing a fractional term shall be disregarded if the unexpired term so served was less than one-half of a full term in length of time.

102.18 Related Elections and Procedures

102.181 The procedures set forth in this section shall apply to all elections conducted by the Synod Assembly or other church related bodies.

102.182 Election of directors to other boards and organizations shall be made in accordance with agreements between the synod and the other boards and organizations which have previously been ratified by the Synod Assembly, the Synod Council or the Regional Steering Committee.

102.183 All boards and organizations shall submit to the secretary of the synod a list of vacancies for the board or other organization to be filled at least seven months prior to each annual meeting of the Synod Assembly.

102.19 Criteria Applying to all Elections and Procedures

102.191 All elections shall adhere to the provisions of the constitution.

BULLETIN OF REPORTS

102.192 For the election of voting members to the Churchwide Assembly of the Evangelical Lutheran Church in America, the Nominating Committee shall present two panels of candidates. One panel, from which one-third of the total number of voting members will be chosen, shall be restricted to persons who have not previously served as voting members at a Churchwide Assembly of the Evangelical Lutheran Church in America. The other panel, from which the remainder of the voting members will be chosen, may include names of persons who have attended Churchwide Assemblies of the Church as well as names of those who have not attended such Assemblies. Nominations from the floor for these positions shall be subject to the restrictions outlined above.

Each panel shall have sixty percent lay and forty percent clergy. The laity shall be divided to assure that fifty percent are female and fifty percent are male.

SECTION THREE—SYNOD COUNCIL

103.11 There shall be a Synod Council of 24 people consisting of the synodical officers, conference representatives, 6 members elected at large, a young adult, and a youth. Each conference shall be represented by two persons, one clergy and one lay. Each conference shall nominate 2 persons for each position on the Synod Council. Nominations by conferences must be submitted to the synod Nominating Committee in an election year. Additional nominations may be made from the floor only by a member of the same conference. Election shall be by the Synod Assembly for one four-year term without consecutive reelection.

The 6 members at large and the young adult member shall be elected by the Synod Assembly for one four-year term without consecutive reelection. The youth member shall be elected by the Synod Assembly for a two-year term and shall not serve for more than two consecutive terms.

103.12 The Synod Council shall meet at least 3 times per year. A special meeting may be called by the bishop, the Executive Committee, or by at least 6 members of the Synod Council in consultation with the bishop.

103.13 The Synod Council may appoint from time to time such committees as it deems appropriate to carry out the work of the Synod Council.

103.14 The Synod Council shall be the board of directors of the synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions which are not in conflict with actions taken by the Synod Assembly or which are not precluded by provisions of the constitution and bylaws of the ELCA.

103.15 The functions of the Synod Council shall be to:

Exercise trusteeship responsibilities on behalf of the synod.

Recommend program goals and budgets to the regular meetings of the Synod Assembly.

Carry out the resolutions of the Synod Assembly.

Provide for an annual review of the roster of pastors and deacons of the synod and take appropriate action regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of the ELCA.

Issue letters of call to pastors and deacons of the Evangelical Lutheran Church in America, as authorized by Chapter 7 of the constitution and bylaws of the ELCA.

Fill vacancies until the next regular meeting of the Synod Assembly except as may otherwise be provided in the constitution or bylaws of the Synod, and determine the fact of the incapacity of an officer of the synod.

Report its actions to the regular meeting of the Synod Assembly.

Establish a formula to provide additional lay representation from congregations on the basis of number of members in the congregation. (See Constitution S7.21c)

Perform such other functions as are set forth in the bylaws of the synod, or as may be delegated to it by the Synod Assembly.

SECTION FOUR: COMMITTEES OF THE SYNOD

104.1 Executive Committee

The Synod Council shall have an Executive Committee composed of the synod officers, typically two (2) lay members and two (2) rostered minister members of the Synod Council. The Executive Committee shall perform those functions of the Synod Council assigned to it by the Synod Council.

104.2 Archives/History Committee

There shall be an Archives/History Committee appointed by the Synod Council which shall arrange to use Thiel College as the archives depository.

104.3 Committee on Constitutions and Bylaws

There shall be a Committee on Constitutions and Bylaws appointed by the Synod Council. This committee shall

BULLETIN OF REPORTS

encourage and assist the congregations of the Southwestern Pennsylvania Synod in bringing their constitutions up to date and keeping them consistent with the Model Constitution for Congregations; and review periodically the Synod's Constitution and together with the Executive Committee propose to the Synod Council amendments for recommendation to the Synod Assembly.

104.4 Other committees

104.4.01 The Synod Council shall oversee other committees whose purpose shall be to facilitate, deliver, and lead key areas of ministry such as Christian community and leadership, service and justice, and operations. The committee structure shall be subject to periodic review by the Synod Council in order to ensure consistency with the synod's ministry goals.

104.4.02. The Synod Council shall designate standing committees. Each standing committee shall consist of no fewer than 5 members. The purpose of each committee shall be to exercise oversight and coordination of its ministry area, as well as subcommittees and ad hoc committees that fall under its ministry area. Each committee shall be responsible for communicating and reporting to Synod Council and bringing recommendations for Synod Council action.

104.4.03 Other committees may be appointed by the Synod Council as necessary. Sub-committees (teams) and ad hoc committees (task forces) may be appointed by each relevant standing committee.

104.4.04 The Synod Council shall appoint a chairperson, secretary, and Synod Council representative(s) for each committee. Committee membership should strive for diversity so as many unique voices, representing the membership of the full Synod, are heard in the work of the committee.

104.4.05 Members of committees will normally serve four-year terms. Committee members usually serve no more than two consecutive terms. Exceptions to these guidelines may be presented by the chairperson of the committee to the Synod Council for approval. Vacancies shall be filled by the committee chairperson with approval of the Synod Council. Chairpersons may only serve one four-year term as chair.

104.4.06 All standing committees shall meet at least 2 times a year. If a committee finds that its ministry tasks do not necessitate two meetings a year, then its purpose shall be reviewed by Synod Council.

104.4.07 The synod council shall appoint members of committees who are pastors and deacons on the roster of this synod, full communion partner clergy serving this synod under an ecumenical letter of agreement, and lay voting members of a synod congregation.

104.4.08 Standing committees and their areas of responsibilities shall be specified in the Continuing Resolutions of the Synod.

104.4.09 Committee members are expected to participate actively in the work and meetings of the committee. In the event that a committee member is unable to fulfill the expectations of that committee, that person's continued membership on that committee shall be subject to review by the committee chair, who shall recommend changes to Synod Council for action.

104.5 Office of Ecumenical Affairs

104.5 There shall be an Office of Ecumenical Affairs appointed by the Bishop with Synod Council approval, accountable to the Office of Bishop, which shall be responsible to assist the Bishop in coordinating inter-Lutheran, ecumenical, and interfaith activities on the territory of this Synod; support and monitor the work of Christian Associates of Southwest Pennsylvania and Pennsylvania Council of Churches; and monitor and interpret the Church's involvement in the National Council of Churches, World Council of Churches, and Lutheran World Federation.

104.6 Organizations of the Synod

104.6 Synodical organizations for men, women, and youth shall relate directly to the Synod Council. The president of each organization or his/her designee shall have voice at the regular Synod Council meetings.

SECTION FIVE—CONFERENCES AND CLUSTERS

105.1 Conferences

105.11 The synod shall be subdivided into 6 conferences of approximately the same number of congregations. They shall be numbered one through six beginning at the Ohio-Pennsylvania state line in the north and continuing clockwise with Conference 6 ending at the West Virginia-Pennsylvania state line. Each conference shall extend from the City of Pittsburgh to the boundary of the synod.

105.12 Congregations may request transfer to an adjoining conference through the Synod Council.

105.13 In addition to those indicated in Chapter 12, S12.01 of the constitution, the purpose of the conference shall be:

- A. To prepare for Synod Assembly

BULLETIN OF REPORTS

- B. To elect a dean
- C. To nominate 2 persons for each conference position on the Synod Council (one laity and one clergy position per conference)

105.14 The voting body at a conference meeting shall consist of 2 lay voting members (one male, one female) from each congregation, and their pastor, as well as deacons under call on the roster of the synod who hold membership in a congregation of that conference; pastors and deacons on the roster of the synod serving in specialized ministries; and retired pastors and deacons who hold congregational membership in that conference; and pastors and deacons on leave from call who are not undergoing discipline and who hold congregational membership in that conference. However, if a retired pastor on leave from call is serving as an Interim Pastor for a congregation, that pastor shall function as a member of the conference to which the congregation being served is a member and not function at that time as a member of the conference in which he/she holds congregational membership. Each congregation with a baptized membership of more than 600 but less than 850 shall be entitled to 1 additional lay voting member. Each congregation with baptized membership of 850 or more but less than 1,000 shall be entitled to 2 additional lay voting members. Each congregation with baptized membership of 1,000 or more but less than 1,250 shall be entitled to 3 additional lay voting members. Each congregation with baptized membership of 1,250 or more but less than 1,500 shall be entitled to 4 additional lay voting members. Congregations which have a baptized membership of 1,500 or more shall be entitled to an additional lay voting member for each increment of 250 additional baptized members. Additional voting members from each congregation shall be divided equally between male and female if there are an even number of additional voting members. If there is an odd-number of voting members, the odd numbered voting member may be either male or female.

105.15 Pastors and deacons serving church institutions shall be members of the conference in which their congregational membership is held and not the conference in which their institution is located. Pastors and deacons on the roster of this synod living outside the synod boundaries may join the conference of their choice.

105.16 Each conference shall meet annually in the spring, prior to the Synod Assembly, to conduct elections, interpret the programs of the Synod, adopt memorials to the Synod, and conduct a pre-assembly caucus. Special meetings may be called by the dean or the bishop. Meetings shall be called with at least two weeks written notice.

105.17 A quorum shall be constituted when at least one-third of the congregations of the conference are represented by either a lay voting member, a pastor or a deacon.

105.18 Each conference shall elect one of its pastors under call as dean, a secretary, and at least two representatives (lay, and pastors or deacons) to serve on the Conference Cabinet. The dean, secretary, and other cabinet representatives shall serve no more than two two-year terms consecutively.

105.19 The dean shall serve as the liaison between the Synod and the conference. The dean will serve as the chairperson of the conference and the Conference Cabinet and perform any other duties assigned by the bishop.

105.20 The secretary will perform all the normal secretarial duties on behalf of the conference and cabinet.

105.21 The primary role of the Conference Cabinet shall be to plan conference meetings and to advise the dean concerning conference events.

105.22 In the event of a vacancy in the office of dean, the bishop shall appoint another pastor of the conference under call to serve until the next conference meeting.

105.23 In the event of a vacancy in the office of secretary or in one of the positions of representative, the cabinet shall appoint a successor until the unexpired term is filled at the next meeting of the conference.

105.24 A conference may adopt for itself any rules and regulations not in conflict with the constitution and bylaws of the Synod.

105.3 Clusters

105.31 Groups of congregations/pastors shall be encouraged to form clusters, without regard for conference boundaries.

105.32 The purpose of clusters shall include, but not be limited to:

- A. Any project of mutual concern
- B. Study and training groups
- C. Sharing of special skills
- D. Christian fellowship groups of a non-geographic nature.

105.33 Clusters shall be free to organize and disband at will, and they shall be encouraged, but not required, to share their experiences with others, through the synod office.

105.34 Clusters shall be self-supporting, and shall establish their own rules of procedure that are consistent with the constitution of this synod and the ELCA.

BULLETIN OF REPORTS

**VOTING MEMBERS to the
2022 ELCA CHURCHWIDE ASSEMBLY from the SOUTHWESTERN PENNSYLVANIA SYNOD**

PANEL 1

Persons who have not attended an ELCA Assembly

LAYWOMAN

Melanie A. Thomas 1206 York Street; White Oak, PA 15131 724-852-2902 mat259psu@gmail.com

LAYMAN

Thomas Hough 414 Soose Road; Pittsburgh, PA 15209 412-805-1721 tshough3@gmail.com

FEMALE YOUTH LAYPERSON

Sophia G. Rau 302 Peters Drive; Glenshaw, PA 15116 412-492-2257 shannonrau@yahoo.com

CLERGY (Pastor or Deacon)

Pr. Jennifer R. P. McCurry 821 Heberton Street; Pittsburgh, PA 15206 412-471-8125 jpm@flcpittsburgh.org
Pr. Martha C. R. McCreight 119 Ligonier Lane; New Kensington, PA 15068 406-565-3592 pastormartha@zionpennhills.org

PANEL 2

Persons who have or have not attended an ELCA Assembly

LAYWOMAN

Holly O. Schmitt 469 Macassar Drive; Pittsburgh, PA 15236 412-973-5720 hollzpop@gmail.com

LAYMAN

Dennis T. Lane 1305 Sharps Hill Rd.; Pittsburgh, PA 15215 412-780-3729 dtl136@gmail.com
Andrew R. Sabol 5200 Brightwood Rd., Apt. 214; Bethel Park, PA 15102 724-809-0687 arsabol7@gmail.com

LAYPERSON

Person of color or whose primary language is other than English

DaMisha McFarland-Pollock 916 California Ave.; Pittsburgh, PA 15202 412-628-6382 damisha.mcfarlandpollock@gmail.com

LAYMAN, YOUNG ADULT

Kyle V. Neumann 3813 Beechwood Blvd.; Pittsburgh, PA 15217 505-710-3995 trumpetoo7@yahoo.com

CLERGY (Pastor or Deacon)

Pr. Beth A. Clementson 311 Cumberland Rd.; Pittsburgh, PA 15237 412-364-1606 pastorbethc@gmail.com
Pr. Brenda N. Henry 218 Alter Street; Carnegie, PA 15106 412-390-8005 brenda.henry@gmail.com
Pr. Kerri L. Clark 105 Gateshead Dr.; McMurray, PA 15317 724-941-7467 rev.kerri.clark@gmail.com

SYNOD VICE PRESIDENT

Barbara Nugent 8947 Harmony Drive; Pittsburgh, PA 15237 412-417-2427 barbara.nugent@swpasynod.org

SYNOD BISHOP

The Rev. Kurt F. Kusserow 1014 Perry Highway, Ste. 200; Pittsburgh, PA 15237 412-367-8222 kurt.kusserow@swpasynod.org

BULLETIN OF REPORTS

Run Date 8/30/21
Page 1 of 7

Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2020

CD150 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online
Conference: 01 One										
06425 *	Faith	EN	100 Center Grange Rd	Aliquippa, PA		1954	62	62	0	0
06426 *	House Of Prayer	EN	2100 Irwin St	Aliquippa, PA	Michael J. Sourwine Jocelyn Johnston	1875	210	165	0	0
10262 *	Our Savior	EN	2147 Ridge Road Ext	Ambridge, PA	Jill E. McGregor	1938	243	177	0	0
06427 *	Zion's First	EN	798 Park Rd	Ambridge, PA		1904	153	73	0	0
06428 *	Christ Evangelical	EN	399 State St	Baden, PA	Jill E. McGregor	1858	349	349	0	0
06438 *	Rehoboth Evangelical	EN	2800 Conway Wallrose Rd	Baden, PA	Susan A. Irons	1876	273	37	0	0
06430	Holy Trinity	EN	1098 3rd St	Beaver, PA		1928	202	202	30	30
06431	Hope	EN	45 Maple Dr	Beaver, PA		1954	105	99	10	15
06439	St Paul	EN	307 Wayne Ave	Ellwood City, PA		1902	51	48	22	22
06440	Trinity	EN	207 Spring Ave	Ellwood City, PA	Margaret A. Suhr-Barkley	1894	544	415	85	333
07833	New Hope Evangelical	EN	200 2nd Ave	Freedom, PA	Martin J. Galbraith	1840	429	279	68	136
06449	Redeemer	EN	819 Washington Ave	Monaca, PA	Angela T. Smith	1868	220	199	35	450
06461 *	VanKirk	EN	106 Van Kirk Rd	Monaca, PA		1929	192	188	0	0
06394	Good Shepherd	EN	2323 Old Butler Rd	New Castle, PA		1970	232	176	33	33
06346 *	St John Evangelical	EN	2601 Highland Ave	New Castle, PA	David A. Snyder	1895	319	194	0	0
06585	First	EN GE	615 Grant St	Pittsburgh, PA	Brian A. Evans Jennifer R. McCurry	1837	691	504	130	250
06554 *	St James	EN	28 Pittsburgh St	Pittsburgh, PA		1907	49	45	0	0
07231	St Michael And All Angels'	EN	1308 Spring Garden Ave	Pittsburgh, PA		1888	419	212	17	0
06560	Trinity	EN	616 W North Ave	Pittsburgh, PA	John M. Cawkins	1860	364	175	15	0
10477 *	Trinity	EN	638 California Ave	Pittsburgh, PA		1894	212	155	0	0
06453 *	Grace Evangelical	EN	393 Adams St	Rochester, PA	Gregory S. Clagg	1854	684	561	0	0
06456 *	St Paul's	EN	616 Washington St	Sewickley, PA	Ryan D. Kobert	1907	522	404	0	0
06458	Oak Grove	EN	432 Harkins Mill Rd	Zelienople, PA	Nathaniel C. Christman	1873	645	261	12	250
Conference Totals:									457	1,519

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online	
Conference: 02 Two											
06566	Nativity	EN	4517 Mount Royal Blvd	Allison Park, PA	Jennifer M. Soltis	1966	229	181	60	70	
10261	St Paul Evangelical	EN	10301 Walters Rd	Allison Park, PA		1854	161	161	45	80	
06434	First English	EN	241 N Main St	Butler, PA	Kimberly M. Van Driel	1843	560	385	0	85	
06435	Grace @ Calvary Evangelical	EN	123 E Diamond St	Butler, PA		1890	510	1	80	40	
06436	* Trinity	EN	120 Sunset Dr	Butler, PA	Joel A. Benson	1912	1,092	585	0	0	
30017	Holy Trinity	EN	2217 Chicora Rd	Chicora, PA	Joseph J. Boomhower	1848	1,045	742	58	30	
10331	St John	EN	100 Main St	Connoquenessing, PA		1886	67	61	23	23	
06441	Hope Evangelical	EN	8070 Rowan Rd	Cranberry Township, PA	Ronald A. Brown Amy E. Michelson	1916	1,435	1,189	413	480	
06442	St Peter	EN	202 Van Buren St	Evans City, PA	Brandon A. Johns	1849	439	305	87	90	
10372	* Trinity	EN	3832 Gibsonia Rd	Gibsonia, PA	Anthony J. Schneck	1911	655	472	0	0	
06533	Bethlehem	EN	1719 Mount Royal Blvd	Glenshaw, PA	Daniel P. Smail Ellen S. Lundie	1930	1,137	916	157	431	
06445	* St John (Stone)	EN	235 Stone Church Rd	Harmony, PA		1806	79	61	0	0	
06448	* Zion	EN	557 Perry Hwy	Harmony, PA	Timothy M. Dawes	1842	283	207	0	0	
10409	St John	EN	420 Beaver St	Mars, PA		1897	246	184	52	25	
06537	Berkeley Hills	EN	517 Sangree Rd	Pittsburgh, PA	Heather R. Lubold Scott A. Bryte	1948	1,101	1,002	170	170	
06539	* Christ	EN	917 Evergreen Ave	Pittsburgh, PA		1900	530	289	0	0	
06540	* Christ	EN	157 Peony Ave	Pittsburgh, PA		1955	118	90	0	0	
06542	* Emmanuel	EN	66 Grant Ave	Pittsburgh, PA	Jonathan J. Lynn	1900	428	263	0	0	
10402	* Faith	EN	161 6th Ave	Pittsburgh, PA	David M. Litke	1930	165	125	0	0	
06544	* First English	EN	125 N Main St	Pittsburgh, PA		1887	114	99	0	0	
06536	Good Shepherd	EN	1610 Powers Run Rd	Pittsburgh, PA	David A. Rike	1895	204	164	31	30	
10460	St John's	EN	920 Perry Hwy	Pittsburgh, PA	Michael H. Robinson	1867	781	594	133	180	
06555	St John's Lutheran Church Of Highland	EN	311 Cumberland Rd	Pittsburgh, PA	Kari B. Smail	1829	1,342	652	242	598	
06451	Emmanuel	EN	143 Church St.	Prospect, PA		1843	92	86	20	5	
06355	* Rider	EN	189 Rider Church Rd	West Sunbury, PA		1843	108	84	0	0	
10549	* St Luke's	EN	305 Center Ave	West View, PA		1907	39	39	0	0	
10550	* Perry Highway	EN	11403 Perry Hwy	Wexford, PA	Tara R. Lynn	1952	1,059	693	0	0	
06561	Trinity	EN	2500 Brandt School Rd	Wexford, PA		1845	534	426	51	108	
06457	* English	EN	200 E Grandview Ave	Zelienople, PA		1843	254	239	0	0	
06459	* Seaman Memorial	EN	105 Burgess Dr	Zelienople, PA		1928	57	57	0	0	
10561	St Paul	EN	215 N Main St	Zelienople, PA	Timothy M. Dawes	1821	110	100	30	40	
Conference Totals:									14,974	10,452	2,485

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

BULLETIN OF REPORTS

Run Date 8/30/21
Page 3 of 7

Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2020

CD150 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online	
Conference: 03 Three											
06383	First	EN	214 N Pennsylvania Ave	Apollo, PA		1858	509	372	48	120	
06414 *	Spring Church Evangelical Lutheran	EN	3623 Lutheran Church Rd	Apollo, PA		1841	69	69	0	0	
06384	Calvary	EN	1721 Victoria Ave	Arnold, PA	Marsha A. Adams	1922	118	104	18	0	
06418	Bethel	EN	119 Bethel Church Rd	Ford City, PA	Barbara E. Love	1846	179	167	36	18	
06398	Emmanuel (Heilman)	EN	854 Garretts Run Rd	Ford City, PA	Eric D. Damon	1840	322	213	20	10	
06388 *	St John	EN	1038 4th Ave	Ford City, PA		1889	162	139	0	0	
06386	St Michael	EN	2264 Garretts Run Rd	Ford City, PA	Barbara E. Love	1806	258	238	30	10	
06343	United Rockville	EN	720 State Route 2020	Ford City, PA	Barbara E. Love	1848	180	163	36	4	
06389	Trinity	EN	323 5th St	Freeport, PA		1800	198	120	50	0	
06393	First Evangelical	EN	358 Main St	Leechburg, PA	James V. Arter	1814	225	173	30	69	
06396	Forks-Zion	EN	253 Forks Church Rd	Leechburg, PA		1817	322	245	11	0	
06395	Hebron	EN	201 Main St.	Leechburg, PA	Ryan N. Pusch	1814	152	135	33	40	
06404	Bethesda	EN	3084 Leechburg Rd	Lower Burrell, PA		1850	549	530	15	15	
06399	Grace	EN	Water St	Manorville, PA	Eric D. Damon	1878	349	243	45	56	
06649 *	Faith	EN	1500 Broadview Blvd	Natrona Heights, PA		1972	172	172	0	0	
06405 *	First Evangelical	EN	221 Ridge Ave	New Kensington, PA		1891	458	351	0	0	
06583 *	East Liberty	EN	5707 Penn Ave	Pittsburgh, PA	John J. Gropp Brenda N. Henry Susan K. Devine	1869	49	44	0	0	
06589 *	Messiah	EN	1736 Jancey St	Pittsburgh, PA	Keith A. Josephson	1908	100	63	0	0	
20251	St Andrew	EN	304 Morewood Ave	Pittsburgh, PA	Ross I. Carmichael	1890	245	185	76	105	
06415 *	St Mark	EN	600 Pittsburgh St	Springdale, PA		1867	102	100	0	0	
06422	St Paul's Highfield	EN	1595 Dime Rd	Vandergrift, PA	Ryan N. Pusch	1870	847	475	50	60	
06423 *	Evangelical	EN	134 W Main St	Worthington, PA		1847	382	268	0	0	
Conference Totals:									5,947	4,569	507

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

BULLETIN OF REPORTS

Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2020

CD150 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online		
Conference: 04 Four												
06493 *	Hebron	EN	125 N Liberty St	Blairsville, PA	John M. Smaligo	1827	361	359	0	0		
06496	Salem	EN	301 E Pittsburgh St	Delmont, PA	Kara J. Propst	1850	269	227	45	80		
06497	Trinity	EN	101 W 4th Ave	Derry, PA		1853	231	135	19	15		
06498	Mount Zion	EN	194 Main St	Donegal, PA	Keith A. Deckinger	1792	335	312	43	93		
06499	First	EN	246 S Main St	Greensburg, PA		1784	896	632	77	58		
06500 *	Good Shepherd	EN	501 Fairfield Dr	Greensburg, PA	Frank S. Podolinski	1957	523	242	0	0		
06504	Harrold Zion	EN	671 Baltzer Meyer Pike	Greensburg, PA	Caroline E. Clifford James E. West	1772	1,584	1,093	170	774		
06503	St Matthias Evangelical	EN	100 Chapel View Dr	Greensburg, PA	Paul M. Gruesu	1956	185	151	60	40		
06501 *	Zion's Evangelical	EN	140 S Pennsylvania Ave	Greensburg, PA	Brian B. Chaffee	1848	558	438	0	0		
30750	Penn-Zion's	EN	3417 Route 130	Harrison City, PA	Roger L. Steiner	2007	381	314	60	6		
06506 *	St Matthew	EN	407 Constitution Ave	Hunker, PA		1902	169	62	0	0		
06511	Holy Trinity	EN	211 Gaskill Ave	Jeannette, PA		1890	383	370	50	63		
06492 *	Bethel	EN	6.7 Mi SE of PA 982 on Bethel	Latrobe, PA	David W. Hanssen	1879	511	359	0	0		
06529	Prince of Peace	EN	1325 Mission Rd	Latrobe, PA	William A. Schaefer	1962	590	398	55	63		
06514	Trinity	EN	331 Weidon St	Latrobe, PA		1865	2,202	1,483	100	758		
06515	St James Evangelical	EN	300 W Main St	Ligonier, PA		1791	134	114	46	117		
06575	Good Shepherd	EN	4503 Old William Penn Hwy	Monroeville, PA	Robert J. Schaefer	1955	439	399	41	181		
06578 *	Christ's	EN	5330 Logan Ferry Rd	Murrysville, PA	Wayne G. Gillespie	1796	513	431	0	0		
30340	Faith	EN	6810 Route 22 Hwy E	New Florence, PA		1822	356	271	35	0		
06521 *	St Mark	EN	126 W. Pennsylvania Ave.	New Stanton, PA		1906	247	88	0	0		
06571	St John's	EN	715 Lincoln Hwy	North Versailles, PA		1903	444	307	44	63		
10470	Emmanuel Evangelical	EN	1229 Jefferson Heights Rd	Pittsburgh, PA	Linda C. Theophilus	1955	94	81	15	15		
06588	Hope	EN	353 Ridge Ave	Pittsburgh, PA		1950	66	64	10	15		
06595	Zion	EN	11609 Frankstown Rd	Pittsburgh, PA	Martha C. McCreight Amy B. Santoriello	1947	259	219	80	40		
06339	Sons of Zebedee	EN	422 Salt St	Saltsburg, PA		1803	34	34	17	3		
06526 *	St Mark	EN	324 Fairmont Ave	Trafford, PA		1911	103	27	0	0		
06598 *	Trinity	EN	701 Allegheny River Blvd	Verona, PA	Patricia A. Schneck	1889	91	80	0	0		
06527	St James	EN	4329 Route 982 South	Youngstown, PA	Sarah R. Rossing	1800	637	349	35	42		
06528	St Luke's	EN	126 N 4th St	Youngwood, PA	Peter E. Nordby Michelle A. Kunkle	1901	179	166	20	391		
Conference Totals:									12,774	9,205	1,022	2,817

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online	
Conference: 05 Five											
06464 *	Lynnwood	EN	900 Washington Rd	Belle Vernon, PA	Matthew C. Stabe	1949	214	204	0	0	
06465 *	St Andrew	EN	307 High St	Brownsville, PA		1926	201	201	0	0	
06467	St Paul	EN	224 S Market St	Carmichaels, PA	Rebecca F. Dittenhafer	1948	146	144	0	0	
06469 *	Christ	EN	601 Washington Ave	Charleroi, PA	Matthew C. Stabe	1901	188	188	0	0	
06471	St John	EN	144 E South St	Connellsville, PA		1871	178	99	25	20	
06472	Trinity	EN	126 E Fairview Ave	Connellsville, PA	Kerri L. Clark	1884	208	191	42	119	
06569	Christ	EN	405 Kennedy Ave	Duquesne, PA	John J. Gropp Brenda N. Henry Susan K. Devine	1963	250	130	32	15	
10375	Peace	EN	641 Zimmer Hill Rd	Greenock, PA	Erin E. Evans	1858	248	149	35	45	
10385 *	St John Mark	EN	225 E 10th Ave	Homestead, PA		1874	261	161	0	0	
06507	Brush Creek Evangelical	EN	177 Brush Creek Rd	Irwin, PA		1773	190	172	39	0	
06508	Holy Trinity	EN	502 Main St	Irwin, PA	Clifton J. Suehr Sarah M. Lee-Faulkner	1874	1,357	810	88	175	
06509	Immanuel	EN	612 Chestnut St	Irwin, PA		1872	53	46	14	0	
06523	Paintertown	EN	1001 Government Rd	Irwin, PA		1946	254	254	24	0	
06475 *	Jacob	EN	342 Lutheran Rd	Masontown, PA	Rebecca F. Dittenhafer	1773	117	117	0	0	
06481	St Paul	EN	1317 Grand Blvd	Monessen, PA	Matthew C. Stabe	1903	98	98	40	25	
06482	Grace	EN	911 Howard St	Monongahela, PA		1869	112	111	17	0	
06646	Good Shepherd	EN	822 W Main St	Mount Pleasant, PA		1971	385	283	35	158	
06517	St John's	EN	170 Hecia Rd	Mount Pleasant, PA		1793	12	12	20	10	
06577	Messiah	EN	4300 Main St	Munhall, PA	Brenda N. Henry Susan K. Devine	1904	112	70	29	10	
06510	The Lutheran Church Of Our Saviour	EN	1570 Clay Pike	North Huntingdon, PA	Brenda N. Henry Susan K. Devine	1952	406	325	20	8	
06485	St Paul's	EN	600 Mulberry St	Scottdale, PA	Daniel F. Clark	1890	267	250	25	44	
06486	Hope Memorial	EN	Peer & 2nd St	Smithton, PA	Matthew C. Stabe	1904	117	116	10	4	
06487 *	St Paul's Evangelical	EN	71 N Gallatin Ave	Uniontown, PA	Kevin E. Anderson	1885	763	763	0	0	
05533	St Peter	EN	121 Walnut Hill Rd	Uniontown, PA	James C. Engel	1894	423	200	100	100	
06489 *	Christ	EN	302 Vine St	West Newton, PA	Matthew C. Stabe	1830	155	154	0	0	
06648	Faith	EN	1656 Lincoln Way	White Oak, PA	Michael E. Ryan	1972	241	230	35	25	
30596 *	Holy Angels Evangelical	EN	201 Caldwell Ave	Wilmerding, PA	Michael L. Reed	2003	196	159	0	0	
									Conference Totals:	7,152	5,637
										630	758

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

BULLETIN OF REPORTS

Run Date 8/30/21
Page 6 of 7

Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2020

CD150 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online
Conference: 06 Six										
10292	Bethany	EN	5303 Madison Ave	Bethel Park, PA	Melba T. Dibble	1934	238	238	45	38
10317	St Paul's	EN	210 N Jefferson Ave	Canonsburg, PA	Brenda N. Henry Susan K. Devine	1897	40	35	19	19
06530	St Andrew Evangelical	EN	218 Alter St	Carnegie, PA	John J. Gropp Brenda N. Henry Susan K. Devine	1910	85	70	16	19
10318	St John	EN	601 Washington Ave	Carnegie, PA		1882	390	287	41	331
06564	St Andrew	EN	987 Beaver Grade Rd	Coraopolis, PA	Larry F. Mort	1963	292	275	45	70
10337 *	Zion	EN	1305 State Ave	Coraopolis, PA	Brenda N. Henry Susan K. Devine	1896	47	42	0	0
06531 *	Ascension	EN	1290 Silver Ln	Mc Kees Rocks, PA	Joseph G. Murdy	1960	253	172	0	0
07228	Good Shepherd	EN	618 Russellwood Ave	Mc Kees Rocks, PA		1968	51	47	18	25
06466	Our Redeemer	EN	105 Gateshead Dr	McMurray, PA	Ann E. Schmid	1960	788	584	88	160
10380	Resurrection	EN	7600 Steubenville Pike	Oakdale, PA	Brenda N. Henry Susan K. Devine	1963	86	86	15	15
10466	Bethany Evangelical	EN	3104 W Liberty Ave	Pittsburgh, PA	Brenda N. Henry Susan K. Devine	1917	92	80	15	21
10319	Emmanuel	EN	935 Pine Ave	Pittsburgh, PA		1885	104	93	15	9
06543 *	Faith	EN	80 Bartley Rd	Pittsburgh, PA	Ronald M. Weryha	1949	477	369	0	0
10471	Good Shepherd	EN	1700 Bower Hill Rd	Pittsburgh, PA		1947	186	160	25	64
10310	Grace	EN	6810 Hilldale Dr	Pittsburgh, PA		1906	72	61	20	0
06546	Holy Trinity	EN	1516 Beechview Ave	Pittsburgh, PA	Sherry L. Hazuda	1907	33	28	13	15
06548	Mount Lebanon United	EN	975 Washington Rd	Pittsburgh, PA	Douglas M. Heagy	1925	889	626	116	237
06551 *	North Zion	EN	5100 Brownsville Rd	Pittsburgh, PA		1800	85	75	0	0
06552	Prince Of Peace	EN	400 Old Clairton Rd	Pittsburgh, PA		1953	567	474	42	166
10473 *	St Mark	EN	933 Brookline Blvd	Pittsburgh, PA	Allyn K. Itterly	1912	185	185	0	0
06559 *	St Matthew's	EN	45 Steuben St	Pittsburgh, PA		1903	120	115	0	0
10476	Stewart Avenue	EN	2810 Brownsville Rd	Pittsburgh, PA	Beth A. Clementson	1920	393	302	51	50
06483	Bethlehem	EN	21 Church Rd	Scenery Hill, PA	William B. Henry	1791	521	391	47	31
06484 *	Mount Calvary	EN	2128 E National Pike	Scenery Hill, PA		1885	58	49	0	0
20254 *	St Paul	EN	775 N Main St	Washington, PA		1938	94	85	0	0
Conference Totals:							6,146	4,929	631	1,270
Synod Totals:							54,163	39,772	4,890	9,356

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2020

CD150 Report

Language Codes:

[AM]	Amharic	[CL]	Creole	[KO]	Korean	[NO]	Norwegian	[SL]	Slovak	[TM]	Tamil
[AN]	Anyuak	[DA]	Danish	[LK]	Lakotah	[NU]	Nuer	[SP]	Spanish	[TE]	Telugu
[AB]	Arabic	[DI]	Dinka	[LS]	Lao	[OR]	Oromo	[SA]	Swahili	[TH]	Thai
[BU]	Burmese	[EN]	English	[LA]	Latvian	[PT]	Paiute	[SW]	Swedish	[TG]	Tigrinya
[CA]	Cambodian	[FI]	Finnish	[MB]	Maban	[PR]	Portuguese	[TA]	Tagalog		
[CH]	Cantonese	[FR]	French	[MA]	Mandarin	[SI]	Sign	[TI]	Taiwanese		

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

BULLETIN OF REPORTS

Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2020

CD160 Report

8B_Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
Conference: 01 One									
06425*	Faith, Aliquippa	31,032	31,032	0	0	20,784	0	500	21,284
06426*	House Of Prayer, Aliquippa	134,043	255,432	0	13,701	200,510	6,000	8,170	246,653
10262*	Our Savior, Ambridge	52,600	52,600	0	0	39,000	0	565	39,565
06427*	Zion's First, Ambridge	17,100	19,340	0	260	18,890	260	705	22,165
06428*	Christ Evangelical, Baden	106,500	106,500	0	0	104,500	0	20	104,520
06438*	Rehoboth Evangelical, Baden	95,547	95,547	0	0	113,870	0	0	113,870
06430	Holy Trinity, Beaver	40,919	66,751	337,764	17,916	61,145	0	2,252	71,390
06431	Hope, Beaver	35,860	48,810	923,123	0	47,921	0	1,455	49,376
06439	St Paul, Ellwood City	27,582	35,960	2,070	0	25,773	1,787	9,306	36,866
06440	Trinity, Ellwood City	174,220	249,889	5,804,157	201,800	174,775	13,067	11,463	256,289
07833	New Hope Evangelical, Freedom	171,669	203,052	921,476	0	193,720	19,780	15,065	228,565
06449	Redeemer, Monaca	74,688	98,504	0	0	93,426	0	0	93,426
06461*	VanKirk, Monaca	60,255	60,255	0	0	18,080	0	1,000	19,080
06394	Good Shepherd, New Castle	83,393	112,972	3,023,132	0	45,690	1,482	1,982	64,977
06346*	St John Evangelical, New Castle	126,266	126,266	0	0	107,312	0	0	107,312
06585	First, Pittsburgh	667,668	820,183	3,531,322	0	616,713	58,900	9,505	686,618
06554*	St James, Pittsburgh	23,334	56,540	766,467	0	57,060	1,636	0	60,644
07231	St Michael And All Angels', Pittsburgh	26,667	36,899	532,200	0	46,669	0	0	52,169
06560	Trinity, Pittsburgh	25,133	47,800	0	0	51,029	300	2,080	55,334
10477*	Trinity, Pittsburgh	64,435	67,086	1,293,120	0	57,412	211	0	60,226
06453*	Grace Evangelical, Rochester	194,674	261,907	0	0	303,155	0	20,895	324,050
06456*	St Paul's, Sewickley	139,800	141,900	711,000	0	145,547	5,400	1,105	152,052
06458	Oak Grove, Zelienople	121,089	149,248	2,047,914	0	118,453	10,000	11,700	140,153
	Conference Totals	\$2,494,474	\$3,144,473	\$19,893,745	\$233,677	\$2,661,434	\$118,823	\$97,768	\$3,006,584
Conference: 02 Two									
06566	Nativity, Allison Park	141,292	144,521	1,655,921	0	87,823	13,005	3,358	104,186
10261	St Paul Evangelical, Allison Park	82,778	100,009	11,968	5,500	72,421	4,020	0	113,365
06434	First English, Butler	232,916	317,328	370,071	0	192,440	25,200	17,258	275,983
06435	Grace @ Calvary Evangelical, Butler	152,482	184,644	6,596,186	21,000	115,319	10,666	2,373	128,408
06436*	Trinity, Butler	365,206	520,994	0	11,000	318,501	49,150	20,999	496,361
30017	Holy Trinity, Chicora	200,182	274,679	1,581,514	0	232,477	25,200	9,932	267,609
10331	St John, Connoquenessing	41,950	45,214	5,602	0	33,844	1,200	2,012	37,056
06441	Hope Evangelical, Cranberry Township	842,393	894,779	5,291,392	2,213,931	545,964	13,500	33,137	951,298
06442	St Peter, Evans City	142,930	234,439	3,023,215	59,644	144,516	12,499	8,772	207,781

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

BULLETIN OF REPORTS

Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2020

CD160 Report

8B_Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
10372*	Trinity, Gibsonia	216,581	300,790	0	0	212,812	28,300	2,780	243,892
06533	Bethlehem, Glenshaw	487,452	550,211	399,980	268,792	333,094	54,994	6,023	537,471
06445*	St John (Stone), Harmony	26,007	31,753	429,024	0	28,043	0	3,331	31,374
06448*	Zion, Harmony	126,771	178,231	0	1,100	83,542	11,839	9,635	154,467
10409	St John, Mars	146,985	146,985	0	0	157,942	0	0	157,942
06537	Berkeley Hills, Pittsburgh	270,416	479,040	2,297,481	991,550	393,464	5,592	0	487,847
06539*	Christ, Pittsburgh	146,565	418,121	0	0	94,241	0	11,080	349,655
06540*	Christ, Pittsburgh	47,503	57,385	518,327	0	51,191	3,730	0	54,921
06542*	Emmanuel, Pittsburgh	145,887	159,854	1,543,500	0	131,013	8,000	11,216	169,081
10402*	Faith, Pittsburgh	48,519	51,314	419,338	0	59,368	1,600	0	66,221
06544*	First English, Pittsburgh	43,782	53,830	0	0	53,660	2,657	0	56,317
06536	Good Shepherd, Pittsburgh	117,780	375,587	513,794	25,725	261,426	2,024	18,326	339,041
10460	St John's, Pittsburgh	264,455	368,264	3,809,978	0	266,100	8,925	21,687	305,504
06555	St John's Lutheran Church Of Highland, Pittsburgh	717,067	729,099	8,570,291	116,065	485,260	94,135	10,505	769,130
06451	Emmanuel, Prospect	43,876	53,165	400,932	6,627	54,887	1,450	0	56,337
06355*	Rider, West Sunbury	59,200	62,823	0	0	32,681	2,900	3,323	53,586
10549*	St Luke's, West View	59,000	69,200	0	0	71,000	900	1,310	73,210
10550*	Perry Highway, Wexford	233,934	233,934	0	0	313,967	0	0	313,967
06561	Trinity, Wexford	269,875	356,422	3,919,773	25,500	242,808	16,900	25,837	328,493
06457*	English, Zelienople	123,320	266,283	0	0	177,487	7,920	10,319	197,555
06459*	Seaman Memorial, Zelienople	44,150	49,272	0	0	48,502	11,584	2,650	62,736
10561	St Paul, Zelienople	107,458	386,896	2,805,936	0	59,131	6,000	686	65,817
	Conference Totals	\$5,948,712	\$8,095,066	\$44,164,223	\$3,756,334	\$5,354,924	\$423,890	\$236,549	\$7,456,611
Conference: 03 Three									
06383	First, Apollo	119,905	166,533	6,227,715	0	143,467	7,522	8,220	168,006
06414*	Spring Church Evangelical Lutheran, Apollo	57,871	84,534	0	0	48,723	3,221	1,343	55,087
06384	Calvary, Arnold	31,605	108,131	562,000	0	73,000	3,000	0	85,000
06418	Bethel, Ford City	51,536	69,352	659,502	0	42,001	0	840	42,841
06398	Emmanuel (Heilman), Ford City	105,838	125,296	1,250,758	0	78,015	8,210	4,299	91,297
06388*	St John, Ford City	33,241	51,478	0	15,929	28,407	781	332	43,565
06386	St Michael, Ford City	50,462	62,382	678,087	0	40,930	7,630	110	51,754
06343	United Rockville, Ford City	48,236	49,439	145,141	0	35,510	1,212	3,535	44,234
06389	Trinity, Freeport	110,190	143,959	3,434,510	18,433	105,623	4,227	4,472	131,503
06393	First Evangelical, Leechburg	71,527	83,087	2,726,822	0	163,122	6,352	1,968	171,442
06396	Forks-Zion, Leechburg	96,431	128,638	3,198,032	0	81,518	9,250	1,332	104,738
06395	Hebron, Leechburg	56,015	83,151	5,226,816	0	102,731	4,491	4,285	127,932
06404	Bethesda, Lower Burrell	109,717	150,331	2,164,029	0	100,986	10,000	3,832	143,603

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

BULLETIN OF REPORTS

Run Date 8/30/21
Page 3 of 5

Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2020

CD160 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
06399	Grace, Manorville	71,326	90,920	121,681	0	86,118	7,147	0	93,265
06649*	Faith, Natrona Heights	94,500	101,565	0	0	73,000	6,000	800	79,800
06405*	First Evangelical, New Kensington	136,905	164,101	2,106,499	1,033	94,086	16,746	0	129,451
06583*	East Liberty, Pittsburgh	55,264	69,220	0	87,902	88,750	1	70	92,834
06589*	Messiah, Pittsburgh	18,000	21,000	505,000	0	21,000	0	0	25,000
20251	St Andrew, Pittsburgh	214,843	259,680	421,255	0	206,627	29,580	272	281,463
06415*	St Mark, Springdale	42,089	61,226	0	0	50,375	1,202	0	53,435
06422	St Paul's Highfield, Vandergrift	73,789	88,944	1,867,823	0	57,808	2,500	8,365	77,032
06423*	Evangelical, Worthington	65,120	123,754	678,202	0	85,112	0	0	125,997
Conference Totals		\$1,714,410	\$2,286,721	\$31,973,872	\$123,297	\$1,806,909	\$129,072	\$44,075	\$2,219,279
Conference: 04 Four									
06493*	Hebron, Blairsville	68,457	85,303	0	0	42,332	8,620	837	51,789
06496	Salem, Delmont	163,559	229,412	4,903,446	0	189,314	8,310	8,202	226,959
06497	Trinity, Derry	41,742	50,102	449,627	0	28,991	600	0	29,845
06498	Mount Zion, Donegal	93,843	102,352	1,665,855	0	92,184	3,917	2,955	117,623
06499	First, Greensburg	172,925	430,716	12,944,460	0	260,671	81,600	62,665	430,541
06500*	Good Shepherd, Greensburg	198,959	280,912	0	0	273,163	212	2,645	276,020
06504	Harold Zion, Greensburg	325,687	333,412	336,201	0	341,552	13,333	3,280	358,165
06503	St Matthias Evangelical, Greensburg	163,987	181,092	0	0	126,853	13,200	2,044	146,483
06501*	Zion's Evangelical, Greensburg	182,067	188,206	0	0	210,891	19,500	8,681	239,072
30750	Penn-Zion's, Harrison City	100,731	145,958	2,443,053	0	98,491	6,600	2,104	114,774
06506*	St Matthew, Humker	0	0	0	0	76,983	0	0	76,983
06511	Holy Trinity, Jeannette	80,788	112,539	2,458	0	92,876	2,570	0	102,970
06492*	Bethel, Latrobe	138,461	154,736	0	0	90,213	14,000	7,565	118,647
06529	Prince of Peace, Latrobe	131,858	185,688	2,719,415	3,555	100,117	11,940	1,093	128,069
06514	Trinity, Latrobe	425,413	814,357	12,260,862	112,072	670,112	58,587	31,263	1,140,424
06515	St James Evangelical, Ligonier	105,958	161,077	4,249,329	0	120,777	11,400	16,524	170,274
06575	Good Shepherd, Monroeville	142,434	225,900	5,626,004	0	189,302	10,451	3,848	205,294
06578*	Christ's, Murrysville	262,069	275,948	0	164,728	242,229	20,000	5,499	303,195
30340	Faith, New Florence	71,078	82,189	1,950,000	84,000	45,444	2,500	0	65,560
06521*	St Mark, New Stanton	0	0	0	0	69,000	0	0	69,000
06571	St John's, North Versailles	126,654	278,073	4,851,576	44,148	126,347	0	26,274	161,741
10470	Emmanuel Evangelical, Pittsburgh	40,276	103,349	1,625,700	0	94,737	5,675	5,265	123,186
06588	Hope, Pittsburgh	69,187	87,485	1,784,632	306	91,298	4,362	375	96,035
06595	Zion, Pittsburgh	279,009	436,741	1,706,263	29,547	234,209	26,805	22,888	420,085
06339	Sons of Zebedee, Saltsburg	22,835	31,656	383,443	0	25,876	2,512	532	28,920

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

BULLETIN OF REPORTS

Run Date 8/30/21
Page 4 of 5

Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2020

CD160 Report

8B_Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
06526*	St Mark, Trafford	15,004	45,882	1,005,383	3,000	19,858	1,500	820	41,344
06598*	Trinity, Verona	74,561	134,220	0	0	91,168	4,195	1,541	104,404
06527	St James, Youngstown	72,711	97,556	2,627,104	0	95,778	4,363	2,254	103,595
06528	St Luke's, Youngwood	81,522	91,065	1,149,230	17,800	69,421	5,000	2,519	90,410
	Conference Totals	\$3,651,775	\$5,345,926	\$64,684,041	\$459,156	\$4,210,187	\$341,752	\$221,673	\$5,541,407
	Conference: 05 Five								
06464*	Lynnwood, Belle Vernon	56,366	89,362	0	0	54,311	2,040	4,453	65,954
06465*	St Andrew, Brownsville	12,379	13,319	525,095	0	16,208	946	450	17,604
06467	St Paul, Carmichaels	46,143	55,420	364,535	9,040	32,548	2,684	3,767	46,313
06469*	Christ, Charleroi	0	0	0	0	0	0	0	0
06471	St John, Connellsville	25,172	54,082	73,125	0	43,557	1,981	1	45,539
06472	Trinity, Connellsville	99,838	152,819	7,422,715	0	110,799	6,001	10,309	130,023
06569	Christ, Duquesne	95,352	155,438	402,490	0	132,909	14,700	19,885	167,494
10375	Peace, Greenock	84,983	101,773	3,174,452	0	97,717	1,600	1,600	100,917
10385*	St John Mark, Homestead	78,039	83,323	0	0	86,342	6,500	1,940	94,782
06507	Brush Creek Evangelical, Irwin	93,454	107,558	2,656,594	4,150	92,035	500	1,332	98,871
06508	Holy Trinity, Irwin	278,233	731,160	5,226,009	0	232,750	20,800	14,459	369,930
06509	Immanuel, Irwin	51,855	53,316	1,251,022	0	31,338	2,300	0	35,820
06523	Paintertown, Irwin	78,092	94,457	445,000	0	58,776	1,200	765	60,841
06475*	Jacob, Masontown	0	0	0	0	54,222	0	0	54,222
06481	St Paul, Monessen	123,947	130,125	61,090	0	86,857	6,178	877	93,912
06482	Grace, Monongahela	48,318	56,605	1,830,197	0	64,071	15,600	8,300	87,971
06646	Good Shepherd, Mount Pleasant	92,342	96,770	975,332	0	57,088	10,630	3,260	71,558
06517	St John's, Mount Pleasant	11,107	11,107	85,291	0	10,822	0	1,970	12,792
06577	Messiah, Munhall	65,264	90,365	256,000	13,900	88,092	4,050	1,750	118,941
06510	The Lutheran Church Of Our Saviour, North Huntingdon	49,558	66,760	552,934	0	79,501	8,984	1,000	89,485
06485	St Paul's, Scottdale	66,665	72,996	68,144	0	127,619	4,527	7,394	139,540
06486	Hope Memorial, Smithton	23,841	57,297	2,377,101	0	28,115	4,800	242	58,357
06487*	St Paul's Evangelical, Uniontown	212,119	275,826	0	0	244,711	36,000	2,039	286,283
05533	St Peter, Uniontown	151,354	210,374	3,793,822	0	184,830	17,734	6,216	234,474
06489*	Christ, West Newton	100,107	187,986	0	0	90,036	2,500	0	92,536
06648	Faith, White Oak	110,022	146,374	2,104,239	0	148,448	14,568	7,203	175,855
30596*	Holy Angels Evangelical, Wilmerding	63,000	86,000	2,851,500	0	95,000	3,000	0	99,000
	Conference Totals	\$2,117,550	\$3,180,612	\$36,496,687	\$27,090	\$2,408,702	\$189,823	\$99,212	\$2,849,014

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

BULLETIN OF REPORTS

CD160 Report Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2020

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
Conference: 06 Six									
10292	Bethany, Bethel Park	119,682	129,189	110,785	0	97,145	600	3,111	108,711
10317	St Paul's, Canonsburg	48,012	50,706	1,865,045	0	53,697	2,996	6,931	66,929
06530	St Andrew Evangelical, Carnegie	93,660	117,410	277	0	86,108	4,800	7,704	109,906
10318	St John, Carnegie	257,399	318,273	4,106,430	0	222,064	10,709	62,705	295,478
06564	St Andrew, Coraopolis	229,063	229,079	1,024,000	100,000	210,746	3,000	2,780	251,561
10337*	Zion, Coraopolis	63,360	63,430	0	0	77,200	700	0	77,900
06531*	Ascension, Mc Kees Rocks	128,624	135,488	0	0	133,741	6,786	0	141,673
07228	Good Shepherd, Mc Kees Rocks	28,771	83,238	1,389,524	0	73,337	443	8,440	82,220
06466	Our Redeemer, McMurray	465,542	798,026	2,194,992	8,699	377,515	51,344	12,944	732,322
10380	Resurrection, Oakdale	48,000	48,000	0	0	43,000	5,000	0	48,000
10466	Bethany Evangelical, Pittsburgh	91,606	157,275	7,672	0	105,714	985	17,955	136,648
10319	Emmanuel, Pittsburgh	35,711	128,119	1,691,485	20,750	69,630	4,000	100	77,980
06543*	Faith, Pittsburgh	257,202	302,774	0	174,785	241,095	0	15,687	302,101
10471	Good Shepherd, Pittsburgh	89,037	106,045	1,400,082	0	97,499	8,200	600	106,299
10310	Grace, Pittsburgh	38,273	208,049	1,203,730	0	108,202	1,600	550	160,843
06546	Holy Trinity, Pittsburgh	20,968	34,617	174,797	0	28,705	3,237	374	39,966
06548	Mount Lebanon United, Pittsburgh	273,019	506,074	6,614,865	0	305,957	30,000	3,498	339,455
06551*	North Zion, Pittsburgh	44,650	53,000	0	3,600	44,075	500	245	53,070
06552	Prince Of Peace, Pittsburgh	128,539	179,444	658,995	40,200	226,866	3,540	258	279,038
10473*	St Mark, Pittsburgh	101,811	118,118	0	0	141,622	18,091	3,047	162,760
06559*	St Matthew's, Pittsburgh	97,919	100,926	0	0	53,038	2,676	1,596	57,310
10476	Stewart Avenue, Pittsburgh	86,183	106,183	144,000	0	152,411	6,000	1,000	159,411
06483	Bethlehem, Scenery Hill	150,408	323,890	1,228,602	31,747	146,469	21,720	3,957	287,623
06484*	Mount Calvary, Scenery Hill	17,272	26,985	150,000	0	20,956	0	0	22,026
20254*	St Paul, Washington	53,266	60,566	503,040	0	58,000	0	0	58,000
Conference Totals		\$2,967,977	\$4,384,904	\$24,468,321	\$379,781	\$3,174,792	\$186,927	\$153,482	\$4,157,230
Synod Totals		\$18,894,898	\$26,437,702	\$221,680,889	\$4,979,335	\$19,616,948	\$1,390,287	\$852,759	\$25,230,125

Code Key: * = 2020 data not available as of report run date, C = Congregation Under Development

8B Southwestern Pennsylvania Synod, ELCA

Summary of Membership Statistics Totals -- End of Year	2019	2020	Change	Percent
Congregations	161	157	-4	-2.48
Congregations - Organized	161	157	-4	-2.48
Congregations - Under Development	0	0	0	----
Congregations - Filed Form A	102	98	-4	-3.92
Baptized Members	57,160	54,163	-2,997	-5.24
Average Baptized Members per Congregation	355	345	-10	-0.06
Confirmed Members	41,613	39,772	-1,841	-4.42
Average Confirmed Members per Congregation	258	253	-5	-0.03

Analysis of Membership Gains and Losses

Baptized Members -- Received				
By Baptism - Children Under Age 16	441	288	-153	-34.69
By Baptism - Adults Age 16 and Older	45	24	-21	-46.67
By Affirmation of Faith	340	201	-139	-40.88
By Transfer	386	371	-15	-3.89
From Other Sources and Stat Adj's	83	56	-27	-32.53
Baptized Members -- Total Received	1,295	940	-355	-27.41

Baptized Members -- Removed

By Death	672	643	-29	-4.32
By Transfer	269	247	-22	-8.18
For Other Reasons and Stat Adj's	1,857	2,999	1,142	61.50
Baptized Members -- Total Removed	2,798	3,889	1,089	38.88
Baptized Members Confirmed	218	190	-28	-12.84
Active Participants	24,927	22,535	-2,392	-9.60

Analysis of Attendance

Total avg. weekly worship attendance (2019)	10,543
Total avg. weekly worship attendance (on-site)	4,890
Total avg. weekly worship attendance (online)	9,356
Avg. att. per congregation (on-site)	50
Avg. att. per congregation (online)	108
Average on-site att. as a percentage of baptized membership	9.03
Average online att. as a percentage of baptized membership	17.27

Note: 2019 figures for attendance are not reported here, as there was no distinction made between on-site and online attendance in that year. For the same reason, year-to-year change and percent change are also not reported.

Vitality - Congregation Description (Averages)

Excitement About the Future	3.40
Positive Force in the Community	3.99
Ready to Try Something New	3.45

Vitality - Congregation Strengths (Averages)

Seeking/Using Member Gifts	3.42
Live Out Faith in Their Daily Lives	3.56

Evangelical Lutheran Church in America
Form A - Summary of Congregational Statistics as of 12/31/2020

CD170 Report

8B Southwestern Pennsylvania Synod, ELCA

Summary of Financial Statistics

Totals -- End of Year

	2019	2020	Change	Percent	Statistical Analysis
Total Receipts	28,680,471	26,437,702	-2,242,769	-7.82	Averages per Congregation Reporting
Total Disbursements	27,666,749	25,230,125	-2,436,624	-8.81	Total Receipts (/153) 172,795.44
Total Indebtedness on Dec 31	5,427,956	4,979,335	-448,621	-8.27	Total Disburse (/156) 161,731.57
Projected Mission Support	1,390,979	1,622,680	231,701	16.66	Total Indebtedness (/39) 127,675.26
Average Total Giving / Bapt Member	401.43	398.69	-2.74	-0.68	Percent Congs With No Debt 75.64
Average Total Giving / Conf Member	551.41	542.95	-8.46	-1.53	

Detail of Financial Statistics - Receipts

Regular Giving	20,095,273	18,894,898	-1,200,375	-5.97
Designated Giving	2,850,368	2,699,162	-151,206	-5.30
Earned Income (any source)	2,966,871	1,979,226	-987,645	-33.29
Grants (any source)	213,924	617,610	403,686	188.71
All Other Receipts	2,554,035	2,246,806	-307,229	-12.03

Detail of Financial Statistics - Disbursements

Current Operating Expenses	20,752,358	19,616,948	-1,135,410	-5.47	Percent of Total Disbursements
Capital Improvements	2,419,432	1,610,477	-808,955	-33.44	Current Operating Expenses 77.79
Payments on Debts	1,416,204	945,147	-471,057	-33.26	Capital Improvements 6.39
Mission Support	1,502,634	1,390,287	-112,347	-7.48	Payments on Debts 3.75
Other Synod Benevolence	269,145	252,307	-16,838	-6.26	Mission Support 5.51
Other CWO Benevolence	43,698	30,814	-12,884	-29.48	Other Synod Benevolence 1.00
Benevolence - Another Country	27,512	44,168	16,656	60.54	Other CWO Benevolence 0.12
Benevolence - Camps	26,777	16,217	-10,560	-39.44	Benevolence - Another Country 0.18
Benevolence - Campus Ministry	9,983	2,185	-7,798	-78.11	Benevolence - Camps 0.06
Benevolence - Colleges	5,472	3,623	-1,849	-33.79	Benevolence - Campus Ministry 0.01
Benevolence - Seminaries	10,289	14,192	3,903	37.93	Benevolence - Colleges 0.01
Benevolence - Social Service	152,190	127,608	-24,582	-16.15	Benevolence - Seminaries 0.06
Benevolence - Other Direct Recipient	354,410	361,645	7,235	2.04	Benevolence - Social Service 0.51
Subtotal Non-Mission Supt Benev	899,476	852,759	-46,717	-5.19	Benevolence - Direct Recipient 1.43
Other Expenses & Realized Losses	657,134	801,754	144,620	22.01	Subtotal Non-Mission Supt Benev 3.38
					Other Expenses & Realized Losses 3.18

8B Southwestern Pennsylvania Synod, ELCA

BULLETIN OF REPORTS

Congregations Reporting Ethnic Active Participants	2019	2020	Change	Percent	Percent of Congregations Reporting Ethnic Active Participants	
African American/Black	36	32	-4	-11.11	African American/Black	20.38
African National/African Caribbean	7	6	-1	-14.29	African National/African Caribbean	3.82
American Indian/Alaska Native	4	2	-2	-50.00	American Indian/Alaska Native	1.27
Arab/Middle Eastern	6	7	1	16.67	Arab/Middle Eastern	4.46
Asian/Pacific Islander	26	22	-4	-15.38	Asian/Pacific Islander	14.01
Latino/Hispanic	22	17	-5	-22.73	Latino/Hispanic	10.83
Multiracial	31	32	1	3.23	Multiracial	20.38
White	154	150	-4	-2.60	White	95.54

Total Ethnic Active Participants	2019	2020	Change	Percent	Percent Ethnic Active Participants	
African American/Black	264	204	-60	-22.73	African American/Black	0.86
African National/African Caribbean	13	11	-2	-15.38	African National/African Caribbean	0.05
American Indian/Alaska Native	12	9	-3	-25.00	American Indian/Alaska Native	0.04
Arab/Middle Eastern	16	18	2	12.50	Arab/Middle Eastern	0.08
Asian/Pacific Islander	101	80	-21	-20.79	Asian/Pacific Islander	0.34
Latino/Hispanic	52	32	-20	-38.46	Latino/Hispanic	0.13
Multiracial	206	366	160	77.67	Multiracial	1.54
White	25,106	23,113	-1,993	-7.94	White	96.97

8B Southwestern Pennsylvania Synod, ELCA
(96 Congs Filled)

	Yes	No	No Resp	Students
C30 - Educational Ministry				
Did this congregation have Christian education	79	14	3	
Was Christian education offered online	43	15	38	
Total number of students				2,244
Did this congregation have vacation Bible school	23	71	2	
Was vacation Bible school offered online	17	3	76	
Total number of students				641

C33	Engaged in ELCA Companion Synod program	6	86	4
------------	---	---	----	---

C34	Aware of accompaniment ministry of missionaries	77	16	3
------------	---	----	----	---

C35	Familiar with Resourceful Servants Congregational Financial Assessment	18	74	4
------------	--	----	----	---

C39	Discussed meaning of sanctuary church	34	60	2
	Interested in more information	18	69	9

C40	Using 40 Days of Giving Lenten materials	13	82	1
	Using Advent/Good Gifts materials	38	54	4

C32 - Disability Assistance Provided		C37 - Congregational Concerns	
Building Wheelchair Access.....	75	Affordable housing/homelessness	36
Braille Worship Materials.....	2	Criminal justice	12
Large Print Worship Materials...	71	Environment	26
Assistive Hearing Devices.....	33	Gender justice	17
Sign Language Interpreters.....	0	Global humanitarian needs	35
Mental Health Ministries.....	7	Healthcare	32
Developmental Disabilities.....	6	Hunger and nutrition	78
Specialized Childhood Learning..	1	Migration	14
No Response to Any.....	4	Racial justice	26
		Other	9
		No response to any	9

C36 - Participation in Hunger Ministry	
Addressing hunger's root causes	25
Advocacy/community organizing	19
Direct feeding ministry	66
Financial support/fundraising	76
Hunger education/networking	19
No response to any	4

C38 - Community Context	
Rural farming	9
Rural nonfarming, recreational, mining or other open country	11
In a small city or town (Population: <10,000)*	24
In a small city or town (Population: 10,000-49,999)	15
In a medium-sized city (Population: 50,000-249,999)	0
In a suburb near a medium-sized city	4
In a large city (Population: 250,000 or more)	7
In a suburb of a large city (within 10 miles of the large city)	18
In a suburb of a large city (>10 miles away from the large city)	8
No response to any	0

*This option was included as a choice online, but it was inadvertently left off the paper forms.

BULLETIN OF REPORTS

Evangelical Lutheran Church in America
Summary of Congregations That Did Not File 2020 Report Form A

CD950 Report

8B Southwestern Pennsylvania Synod, ELCA

Last Year Filed	Cong ID	Cong Status	Cong	Baptized Members	Congregation Name	City, State	Minister	Phone
2004	06423	Org	Evangelical	382	Evangelical	Worthington, PA		(724)297-3398
2007	06405	Org	First Evangelical	458	First Evangelical	New Kensington, PA		(724)335-4004
2007	06484	Org	Mount Calvary	58	Mount Calvary	Scenery Hill, PA		(724)945-6776
2007	06589	Org	Messiah	100	Messiah	Pittsburgh, PA	Keith A. Josephson	(412)661-4788
2007	10477	Org	Trinity	212	Trinity	Pittsburgh, PA		(412)761-4010
2007	30596	Org	Holy Angels Evangelical	196	Holy Angels Evangelical	Wilmerding, PA	Michael L. Reed	(412)823-5175
2008	06540	Org	Christ	118	Christ	Pittsburgh, PA		(412)364-4954
2008	06554	Org	St James	49	St James	Pittsburgh, PA		(412)761-1188
2008	10402	Org	Faith	165	Faith	Pittsburgh, PA	David M. Littke	(412)364-4044
2011	06456	Org	St Paul's	522	St Paul's	Sewickley, PA	Ryan D. Kobert	(412)741-8484
2012	20254	Org	St Paul	94	St Paul	Washington, PA		(724)225-0225
2013	06445	Org	St John (Stone)	79	St John (Stone)	Harmony, PA		(724)865-2490
2013	06526	Org	St Mark	103	St Mark	Trafford, PA		(412)372-4169
2014	06469	Org	Christ	188	Christ	Charleroi, PA	Matthew C. Stabe	(724)483-4908
2015	06346	Org	St John Evangelical	319	St John Evangelical	New Castle, PA	David A. Snyder	(724)654-2642
2016	06465	Org	St Andrew	201	St Andrew	Brownsville, PA		(724)785-3970
2016	06542	Org	Emmanuel	428	Emmanuel	Pittsburgh, PA	Jonathan J. Lynn	(412)781-2764
2017	06415	Org	St Mark	102	St Mark	Springdale, PA		(724)274-5313
2017	06427	Org	Zion's First	153	Zion's First	Ambridge, PA		(724)266-8378
2017	06448	Org	Zion	283	Zion	Harmony, PA	Timothy M. Dawes	(724)452-8886
2017	06464	Org	Lynnwood	214	Lynnwood	Belle Vernon, PA	Matthew C. Stabe	(724)929-4760
2017	06475	Org	Jacob	117	Jacob	Masontown, PA	Rebecca F. Dittenhafer	(724)583-9040
2017	06506	Org	St Matthew	169	St Matthew	Hunker, PA		(724)925-9124
2017	06521	Org	St Mark	247	St Mark	New Stanton, PA		(724)925-9216
2017	06559	Org	St Matthew's	120	St Matthew's	Pittsburgh, PA		(412)921-1125
2017	06649	Org	Faith	172	Faith	Natrona Heights, PA		(724)224-5777
2017	10372	Org	Trinity	655	Trinity	Gibsonia, PA	Anthony J. Schneck	(724)443-8110
2017	10385	Org	St John Mark	261	St John Mark	Homestead, PA		(412)461-1609
2018	06355	Org	Rider	108	Rider	West Sunbury, PA		(724)282-4578
2018	06388	Org	St John	162	St John	Ford City, PA		(724)763-9968
2018	06425	Org	Faith	62	Faith	Aliquippa, PA		(724)775-7030
2018	06428	Org	Christ Evangelical	349	Christ Evangelical	Baden, PA	Jill E. McGregor	(724)869-7635
2018	06438	Org	Rehoboth Evangelical	273	Rehoboth Evangelical	Baden, PA	Susan A. Irons	(724)869-2806
2018	06461	Org	VanKirk	192	VanKirk	Monaca, PA		(724)775-7030
2018	06487	Org	St Paul's Evangelical	763	St Paul's Evangelical	Uniontown, PA	Kevin E. Anderson	(724)437-9000
2018	06489	Org	Christ	155	Christ	West Newton, PA	Matthew C. Stabe	(724)872-7177
2018	06492	Org	Bethel	511	Bethel	Latrobe, PA	David W. Hanssen	(724)593-2483
2018	06493	Org	Hebron	361	Hebron	Blairsville, PA	John M. Smaligo	(724)459-8920
2018	06543	Org	Faith	477	Faith	Pittsburgh, PA	Ronald M. Weryha	(412)835-4590

Congregation Status Key: Org = Organized, CUD = Congregation Under Development (filing optional)

Evangelical Lutheran Church in America
Summary of Congregations That Did Not File 2020 Report Form A

CD950 Report

8B Southwestern Pennsylvania Synod, ELCA

Last Year Filed	Cong ID	Cong Status	Cong Members	Baptized	Congregation Name	City, State	Minister	Phone
2018	06583	Org	49		East Liberty	Pittsburgh, PA	John J. Gropp	(412)362-1712
2018	10262	Org	243		Our Savior	Ambridge, PA	Jill E. McGregor	(724)266-1169
2018	10337	Org	47		Zion	Coraopolis, PA	Brenda N. Henry	(412)264-6420
2018	10473	Org	185		St Mark	Pittsburgh, PA		(412)531-9575
2019	06414	Org	69		Spring Church Evangelical Lutheran	Apollo, PA		(724)478-1528
2019	06426	Org	210		House Of Prayer	Aliquippa, PA	Michael J. Sourwine	(724)375-2033
2019	06436	Org	1,092		Trinity	Butler, PA	Joel A. Benson	(724)287-1977
2019	06453	Org	684		Grace Evangelical	Rochester, PA	Gregory S. Clagg	(724)774-3792
2019	06457	Org	254		English	Zelienople, PA		(724)452-8110
2019	06459	Org	57		Seaman Memorial	Zelienople, PA		(724)452-3594
2019	06500	Org	523		Good Shepherd	Greensburg, PA	Frank S. Podolinski	(724)834-1940
2019	06501	Org	558		Zion's Evangelical	Greensburg, PA	Brian B. Chaffee	(724)834-9060
2019	06531	Org	253		Ascension	Mc Kees Rocks, PA	Joseph G. Murdy	(412)859-3711
2019	06539	Org	530		Christ	Pittsburgh, PA		(412)821-4300
2019	06544	Org	114		First English	Pittsburgh, PA		(412)782-1623
2019	06551	Org	85		North Zion	Pittsburgh, PA		(412)655-3343
2019	06578	Org	513		Christ's	Murrysville, PA	Wayne G. Gillespie	(412)795-1212
2019	06598	Org	91		Trinity	Verona, PA	Patricia A. Schneck	(412)828-7799
2019	10549	Org	39		St Luke's	West View, PA		(412)931-1674
2019	10550	Org	1,059		Perry Highway	Wexford, PA	Tara R. Lynn	(724)935-1226

Synod Total: 59 Congregation(s)

BULLETIN OF REPORTS

**CONFERENCE CABINETS
JUNE, 2021 - JUNE, 2024**

Conference 1 - Dean:	The Rev. Jocelyn Johnston
Secretary:	The Rev. Martin Galbraith
Cabinet Members:	The Rev. Michael Sourwine Ms. Amy Miller
Conference 2 - Dean:	The Rev. Brian Bennett
Secretary:	The Rev. Christina Hough
Cabinet Members:	The Rev. Kimberly van Driel Fiona Lubold
Conference 3 - Dean:	The Rev. Ryan N. Pusch
Secretary:	The Rev. James V. Arter III
Cabinet Members:	Mr. Christopher Atwood The Rev. Philip S. Ramstad
Conference 4 - Dean:	The Rev. Kara Propst
Secretary:	Deacon Amy Santoriello
Cabinet Members:	Mr. Robert Errett (vacancy)
Conference 5 - Dean:	The Rev. Matthew C. Stabe
Secretary:	The Rev. Brenda Henry
Cabinet Members:	(vacancy) Ms. Sandy Bergman
Conference 6 - Dean:	The Rev. Joseph Murdy
Secretary:	Jennifer King
Cabinet Members:	The Rev. Sherry Hazuda Gardner Blizzard

BULLETIN OF REPORTS

SUB-DIVISIONS OF THE SYNOD

CONFERENCE 1

1	06426	Aliquippa	House of Prayer
2	06425	Aliquippa (Center Township)	Faith
3	10262	Ambridge	Our Savior's
4	06427	Ambridge	Zion's First
5	06428	Baden	Christ
6	06438	Baden (Economy Borough)	Rehoboth
7	06430	Beaver	Holy Trinity
8	06431	Beaver	Hope
9	06439	Ellwood City	St. Paul's
10	06440	Ellwood City	Trinity
11	07833	Freedom	New Hope
12	06449	Monaca	Redeemer
13	06461	Monaca (Center Township)	Van Kirk
14	06394	New Castle	Good Shepherd
15	06346	New Castle	St. John's
16	10477	Pittsburgh (Avalon)	Trinity
17	06585	Pittsburgh (Downtown)	First
18	06554	Pittsburgh (Emsworth)	St. James
19	06560	Pittsburgh (North Side)	Trinity
20	07231	Pittsburgh (Spring Garden)	St. Michael and All Angels
21	06453	Rochester	Grace
22	06456	Sewickley	St. Paul's
23	06458	Zelienople	Oak Grove

CONFERENCE 2

1	06566	Allison Park	Nativity
2	10261	Allison Park (North Park)	St. Paul
3	06434	Butler	First English
4	06436	Butler	Trinity
5	30017	Chicora	Holy Trinity
6	10331	Connoquenessing	St. John's
7	06441	Cranberry Township	Hope
8	06442	Evans City	St. Peter's
9	10372	Gibsonia	Trinity
10	06533	Glenshaw	Bethlehem
11	06448	Harmony (Middle Lancaster)	Zion
12	06445	Lancaster Township (Harmony)	St. John's Stone
13	10409	Mars	St. John
14	06542	Pittsburgh (Etna)	Emmanuel
15	06536	Pittsburgh (Fox Chapel)	Good Shepherd
16	10402	Pittsburgh (Laurel Gardens)	Faith
17	06539	Pittsburgh (Millvale)	Christ

BULLETIN OF REPORTS

CONFERENCE 2 (Continued)

18	06537	Pittsburgh (North Hills)	Berkeley Hills
19	06555	Pittsburgh (North Hills)	St. John's of Highland
20	10460	Pittsburgh (Perrysville)	St. John's
21	06540	Pittsburgh (Ross Township)	Christ
22	10549	Pittsburgh (West View)	St. Luke's
23	06451	Prospect	Emmanuel
24	06355	West Sunbury	Rider
25	10550	Wexford	Perry Highway
26	06561	Wexford	Trinity
27	06459	Zelienople	Seaman Memorial
28	10561	Zelienople	St. Paul

CONFERENCE 3

1	06383	Apollo	First
2	06414	Apollo	Spring Church
3	06384	Arnold	Calvary
4	06418	Ford City	Bethel
5	06398	Ford City	Emmanuel
6	06388	Ford City	St. John's
7	06343	Ford City	United Rockville
8	06386	Ford City (Brick Church)	St. Michael's
9	06389	Freeport	Trinity
10	06393	Leechburg	First
11	06396	Leechburg	Forks-Zion
12	06395	Leechburg	Hebron
13	06404	Lower Burrell	Bethesda
14	06399	Manorville	Grace
15	06649	Natrona Heights	Faith
16	06405	New Kensington	First
17	06583	Pittsburgh (East Liberty)	East Liberty
18	20251	Pittsburgh (Shadyside)	St. Andrew
19	06415	Springdale	St. Mark's
20	06422	Vandergrift	St. Paul's Highfield
21	06423	Worthington	Evangelical

CONFERENCE 4

1	06493	Blairsville	Hebron
2	06496	Delmont	Salem
3	06497	Derry	Trinity
4	06498	Donegal	Mt. Zion
5	06499	Greensburg	First
6	06500	Greensburg	Good Shepherd

BULLETIN OF REPORTS

CONFERENCE 4 *(Continued)*

7	06504	Greensburg	Harrold Zion
8	06503	Greensburg	St. Matthias
9	06501	Greensburg	Zion's
10	30750	Harrison City	Penn-Zion's
11	06506	Hunker	St. Matthew
12	06511	Jeannette	Holy Trinity
13	06529	Latrobe	Prince of Peace
14	06514	Latrobe	Trinity
15	06492	Latrobe (Stahlstown)	Bethel
16	06515	Ligonier	St. James
17	06575	Monroeville	Good Shepherd
18	06578	Murrysville	Christ's
19	30340	New Florence	Faith
20	06521	New Stanton	St. Mark's
21	06571	North Versailles	St. John's
22	10470	Pittsburgh (Eastmont)	Emmanuel
23	06588	Pittsburgh (Forest Hills)	Hope
24	06595	Pittsburgh (Penn Hills)	Zion
25	06339	Saltsburg	Sons of Zebedee
26	06598	Verona	Trinity
27	06527	Youngstown	St. James
28	06528	Youngwood	St. Luke's

CONFERENCE 5

1	06464	Belle Vernon	Lynnwood
2	06465	Brownsville	St. Andrew's
3	06467	Carmichaels	St. Paul's
4	06469	Charleroi	Christ
5	06471	Connellsville	St. John's
6	06472	Connellsville	Trinity
7	06569	Duquesne	Christ
8	10375	Greenock	Peace
9	10385	Homestead	St. John Mark
10	06508	Irwin	Holy Trinity
11	06509	Irwin	Immanuel
12	06523	Irwin	Paintertown
13	06507	Irwin (Brush Creek)	Brush Creek
14	06475	Masontown	Jacob's
15	06481	Monessen	St. Paul's
16	06482	Monongahela	Grace
17	06646	Mount Pleasant	Good Shepherd
18	06517	Mount Pleasant	St. John's
19	06577	Munhall	Messiah
20	06510	North Huntingdon	Our Saviour
21	06485	Scottdale	St. Paul's
22	06486	Smithton	Hope Memorial

BULLETIN OF REPORTS

CONFERENCE 5 (Continued)

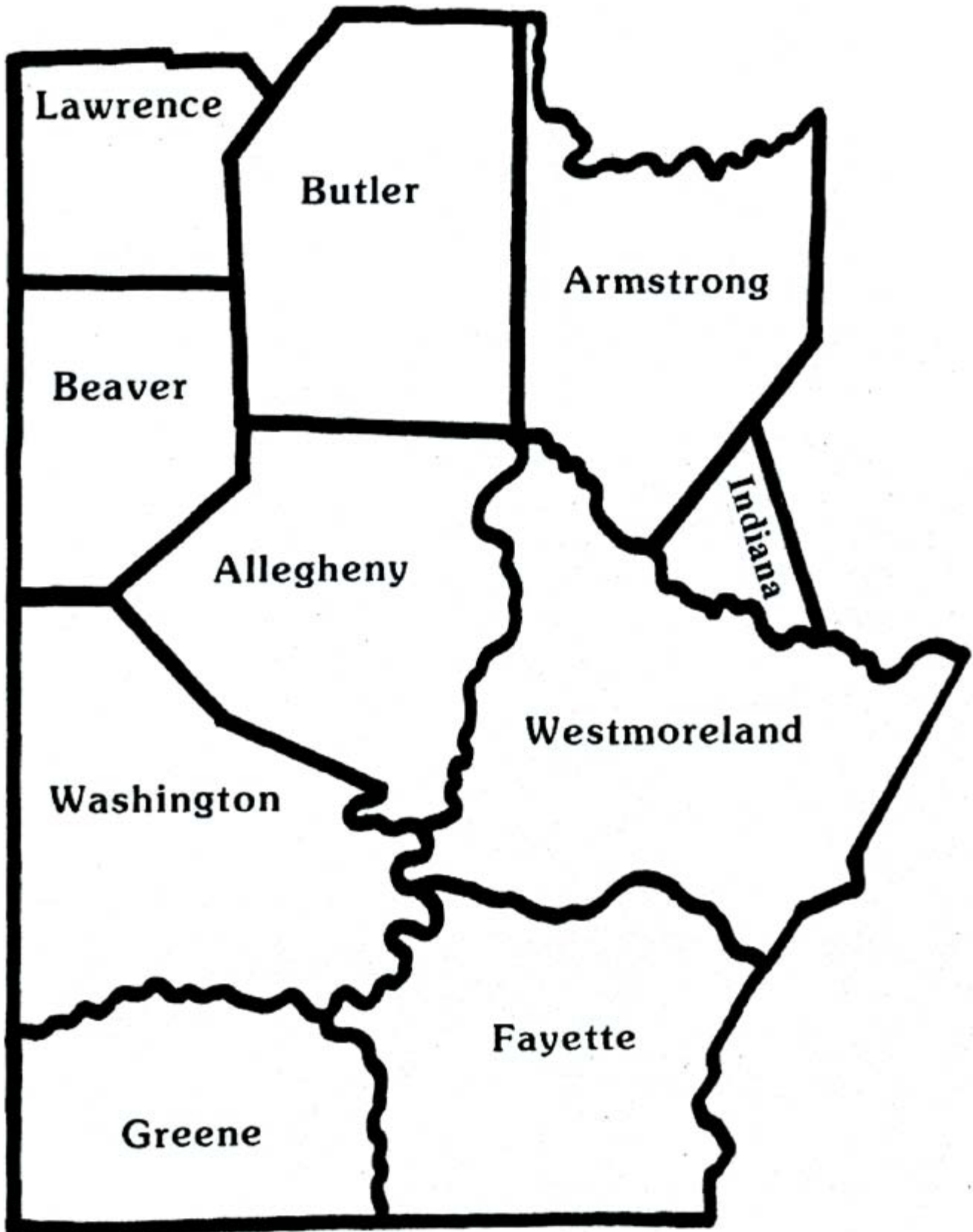
23	06487	Uniontown	St. Paul's
24	05533	Uniontown	St. Peter
25	06489	West Newton	Christ
26	06648	White Oak (McKeesport)	Faith
27	30596	Wilmerding	Holy Angels

CONFERENCE 6

1	10292	Bethel Park	Bethany
2	10317	Canonsburg	St. Paul's
3	06530	Carnegie	St. Andrew
4	10318	Carnegie	St. John
5	06564	Coraopolis	St. Andrew
6	06531	McKees Rocks	Ascension
7	06466	McMurray	Our Redeemer
8	10380	Oakdale	Resurrection
9	06551	Pittsburgh (Baldwin Boro)	North Zion
10	06546	Pittsburgh (Beechview)	Holy Trinity
11	10471	Pittsburgh (Bower Hill)	Good Shepherd
12	10473	Pittsburgh (Brookline)	St. Mark's
13	31131	Pittsburgh (Brookline)	Community Three For One*
14	10476	Pittsburgh (Carrick)	Stewart Avenue
15	10319	Pittsburgh (Castle Shannon)	Emmanuel
16	06559	Pittsburgh (Crafton)	St. Matthew's
17	10466	Pittsburgh (Dormont)	Bethany
18	06548	Pittsburgh (Mt. Lebanon)	Mt. Lebanon United
19	06552	Pittsburgh (Pleasant Hills)	Prince of Peace
20	10310	Pittsburgh (South Park)	Grace
21	06543	Pittsburgh (Upper St. Clair)	Faith
22	06483	Scenery Hill	Bethlehem
23	06484	Scenery Hill	Mt. Calvary
24	20254	Washington	St. Paul's

*Synodically Authorized Worshiping Community

BULLETIN OF REPORTS
SOUTHWESTERN PENNSYLVANIA SYNOD MAP



SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS - List current as of May 23, 2022

BULLETIN OF REPORTS

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
Aliquippa	House of Prayer	Around the River Lutheran Parish 2100 Irwin Street	Michael J. Sourwine; Susan A. G. Irons; Jocelyn Johnston	724-375-2033
Aliquippa (Center Township)	Faith	Around the River Lutheran Parish 100 Center Grange Road	Michael J. Sourwine; Susan A. G. Irons Jocelyn Johnston	724-775-7030
Allison Park	Nativity	4517 Mt. Royal Boulevard	Jennifer M. Soltis	412-487-1071
Allison Park (North Park)	St. Paul's	10301 Walters Road	Frederick P. Schenker (Retired - Transitional Interim)	724-935-2839
Ambridge	Our Savior's	2147 Ridge Road Extension	Jill E. McGregor	724-266-1169
Ambridge	Zion's First	798 Park Road (location: Eighth Street and Park Road)	Beth Wierman (PCUSA - Transitional Interim)	724-266-8378
Apollo	First	P.O. Box 275 (location: 214 North Pennsylvania Avenue)	Philip S. Ramstad (Retired - Transitional Interim)	724-478-1283
Apollo	Spring Church	3623 Lutheran Church Road	Philip S. Ramstad (Retired - Local Interim)	724-478-1528
Arnold	Calvary	P.O. Box 457 (location: 1721 Victoria Avenue)	Marsha A. Adams	724-335-0101
Baden	Christ	399 State Street	Jill E. McGregor	724-869-7635
Baden (Economy Boro)	Rehoboth	Around the River Lutheran Parish 2800 Conway-Wallrose Road	Susan A. G. Irons; Michael J. Sourwine; Jocelyn Johnston	724-869-2806
Beaver	Holy Trinity	1098 Third Street	Margarethe Galbraith-Cordes	724-774-1413
Beaver (Brighton Township)	Hope	45 Maple Drive	Margarethe Galbraith-Cordes	724-495-6820
Belle Vernon	Lynwood	Mid-Mon Valley Lutheran Parish 900 Washington Road	Matthew C. Stabe	724-929-4760
Bethel Park	Bethany	5303 Madison Ave.	Frank L. Zeman (Retired, p/t)	412-835-9221
Blairsville	Hebron	125 North Liberty Street	Melba T. Dibble	724-459-8920
Brownsville	St. Andrew's	307 High Street	John Smaligo	724-785-3970
Butler	First English	241 North Main Street	Kimberly M. van Driel	724-283-2378
Butler	Trinity	120 Sunset Drive	Joel A. Benson	724-287-1977
Canonsburg	St. Paul's	Pittsburgh Lutheran United Ministries 210 North Jefferson Avenue	John J. Gropp; Brenda N. Henry; Susan K. Devine Alexander Sumo	724-745-5962
Carmichaels	St. Paul's	224 South Market Street	William B. Henry, Jr. (Local Interim)	724-966-7177
Carnegie	St. Andrew	Pittsburgh Lutheran United Ministries 218 Alter Street	John J. Gropp; Brenda Henry; Alexander Sumo; Susan K. Devine	412-279-3615
Carnegie	St. John	601 Washington Avenue	Sara H. Irwin (Episcopal)	412-279-2952
Charleroi	Christ	601 Washington Avenue	Joseph J. Boomhower	724-483-4908
Chicora	Holy Trinity	2217 Chicora Road	Kevin E. Anderson (Local Interim)	724-445-3574
Connellsville	St. John's	P. O. Box 487 (location: 144 East South Street)	Janice D. Altenburger (Retired - Transitional Interim)	724-628-7184
Connellsville	Trinity	126 East Fairview Avenue	Kimberly M. van Driel (Local Interim)	724-628-7920
Connoquenessing	St. John's	P.O. Box 136, 100 Main Street	Larry F. Mort	724-789-7421
Coraopolis	St. Andrew	987 Beaver Grade Road	Ronald A. Brown; Amy E. Michelson	412-264-4551
Cranberry Township	Hope	8070 Rowan Road	Kara J. Propst	724-776-3141
Deimont	Salem	301 East Pittsburgh Street	William A. Schaefer (contracted)	724-468-4189
Derry	Trinity	P. O. Box 324 (location: 101 West Fourth Avenue)	Keith A. Deckinger	724-694-8390
Donegal	Mt. Zion	P.O. Box 144 (location: 194 Main Street)	John J. Gropp; Brenda N. Henry;	724-593-7600
Duquesne	Christ	Pittsburgh Lutheran United Ministries 405 Kennedy Avenue	Alexander Sumo; Susan K. Devine	412-466-7773
Ellwood City	St. Paul's	P.O. Box 695 (location: 307 Wayne Avenue)	Margaret A. Suhr-Barkley	724-752-9766
Ellwood City	Trinity	207 Spring Avenue	Brandon A. Johns	724-752-3050
Evans City	St. Peter's	202 Van Buren Street	Barbara E. Love	724-538-5810
Ford City	Bethel	Crooked Creek Cooperative Lutheran Ministries 2264 Garretts Run Road (location: 119 Bethel Church Road)		724-763-2780

BULLETIN OF REPORTS

SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
Ford City	Emmanuel (Heilman)	854 Garretts Run Road	Eric D. Damon	724-543-5291
Ford City	St. John's	1038 Fourth Avenue	Richard Grance (Retired - Local Interim)	724-763-9968
Ford City	United Rockville	Croked Creek Cooperative Lutheran Ministries	Barbara E. Love	724-763-7071
		2264 Garretts Run Road		
		(location: 720 State Route 2020)		
Ford City (Brick Church)	St. Michael's	Croked Creek Cooperative Lutheran Ministries	Barbara E. Love	724-842-8921
		2264 Garretts Run Road		
Freedom (Economy Boro)	New Hope	200 Second Avenue	Martin J. Galbraith	724-869-1187
Freeport	Trinity	323 Fifth Street	Eric D. Damon (Local Interim)	724-295-9557
Gibsonia	Trinity	3832 Gibsonia Road	Anthony J. Schneck	724-443-8110
Glenshaw	Bethlehem	1719 Mt. Royal Boulevard	Daniel P. Smali; Ellen S. Lundie	412-486-0550
Greenock	Peace	P.O. Box 41 (location: 641 Zimmer Hill Drive)	Scott Dennis (PCUSA - Transitional Interim)	412-751-8073
Greensburg	First	246 South Main Street	Christopher S. Combs	724-834-1457
Greensburg	Good Shepherd	501 Fairfield Drive	Paul M. Gruesu (Local Interim)	724-834-1940
Greensburg	Harold Zion	671 Baltzer Meyer Pike	James M. West (Intentional Interim); Caroline E. Clifford	724-837-7327
Greensburg	St. Matthias	100 Chapel View Drive	Paul M. Gruesu	724-834-2457
Greensburg	Zion's	140 South Pennsylvania Avenue	Brian B. Chaffee	724-834-9060
Harmony (Middle Lancaster)	Zion	557 Perry Highway	Timothy M. Dawes	724-452-8886
Harrison City	Penn-Zion's	P.O. Box 351 (location: 3417 Route 130)	Roger L. Steiner	724-744-3151
Homestead	St. John Mark	225 East 10th Avenue	Scott Dennis (PCUSA - Transitional Interim)	412-461-1609
Hunker	St. Matthew	Good News Lutheran Ministry; P.O. Box 221, Hunker, PA 15639 (location: 407 Constitution Avenue)	Steven J. Myers (Retired - Transitional Interim)	724-925-9124
Irwin	Holy Trinity	502 Main Street	Sarah Lee-Faulkner	724-863-7350
Irwin	Immanuel	Pittsburgh Lutheran United Ministries	John J. Gropp; Brenda N. Henry;	724-863-7009
		612 Chestnut Street	Alexander Sumo; Susan K. Devine	
Irwin	Paintertown	c/o Debra Dyson, Treasurer; 134 Bucks Lane, Irwin (location: 1001 Government Road at Paintertown Road)	Paul L. Lubold (Retired - Transitional Interim)	724-863-1920
Irwin (Brush Creek)	Brush Creek	177 Brush Creek Road	Roger L. Steiner (contracted)	724-863-2040
Jeannette	Holy Trinity	211 Gaskill Avenue	Susan Luttner (Transitional Interim)	724-523-5478
Lancaster Township (Harmony)	St. John's Stone	c/o Claude Knies; 181 Crab Run Rd.; Evans City, PA 16033; (location: 235 Stone Church Road)		724-865-2490
Latrobe	Prince of Peace	1325 Mission Road		
Latrobe (Stahlstown)	Bethel	647 Bethel Church Road		
Latrobe	Trinity	331 Weldon Street		
Leechburg	First	358 Main Street	William A. Schaefer	724-537-7273
Leechburg	Forks-Zion	253 Forks Church Road	David W. Hanssen	724-593-2483
Leechburg	Hebron	201 Main Street	Allen R. Riethmiller (Retired - Transitional Interim)	724-537-4450
Ligonier	St. James	300 West Main Street	David H. Clement (Retired - Transitional Interim)	
Lower Burrell	Bethesda	3084 Leechburg Road	James V. Arter, III	724-845-7518
Manorville	Grace	P.O. Box 122 (location: 610 Water Street)	Jocelyn Johnston (Local Interim)	724-845-6627
Mars	St. John	Box 411 (location: 420 Beaver Street)	Ryan N. Pusch	724-842-0801
Masontown	Jacob's	P.O. Box 688 (location: Lutheran Church Road)	Jerry L. Nuernberger (Retired - Intentional Interim)	724-238-7242
McKeesport (White Oak)	Faith	1656 Lincoln Way	Eric D. Damon	724-335-0559
McKees Rocks	Ascension	1290 Silver Lane	Kathryn E. McNeal	724-763-9968
McMurray	Our Redeemer	105 Gateshead Drive	William B. Henry, Jr. (Local Interim)	724-625-1830
Monaca	Redeemer	819 Washington Avenue	Michael E. Ryan	724-583-9040
Monaca (Center Township)	Van Kirk	Around the River Lutheran Parish 106 Van Kirk Road	Joseph G. Murdy Ann E. Schmidt; Kerri L. Clark Angela T. Smith Susan A. G. Irons; Michael J. Sourwine; Jocelyn Johnston	412-673-2296 412-859-3711 724-941-7467 724-774-8960 724-775-7030

BULLETIN OF REPORTS

SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
Monessen	St. Paul's	Mid-Mon Valley Lutheran Parish 1317 Grand Boulevard	Matthew C. Stabe	724-684-6565
Monongahela	Grace	Mid-Mon Valley Lutheran Parish 911 Howard Street	Frank L. Zeman (Retired, p/t) Matthew C. Stabe	724-258-4505
Monroeville	Good Shepherd	4503 Old William Penn Highway	Frank L. Zeman (Retired, p/t)	412-372-2934
Mount Pleasant	Good Shepherd	822 West Main Street	Robert J. Schaefer	724-547-5941
Mount Pleasant	St. John's	c/o Kathy Lowstetter, Treasurer; 250 Iowa Street; Greensburg, PA 15601 (location: 170 Hecla Road, Mount Pleasant)	Peter Nordby (Local Int.); Michelle Kunkle (contracted) (Treasurer's phone)	724-837-1720
Munhall	Messiah	Pittsburgh Lutheran United Ministries 4300 Main Street	John J. Gropp; Brenda N. Henry; Alexander Sumo; Susan K. Devine	412-461-6958
Murrysville	Christ's	5330 Logans Ferry Road	Wayne G. Gillespie	412-795-1212
Natrona Heights	Faith	1500 Broadview Boulevard	Eric D. Damon (Local Interim)	724-224-5777
New Castle	Good Shepherd	2323 Old Butler Road	Wilfred K. Goetze (Retired - Local Interim)	724-654-8246
New Castle	St. John's	2601 Highland Avenue	David A. Snyder	724-654-2642
New Florence	Faith	6810 Route 22 East	Marsha A. Adams (Local Interim)	724-676-2240
New Kensington	First	221 Ridge Avenue	Dona M. Van Eck (Retired - Transitional Interim)	724-335-4004
New Stanton	St. Mark's	Good News Lutheran Ministry P.O. Box 236 (location: 126 West Pennsylvania Avenue)	Steven J. Myers (Retired - Transitional Interim)	724-925-9216
North Huntingdon	Our Saviour	Pittsburgh Lutheran United Ministries 1570 Clay Pike	John J. Gropp; Brenda N. Henry; Alexander Sumo; Susan K. Devine	724-863-2591
North Versailles	St. John's	715 Lincoln Highway	Kimberly Greway (United Methodist)	412-824-0277
Oakdale	Resurrection	Pittsburgh Lutheran United Ministries 7600 Steubenville Pike	John J. Gropp; Brenda N. Henry; Alexander Sumo; Susan K. Devine	412-788-4513
Pittsburgh (Avalon)	Trinity	638 California Avenue	Scott Bryte (Local Interim)	412-761-4010
Pittsburgh (Baldwin Boro)	North Zion	5100 Brownsville Road	Joseph Murdy (Local Interim)	412-655-3343
Pittsburgh (Beechview)	Holy Trinity	1516 Beechview Avenue	Sherry L. Hazuda	412-561-1726
Pittsburgh (Bower Hill)	Good Shepherd	1700 Bower Hill Road	Alina Kanaski (PCUSA)	412-276-2446
Pittsburgh (Brookline)	St. Mark's	933 Brookline Boulevard	T. Gregory Knepp	412-531-9575
Pittsburgh (Carrick)	Stewart Avenue	2810 Brownsville Road	Daniel F. Clark (Transitional Interim)	412-881-0171
Pittsburgh (Castle Shannon)	Emmanuel	935 Pine Avenue	Susan C. Schwartz (Retired - Transitional Interim)	412-531-1080
Pittsburgh (Craffon)	St. Matthew's	45 East Steuben Street	Larry E. Kemp (Transitional Interim)	412-921-1125
Pittsburgh (Dormont)	Bethany	Pittsburgh Lutheran United Ministries 3104 West Liberty Avenue	John J. Gropp; Brenda N. Henry; Alexander Sumo; Susan K. Devine	412-531-9363
Pittsburgh (Downtown)	First	615 Grant Street	Brian A. Evans; Jennifer R. P. McCurry	412-471-8125
Pittsburgh (East Liberty)	East Liberty	Pittsburgh Lutheran United Ministries 5707 Penn Avenue	John J. Gropp; Brenda N. Henry; Alexander Sumo; Susan K. Devine	412-362-1712
Pittsburgh (Eastmont)	Emmanuel	1229 Jefferson Heights Road	Linda Orsen Theophilus	412-824-4525
Pittsburgh (Emsworth)	St. James	28 Pittsburgh Street	Jonathan J. (J.J.) Lynn	412-761-1188
Pittsburgh (Etna)	Emmanuel	66 Grant Avenue	John J. Gropp; Brenda N. Henry;	412-781-2764
Pittsburgh (Forest Hills)	Hope	Pittsburgh Lutheran United Ministries 353 Ridge Avenue	Alexander Sumo; Susan K. Devine	412-242-4476
Pittsburgh (Fox Chapel)	Good Shepherd	1610 Powers Run Road	David Rike	412-963-9494
Pittsburgh (Laurel Gardens)	Faith	161 Sixth Avenue	David M. Littke	412-364-4044
Pittsburgh (Millvale)	Christ	917 Evergreen Avenue	Erin E. Evans (Intentional Interim)	412-821-4300
Pittsburgh (Mt. Lebanon)	Mt. Lebanon United	975 Washington Road	Douglas M. Heagy	412-563-0300
Pittsburgh (North Hills)	Berkeley Hills	517 Sangree Road	Scott A. Bryte; Heather S. Lubold	412-486-4010
Pittsburgh (North Hills)	St. John's of Highland	311 Cumberland Road	Kari B. Smali; Beth A. Clementson	412-364-1606
Pittsburgh (North Side)	Trinity	616 West North Avenue	John M. Cawkins	412-321-1682
Pittsburgh (Penn Hills)	Zion	11609 Frankstown Road	Martha C. McCreight; Amy Santoriello	412-242-2626
Pittsburgh (Perryville)	St. John's	920 Perry Highway	Robert F. Zimmerman (Retired - Transitional Interim)	412-364-6626

BULLETIN OF REPORTS

SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
Pittsburgh (Pleasant Hills)	Prince of Peace	400 Old Clairton Road	Allyn K. Itterly	412-655-2168
Pittsburgh (Ross Township)	Christ	157 Peony Avenue	David M. Litke	412-364-4954
Pittsburgh (ShadySide)	St. Andrew	304 Morewood Avenue	Ross I. Carmichael	412-682-3342
Pittsburgh (South Park)	Grace	6810 Hilldale Drive	Allyn K. Itterly (Local Interim)	412-655-3100
Pittsburgh (Spring Garden)	St. Michael and All Angels	1308 Spring Garden Avenue	John M. Cawkins (Local Interim)	412-231-2183
Pittsburgh (Upper St. Clair)	Faith	80 Bartley Road	Ronald M. Weryha	412-835-4590
Pittsburgh (West View)	St. Luke's	305 Center Avenue	Robert W. Strobel (Retired - Local Interim)	412-931-1674
Prospect	Emmanuel	P.O. Box 386 (location: 143 Church Street)	Kimberly M. van Driel	724-865-2325
Rochester	Grace	393 Adams Street	Gregory S. Clagg	724-774-3792
Saltzburg	Sons of Zebedee	422 Salt Street	Keith McCutcheon (NWPA Synod - contracted)	724-639-3411
Scenery Hill	Bethlehem	21 Church Road	William B. Henry, Jr.	724-945-5198
Scenery Hill	Mt. Calvary	2128 East National Pike Road	Kevin E. Anderson (Local Interim)	724-887-6526
Scottdale	St. Paul's	600 Mulberry Street	Ryan D. Kobert	412-741-8484
Sewickley	St. Paul's	616 Washington Street	Matthew C. Stabe	724-872-8050
Smithton	Hope Memorial	Mid-Mon Valley Lutheran Parish P.O. Box 771 (location: Peer Street)	Frank L. Zeman (Retired, p/f)	
Springdale	St. Mark's	600 Pittsburg Street	Alfred Petrill (Retired - Local Interim)	724-274-5313
Uniontown	St. Paul's	71 North Gallatin Avenue	Kevin E. Anderson	724-437-9000
Uniontown	St. Peter	121 Walnut Hill Road	James C. Engel	724-439-4730
Vandergrift	St. Paul's Highfield	1595 Dime Road	Ryan N. Pusch	724-567-7462
Verona	Trinity	701 Allegheny River Boulevard	Patricia A. Schneck	412-828-7799
Washington	St. Paul's	775 North Main Street	Matthew C. Stabe	724-872-7177
West Newton	Christ	Mid-Mon Valley Lutheran Parish 302 Vine Street	Frank L. Zeman (Retired, p/f)	
West Sunbury	Rider	189 Rider Church Road		724-282-4578
Wexford	Perry Highway	11403 Perry Highway	Tara R. Lynn (Intentional Interim)	724-935-1226
Wexford	Trinity	2500 Brandt School Road	William C. Moser (Retired - transitional interim)	724-935-2746
Wilmerding	Holy Angels	201 Caldwell Street	Michael L. Reed	412-855-1991
Worthington	Evangelical	P.O. Drawer 10 (location: 136 West Main Street)	Sarah R. Rossing	724-297-3398
Youngstown	St. James	P.O. Box 356 (location: South Latrobe Street)	Peter E. Nordby; Michelle Kunkle (contracted)	724-539-7880
Youngwood	St. Luke's	126 North Fourth Street	Nathaniel C. Christman	724-925-3321
Zellenople	Oak Grove	432 Harkins Mill Road	Freda A. Snyder	724-774-6410
Zellenople	Seaman Memorial	105 Burgess Drive	Timothy M. Dawes	724-452-3594
Zellenople	St. Paul	215 North Main Street		724-452-8832

SYNODICALLY AUTHORIZED WORSHIPING COMMUNITIES (SAWC) 11 CITY/TOWN

LEADERSHIP	CONGREGATION	PHONE	MAILING ADDRESS
Community Three For One (under administration of PCUSA)			
	c/o St. Mark's Lutheran Church; 933 Brookline Boulevard; Pittsburgh, PA 15226		
			Marsha Sebastian (Brookline Blvd. United Presbyterian Church)
			412-531-9575

BULLETIN OF REPORTS

MINISTERS OF WORD AND SACRAMENT OF THE SOUTHWESTERN PENNSYLVANIA SYNOD

Listing as of May 31, 2022

Please call party before sending fax if an asterisk (*) follows a fax number.

(Name indicates spouse) [Name indicates legally recognized partner]

Name	Yr. Ordained	Conf.	Location	Congregation
ACKERMAN, ARTHUR B., JR. (Lois) 1203 Summit Street; McKeesport, PA 15131-1714 (H) 412-664-9135	1959	5	Retired	
ADAMS, MARSHA A. (The Rev. Keith A. Deckinger) P. O. Box 144; Donegal, PA 15628 (C) 724-335-0101 (H) 724-593-3210 (cell) 724-309-0423 E-Mail: macrazyphd589@gmail.com	1999	3	Arnold	Calvary
ALTENBURGER, JANICE D., M.Ed., Ph.D. 304 West Vincent Street; Ligonier, PA 15658 (H) 724-995-8451 E-Mail: RevJan04@gmail.com	2004	5	Retired	
ANDERSON, KEVIN E., S.T.M. (Rhonda) 71 North Gallatin Avenue; Uniontown, PA 15401 (C) 724-437-9000 (cell) 724-994-7548 E-Mail: pastoranderson1@gmail.com	1983	5	Uniontown	St. Paul's
ARTER, JAMES V., III (The Rev. Elizabeth) First Lutheran Church 358 Main Street; Leechburg, PA 15656 (C) 724-845-7518 (H) 724-212-7240 E-Mail: pr.jim@comcast.net	2011	3	Leechburg	First
ASPLIN, PETER D. (Kristen) Southwestern Pennsylvania Synod 1014 Perry Highway, Suite 200; Pittsburgh, PA 15237 (O) 412-367-8222 (H) 412-406-8339 (cell) 724-678-8798 E-Mail: peter.asplin@swpasynod.org	2007	2	Assistant to the Bishop Southwestern Pennsylvania Synod	
AUPKE, JOHN C., CH. (Maj.) (Gabriele) 224 Gass Road; Pittsburgh, PA 15229 (cell) 502-498-4221 E-Mail: john.aupke@mindspring.com	1975		Retired	
BANYAY, BEVERLY J., M.S.W., M.Ed. 2000 May Drive, Apt. 216; Zelienople, PA 16063 (H) 724-453-5411 E-Mail: bjbanyay@juno.com	2001	2	Retired	
BAUGHMAN, BARRY J., LCDR, CHC, USN (Kimberly) 943 Irish Meetinghouse Road; Perkasio, PA 18944 (cell) 910-526-2321 E-Mail: chaplainboo@hotmail.com	1988		Chief, Chaplain Services VA New Jersey Health Care System	
BECKER, RUTH BOSCH (John) Sherwood Oaks 340 Norman Drive; Cranberry Township, PA 16066-4237 (H) 724-776-8340 E-Mail: ruthbbfoof@gmail.com	1981	1	Retired	
BENNETT, BRIAN O. (Mary Lynne) Lutheran Campus Ministry in Greater Pittsburgh 4515 Forbes Avenue; Pittsburgh, PA 15213 (O) 412-682-6886 (H/cell) 304-657-4438 E-Mail: rev.bbennett@gmail.com	2003	2	Campus Pastor/Director Lutheran Campus Ministry in Greater Pittsburgh	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
BENSON, JOEL A. (Mindy) Trinity Lutheran Church 120 Sunset Drive; Butler, PA 16001-1332 (C) 724-287-1977 (H) 724-444-5727 E-Mail: trinityalivepb@gmail.com	1991	2	Butler	Trinity
BISH, KIRK W. 681 Wyngold Drive; Pittsburgh, PA 15237-4207 (H) 412-364-1746 E-Mail: kirk.bish@verizon.net	1967	2	Retired	
BONDS, PATRICIA A. 3175 Ashlyn Street; Pittsburgh, PA 15204 (H) 412-331-3852 E-Mail: pbonds1@verizon.net	1989		Retired	
BOOMHOWER, JOSEPH J. Holy Trinity Lutheran Church 2217 Chicora Road; Chicora, PA 16025 (C) 724-445-3574 (H) 724-397-2650 E-Mail: joseph.boomhower@gmail.com	1986	2	Chicora	Holy Trinity
BOWSER, MONT O. (Eileen) 6 Garden Center Drive; Greensburg, PA 15601 (cell) 724-216-1792 E-Mail: montbowser@gmail.com	1951	4	Retired	
BREWER, WILLIAM W., JR. (Joy) 219 South Pittsburgh Street; Zelienople, PA 16063 (cell) 724-991-4785 E-Mail: wwbrewer@hotmail.com	1970	2	Retired	
BROOME, STEVEN E. (The Rev. Ann E. Schmid) 124 Kimber Drive; McMurray, PA 15317 (cell) 724-554-6015 E-Mail: pastorbroomer@comcast.net	1985	6	Retired	
BROWN, RONALD A. (Brenda) Hope Lutheran Church 8070 Rowan Road; Cranberry Township, PA 16066-3614 (C) 724-776-3141 (H) 724-772-1194; Fax: 724-779-8914 E-Mail: pastorrn@hlc.church	1999	2	Senior Pastor Cranberry Township	Hope
BRUNK, ROBERT K. (Lori) 2345 Berkshire Drive; Pittsburgh, PA 15241-2445 (H) 412-831-0727 E-mail: rkbrunk@comcast.net	1954	6	Retired	
BRYTE, SCOTT A. (Kathleen) Berkeley Hills Lutheran Church 517 Sangree Road; Pittsburgh, PA 15237-3949 (C) 412-486-4010 (cell) 412-726-5735; Fax: 412-486-4729 E-Mail: pastorscottb@aol.com	1989	2	Pittsburgh (North Hills)	Berkeley Hills
BYRUM, DEBORAH M. (David McLaughlin) 869 Fairways Drive; Oakmont, PA 15139 (cell) 412-607-1853 E-Mail: debbyrum@gmail.com	1992	3	Retired	
CAMBERG, LAWRENCE R. (Susan) 203 Laurel Oak Drive; Valencia, PA 16059 (H) 724-687-0239 E-Mail: LCamberg@zoominternet.net	1963	1	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
CARLSSON, ANDREW E. 1500 Graham Way, Apt. 100; Mars, PA 16046 (H) 724-625-4100 (cell) 814-590-3908 E-Mail: ssm.carlsson@gmail.com	1960	2	Retired	
CARMICHAEL, ROSS I. (Laura Reynolds) St. Andrew Lutheran Church 304 Morewood Avenue; Pittsburgh, PA 15213 (O) 412-682-3342 (cell) 773-428-0310 E-Mail: PastorRCarmichael@gmail.com	2005	3	Pittsburgh (Shadyside)	St. Andrew
CAWKINS, JOHN M. (Jaye) Trinity Lutheran Church 616 West North Avenue; Pittsburgh, PA 15212-4538 (C) 412-321-1682 (H) 412-301-0151 E-Mail: friends@TLCNS.org	1988	1	Pittsburgh (North Side)	Trinity
CHAFFEE, BRIAN B. (Lisa) Zion's Evangelical Lutheran Church 140 South Pennsylvania Avenue; Greensburg, PA 15601 (C) 724-834-9060 E-Mail: brchaffee@gmail.com	2010	4	Greensburg	Zion's
CHRISTMAN, NATHANEIL C. (Tricia) Oak Grove Lutheran Church 434 Harkins Mill Road; Zelienople, PA 16063 (C) 724-774-6410 (cell) 651-328-1072 E-Mail: pastorchristman@gmail.com	2012	1	Zelienople	Oak Grove
CLAGG, GREGORY S. (Kathleen) Grace Lutheran Church 393 Adams Street; Rochester, PA 15074-2128 (C) 724-774-3792 (H/cell) 724-601-1414 E-Mail: glc11@comcast.net	1995	1	Rochester	Grace
CLARK, DANIEL F. (The Rev. Kerri) 509 Glenrock Drive; Bethel Park, PA 15102-1433 (cell) 724-961-3125 E-Mail: dnclark22@gmail.com	2014	6	On Leave from Call	
CLARK, KERRI L. (The Rev. Daniel) Our Redeemer Lutheran Church 105 Gateshead Drive; McMurray, PA 15317-3101 (C) 724-941-7467 (cell) 724-603-5589 E-Mail: rev.kerri.clark@gmail.com	2014	6	Associate Pastor McMurray	Our Redeemer
CLEMENT, DAVID H. (Tanya) 437 Flagstaff Drive; Greensburg, PA 15601-6030 (H) 724-832-7235 E-Mail: revdhclement@gmail.com	1966	4	Retired	
CLEMENTSON, BETH A. St. John's of Highland Lutheran Church 311 Cumberland Road; Pittsburgh, PA 15237 (C) 412-364-1606 (cell) 412-491-0903 E-Mail: pastorbethc@gmail.com	2016	2	Associate Pastor Pittsburgh (North Hills)	St. John's of Highland

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
CLIFFORD, CAROLINE E. Harrold Zion Lutheran Church 671 Baltzer Meyer Pike; Greensburg, PA 15601 (C) 724-837-7327 E-Mail: pastorcarolinehzlc@gmail.com	2018	4	Assistant Pastor Greensburg	Harrold Zion
COMBS, CHRISTOPHER S. (Tawnya) First Lutheran Church 246 South Main St.; Greensburg, PA 15601 (C) 724-834-1457 (cell) 412-973-4179 E-Mail: pastorchris@felchurch.org	2021	4	Greensburg	First
DAMON, ERIC D. (Sandra) 854 Garretts Run Road; Ford City, PA 16226 (cell) 724-708-4142 eric_damon@hotmail.com	2019	3	Ford City Manorville	Emmanuel (Heilman) Grace
DAWES, TIMOTHY M. 2753 Rochester Rd., Cranberry Township, PA 16066 (cell) 724-709-0475 E-Mail: tdawes@live.com	1986	2	Harmony Zelienople	Zion St. Paul's
DECKINGER, KEITH A. (The Rev. Marsha A. Adams) Mt. Zion Lutheran Church P. O. Box 144; Donegal, PA 15628 (C) 724-593-7600 (H) 724-593-3210 E-Mail: gbrf402@gmail.com	1997	4	Donegal	Mt. Zion
DEVINE, SUSAN K. 1107 Tyndale Street; Pittsburgh, PA 15204-2336 (cell) 412-496-4889 E-Mail: skdkod81@gmail.com	2020	6	Pittsburgh Lutheran United Ministries (Shared Ministry) ² PLUM congregations listed on page 91.	
DIBBLE, MELBA (Peter) 1443 Stoltz Road; Bethel Park, PA 15102 (cell) 412-212-8794 E-Mail: mtdibble@gmail.com	2012	6	Bethel Park	Bethany
DITTENHAFFER, REBECCA F. (Raymond) 506 North Main St; Masontown, PA 15461 (cell) 724-812-6251 E-Mail: mzsditts@gmail.com	2012	5	Retired	
DOLLHOPF, JAMES W. (Jane) 215 Filbert Road; Butler, PA 16001 (H) 724-285-8212 E-Mail: jstarbiker@zoominternet.net	1974	2	Retired	
DOROW, JAMES P. (Lenora) 59 Pacific Boulevard; Monessen, PA 15062-1304 (H) 724-684-5286	1964	5	Retired	
EISENBRANDT, NOLA M. (The Rev. Arlyn) 102 Woods Road; Absecon, NJ 08201 (H) 724-543-5717 E-Mail: kidzmom2004@yahoo.com	1989	3	Continuing Disability	
ENGEL, JAMES C. (Erica) St. Peter Lutheran Church 121 Walnut Hill Road; Uniontown, PA 15401 (C) 724-439-4730 (H/cell) 509-406-0926 E-Mail: pastor@splcuniontown.org	2009	5	Uniontown	St. Peter

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
ESSECK, MARSELLA R. 112 Burgess Drive; Zelienople, PA 16063-1580 (H) 724-473-0181 E-Mail: pastorsusie@zoominternet.net	1988	2	Retired	
EVANS, BRIAN A. (The Rev. Erin) First Lutheran Church 615 Grant Street; Pittsburgh, PA 15219-4401 (C) 412-471-8125 (H/cell) 412-915-3196 E-Mail: bae@flcpittsburgh.org	2007	1	Senior Pastor Pittsburgh (Downtown)	First
EVANS, ERIN E. (The Rev. Brian) 1455 Penn Avenue; Pittsburgh, PA 15221 (cell) 412-580-7773 E-Mail: erineboyer3@gmail.com	2008	5	Intentional Interim Pittsburgh (Millvale)	Christ
FAHRION, CLETUS W. 1000 Masonic Dr.; Star Points Building, 2108 Magnolia; Sewickley, PA 15143 (H) 412-741-0270	1961	1	Retired	
FITCH, RYAN T. (Amber) 131 Adventure Lane; Butler, PA 16001 (cell) 570-768-7460 E-Mail: ryan@lutherlyn.com	2021	2	Assistant Director Lutherlyn, Prospect	
GAGO, ROBERT A. 524 Madison Blvd.; Freedom, PA 15042 (H) 724-709-8390 E-Mail: rgago@comcast.net	1978	2	Retired	
GALBRAITH, MARTIN J. (The Rev. Margarethe Galbraith-Cordes) New Hope Lutheran Church 200 Second Avenue (Economy Boro); Freedom, PA 15042-2603 (C) 724-869-1187 (H) 724-869-1175; Fax: 724-869-1187* E-Mail: pastor.mjg@comcast.net	1993	1	Freedom (Economy Boro)	New Hope
GALBRAITH-CORDES, MARGARETHE D., D.Min. (The Rev. Martin Galbraith) 150 Andrus Road; Freedom, PA 15042 (H) 724-869-1175 E-Mail: pastor.galbraithcordes@gmail.com	1990	2	Beaver Beaver (Brighton Township)	Holy Trinity Hope
GIESCHEN, DAVID W. 174 Norman Drive; Cranberry Township, PA 16066-4232 (H) 412-614-9071 E-Mail: gieschen407@comcast.net	1960	2	Retired	
GILLESPIE, WAYNE G. (Laurel) 721 Blue Ridge Road; Pittsburgh, PA 15239 (C) 412-795-1212 E-Mail: revwaynegillespie@gmail.com	1988	4	Murrysville	Christ's
GOETZE, WILFRED K. (Sandra) 416 East New Castle Street; Zelienople, PA 16063 (H) 724-452-4279 E-Mail: wgoetze@zoominternet.net	1977	2	Retired	
GRANCE, RICHARD P. (Barbara) 513 Keystone Drive; New Kensington, PA 15068-4666 (H) 724-335-7262 E-Mail: RPGrance@yahoo.com	1964	3	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
GREEN, DONALD B., D.Min. (Kathy) 2001 Harrisburg Pike ML 406; Lancaster, PA 17601 (H) 717-390-4935 (cell) 412-302-1227 E-Mail: greendb83@gmail.com	1974	2	Retired	
GROPP, JOHN J. (Colleen) Christ Lutheran Church 405 Kennedy Avenue; Duquesne, PA 15110-1245 (C) 412-466-7773 (H) 412-466-8644 E-Mail: pjgropp@aol.com	1976	5	Pittsburgh Lutheran United Ministries (Shared Ministry) ² PLUM congregations listed on page 91.	
GRUESU, PAUL M. (Dana) St. Matthias Lutheran Church 100 Chapel View Drive; Greensburg, PA 15601-1002 (C) 724-834-2457 (cell) 724-837-6212 E-Mail: pastorpaul7@yahoo.com	2008	4	Greensburg	St. Matthias
HALL, NATALIE L. G. (The Rev. Daniel) 412 Locust Street; Pittsburgh, PA 15218 (home cell) 703-963-2789 E-Mail: natalielghall@gmail.com	2009	1	Canon for Evangelism and Faith Formation Episcopal Diocese of Pittsburgh	
HANSSSEN, DAVID W. 661 Bethel Church Road; Latrobe, PA 15650 (O) 724-593-2483 (H/cell) 914-589-7474 E-Mail: rev.hanssen@gmail.com	2014	4	Latrobe	Bethel
HARTBAUER, CHARLES J. (Pennie) 220 East Edgewood Drive; McMurray, PA 15317-3347 (H) 724-942-0735 E-Mail: revcjh@hotmail.com	1965	6	Retired	
HAUSER, WILLIAM L. (Patricia) 26 Winding Way; Verona, PA 15147 (H) 412-826-5993 E-mail: wlh40pa@yahoo.com	1966	4	Retired	
HAWK, ROBERT C. (Arleen) 14 Windhill Drive; Greensburg, PA 15601-1043 (H) 724-836-2126 E-mail: rchawk@inbox.com	1968	4	Retired	
HAZUDA, SHERRY Holy Trinity Lutheran Church 1516 Beechview Avenue; Pittsburgh, PA 15216-3368 (O) 412-343-9370 sherryhazuda@gmail.com	2019	6	Pittsburgh (Beechview)	Holy Trinity
HEAGY, DOUGLAS M., D.Min. (Barbara) Mt. Lebanon United Lutheran Church 975 Washington Road; Pittsburgh, PA 15228 (O) 412-563-0300 (H) 412-276-0715 E-Mail: dheagy@mtlebanonlutheran.org	1993	6	Pittsburgh (Mt. Lebanon)	Mt. Lebanon United
HEITZENRODER, FREDERICK C. (Wendy) 105 Dana Drive; Greensburg, PA 15601 (H) 724-837-4868 E-Mail: fredcheitz@gmail.com	1974	4	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
HENRY, BRENDA N. 218 Alter Street; Carnegie, PA 15106-1116 (O) 412-466-7773 (cell) 412-390-8005 E-Mail: brenda.henry@gmail.com	2019	5	Pittsburgh Lutheran United Ministries (Shared Ministry) ² PLUM congregations listed on page 91.	
HENRY, WILLIAM B., JR. (Debra) Bethlehem Lutheran Church 21 Church Road; Scenery Hill, PA 15360 (H) 724-709-7325 (C) 724-945-5198 E-Mail: wbhenry57@comcast.net	1990	6	Scenery Hill	Bethlehem
HESS, CRAIG T., M.S.Ed. (Ghislaire) 33 Oakhill Avenue; Greensburg, PA 15601-3183 (H) 724-832-9367 E-Mail: balding1@comcast.net	1975	4	Retired	
HIGGINS, JAMES A. (Carolyn) 177 Bear Creek Road; Sarver, PA 16055 (H) 724-353-8131 E-Mail: jamesarthrhiggins@gmail.com	1977	2	Retired	
HOUGH, CHRISTINA A. (Tom) Glade Run Lutheran Services P. O. Box 70; Zelienople, PA 16063-0355 (O) 724-452-4453, x. 1150 (cell) 412-477-9729 E-Mail: chough@gladerun.org	2006	2	Director, Spiritual Care/ Congregation and Community Liaison Glade Run Lutheran Services Zelienople	
HOWER, ELAINE M. (Robert) 111 Lucca Ln.; Oakmont, PA 15139 (H) 412-435-6176 E-Mail: elainehower@yahoo.com	1998	3	Retired	
HOWER, WILLIAM A. RoseCrest 1000 Graham Way, Suite 214; Mars, PA 16046 (cell) 412-992-0545 E-Mail: whower954@comcast.net	1963	6	Retired	
HUHN, C. GERALD (Lana) 2031 Winchester Court; Renfrew, PA 16053-9253 (H) 724-789-7588 E-Mail: lanajerryh@zoominternet.net	1966	2	Retired	
HURNYAK, S. CYRIL, M.Ch.M. (Christina) 2006 Lavale Court; Murrysville, PA 15668 (H) 724-733-5470 E-Mail: revcyril@aol.com	1971	1	Retired	
IRONS, SUSAN AUGUSTA GAYLE 1221 Blaine Road; Monaca, PA 15061-1025 (C) 724-869-2806 (cell) 412-499-0798 E-Mail: tubarev@gmail.com	1994	1	Around the River Lutheran Parish (Shared Ministry) ³ Congregations of parish listed on page 91.	
ITTERLY, ALLYN K. [Cyndi Clinton] Prince of Peace Lutheran Church 400 Old Clairton Road; Pittsburgh, PA 15236-4337 (C) 412-655-2168; (H/cell) 412-719-8811; Fax: 412-655-2168* E-Mail: prallynitterly@gmail.com	1992	6	Pittsburgh (Pleasant Hills)	Prince of Peace
JOHNS, BRANDON A. (Christine) St. Peter's Lutheran Church 202 Van Buren Street; Evans City, PA 16033 (O) 724-538-5810 E-Mail: rev.brandonjohns@gmail.com	2011	2	Evans City	St. Peter's

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
JOHNSON, TORREY O., CH. 7507 Kelly Street; Pittsburgh, PA 15208 (O) 412-242-8660 (H) 412-731-2612 E-Mail: revtorreyo@historichcpa.org	2003	3	Military Chaplain <i>under contract:</i> Church of the Holy Cross Episcopal Pittsburgh (Homewood)	
JOHNSTON, JOCELYN (The Rev. Ryan Pusch) 215 Main St.; Leechburg, PA 15656 (cell) 216-926-3841 (church) 724-375-2033 E-Mail: jxjohnston2010@gmail.com	2010	1	Around the River Lutheran Parish (Shared Ministry) ³ Congregations of parish listed on page 91	
JONES, ERIN (Timothy) 30 South Linwood Avenue; Pittsburgh, PA 15205 (cell) 951-347-7983 E-Mail: pastor.erin.jones@gmail.com	2016		Pastor Hot Metal Bridge Community Presbyterian U.S.A./United Methodist	
JOSEPHSON, KEITH A. (Cristina) 1630 Jancey St; Pittsburgh, PA 15206-1327 (H) 412-661-4080 E-Mail: keith.josephson@gmail.com	1984	3	Retired	
KANTZ, FRANK A. (Grace) 803 Burgess Drive; Zelienople, PA 16063 (H) 724-452-3602 E-Mail: revfak70@zoominternet.net	1970	2	Retired	
KEMP, LARRY E., J.D. (Joyce) 1509 Grandin Avenue; Pittsburgh, PA 15216 (Home/Cell) 412-302-6988 E-Mail: pastor125kemp2@verizon.net	1997	6	On Leave from Call	
KNEPP, T. GREGORY [GREGG] (Julia) St. Mark's Lutheran Church 933 Brookline Blvd.; Pittsburgh, PA 15226 (C) 412-531-9575 E-Mail: tgknepp@gmail.com	1998	6	Pittsburgh (Brookline)	St. Mark's
KOBERT, RYAN D. (Cindy) St. Paul's Lutheran Church 616 Washington Street; Sewickley, PA 15143 (C) 412-741-8484 (cell) 412-302-5202 E-Mail: rdk165@hotmail.com	2014	1	Sewickley	St. Paul's
KOCH, PAUL F., D.Min. (Sharon) 1500 Cochran Road, Unit 402; Pittsburgh, PA 15243 (cell) 773-848-1470 E-Mail: koch.paul8@comcast.net	1970	3	Retired	
KUSSEROW, KURT F. (Pamela) Southwestern Pennsylvania Synod 1014 Perry Highway, Suite 200; Pittsburgh, PA 15237-5590 (O) 412-367-8222 (H) 412-486-0267; Fax: 412-369-8890 E-Mail: kurt.kusserow@swpasynod.org	1989	2	Bishop Southwestern Pennsylvania Synod	
KUSSEROW, RALPH F. (Carol) 2000 May Drive, Apt. 411; Zelienople, PA 16063 (H) 724-452-3411 E-Mail: kusserow36@outlook.com	1963	2	Retired	
LARSEN, LEONARD J. 1521 Chestnut Ridge Drive; Pittsburgh, PA 15205 (cell) 412-215-8359	1968	1	Retired	
LEE-FAULKNER, SARAH M. (Tim Paul) Holy Trinity Lutheran Church 502 Main Street; Irwin, PA 15642 (O) 724-863-7350 (H) 412-366-4203 E-Mail: pastorsarah@holytrinityirwin.org	2000	5	Irwin	Holy Trinity

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
LITTKE, DAVID M., D.Min. (Nancy) Christ Lutheran Church 157 Peony Avenue; Pittsburgh, PA 15229-1076 C) 412-364-4954 (H) 412-366-8062 E-Mail: dmlittke@verizon.net	1987	2	Pittsburgh (Ross Township) Pittsburgh (Laurel Gardens)	Christ Faith
LOCKWOOD, CHARLES T., M.A., Ed.D. 221 Vickerman Road; Mercer, PA 16137 (cell) 412-576-6776 E-Mail: 221sanctuary@gmail.com	1975	2	Retired	
LOVE, BARBARA E. 718 Bonniebrook Road; Butler, PA 16002 (H) 724-841-0380 (cell) 724-841-1248 E-Mail: revlove@zoominternet.net	2001	3	Crooked Creek Cooperative Lutheran Ministries: Ford City Ford City Ford City	Bethel St. Michael's (Brick Church) United Rockville
LUBOLD, HEATHER SCHAFFER (The Rev. Paul) Berkeley Hills Lutheran Church 517 Sangree Road; Pittsburgh, PA 15237-3949 (C) 412-486-4010 (H) 412-486-1338; Fax: 412-486-4729 E-Mail: hsbold@msn.com	1994	2	Pittsburgh (North Hills)	Berkeley Hills
LUBOLD, PAUL L. (The Rev. Heather) 517-A Sangree Road; Pittsburgh, PA 15237 (H) 412-486-1338 E-Mail: plubold@msn.com	1989	2	Retired	
LUNDIE, ELLEN S. Bethlehem Lutheran Church 1719 Mt. Royal Boulevard; Glenshaw, PA 15116-2105 (O) 412-486-0550 (cell) 412-440-7672 E-Mail: ellenlundie@icloud.com	2016	2	Associate Pastor Glenshaw	Bethlehem
LUTTNER, SUSAN L. 331 Birkdale Drive; Greensburg, PA 15601-7409 (H) 724-832-6799 E-Mail: saaaml@verizon.net	1988	4	Continuing Disability	
LYNN, JONATHAN [J.J.] (The Rev. Tara) Emmanuel Lutheran Church 66 Grant Avenue; Pittsburgh, PA 15223 (O) 412-781-2764 (cell) 412-600-6232 E-Mail: pastor.jj.lynn@gmail.com	2011	2	Pittsburgh (Etna)	Emmanuel
LYNN, TARA R. (The Rev. Jonathan) Perry Highway Lutheran Church 11403 Perry Highway; Wexford, PA 15090 (O) 724-935-1226 (cell) 412-398-4444 E-Mail: pastor.tara.lynn@gmail.com	2010	2	Intentional Interim Wexford	Perry Highway
MARBURGER, RANDALL J. (P. Diane) 3100 Main Street; Munhall, PA 15120 (H) 717-364-9971 E-Mail: rajoma69@gmail.com	1985	5	Retired	
MATTHEWS, DAVID, JR., Th.M., M.P.A. (Barbara) 115 Jackson Street; Glenshaw, PA 15116-1417 (H) 412-487-5469 (cell) 412-848-2165 E-Mail: matville3@gmail.com	1967	2	Retired	
MAYFORTH, ELIZABETH (David) 1511 Hastings Mill Road; Pittsburgh, PA 15241 (H) 412-977-9392 E-Mail: elizabeth.mayforth@chp.edu	1987	6	Chaplain UPMC Children's Hospital Pittsburgh	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
McCOID, DONALD J., D.D. (Saundra) 423 Roebling Court; Cranberry Township, PA 16066 (H) 724-553-5550 E-Mail: dmccoid@verizon.net	1968	2	Retired	
McCREIGHT, MARTHA C. Zion Lutheran Church 11609 Frankstown Road; Pittsburgh, PA 15235 (O) 412-242-2626 E-Mail: martha.mccreight@gmail.com	2014	4	Pittsburgh (Penn Hills)	Zion
McCULLOUGH, KATHERINE M. (Todd) 1536 Hancock Avenue; Apollo, PA 15613 (O) 412-360-1832 (cell) 814-421-7531 E-Mail: kmmaul19@gmail.com	2014		Chaplain Veterans Affairs, Pittsburgh Health Systems	
McCURDY, THOMAS A. (Delores) 268 Maidenblush Drive; New Wilmington, PA 16142 (H) 724-946-2633 E-Mail: prthom621@aol.com	1981	1	Retired	
McCURRY, JENNIFER R. PETERS (Jeff) First English Lutheran Church 615 Grant Street; Pittsburgh, PA 15219 (C) 412-471-8125 (cell) 412-297-9953 E-Mail: prjennifer.mccurry@gmail.com	2009	1	Associate Pastor Pittsburgh (Downtown)	First
McGREGOR, JILL E. Christ Lutheran Church 399 State Street; Baden, PA 15005-1946 (C) 724-869-7635; (C) 724-266-1169; (cell/H) 724-480-5040 E-Mail: servantjill@gmail.com	2008	1	Ambridge Baden	Our Savior's Christ
McNEAL, KATHRYN St. John Lutheran Church P. O. Box 411; Mars, PA 16046 (O) 724-625-1830 (cell) 412-508-4557 E-Mail: mcnealkem@gmail.com	2022	2	Mars	St. John
MENDIS, CAROLINE M. 1220 Milton Street; Pittsburgh, PA 15218 (cell) 412-915-6350 E-Mail: RevsMendis@msn.com	1974	1	Retired	
MERKNER, RICHARD L. (Susan) 54 Hiland Avenue; Pittsburgh, PA 15202 (cell) 412-600-0492 E-Mail: dickmerkner@comcast.net	1970		Retired	
MESSINGER, LEWIS R., CH. (LTC) Religious Services, FCI Schuylkill P. O. Box 700; Minersville, PA 17954 (O) 570-544-7192 E-Mail: lmessinger@bop.gov	1996		Military Chaplain	
MICHELSON, AMY E. (Jay) Hope Lutheran Church 8070 Rowan Road; Cranberry Township, PA 16066-3614 (O) 724-776-3141 (cell) 608-445-4030 E-Mail: pastoramy@hlc.church	2017	2	Associate Pastor Cranberry Township	Hope

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
MOOG, THOMAS E. (Carmen) 1848 Zehnder Road; Ambridge, PA 15003 (H) 724-318-8109 E-Mail: revmoog@gmail.com	1976	1	Retired	
MORGAN, BLAIR W., D.Min. (Fay) 10258 Highland Drive; Brecksville, OH 44141 (cell) 412-996-7302 E-Mail: blairwm24@gmail.com	1978	2	Retired	
MORT, LARRY F. (Deborah) St. Andrew Lutheran Church 987 Beaver Grade Road; Coraopolis, PA 15108-2745 (C) 412-264-4551 (H) 412-788-3973 ; Fax: 412-262-5996 E-Mail: lfmort@gmail.com	1985	6	Coraopolis (Moon Township)	St. Andrew
MOSER, WILLIAM C. 506 Camilla Street; Baden, PA 15005 (cell) 201-835-5311 E-Mail: will1234@aol.com	1989	2	Retired	
MURDY, JOSEPH (Amanda) Ascension Lutheran Church 1290 Silver Lane; McKees Rocks, PA 15136 (C) 412-859-3711 (cell) 412-860-7253 E-Mail: jmurdyg@gmail.com	2012	6	McKees Rocks	Ascension
MUSSER, ROBERT L. (Paulette) 245 Sweet Gum Road; Pittsburgh, PA 15238-1353 (H) 412-828-1628 E-Mail: robmusser@comcast.net	1973	2	Retired	
MYERS, STEVEN J. (Patricia) 102 Eade Avenue; Glenshaw, PA 15116-1437 (H) 412-486-7290 E-Mail: past21217@comcast.net	1966	2	Retired	
NAGY, Z. LOUIS (Fran) 340 Long Drive; Pittsburgh, PA 15241-1314 (H) 412-831-7977	1960	6	Retired	
NEUMANN, RICHARD T. (Linda Kay) 239 Parker Street; Pittsburgh, PA 15223-1614 (H) 412-822-7652 E-Mail: manyneumanns@gmail.com	1981	2	Retired	
NORDBY, PETER E. (Lisa) 23 South 7th Street; Youngwood, PA 15697 (C) 724-925-3321 (H) 724-219-3682; Fax: 724-837-4703 E-Mail: plesnordby@comcast.net	1993	4	Youngwood	St. Luke's
NORDEEN, BRUCE P. (Barbara) 482 Canterbury Circle; Carnegie, PA 15106 (cell) 412-654-4685 E-Mail: bnordeen@mac.com	1983	6	Retired	
NUERNBERGER, JERRY L. (Kate) P. O. Box 152; 850 Bridle Lane; Stahlstown, PA 15687 (H/cell) 605-759-6241 E-Mail: illinurn@gmail.com	1983	4	Retired	
OFSLAGER, KENNETH H., M.Div., S.T.M. (Rosa Beth) 208 Momyer Road; P. O. Box 765; Smithton, PA 15479 (H) 724-872-8275 (cell) 724-493-5949 E-Mail: kenofslager@gmail.com	1965	4	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
OLBERT, SCOTT M. (Deb) 742 Perry Highway; Pittsburgh, PA 15229 (H) 309-838-7355 E-mail: olberto@msn.com	1979	2	Retired	
ORSEN, DENNIS THEOPHILUS, D.Min. (The Rev. Linda O. Theophilus) 420 Nike Drive; Pittsburgh, PA 15235-4810 (cell) 412-804-1673 E-Mail: orsentheophilus@prodigy.net	1967	4	Retired	
PEDERSEN, BRUCE J. 98/11 Moo 13 Nongprue Banglamung Chonburi, Thailand 20150 E-Mail: bjpthailand@hotmail.com	1973	6	Retired	
PEISCHL, VICTOR C., M.P.S., D.D. (Janice) 8244 Coach Court; Allison Park, PA 15101-3324 (H) 412-367-4546 E-Mail: peischl@comcast.net	1965	2	Retired	
PETRILL, ALFRED S. 315 Altaview Drive; Monroeville, PA 15146 (Cell) 412-699-0976 E-Mail: felcnk@comcast.net	1989	3	Retired	
PODOLINSKI, FRANK S., Jr. (Alice) St. Paul's United Church of Christ P. O. Box 56; Pleasant Unity, PA 15676 (C) 724-423-6473 (cell) 724-858-7816 E-Mail: PilotandGod1@gmail.com	2001	4	Pastor St. Paul's United Church of Christ, Trauger, PA	
POERSCHKE, PAUL D. (Kristin) 3923 Gibsonia Road; Gibsonia, PA 15044 (cell) 724-255-5179 E-Mail: poerschke@verizon.net	1981	2	Retired	
PROPST, KARA J. Salem Lutheran Church 301 East Pittsburgh Street; Delmont, PA 15626 (O) 724-468-4189 (H/cell) 304-668-9890 E-Mail: kjp1521@gmail.com	2013	4	Delmont	Salem
PUSCH, RYAN N. (The Rev. Jocelyn Johnston) St. Paul's Highfield Lutheran Church 1595 Dime Road; Vandergrift, PA 15690 (O) 724-567-7462 (cell) 262-707-3038 E-Mail: rpusch001@luthersem.edu	2018	3	Vandergrift Leechburg	St. Paul's,Highfield Hebron
RADEMACHER, RONALD J. (Nancy) 481 Cherry Court; Pittsburgh, PA 15237-2607 (H) 412-366-6768S E-Mail: ronal dj9@msn.com	1967	2	Retired	
RAFANAN, MARTIN J. (Solveig Paulson) 547 Roberts Street; Pittsburgh, PA 15219 (cell) 314-258-0452 E-Mail: mjr9201@gmail.com	1978	3	Retired	
RAMSTAD, PHILIP S., D. Min. 2352 Lincoln Way; Ford City, PA 16226-1523 (H) 724-763-3990; Fax: 724-763-3990 E-Mail: PRAMSTAD@juno.com	1965	3	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
RAPCZAK, KIMBERLY A. 113 Helen Street; McKees Rocks, PA 15136 (cell) 412-331-5235 E-Mail: PastorKimRapczak@gmail.com	2002	3	Spiritual Care Coordinator Allegheny Health Network, Supportive Care and Palliative Medicine	
REED, MICHAEL L. Holy Angels Lutheran Church 201 Caldwell Street; Wilmerding, PA 15148-1105 (cell) 412-855-1991 E-Mail: holyangels15148@yahoo.com	1995	5	Wilmerding	Holy Angels
RIETHMILLER, ALLEN R. (Karen) 330 Laurentz Lane; Greensburg, PA 15601 (H) 724-205-6261 E-Mail: allen.riethmiller@gmail.com	1977	4	Retired	
RIGG, ROBERT R. (Ardyce) 1467 River Road; Cooksburg, PA 16217-1517 (H) 814-927-5271 E-Mail: flyfisherr3@gmail.com	1967		Retired	
RIKE, DAVID (Tonya) Good Shepherd Lutheran Church 1610 Powers Run Road; Pittsburgh, PA 15238 (O) 412-963-9494 (cell) 717-471-5540 E-Mail: rikedavid0@gmail.com	2002	2	Pittsburgh (Fox Chapel)	Good Shepherd
ROBINSON, MICHAEL H. (Annette) 108 Applewood Dr; Gibsonia, PA 15044-9223 (H) 724-444-6314 E-Mail: prmikeroobinson@aol.com	1985	2	Retired	
ROSSING, SARAH R. St. James Lutheran Church P. O. Box 356, South Latrobe Street; Youngstown, PA 15696 (C) 724-539-7880 (H) 724-879-4258 E-Mail: pastor.stjamesyoungstown@gmail.com	2016	4	Youngstown	St. James
ROTELLA, CHRISTINE A. (Mark) Abiding Missions 731 Excelsior Street; Pittsburgh, PA 15210 (O) 412-481-1161 (cell) 724-630-4968 E-Mail: abidingmissions@gmail.com	2015	6	Chaplain Abiding Missions	
ROTH, GARY (Eleanore) 101 Shawnee Lane; Emlenton, PA 16373 (H) 724-717-8069 E-Mail: garyroth142@gmail.com	1979		Retired	
ROTH, JAMES W. (Linda Sue) 111 Southern Valley Court; Mars, PA 16046-9305 (H) 724-591-5444 E-Mail: jwroth1978@gmail.com	1978	2	Retired	
RYAN, MICHAEL E. Faith Lutheran Church 1656 Lincoln Way; McKeesport, PA 15131 (C) 412-673-2296 (H) 412-672-0624 E-Mail: flcpastormichael@gmail.com	2004	5	McKeesport (White Oak)	Faith
SCANLON, E. ALLEN (Cynthia) 409 Eton Drive; Greensburg, PA 15601-7420 (H) 724-216-5490 E-Mail: acscan@comcast.net	1969	4	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
SCHAEFER, ROBERT J. (Dr. Gretchen Underwood) Good Shepherd Lutheran Church 4503 Old William Penn Highway; Monroeville, PA 15146 (C) 412-372-2934 (cell) 724-640-8691 E-Mail: bob@bobschaefer.com	2003	4	Monroeville	Good Shepherd
SCHAEFER, WILLIAM A. (Jennifer) Prince of Peace Lutheran Church 1325 Mission Road; Latrobe, PA 15650-2842 (C) 724-537-7273 (H) 724-539-8972; Fax: 724-537-6039 E-Mail: pastorbill@princeofpeacelatrobe.com	2000	4	Latrobe <i>under contract:</i> Derry	Prince of Peace Trinity
SCHENKER, FREDERICK P., M.S. Ed., M.A., D.Min. (Joan) 2365 Willow Run Court; Gibsonia, PA 15044 (H) 724-939-7793 (cell) 412-616-7786 E-Mail: pastorfred321@gmail.com; 4schenkers@comcast.net	1979	2	Retired	
SCHLOTTER, ROBERT C. (Carol) 1010 Trailside Court; Jeannette, PA 15644-4738 (H) 724-327-9413 E-Mail: cbschlott1010@comcast.net	1964	4	Retired	
SCHMID, ANN E., D.Min. (The Rev. Steven E. Broome) Our Redeemer Lutheran Church 105 Gateshead Drive; McMurray, PA 15317-3101 (C) 724-941-7467 (cell) 724-554-6016; Fax: 724-941-3262 E-Mail: pastorschmid@comcast.net	1985	6	Senior Pastor McMurray	Our Redeemer
SCHNECK, ANTHONY J. (The Rev. Patricia) Trinity Lutheran Church 3832 Gibsonia Road; Gibsonia, PA 15044 (C) 724-443-8110 (H) 412-486-4203; Fax: 412-486-0551 E-Mail: tschneck@zoominternet.net	1995	2	Gibsonia	Trinity
SCHNECK, PATRICIA A. (The Rev. Anthony) Trinity Lutheran Church 701 Allegheny River Boulevard; Verona, PA 15147 (C) 724-274-5313 (H) 412-486-4203 E-Mail: tricia.schneck@yahoo.com	2002	4	Verona	Trinity
SCHOCK, JEFFREY L. (Pamela) 1104 Raymond Drive; Oakdale, PA 15071 (cell) 412-610-9252 E-Mail: pjschock@verizon.net	1983	4	Retired	
SCHWARTZ, SUSAN C. 1831 Ardmore Blvd.; Pittsburgh, PA 15221 (H) 412-241-6668 Email: scs1249@aol.com	1980	4	Retired	
SHEEHAN, EDWARD F. (Nancy) 671 Blue Ridge Drive; Pittsburgh, PA 15239 (cell) 724-448-3186 E-Mail: edsheehan81@gmail.com	1981	4	Retired	
SIEFERT, BETH L. 4420 West 28th Street; Erie, PA 16506 (cell) 412-999-9749 E-Mail: blsiefert@gmail.com	1980		Retired	
SMAIL, DANIEL P. (The Rev. Kari) Bethlehem Lutheran Church 1719 Mt. Royal Boulevard; Glenshaw, PA 15116-2105 (C) 412-486-0550 (H) 412-367-5766; Fax: 412-486-0551 E-Mail: d.smail@belc.org	2001	2	Senior Pastor Glenshaw	Bethlehem

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
SMAIL, KARI B. (The Rev. Daniel) St. John's of Highland Lutheran Church 311 Cumberland Road; Pittsburgh, PA 15237-5409 (C) 412-364-1606 (H) 412-367-5766; Fax: 412-364-8477 E-Mail: kbsmail1@verizon.net	2001	2	Senior Pastor Pittsburgh (North Hills)	St. John's of Highland
SMALIGO, JOHN M. (Mary) 1124 Brookside Drive; Greensburg, PA 15601 (H) 724-691-0178; (cell) 724-610-1441 E-mail: jmsmaligo@gmail.com	1981	4	Blairsville	Hebron
SMITH, ANGELA T. (Richard) 701 Tulip Drive; New Brighton, PA 15066-3674 (cell) 814-688-8525 pr.angelasmith@gmail.com	2017	1	Monaca	Redeemer
SMITH, ROBERT (Nancy) 2400 Burgess Drive, Apt. 205; Zelenople, PA 16063 (H) 724-473-0749 E-Mail: rsmith27@zoominternet.net	1959	4	Retired	
SNYDER, DAVID A. (The Rev. Freda) 469 Wurtemberg Road; Ellwood City, PA 16117 (O) 724-654-2642 (cell) 724-987-8708 E-Mail: dasnyder38@gmail.com	2008	1	New Castle	St. John's
SNYDER, FRED A. (The Rev. David) 469 Wurtemberg Road; Ellwood City, PA 16117 (cell) 724-987-8934 E-Mail: fasnyder42@gmail.com	2005	2	Chaplain; Passavant Retirement Community Pastor; Zelenople	Seaman Memorial
SOLTIS, JENNIFER M. Nativity Lutheran Church 4517 Mt. Royal Blvd.; Allison Park, PA 15101-2662 (C) 412-487-1071 (cell) 570-401-1764 E-Mail: soltisjennifer1@gmail.com	2016	2	Allison Park	Nativity
SOURWINE, MICHAEL J. (Stacey) House of Prayer Lutheran Church 2100 Irwin Street; Aliquippa, PA 15001-2943 (C) 724-375-2033 (cell) 724-422-7959 Fax: 724-375-2033 E-Mail: msourwine@hoplutheran.org	2008	1	Around the River Lutheran Parish (Shared Ministry) ³ Congregations of parish listed on page 91.	
STABE, MATTHEW C. 1317 Grand Boulevard; Monessen, PA 15062 (C) 724-684-6565 (H) 724-314-3595 (cell) 724-858-5631 E-Mail: mstabe@comcast.net	1997	5	Mid Mon Valley Lutheran Parish (Shared Ministry) ¹ MMVLP congregations listed on page 91.	
STAFFA, JEAN R. (George) 208 Rieger Road; Butler, PA 16001-0260 (H) 724-306-1020 E-Mail: jstaffa@zoominternet.net	1989	2	Retired	
STEINER, ROGER L. (Gwendolyn) Penn-Zion's Lutheran Church P.O. Box 351; Harrison City, PA 15636-0351 (C) 724-744-3151 (H) 412-829-1174 E-Mail: RevRSteiner@verizon.net	1989	4	<i>Under call:</i> Harrison City <i>Under contract:</i> Irwin	Penn-Zion's Brush Creek
STENNETT, THOMAS R. (Judith) 216 Lexington Avenue; Pittsburgh, PA 15215-3221 (H) 412-781-3921 E-Mail: jstenn2@aol.com	1958	2	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
STOLLER, MELISSA L. (Eric) Southwestern Pennsylvania Synod 1014 Perry Highway, Suite 200; Pittsburgh, PA 15237 (O) 412-367-8222 (H) 412-365-2135 (cell) 218-780-0305 E-Mail: melissa.stoller@elca.org	2005	2	ELCA Director for Evangelical Mission and Assistant to the Bishop Southwestern Pennsylvania Synod	
STORM, RALPH W. 112 Marwood Road, Apartment 4314 Cabot, PA 16023-2239 (H) 724-352-3993 E-Mail: ralfannita@gmail.com	1954	2	Retired	
STROBEL, ROBERT W. (Joyce) 332 Tadmar Avenue; Pittsburgh, PA 15237-1822 (H) 412-366-0074 E-Mail: strobelbj@icloud.com	1962	2	Retired	
SUEHR, CHRISTOPHER J. (Angela) 542 Grant Drive; Gettysburg, PA 17325 (cell) 724-433-2312 E-Mail: cjsuehr@gmail.com	2013		On Leave from Call for Study	
SUEHR, CLIFTON J., M.S.Ed., D.Min. (Jeanne) 1034 Johnson Drive; Gettysburg, PA 17325 (H) 724-861-6765 E-Mail: pastorsuehr@yahoo.com	1979	5	Retired	
SUHR-BARKLEY, MARGARET ANN (Dennis Barkley) Trinity Lutheran Church 207 Spring Avenue; Ellwood City, PA 16117-2146 (C) 724-752-3050 (H) 724-452-5539; Fax: 724-752-3050 E-Mail: pastorpeggy@zoominternet.net	1985	1	Ellwood City	Trinity
SUMO, ALEXANDER, SR. (Deddeh) Christ Lutheran Church 405 Kennedy Ave.; Duquesne, PA 15110 (C) 412-466-7773 E-Mail: saq9000@yahoo.com	2003		Pittsburgh Lutheran United Ministries (Shared Ministry) ² PLUM congregations listed on page 91.	
THEOPHILUS, LINDA ORSEN (The Rev. Dennis T. Orsen) Emmanuel Lutheran Church 1229 Jefferson Heights Road; Pittsburgh, PA 15235-4826 (C) 412-824-4525 (H) 412-824-5945 E-mail: eastmontelc@hotmail.com	1985	4	Pittsburgh (Eastmont)	Emmanuel
THOMPSON, CURTIS L. (Kathryn) 19 Shady Avenue; Greenville, PA 16125-1822 (H) 724-588-9580 E-Mail: cthompson@thiel.edu	1974		Retired	
URSIN, RAYMOND A. 6413 Union Avenue; Finleyville, PA 15332 (H) <i>none available</i>	1973	5	Retired	
van DRIEL, KIMBERLY M. (The Rev. Edwin) First English Lutheran Church 241 North Main Street; Butler, PA 16001 (C) 724-283-2378 (H) 724-687-0473 E-Mail: pastorkvd@gmail.com	2006	2	Butler	First English
VAN ECK, DONA M., D.Min. 1723 Rialto Street; Pittsburgh, PA 15212-3622 (W) 412-910-4626 (H) 412-910-4024 E-Mail: LBWnumber188@yahoo.com	1981	3	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
WEIDENHAMER, W. WESLEY, M.S.W. (Anne) 71 Forest Road; Bradford Woods, PA 15015 (cell) 412-585-2319 E-Mail: walt.w@zoominternet.net	1968	2	Retired	
WERYHA, RONALD M., M.Ed. (Lori) Faith Lutheran Church 80 Bartley Road; Pittsburgh, PA 15241-1204 (C) 412-835-4590 (H) 412-833-5727; Fax: 412-835-7470 E-Mail: uscpastor@me.com	1988	6	Pittsburgh (Upper St. Clair)	Faith
WEST, JAMES E. (MaryBeth) Harrold Zion Lutheran Church 671 Baltzer Meyer Pike; Greensburg, PA 15601 (cell) 949-212-8644 [text best] E-Mail: west7sd@mac.com	1982	4	Intentional Interim Harrold Zion	Greensburg
WEST, JAMES N. (Rebecca) 512 Park Ave.; Johnstown, PA 15902-2616 (H) 724-689-5996 E-Mail: pastorjimwest@yahoo.com	1973	4	Retired	
WILLIAMS, PHILIP W. (Nancy) 3305 Cramlington Drive; Gibsonia, PA 15044-8249 (H) 724-443-2959 E-Mail: philipw@consolidated.net	1967	2	Retired	
WINZELER, WILLIAM C. (Carol Ann) 304 Blackstone Road; Moon Township, PA 15108-3112 (H) 412-375-7392 E-Mail: w.winzeler@comcast.net	1968	6	Retired	
WOODMAN-HOWE, ANNETTE M., D.Min. P. O. Box 404; Perryopolis, PA 15473 (cell) 724-797-5020 E-Mail: pranne1192@yahoo.com	1990	4	Retired	
WORTH, DOROTHY J. (The Rev. Donald) 1804 Eagle Ridge Drive; Monroeville, PA 15146 (cell) 412-491-5216 E-Mail: dsworthy@verizon.net	1996		Retired	
YEDLICKA, JOHN F. (Sandra) 192 Friar Lane; McMurray, PA 15317-3356 (H) 724-941-8183 E-Mail: jack72340@aol.com	1965	6	Retired	
YODER, DAVID A. (Pamela) 80 North Main Street; Fairchance, PA 15436 (cell) 724-561-3907 E-Mail: pastoryoderda@yahoo.com	1982	1	Retired	
ZEMAN, FRANK L., D.Min. (Judy) 2801 Jenny Lind Street; McKeesport, PA 15132-5041 (H) 412-678-1340 E-Mail: FZeman9785@aol.com	1966	5	Retired	
ZIKELI, FREDERICK B. 610 Susan Drive; North Huntingdon, PA 15642-3126 (H) 724-863-7304 E-Mail: fbbjzeke@aol.com	1963	5	Retired	
ZIMMERMAN, ROBERT F. (Carol) 173 Fanker Road; Harmony, PA 16037 (cell) 412-585-1628 E-Mail: pastorbobz@zoominternet.net	2007	2	Retired	

BULLETIN OF REPORTS

MINISTERS OF WORD AND SERVICE OF THE
SOUTHWESTERN PENNSYLVANIA SYNOD

Listing as of May 31, 2022

	Year Consecrated or Commissioned	Congregation, Agency or Institution	Conf.
DEACONESES			
McCRACKEN, SISTER MILDRED Y. 700 South Green Lane, Apartment 313; Zelienople, PA 16063 (home/cell) 412-736-3244 E-Mail: sistermildred40@icloud.com	2003	Retired	2
DEACONS			
BRIGAMAN, LINDA B. (William) 204 Denali Drive; Latrobe, PA 15650 (H) 724-446-5209 E-Mail: wbrig@yahoo.com	2001	Retired	4
CAYWOOD, ELIZABETH A. (Terry) 1014 Perry Highway, Suite 200; Pittsburgh, PA 15237-5590 (O) 412-367-8222 (H) 412-213-3943 Fax: 412-369-8840 E-Mail: beth.caywood@swpasynod.org	1999	Director, Resource Center Southwestern Pennsylvania Synod	2
DUBLER, ANDREA L. 406 South 12th Street; Connellsville, PA 15425 (H) 724-603-2616 E-Mail: Herb65Andrea@gmail.com	1987	Retired	5
HEGEMANN, DENISE A. 134 Pershing Circle; Latrobe, PA 15650-9012 (H) 724-537-3053 E-Mail: dah13459@gmail.com	1978	Retired	4
KUNKLE, MICHELLE A. (Jerry) 631 East Street, Box 208; Arona, PA 15617 (H/cell) 724-493-1910 E-Mail: jmkunkle@aol.com	2012	Called to: St. Luke's, Youngwood Contracted to: Good Shepherd, Mt. Pleasant	5
MONTELARO, DR. JANET (Dr. Ronald) 200 Independence Way; Sewickley, PA 15143 (H) 412-259-8744 E-Mail: jmontelaro@live.com	2010	Retired	2
NURNBERGER, MARK C. (Beth) 1305 Orvis Avenue; Pittsburgh, PA 15223-1141 (cell) 412-487-8321 E-Mail: mnurnberger53@gmail.com	1987	Retired	2
PERMAR, PHYLLIS J. 109 Jomat Drive; McMurray, PA 15317-3038 (H) 724-941-5944 E-Mail: phyllis.permar@gmail.com	1984	Retired	6
ROBERTS, DEBRA LYNN (Jeffrey) Lutherlyn P.O. Box 355; Prospect, PA 16052-0355 (O) 724-865-2161 (H/cell) 724-865-2999 Fax: 724-865-9794 E-Mail: deb@lutherlyn.com	2007	Executive Director Lutherlyn Prospect	2
SANTORIELLO, AMY B. (Nicholas Harkins) Zion Lutheran Church 11609 Frankstown Road; Pittsburgh, PA 15205 (O) 412-242-2626 (cell) 412-225-8706 E-Mail: deaconamy@zionpennhills.org	2012	Director of Faith Formation and Outreach Zion Pittsburgh (Penn Hills)	4

BULLETIN OF REPORTS

	Year Consecrated or Commissioned	Congregation, Agency or Institution	Conf.
SONTAG, JEAN M. (Raymond) 100 White Hampton Lane, #602; Pittsburgh, PA 15236-1542 (H) 412-881-7302 E-Mail: jmlsontag@verizon.net	1985	Retired	6
WENTZ, DIANNA S., B.C.C. 91 8th Avenue; Pittsburgh, PA 15229-1339 (O) 412-232-8198 (H) 412-366-2854 (cell) 412-512-3208 (preferred) E-Mail: dianna.wentz@gmail.com	1998	Protestant Chaplain UPMC Mercy Hospital Pittsburgh	2

³ **Congregations of Around the River Lutheran Parish (All congregations in Conference 1)**
 House of Prayer, Aliquippa
 Rehoboth, Baden
 Faith, Aliquippa (Center Township)
 Van Kirk, Monaca (Center Township)

¹ **Congregations of Mid-Mon Valley Lutheran Parish (MMVLP) (All congregations in Conference 5)**
 Lynnwood, Belle Vernon
 St. Paul's, Monessen
 Grace, Monongahela
 Hope Memorial, Smithton
 Christ, West Newton

² **Congregations of Pittsburgh Lutheran United Ministries (PLUM) (Conference #):**
 St. Pauls, Canonsburg (6)
 St. Andrew, Carnegie (6)
 Christ, Duquesne (5)
 Immanuel, Irwin (5)
 Messiah, Munhall (5)
 Our Savior, North Huntingdon (5)
 Resurrection, Oakdale (6)
 Bethany, Pittsburgh (Dormont) (6)
 Hope, Pittsburgh (Forest Hills) (4)
 East Liberty, Pittsburgh (East Liberty) (3)

LOCAL ECUMENICAL FULL COMMUNION PARTNERS

The Episcopal Diocese of Pittsburgh
The Episcopal Church, U.S.A.
 The Rt. Rev. Ketlan A. Solak
 325 Oliver Avenue, Suite 300
 Pittsburgh, PA 15222
 (Phone) 412-721-0853, x. 251
 Contact: Andy Muhl, Exec. Asst. & Communications Specialist
 E-Mail: amuhl@episcopalpgh.org

Pittsburgh Presbytery
Presbyterian Church (U.S.A.)
 The Rev. Dr. Sheldon Sorge
 901 Allegheny Avenue
 Pittsburgh, PA 15233-1701
 (Phone) 412-323-1400, ext. 315 (Fax) 412-323-2256
 Contact: Cathy Nelson, Executive Assistant
 E-Mail: cnelson@pghpresbytery.org

Western Pennsylvania Conference
The United Methodist Church
 The Rev. Bishop Cynthia Moore-Koikoi
 P. O. Box 5002
 Cranberry Township, PA 16066-0002
 (Phone) 724-776-2300 x. 254
 Contact: Tina Wilson, Executive Secretary
 E-Mail: Tina.Wilson@wpaumc.org

Presbytery of Redstone
Presbyterian Church (U.S.A.)
 The Rev. Richard Noftzger, Jr.
 1004 Mt. Pleasant Road
 Greensburg, PA 15601-5762
 (Phone) 724-837-6737 (Fax) 724-837-4112
 Contact: Bobbie Martin, Office Administrator
 E-Mail: secretary@redstonepresbytery.comcastbiz.net

Beaver-Butler Presbytery
Presbyterian Church (U.S.A.)
 The Rev. Dr. Thomas Harmon
 P. O. Box 279
 Zelienople, PA 16063-0279
 (Phone) 724-452-7515 (Fax) 724-452-7522
 Contact: Barbara Paff, Secretary
 E-Mail: office@beaverbutler.org

Washington Presbytery
Presbyterian Church (U.S.A.)
 The Rev. Craig Kephart
 P. O. Box 146; 89 Lively Road
 Eighty Four, PA 15330-0146
 (Phone) 724-222-1500
 Contact: Administrative Assistant, Amy Dille
 E-Mail: office@washingtonpresbytery.org;

Presbytery of Kiskiminetas
Presbyterian Church (U.S.A.)
 The Rev. Dr. Donald Wilson
 71 West Main Street; P. O. Box 339
 Yatesboro, PA 16263-0339
 (Phone) 724-783-7196 (Fax) 724-783-7198
 Contact: Krystle Rupert, Communications Assistant
 E-Mail: krystle@kiskipby.org

Penn West Conference
United Church of Christ
 The Rev. David Ackerman, Conference Minister
 320 South Maple Avenue, Suite PWC
 Greensburg, PA 15601-3219
 (Phone) 724-834-0344 (Fax) 724-834-0324
 Contact: Diane Fox, Administrative Assistant/Bookkeeper
 E-Mail: office@pennwest.org

BULLETIN OF REPORTS

**MINISTERS NOT ON THE ROSTER, BUT SERVING IN THE SOUTHWESTERN PA SYNOD
Listing as of May 31, 2022**

List of Ministers	Conf.	Location	Congregation
DENNIS, THE REV. SCOTT 2121 Lebanon Drive; McKeesport, PA 15135 (cell) 412-754-0705 E-Mail: sdennis@pts.edu	5	Greenock Homestead (Presbyterian USA) [Interim]	Peace St. John Mark
GREWAY, THE REV. DR. KIMBERLY St. John's Lutheran Church 715 Lincoln Hwy.; North Versailles, PA 15137 pastorgreway@gmail.com	4	North Versailles (United Methodist)	St. John's
HALL, THE REV. DANIEL, M.D. First English Ev. Lutheran Church 615 Grant Street; Pittsburgh, PA 15219 C) 412-471-8125	1	Pittsburgh (Downtown) (Assisting Episcopal Priest; non-stipendiary)	First English
IRWIN, THE REV. SARA H. St. John Lutheran Church 601 Washington Avenue; Carnegie, PA 15106 (O) 412-279-2952 E-Mail: pastor@saintjohncarnegie.com	6	Carnegie (Episcopal Priest)	St. John
KANASKI, THE REV. ALINA Good Shepherd Lutheran Church 1700 Bower Hill Road; Pittsburgh, PA 15243 (O) 412-276-2446 E-Mail: akanaski@pts.edu	6	Pittsburgh (Bower Hill) (Presbyterian USA)	Good Shepherd
MCCUTCHEON, THE REV. KEITH P. O. Box 589; Avonmore, PA 15618-0589 (O) 724-639-3411 (H) 724-697-4027 E-Mail: krmeim@comcast.net	4	Saltsburg (ELCA, Northwestern PA Synod) [Interim]	Sons of Zebedee
SEBASTIAN, THE REV. MARSHA 933 Brookline Blvd.; Pittsburgh, PA 15226 (cell) 412-915-0058 E-mail: mmsmdiv@yahoo.com	6	Pittsburgh (Brookline) (Presbyterian, USA - Retired)	Community Three for One Synodically Authorized Worshiping Community (SAWC)
WIERMAN, THE REV. BETH 10 McCabe St.; Sewickley, PA 15143 Phone: 412-337-3434 E-mail: bawierman@comcast.net	1	Ambridge (Presbyterian, USA) [Interim]	Zion's First

BULLETIN OF REPORTS

WIDOWS AND WIDOWERS OF MINISTERS - LISTING AS OF MAY 25, 2022

Name and Address	Widow or Widower of	Conference
ADAM, DOROTHY 13 Kingswood Road; Danbury, CT 06811-2810; (H) 203-746-5318	JOHN (1928-2005)	NA
ANDERSON, CAROLINE 555 Georgetowne Village; Indiana, PA 15701-2477; (H) 724-465-7811	E. EARL (1928-2015)	NA
BANDLE, JANET 1063 Duncan Lane; Pittsburgh, PA 15236; (H) 412-882-1230	HORST H. (1936-2020)	6
BANNERMAN, THE REV. JENNIFER 95 Manor Drive; Palmerton, PA 18071	GORDON HILLS (1949-2020)	NA
BATESON, KAREN 1505 Greentree Road; Pittsburgh, PA 15220; (H) 412-561-1678	JOHN (1949-2014)	6
BLACK, BONNIE A. c/o Heather Abebe; 1569 Arran Way; Dresher, PA 19025-1205; (H) 215-654-1236	GEORGE E. (1940-1985)	6
BRUNKHORST, KATHARINE (KITTY) 7406 Trevanion Ave.; Pittsburgh, PA 15218; (H) 412-371-6724	BRUCE H. (1945-2021)	6
DAHLBERG, SONDRAL L. (<i>No contact information available</i>)	CHRISTIAN F. (1946-2007)	6
DUBLER, ANDREA L. 406 South 12th Street; Connellsville, PA 15425; (H) 724-603-2616	HERBERT D. (1934-2017)	5
ERVIN, DOROTHY 1500 Graham Way, Apt. 301; Mars, PA 16046; (H) 724-625-4135	WILLIAM E. (1929-2001)	5
FINKENBINE, RUTH Apartment 712; 841 California Avenue; Pittsburgh, PA 15202-2759; (H) 412-761-0367	RUSSELL (1921-1981)	1
FISCHER, KITTY 975 Overlook Drive; Washington, PA 15301; 724-263-9159	ROGER R. (1941-2021)	6
FLOCK, BARBARA 337 Elm Drive; Greensburg, PA 15601; (H) 724-850-8882	RICHARD H. (1935-2020)	4
FREE, BONNY 5018 Eagle Point Drive; Greensburg, PA 15601-1112; (H) 724-834-5283	ROBERT A. (1949-2019)	4
FRUTH, DOLORES H. 103 Burgess Drive, Unit 2003; Zelienople, PA 16063 (H) 724-452-3505	WILLIAM E. (1920-2004)	1
GARRETT, CAROLYN 1544 Woodbine Street; Pittsburgh, PA 15201; 412-213-7600	RONALD P. (1942-2021)	2
GIBSON, ANN 302 Leafwood Road; Tarpon Springs, FL 34689-3812; (H) 727-842-9774	BRUCE A. (1932-2002)	NA
GULLICKSON, TRACY 101 Troll Creek Lane; Butler, PA 16001; (H) 724-865-9611	RANDAL K. (1951-2019)	2
HAEBERLE, FRANCES 8408 Allison Lane; Baltimore, MD 21237	JOHN F. (1934-2013)	2
HANNA, ELEANOR J. 615 North Pike Road; Cabot, PA 16023-2215; (H) 724-352-2306	KAMAL J. (1923-2008)	2
HANSON, EDWINA H. Apartment 11; 620 Chestnut Street; Greensburg, PA 15601-4079 (H) 724-837-4790 (cell) 724-610-1270	T. PAINTER (1914-1981)	4
HARMAN, STEPHANIE B. 607 Rial Lane; Greensburg, PA 15601; 724-834-3081	JOHN P. (1935-2021)	4
HAUSELE, VIRGINIA 112 Marwood Road, #4225; Cabot, PA 16023	RAYMOND E. (1933-2015)	2
HEBRANK, SANDRA 390 South Palm Street; Washington, PA 15301; (H) 724-993-4127	DONALD E. (1934-2017)	

BULLETIN OF REPORTS

Name and Address	Widow or Widower of	Conference
HEIDE, SUSAN D. 8355 Whisper Trace Way, Unit 204; Naples, FL 34114-9469; (H) 239-793-1948	AUGUST W. (1931-1973)	NA
HERNSTROM, NANCY 22 Elmwood Street; Pittsburgh, PA 15205; (H) 412-849-9036	JACK E. (1948-2020)	2
HOUSER, BARBARA W. 5003 Clifton Drive; Aliquippa, PA 15001; (H) 724-375-4011	J. RAY, JR. (1925-2008)	1
HUGHES, CAROL 651 Swansea Road; Newark, OH 43055-1515; (H) 740-344-8378	JAMES P. (1940-2018)	
KANE, ELIZABETH ANN 102 Westminster Drive; Pittsburgh, PA 15229; (H) 412-931-0526	PAUL J. (1943-2013)	1
KAPPELER, SHIRLEY S. 276 Norman Drive; Cranberry Township, PA 16066-4204; (H) 724-776-8276	EDWARD R. (1931-2005)	2
KURZ, JOAN 346 Breezy Drive; Wheeling, WV 26003; (H) 304-242-6108	WILLIAM H. (1928-2012)	NA
LONG, GENEVIEVE 6101 Stanton Avenue; Pittsburgh, PA 15206-2265; (H) 412-363-4688	PHILIP D. (1940-2000)	3
MAIER, ELMA 5 Genkinger Drive; Zelienople, PA 16063	PATRICK A. L. (1933-2011)	2
MENDIS, CAROLINE 1220 Milton Street; Pittsburgh, PA 15218; (cell) 412-915-6350	GEORGE W. (1950-2016)	1
MEYER, ROSEMARY 519 Oliver Court; Belleville, PA 17004; (cell) 412-260-2088	RALPH L. (1935-2021)	2
MILLER, SANDY 141 Blacks Hill Road; Irwin, PA 15642-8003; (H) 724-354-2476	EDWARD M., JR. (1941-2001)	5
MOEHRING, JOREEN M. Apartment 206; 101 Burgess Drive; Zelienople, PA 16063; (PRC) 724-452-2356	THEODORE F. (1923-2008)	2
MULL, LINDA L. 1208 Tenth Avenue; Natrona Heights, PA 15065-1122; (H) 724-224-3866	R. LEE (1932-1998)	3
NAUMANN, JOAN G. 4235 Greenridge Road; Pittsburgh, PA 15234-1170; (H) 412-854-0656	EDWARD J. (1935-1994)	6
NEWELL, CAROL JEAN No contact information available	EUGENE W. (1927-2004)	NA
NEWPHER, SUZANNE 108 Rana Lane; Gibsonia, PA 15044; (H) 724-443-8519	ROBERT J. (1947-2021)	2
NYBLADE, JUNE 1075 Old Harrisburg Rd., #192; Gettysburg, PA 17325; (H) 717-334-0370	ORVILLE W. (1926-2020)	
ORR, JOAN 203 South Fifth Street; Youngwood, PA 15687-1213; (cell) 724-420-7864	THOMAS J. (1934-2010)	4
PITTAVINO, DOLORES R. 120 Skyline Drive; Smithton, PA 15479 (H) 724-872-8747	ROBERT G. (1923-2008)	5
PRICE, CAROL 1222 Fourth Street; Monongahela, PA 15063; (H) 724-258-9568	RICHARD F. (1930-2015)	5
RAVENSTAHL, BARBARA A. 14 Bell Avenue; Pittsburgh, PA 15205; (H) 412-922-6055	HOWARD M. (1938-2011)	5
RAY, COLLEEN 3110 McClure Lane; White Oak, PA 15131-2110; (H) 412-443-6777	GORDON P. (1942-2019)	5
SANDERS, SHIRLEY 3012 Wallace Street; Lower Burrell, PA 15068; (H) 724-334-1204	GERALD J., JR. (1953-2015)	3
SCHULTZ, MARY THERESA (No contact information available)	THEODORE E. (1917-1999)	2

BULLETIN OF REPORTS

Name and Address	Widow or Widower of	Conference
SCHWEITZER WALLIS, MARY V. 16108 Little Cooley Road; Townville, PA 16360; (H) 814-967-2505	GLENN C. (1930-1975)	2
SOUDERS, CHRISTIE 10534 Abbey Lane; Wexford, PA 15090-7393; (H) 724-935-2536	HARRY G. (1942-2015)	2
TAYLOR, TRUDY 110 South 14th St.; Indiana, PA 15701; (H) 724-464-0676	VAUGHN E. (1937-2020)	
UPTON, JEAN B. 3628 Sunset Drive; Munhall, PA 15120-3038; (H) 412-461-4958	WARREN E. (1925-1994)	5
VOIGT, KARL E. 1669 Galetton Drive; Verona, PA 15147-2826; (H) 412-793-4619	CHARLOTTE E. (1935-2003)	1
von HEFTY, CATALINA Avenida Nazca 2538, PB "C"; 1417 Buenos Aires; ARGENTINA; (H) 011-541-14-503-3736	LESLIE S. (1930-1993)	NA
von WALDOW, BRIGITTE H. <i>(No contact information available)</i>	H. EBERHARD (1923-2007)	2
WENTE, HELGA 3 Oregon Trail; Bethel Park, PA 15102-1919; (H) 412-851-1659	JAMES H. (1932-2018)	6
WORTH, THE REV. DOROTHY J. 1804 Eagle Ridge Drive; Monroeville, PA 15146; (cell) 412-491-5216	DONALD S. (1941-2021)	4

BULLETIN OF REPORTS

ORDINATIONS

July 17, 2021: *The Rev. Ryan T. Fitch* was ordained at Camp Mount Luther, Mifflinburg, Pennsylvania, with a call as Assistant Director of Camp Lutherlyn, Prospect, Pennsylvania.

September 12, 2021: *The Rev. Christopher S. Combs* was ordained in Hope Lutheran Church, Cranberry Township, Pennsylvania, with a call as Pastor of First Lutheran Church, Greensburg, Pennsylvania.

April 24, 2022: *The Rev. Kathryn E. McNeal* was ordained in The Lutheran Church of Our Redeemer, McMurray, Pennsylvania, with a call as Pastor of St. John Lutheran Church, Mars, Pennsylvania.

INSTALLATIONS OF MINISTERS

July 25, 2021: *The Rev. John M. Smaligo* was installed as Pastor of Hebron Lutheran Church, Blairsville, Pennsylvania.

October 3, 2021: *The Rev. David Hanssen* was installed as Pastor of Bethel Lutheran Church, Latrobe, Pennsylvania.

October 7, 2021: *The Rev. Jennifer M. Soltis* was installed as Pastor of Nativity Lutheran Church, Allison Park, Pennsylvania.

September 26, 2021: *The Rev. Ryan T. Fitch* was installed as Assistant Director of Camp Lutherlyn, Prospect, Pennsylvania.

October 24, 2021: *The Rev. Christopher S. Combs* was installed as Pastor of First Lutheran Church, Greensburg, Pennsylvania.

January 9, 2022: *Deacon Michelle A. Kunkle* was installed as Deacon of St. Luke's Lutheran Church, Youngwood, Pennsylvania (contracted to Good Shepherd Lutheran Church, Mt. Pleasant, Pennsylvania.)

January 23, 2022: *The Rev. Frank S. Podolinski, Jr.* was installed as Pastor of St. Paul's United Church of Christ, Trauger, Pennsylvania.

February 27, 2022: *The Rev. Kerri L. Clark* was installed as Associate Pastor of Our Redeemer Lutheran Church, McMurray, Pennsylvania.

May 1, 2022: *The Rev. Margarethe D. Galbraith-Cordes* was installed as Pastor of Holy Trinity Lutheran Church, Beaver, Pennsylvania, and Hope Lutheran Church, Beaver (Brighton Township), Pennsylvania.

INVITATIONS TO EXTENDED SERVICE (FOR FULL-COMMUNION PARTNERS)

October 9, 2021: *The Rev. Kimberly Greway (UMC)*; Pastor of St. John's, North Versailles, Pennsylvania.

MINISTERS REMOVED FROM THE ROLL OF THE SYNOD

Those who have left the synod

July 1, 2021: *The Rev. Jack Delk* transferred to the Northeastern Ohio Synod.

September 1, 2021: *The Rev. Paula Schmitt* transferred to the Allegheny Synod.

March 25, 2022: *The Rev. Edward C. Keefer, Jr.* resigned from the roster of the Evangelical Lutheran Church in America to join the roster of the North American Lutheran Church.

Removed because of death

June 22, 2021: The Rev. Dr. Philip H. Pfatteicher

November 18, 2021: The Rev. John P. Harman

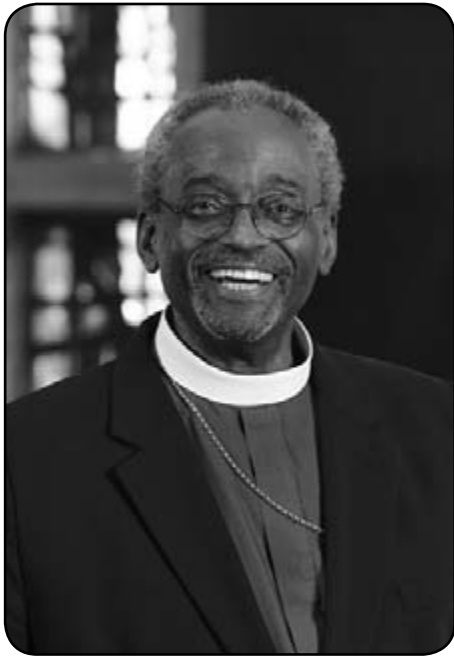
June 26, 2021: The Rev. Ronald P. Garrett

November 29, 2021: The Rev. Donald S. Worth

July 1, 2021: The Rev. Dr. Roger R. Fischer

May 16, 2022: The Rev. Norman E. Nething, Jr.

BULLETIN OF REPORTS



**KEYNOTE SPEAKER
THE MOST REV. MICHAEL CURRY
PRESIDING BISHOP
THE EPISCOPAL CHURCH**

The Most Rev. Michael Curry is the 27th and current presiding bishop and primate of The Episcopal Church (TEC), one of the ELCA's full communion partners. He was elected in 2015 to a nine-year term and serves as TEC's chief pastor and spokesperson, as well as president and CEO.

Throughout his ministry, Bishop Curry has been a prophetic leader, particularly in the areas of racial reconciliation, climate change, evangelism, immigration policy, and marriage equality. Ordained in 1978, he served churches in North Carolina, Ohio, and Maryland until elected as bishop of the Diocese of North Carolina in 2000.

Widely regarded as one of the most dynamic preachers of our time, Bishop Curry is the author of five books and a regular guest on national and international media outlets. In May 2018, he preached at the wedding of England's Prince Harry to Meghan Markle. In November 2021, he officiated at the funeral of former U.S. Secretary of State Colin Powell at the National Cathedral in Washington, DC. In 2018, Religion News Association named him religion newsmaker of the year.

BULLETIN OF REPORTS



**ELCA REPRESENTATIVE
THE REV. CARMELO SANTOS
DIRECTOR OF THEOLOGICAL DIVERSITY AND
ECUMENICAL/INTERRELIGIOUS ENGAGEMENT
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

Pastor Carmelo Santos is the Director for Theological Diversity and Ecumenical & Interreligious Engagement for the ELCA in the office of the presiding bishop. He also serves as the Associate Director for the Taskforce on Church and State Relations and Civic Engagement

Before being called to serve in the Churchwide Organization, he was a parish pastor in the Metro D.C. synod and taught courses at Georgetown University on the intersection between Theology and Neuroscience. He has a Ph.D. in Religion and Science from the Lutheran School of Theology at Chicago.

As a pastor, Carmelo was active in grassroots organizations dedicated to advocating for the civil rights of immigrants and other minoritized communities, and served as an expert witness before a committee of the U.S. Congress regarding family separations at the U.S.-Mexico border. He is the author of the ELCA Study Guide on Luther's *The Freedom of a Christian* and of the book *Did God Create the Universe? A Bilingual Devotional for Kids Who Like to Ask Big Questions*.

BULLETIN OF REPORTS

REPORT OF THE PRESIDING BISHOP, EVANGELICAL LUTHERAN CHURCH IN AMERICA

“And [Jesus] said to them, “Go into all the world and proclaim the good news to all creation” (Mark 16:15).

Dear siblings in Christ,

When I talk about our goal of engaging a million new, young, diverse people I get asked a lot, “I’m not new, young, or diverse. Am I not important to the church anymore?” My answer is always the same, “You’ve never been more important.”

When we committed to our new goal, we identified our purpose as “Activate each of us so more people know the way of Jesus and discover community, justice and love.” This goal does not happen without the people who are already part of this church. Theresa of Avila talked about the church as the hands and feet of Christ in the world, the very way God will work to engage new people.

Those aren’t easy things to do and certainly not ones that only a few of us can do alone. God has blessed us with so many resources to do this work: nearly 3.6 million people, 65 synods, and 350 CWO staff, plus colleges, universities, seminaries, social ministry organizations, and other affiliated organizations, and our separately incorporated ministries. We truly are a church of abundance.

So, what can you do right now?

- Pray. For our church. For one another. For those whom we have yet to meet.
- Find time to listen to people who are new to the ELCA, young, and/or diverse. Share the story of Jesus with them.

Along the way, don’t forget: You are important.

Grace and peace,

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

BULLETIN OF REPORTS

REPORTS OF THE SYNOD OFFICERS AND STAFF

REPORT OF THE BISHOP

I Love to Tell the Story.

Just two weeks after our last Synod Assembly the Commonwealth of Pennsylvania lifted all COVID restrictions. That was June 28, 2021, when the number of new cases in Pennsylvania was 104. It seemed that we might finally have found our way into post-pandemic life! But before the end of August we were seeing 3,000 new cases a day, and on the last day of the year we recorded 23,300 new cases, with the chart rising at near-vertical. January 12, 2022 saw our peak of 31,700 new cases in a single day, more than three times the previous peak of 10,000 recorded on December 16, 2020.¹

I recall those days in this report to celebrate being in the most recent trough of the chart (at the time of writing this report, March 22, we were down to 545 new cases) and to provide some hard data to help explain the strange experience of meeting online, yet again this year, just when we are seeing restrictions being lifted all around us. The truth is that we have not been able to plan with any certainty more than a few weeks out for over two years now, and the arrangements for our Synod Assembly require somewhat more time than that. The COVID pandemic has reduced our event horizon profoundly.

The effects of a short event horizon include personal weariness, communal irritability and impatience, frustration with leadership, and a sense of futility that hangs over much of what we plan for and seek to accomplish. And yet in spite of all these very real challenges to our life and mission, I have seen equal measures of persistence, hopefulness, creativity, forbearance, and grace among our people and in our ministry sites. For this I give thanks to God, from whom all good things come. Here are some stories of those good things:

Our Synod Assembly typically is held right around the time of our church's commemoration of the Emanuel Nine, June 17. Last year on that day we scheduled a walk around Highland Park with pastors and lay leaders of the African Methodist Episcopal Church, and over the last year we have remained engaged as much as possible with the AME in the Pittsburgh area, especially around the goal of gaining reparations for Mother Bethel, whose building was razed in 1957 as part of an Urban Redevelopment project in the lower Hill District. I had the joy of being invited to provide a homily for an AME pastors' conference last November.

At last year's assembly I announced our plans for an appeal to help our partners in Madagascar in a time of persistent drought, both in our Companion Synod of Tulear and at the seminary in Bezaha. Your response to that appeal has been tremendous. With some trepidation we asked for donations to match a \$5,000 gift from synod reserves. Your gifts now total more than \$70,000, a response that has modified the initial hope of providing drought and COVID relief to include plans for a multi-year project of sustainability. Thank you for your astounding generosity!

Your assembly action last year to identify "Rekindling a passion for the Gospel" as the first of our four strategic initiatives has in part led to this year's assembly theme and to a small book I have written, "What Is the Gospel?" The first motivation to provide a tangible resource to aid our synod in rekindling a passion for the Gospel rose out of the work of the Strategic Initiative Leadership Team, but the shape of my work on the project was sharpened by last year's assembly action. My hope is that our use of this book will help advance our primary mission, which is to tell the story of Jesus. Increased clarity about the story we have to tell, I believe, will help us tell the story of Jesus with confidence and humility.

Other stories to be listening for at this year's assembly include how we are living into our full-communion relationship with the United Methodist Church, through the slow and steady work of reception. And also that we realized a Mission Support revenue increase over last year, and that we held a synod celebration of Martin Luther King, Jr. (albeit postponed due to inclement weather). I am truly grateful for the prompting of Acting Bishop Abraham Allende in this effort, who worked together with our Authentic Diversity and Justice working group months before formally serving our synod during my sabbatical leave. His voice and his presence, I trust, will remain a lively part of our synod's life going forward.

In early April our synod office opened to general access during scheduled hours for the first time since March, 2020. I am grateful to Carol Ruckert, our receptionist, who for two years has provided a voice of welcome remotely and whose commitment to be present in the synod office made opening the doors possible once again. And I so appreciate the gifts of communication and facility with technology by which our Synod Communicator, Lauren Wolcott helped to make our remote work connect in meaningful ways to the people and ministry sites of our synod. I am humbled by the steadfast labor of our Accountant, Bob Cairns and my Executive Assistant, Sandy DeLorenze, who together have provided more than 50 years of service to our synod with quality, consistent work through many more changes and challenges than the recent pandemic alone has presented. I admire the unwavering commitment to coaching and to resource ministry that Deacon Beth Caywood has maintained in circumstances that have made our shared life and mission so tenuous. And I rejoice in the collegial sharing of the ministry of oversight that my pastoral assistants, Pr. Melissa Stoller and Pr. Peter Asplin provide. On behalf of a synod that is blessed by your work: Thank you!

Finally, my appreciation for the ministry of our Synod Officers. Secretary Schaefer not only has embraced the substantial work of his office but has gathered up all the Synod Council actions since our synod's beginning in digital,

BULLETIN OF REPORTS

searchable form. Our Treasurer, Gary Teti, presses our financial stability ever forward in his unassuming and steady way. And our Vice President, Barb Nugent, leads with that rare blend of enthusiasm and wisdom.

The grand story of our synod's life and mission lives in our congregations and their rostered and lay leaders, in our community engagements, in our life of prayer, in our service to the neighbor, in our ecumenical relationships and our engagement with ministry partners, in our use of the means of grace, in the hope of our calling, in our telling of the story of Jesus. If this grand story in any way captivates and inspires you, then let us say together, "Thanks be to God!"

With you in Christ,

Kurt F. Kusserow, Bishop

¹ <https://usafacts.org/visualizations/coronavirus-covid-19-spread-map/state/pennsylvania>

REPORT OF THE DIRECTOR FOR EVANGELICAL MISSION AND ASSISTANT TO THE BISHOP

In her 2008 book, *The Great Emergence: How Christianity is Changing and Why*, Phyllis Tickle referenced a statement by North American Bishop Mark Dyer, where he observed that every 500 years the church feels compelled to hold a giant rummage sale. Which is to say, that the structures of institutionalized Christianity, whatever they may have been at the time, needed to be unpacked, laid out, and sometimes let go so that renewal and growth could happen. Bishop Dyer went on to say that we are living in and through one of those five-hundred-year sales right now.

Perhaps comparing this time to the Protestant Reformation or the schism between the Eastern and Western churches feels overly dramatic, but the pandemic and this journey into post-pandemic times have shown us stark changes in our societal make up that are as poignant as past reformations.

Already at the turn of the century, Professor Tickle had recognized the time of upheaval and promise our society was experiencing and the pandemic has amplified and sharpened this great change. If we are emerging into a new way of living - if we, as a church, are looking in new ways at our many belongings: our buildings, our traditions, our patterns of movement and life together - we may indeed be discerning what we wish to keep and what we will let go. History has taught us that this is not an easy time, but great gifts can and do emerge from these changing events.

The challenge to us then, as church, is to discern when and how to navigate these changes. Sometimes we paddle furiously through uncharted waters and other times we ride the waves, all the while caring for others who travel with us, for we know well from the experience of the pandemic that while we may be in the same storm, we are all in different boats with different resources.

As a church and as a synod we have sought to bring resources and support to our ministerium and congregation leaders in this time to equip, stabilize, energize and encourage each other in the places we find ourselves. Pilot programs like the Life of Faith Holy Innovations initiative and the Renewing Ministry re-boot trainings have invited congregation guiding teams to engage ministry and vocation with new eyes and perspectives and will be expanded in the coming months and years.

Places of rest and renewal have been provided with the Selah Rostered Ministers retreat, monthly ministerium gatherings, ember day study workshops and personal conversations shared over coffee and lunch as we slowly begin gathering together again in fellowship and worship.

Opportunities for personal and congregational growth have been offered in multiple formats with numerous people and synod teams collaborating to bring about book studies, movie discussions, and worship and youth events. Members of synod stewardship, youth ministry and authentic diversity & justice teams have expanded the way we understand leadership development and ministry through zoom and in-person events.

New and varied ways of collaborating as the people of God continue as we have explored and deepened ecumenical relationships with our United Methodist, AME and Presbyterian siblings in new ministry starts, justice conversations and ecumenical days of service and outreach in our communities. This collaboration is also growing in our campus ministries as the Oakland ministry works with our Episcopalian sisters and brothers and the Downtown campus ministry grows in interfaith relationships.

The way we know church changes as our world changes. In his revelation, John of Patmos describes the voice coming from the throne, that echoes a voice Isaiah heard in his vision: 'See, I am making all things new... for these words are trustworthy and true.' I am comforted by the witness of our biblical ancestors and early church fathers and mothers who have lived through these times of change and emergence. Their encouragement to turn our eyes, ears, hearts and minds to the one who is the beginning and the end, the one who is, has been and always will be, reminds me that our work in God's world is never in vain. Our call is not to know the path ahead but to follow where Jesus leads. Following Jesus is not an easy or comfortable path, and in fact it is one where we will leave comfort and security and even face death. As we seek to let go of some of the things we have accumulated in the past 500 years, as we lovingly sort through the things that served us well at one time and seek to let some of them go, we know that our God of resurrection and

BULLETIN OF REPORTS

new life is by our side, gently challenging and encouraging us.

Thank you for your continued collaboration and friendship as we have discerned the voice of the Holy Spirit in these times. It continues to be an honor and a privilege to serve as your Director for Evangelical Mission and Assistant to Bishop Kusserow in these emergent times.

Respectfully submitted,

The Rev. Melissa L. Stoller, Assistant to the Bishop/
Director for Evangelical Mission

REPORT OF ASSISTANT TO THE BISHOP

2021 was a difficult year for all of us, yet the arrival of the COVID-19 vaccine and the resulting improvement in pandemic numbers led most of our Southwestern Pennsylvania congregations to return to in-person worship in significant ways throughout the year.

The congregations of the synod were diverse in their response to the pandemic in 2020 and they continued that into 2021. This means that some congregations, even in the fall of 2021 were still not singing, and were wearing masks and distributing communion in innovative ways that would not have even been discussed pre-pandemic. Other congregations by the fall of 2021 were singing the full liturgy and hymns with no masks and having communion at the communion rail. The differences from week to week, as I visited and led worship in congregations around the synod, were occasionally startling. As a member of Synod Staff one thing that was clear in each case was that the community of the local congregation was doing its best to care for the people of God in their midst, steward the gospel and “bear Christ’s creative and redeeming word to all the world.” It was always a privilege to be in your congregation on Sunday mornings as you worship, whether I was participating in worship leadership or not. Thank you, Synod, for your welcome.

My work as Assistant to your Bishop, is focused in three primary areas: First, the call process, second the candidacy process and thirdly the care of congregations without pastors.

Over the course of 2021, the call process in our synod involved ten congregations. There are two primary stages of the call process in our synod. In the first stage, a call committee of the congregation works on a fourteen-page “resume” for the congregation, the ministry site profile. The second stage of the call process includes preparing for interviews, seeking candidates for a congregation call, interviewing and voting for a new pastor. During the time I have been managing the call process, there have been calls which are taking over thirty months from my first meeting with the call committee until the call vote for the new pastor and there are calls which took only six months from my first meeting with the call committee. The factors impacting that include geography, the nature of the call and the availability of clergy. During pandemic, the number of pastors in mobility is particularly low. Additionally, whereas fifteen years ago there were typically three or four seminarians interviewing for calls in our synod, in 2021 only one seminarian was called to a congregation in the Southwestern Pennsylvania Synod. So far in 2022 only one seminarian has been called to a congregation here. Some congregations are deeply frustrated with the pace of the call process; some are pleased and surprised at how easily it has moved forward. Bishop Kusserow, Pastor Stoller and I are attentive to the challenges congregations struggling in the call process are facing, and continue to be available to serve, connect and equip them as a partner facing those challenges.

The second ministry area of focus for me as assistant is staffing the candidacy process in the Southwestern Pennsylvania and West Virginia-Western Maryland Synods. It’s a privilege to work with both Bishop Kusserow and Bishop Riegel to care for candidates for ministry. Currently (April 2022) we have one candidate who has been approved for ordination and is interviewing for first call. We have one candidate, Pastor Chris Combs, who was approved last year and was called to First Lutheran in Greensburg, Pennsylvania. Currently the two synods together have six candidates in process who have been endorsed and are moving forward towards approval: Jamie Ulrich, Lt. Roger Randolph, Steve Slepecki, Elizabeth Rheinfrank, DaMisha McFarland-Pollock, Devin Ames and Mary Sanders. We have two individuals who are beginning the entrance process currently. Please pray for these candidates and reach out to individuals in your congregations to consider whether or not God might be calling them to service as a rostered minister in God’s church. The ELCA has a great new resource for individuals discerning the possibility of service as a pastor or deacon: https://download.elca.org/ELCA%20Resource%20Repository/Called_to_Lead.pdf Please share this widely.

The third area of ministry I focus on is care of congregations that are without a called pastor. Often this entails difficult discussions regarding the frequency of communion and how congregation councils can partner with the synod and pastors called in this synod to provide pastoral leadership to their congregations. Many of the pastors who serve our congregations full time also provide support for congregations who do not now, and might never again, have a called pastor. We thank those “local interim” pastors for their diligent service. I am also very grateful for retired clergy, or clergy with non-parish calls, who regularly provide worship leadership in our smallest congregations. Their care for the ministry of the Gospel in those places is important and valuable. Finally, certified lay worship leaders from across the synod

BULLETIN OF REPORTS

serve week after week leading worship, preaching and encouraging in our smaller congregations. Carol Ruckert, in the synod office, does important work supporting these congregations and endeavouring to assign clergy and lay supplies week in and week out.

It is a privilege and a challenge to serve Bishop Kusserow and the synod as Assistant to the Bishop. Thank you for your trust in me. Thank you for your contributions to mission support. Thank you for the opportunity to use my gifts and abilities in ways that encourage the Gospel all over Southwestern Pennsylvania.

Yours in Christ,

The Rev. Peter D. Asplin, Assistant to the Bishop

REPORT OF THE SOUTHWESTERN PENNSYLVANIA RESOURCE MINISTRY

“Like good stewards of the manifold grace of God, serve one another with whatever gifts each of you has received... so that God may be glorified in all things through Jesus Christ.” 1 Peter 4:10, 11

We began 2021 optimistic that vaccines would finally permit more interaction with one another without the fear of contracting Covid. While vaccines and boosters have been very instrumental in moving us to that hope, 2021 still proved quite a bumpy road, ushering in several variants that again restricted the way we did ministry together. “Remote learning” and “resilience” were words that moved us through 2020, while “hybrid” and “languishing” became popular catch words to better describe how we navigated in our ministry settings throughout 2021. Since we are still living with several restrictions, as I looked back on last year’s report several things on the surface looked very much the same as the prior year. However, a few trends have emerged even as I continue to evaluate the best way to live into our new synod office space to meet the changes many are still experiencing in their congregations.

In the past, members would often make appointments to visit the resource center or simply drop in for a cup of coffee and preview some new titles. With Covid restrictions enforced at the synod office members of the staff were able to meet with leaders by appointment, which helped continue that needed personal connection and sense of normalcy (albeit masked). What I have found over this “pandemic time,” is the gradual move of our leaders to seeking resource assistance through the diverse offerings provided on the Resource Ministry’s Facebook page (Resource Ministry-SWPA Synod ELCA). An advantage is that information is updated daily and available at whatever time best suits their needs. Consulting with me by appointment via Zoom for new ideas and direction in their contexts was also often utilized. With less availability to literally looking through a resource at the resource center, verbal curated assistance proved invaluable to many. Phone calls and emails remained generally consistent in number, with some peak seasonal times.

What does this mean for the future of resource ministry in our synod? Your Resource Advisory Board and I are currently addressing that question by personally connecting with you about your needs in your context, and second, evaluating that collected information and discerning a path forward. If you have not heard from anyone yet, be patient, we have a lot of rostered leaders to contact (always feel free to contact me or any of the Advisory Board to discuss).

We do anticipate transitioning to more in-person opportunities. As we look forward to that time, know that all resources provided through this ministry—whether your needs require hands-on materials, digital, and/or people resources—will be the most innovative that can be made available to you. Ultimately, resource ministry is about meeting your needs to benefit your ministry in your context, so that, indeed, God may be glorified in all things through Jesus Christ.

ELCA Coaching is still in its beginning stages in our synod. We do have ELCA trained coaches available to connect with you. Recently those being trained in the four ELCA Level 2 specialty coaching areas: Stewardship, Discipleship, Mission Development, and Congregational Vitality, were pleased to learn that the current classes now meet International Coaching Federation (ICF)* standards.

Personally, I am an ELCA Level 2 coach and a Luther Seminary Faith+Lead Coach. Last year, through a (non-ELCA) ICF approved training program I was ACC credentialed, and I am currently working to complete my PCC credentials. Coaching --for individuals, or teams-- provides the opportunity to unlock untapped sources of imagination, productivity, and leadership. Whether you are considering individual coaching, or for a team in your congregation, please contact me for more information about any of the many options provided through ELCA coaching, or other personal areas of leadership development. I look forward to answering your questions about coaching, becoming a coach, or matching you with an ELCA trained coach.

I give many thanks for the partnership of our staff and support staff, who continue to navigate the challenges and embrace the joys of this past year with skill, grace, and humor: Bishop Kusserow, Pastor Asplin, Pastor Stoller, Lauren Wolcott, Sandy DeLorenze, Carol Ruckert, and Bob Cairns.

Thank you, as always, to my “support team” who share their time, gifts, insights, and inspiration. Members of the Resource Center Advisory Board include:

BULLETIN OF REPORTS

The Rev. Kerri L. Clark; The Rev. Paul M. Gruesu; The Rev. Ryan D. Kobert; The Rev. Amy E. Michelson;
The Rev. Michael L. Sourwine
Consulting: The Rev. Frederick P. Schenker; The Rev. Jeffrey L. Schock
The Rev. Kurt F. Kusserow, ex officio

Respectfully submitted,

Deacon Elizabeth A. Caywood, ACC
Director, Southwestern Pennsylvania Synod Resource Center

*ICF is the gold standard in coaching. A leading global organization that sets very high standards, provides independent certification, and offers a worldwide network of trained professional coaches.

REPORT OF THE VICE PRESIDENT

If I had to come up with one word to describe our life together in 2021, it would be TRUST. Of course, Faith is a huge part of Trust. Our Father knows us better than we know ourselves and we can trust his intentions, even when the trials of this world get us down. Things may not always be clear in the current time, but often we can see the fruits if we just wait for His timing.

Our Synod was one of two Synod's chosen by the ELCA to participate in a pilot; the Holy Innovations: Life of Faith initiative. The initiative works with a handful of congregations in focusing on vocation. I participated in the meetings and training during the application process, as part of the Project Team led by Pastor Melissa Stoller. The pilot began in the summer of 2021 and will run for three years.

Thank you to all who participated in the ELCA Vice President's survey back in December 2020. Your input was very helpful in establishing a more uniform role of synodical Vice Presidents of the ELCA that was developed in 2021. The monthly meetings that I attend for the ELCA Vice Presidents has been a wonderful resource. Region 8 began focusing on intersynodical-interregional cooperation on sharing resources. I served on a small working group focused on Youth, Technology, and Boundaries and Racism Training on a regional level. The results were that Youth and Technology were working well within our own synods, but they would work on collaboration as needed. The Boundaries and Racism Training is being offered throughout 2022 across the region.

In the fall of 2021, I began the Navigating Church Leadership Monthly Zoom call. I am hosting a Zoom call the 4th Tuesday of each month at 7 pm. This is an open forum inviting Congregation Presidents and Vice Presidents, but is open for all leaders within our congregations, to address anything that will help them to do their work and care for the people of our synod. Our time together is typically one hour. I am so blessed to have this opportunity to share my own experiences in the insurance industry, as a past congregation president, and what my current position brings. Leaders sharing their own experiences also proves to be a wonderful resource. In one congregation, the Vice President meets with her Pastor before and after our time together. You can find the call link in our Synod's Tuesday email communications.

I am so thankful for the work of our Synod Council and the flexibility they have shown in adapting to last minute meetings and changes from in-person to Zoom due to circumstances outside of our control. I would like to thank the small working group for their work on our committee structure. This is something well overdue and very much needed for the church today. This work is not in any way meant to undo or do away with the valuable work of our current committees. One of the committees I serve is the Budget and Finance Committee. This group has dealt with the hard questions to get our Synod back on track, financially. This year's draft budget will be the third consecutive non-deficit budget being presented. As you can read in the other reports, we continue in the right direction. Thank you for your Trust.

We had so hoped to be able to meet together in person for our 2021 Synod Assembly. In trying to keep the costs down for our congregations, we choose to meet on college campuses. At the time we began planning, we were unable to find a campus willing to book us due to the fluctuating pandemic environment. Using their wisdom, we are back to another virtual assembly. However, we are planning on being together for an in-person outdoor worship during our Assembly time. Hoping you will be able to join us at one of our locations.

I look forward to another year of serving and leading with you. Trust in the Lord.

Together in Christ,

Barbara Nugent, Synod Vice President

BULLETIN OF REPORTS

REPORT OF THE SECRETARY

It is the nature of the Office of the Secretary of the Synod and those who have held this office to tell stories. We take the information, the words, ideas, and motions presented in the meetings of the Synod Council and the Synod Assembly and bring them to the written page of the minutes of the meeting. As the keepers of this office, my predecessors and I are story tellers. We tell the story of Jesus through the work of the Synod. I continue to give thanks for Rev. Kirk Bish and Jeannette Christensen, who have held this office before me. For their copious notes and their willingness to answer my questions, I cannot say how much I appreciate their work and our communal love of telling the story.

Throughout the last 2 years, I have worked to finish compiling the actions of the Synod Council from 1987 as the synod began to form and set the foundations of the synod and its structure through the latest meeting of the Synod Council. It took a great deal of time to complete, but now there is a searchable Word document that helps to quickly find the actions taken by Synod Councils of the past 35 years. I plan to begin this process with the actions of the Synod Assembly as time permits. (I had much more time to undertake the process for Synod Council during the pandemic lockdowns)

The Committee Structure Task Force has been working diligently to bring a proposal of a continuing resolution for a new Synod Standing Committee structure to the Synod Council for their approval and implementation. The structure will help to focus and streamline the Standing Committees so that the work of the synod can be better accomplished. Please consider sharing your gifts and interests with the synod by serving on the new Standing Committees or one of the subcommittees and task forces that the Standing Committees oversees. Help us to continue to tell the story of the synod.

One of the primary responsibilities of the Secretary is preparing for the Synod Council and Executive Committee meetings. These duties include preparing agendas, gathering information and documents and distributing them to the Members of the Council. During each meeting, minutes are taken and prepared following the meeting for distribution. Since the 2021 Synod Assembly, the Synod Council has met 6 times (June 30, 2021, July 24, 2021, December 9, 2021, January 22, 2022, March 19, 2022, and May 14, 2022). The Executive Committee met 5 times (July 12, September 22, January 12, March 15, and April 25). Following each meeting of the Synod Council, correspondence is sent to inform people and agencies of the actions of the Synod Council. Documents and lists of actions of the Council are prepared, distributed and posted to the Synod's webpage. Before the publication of the Bulletin of Reports, the action of the Synod Council and the recommendations of the Council to the Synod Assembly are published.

The 2022 Bulletin of Reports (BOR) was prepared with the assistance of Sandy DeLorenze. Most of us have no idea how much work she does to make sure that the BOR is gathered, proofread, and published. She has been an amazing help to me during this process and I am grateful for her work and care for our synod. The BOR will be published on the Synod's webpage for easy access during our ZOOM Synod Assembly. The Minutes of the 2021 Synod Assembly, the Synod's Constitution and Bylaws (as amended by the 2021 Synod Assembly), and Compensation Guidelines recommended by the Synod Council are included in the Bulletin of Reports.

The number of congregations in our synod is now 151 as four of our congregations closed since the last Synod Assembly, and one congregation left the ELCA to join the NALC. Good Shepherd, McKees Rocks; Grace @ Calvary, Butler; Messiah, Pittsburgh (Morningside); and Zion, Coraopolis closed; and English, Zelienople left the ELCA and joined the NALC. We give thanks for their many years of service to the Gospel of Jesus Christ and their communities.

Currently 43 congregations in our synod (28%) are served by interim pastors, and 10 congregations (7%) are served with less than full-time pastoral ministry; those congregations are listed in Appendix A. The 52 congregations (34%) that share pastoral ministry either as a two-point parish (i.e., two congregations served by one rostered minister) or as cooperative ministries (i.e., 3 or more congregations served with two or more rostered ministers) are listed in Appendix B. Roster statistics of our synod are shown in Appendix C. The Necrology Report of the synod follows this report and its Appendices.

I give thanks for the hard working and dedicated people who serve on the Synod Council. Their care and love of our synod is inspiring and they genuinely want the best for our congregations and their pastors and people. I also give thanks for Bishop Kusserow and his staff, Rev. Peter Asplin, Deacon Beth Caywood, and Rev. Melissa Stoller, for the love and care that they have for our synod, its congregations, and rostered leaders.

As I continue to serve in this position, I give each of you thanks for your care, advice and patience with me. Thank you for the opportunity to serve the synod and each of you. I am always available for questions, ideas, or any information that you may need about our synod and the work of the Synod Council.

Yours in Christ,

The Rev. William A. Schaefer, Synod Secretary

BULLETIN OF REPORTS

APPENDIX A <i>as of May 31, 2022</i>	
Congregations Served by Interim Pastors (Local, Transitional, Intentional, Contracted, Ecumenical)	
Conference 1	
Ambridge, Zion's First	Pr. Beth Wierman, (PCUSA), transitional interim
Ellwood City, St. Paul's	n/a
New Castle, Good Shepherd	Pr. Wil Goetze, local interim
Pittsburgh (Avalon), Trinity	Pr. Scott Bryte, local interim
Pittsburgh (Emsworth), St. James	n/a
Pittsburgh (Spring Garden), St. Michael & All Angels	Pr. John Cawkins, local interim
Conference 2	
Allison Park (North Park), St. Paul's	Pr. Fred Schenker, transitional interim, long term
Connoquenessing, St. John's/Prospect, Emmanuel	Pr. Kimberly van Driel, local interim
Lancaster Township, St. John's Stone	n/a
Pittsburgh (Millvale), Christ	Pr. Erin Evans, intentional called interim
Pittsburgh (Perrysville), St. John's	Pr. Robert Zimmerman, transitional interim
Pittsburgh (West View), St. Luke's	Pr. Robert Strobel, local interim
West Sunbury, Rider	n/a
Wexford, Trinity	Pr. William Moser, transitional interim
Wexford, Perry Highway	Pr. Tara Lynn, intentional called interim
Conference 3	
Apollo, First	Pr. Phil Ramstad, transitional interim, long-term
Apollo, Spring Church	Pr. Phil Ramstad, local interim
Ford City, St. John's	Pr. Dick Grance, local interim
Freeport, Trinity and Natrona Heights, Faith	Pr. Eric Damon, local interim
Leechburg, Forks-Zion	Pr. Jocelyn Johnston, local interim
Lower Burrell, Bethesda	Pr. Jim Arter, local interim
New Kensington, First	Pr. Dona Van Eck, local interim
Springdale, St. Mark's	Pr. Al Petrill, local interim
Worthington, Evangelical	n/a
Conference 4	
Greensburg, Good Shepherd	Pr. Paul Gruesu, local interim
Greensburg, Harrold Zion	Pr. James West, intentional called interim senior pastor
Jeannette, Holy Trinity	Pr. Susan Luttner, transitional interim, long term
Latrobe, Trinity	Pr. Allen Riethmiller, transitional interim senior pastor Pr. David Clement, transitional interim assistant pastor
Ligonier, St. James	Pr. Jerry Nuernberger, transitional interim
New Florence, Faith	Pr. Marsha Adams, local interim
New Stanton, St. Mark and Hunker, St. Matthew	Pr. Steve Myers, transitional interim, long term
Saltsburg, Sons of Zebedee	Pr. Keith McCutcheon (NWPA), transitional interim
Conference 5	
Brownsville, St. Andrew	n/a
Carmichaels, St. Paul's/Masontown, Jacobs	Pr. Bill Henry, local interim
Charleroi, Christ	n/a

BULLETIN OF REPORTS

Connellsville, St. John/Scottsdale, St. Paul's	Pr. Kevin Anderson, local interim
Connellsville, Trinity	Pr. Janice Altenburger, transitional interim
Greenock, Peace	Pr. Scott Dennis (PCUSA), transitional interim
Homestead, St. John Mark	Pr. Scott Dennis (PCUSA), transitional interim
Irwin, Paintertown	Pr. Paul Lubold, transitional interim
Mt. Pleasant, St. John's	n/a
Conference 6	
Pittsburgh (Castle Shannon), Emmanuel	Pr. Susan Schwartz, transitional interim
Pittsburgh (Crafton), St. Matthew's	Pr. Larry Kemp, transitional interim
Pittsburgh (Carrick), Stewart Avenue	Pr. Daniel Clark, transitional interim
Pittsburgh (South Park), Grace	Pr. Allyn Itterly, local interim
Pittsburgh (Baldwin Borough), North Zion	Pr. Joe Murdy, local interim
Scenery Hill, Mt. Calvary	n/a
Washington, St. Paul's	n/a

Congregations with less than Full-Time Called Ministry	
Conference 1	
Beaver, Holy Trinity and Beaver (Brighton Township), Hope	Pr. Margarethe Galbraith-Cordes
New Castle, St. John's	Pr. David Snyder
Conference 3	
Arnold, Calvary	Pr. Marsha Adams
Conference 4	
Verona, Trinity	Pr. Tricia Schneck
Youngwood, St. Luke's	Pr. Peter Nordby, Deacon Michelle Kunkle
Conference 5	
Mt. Pleasant, Good Shepherd	Pr. Peter Nordby, Deacon Michelle Kunkle
Wilmerding, Holy Angels	Pr. Michael Reed
Conference 6	
Bethel Park, Bethany	Pr. Melba Dibble
Pittsburgh (Beechview), Holy Trinity	Pr. Sherry Hazuda

BULLETIN OF REPORTS

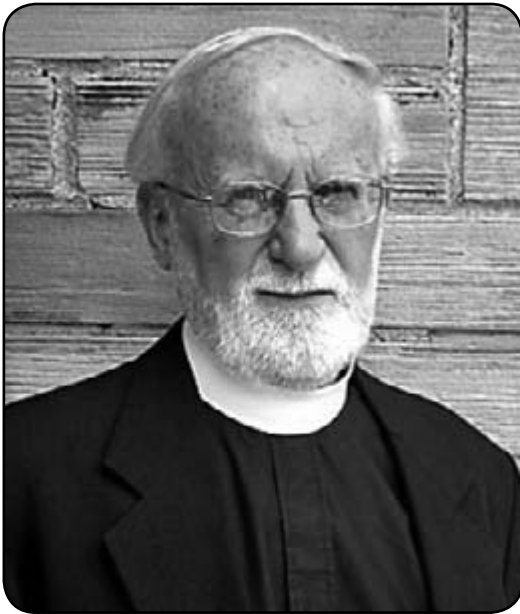
APPENDIX B <i>as of May 10, 2022</i>	
Two Congregations Served by One Rostered Minister	
Conference 1	
Ambridge, Our Savior's/Baden, Christ (Christ-Our Savior's Lutheran Parish)	Pr. Jill McGregor
Beaver, Holy Trinity/Beaver (Brighton Twp.), Hope (The Beaver/Brighton Twp. Lutheran Parish)	Pr. Margarethe Galbraith-Cordes
Zion's First, Ambridge/New Sewickley Presbyterian (PCUSA); Ambridge United Presbyterian (PCUSA)	Pr. Beth Wierman (PCUSA) (transitional interim)
Conference 2	
Connoquenessing, St. John's/Prospect, Emmanuel	Pr. Kimberly van Driel (local interim)
Harmony, Zion/Zelienople, St. Paul's	Pr. Tim Dawes
Pittsburgh (Laurel Gardens), Faith/ Pittsburgh (Ross Township), Christ	Pr. David Littke
Conference 3	
Leechburg, Hebron/Vandergrift, St. Paul's Highfield	Pr. Ryan Pusch
Manorville, Grace/Ford City, Emmanuel (Heilman)	Pr. Eric Damon
Faith, Natrona Heights/Trinity, Freeport	Pr. Eric Damon (local interim)
Conference 4	
Latrobe, Prince of Peace/Derry, Trinity	Pr. Bill Schaefer
New Stanton, St. Mark/Hunker, St. Matthew (Good News Lutheran Parish)	Pr. Steve Myers (transitional interim, long term)
Conference 5	
Carmichaels, St. Paul's/Masontown, Jacob's (Hatfield Ferry Lutheran Parish)	Pr. William B. Henry, Jr. (local interim)
Connellsville, St. John's/Scottdale, St. Paul's	Pr. Kevin E. Anderson (local interim)
Conference 6	
None	
Multi-conference	
Irwin, Brush Creek (conf. 5)/ Harrison City, Penn-Zion's (conf. 4)	Pr. Roger Steiner
Mt. Pleasant, Good Shepherd (conf. 5)/St. Luke's, Youngwood (conf. 4)	Pr. Peter Nordby Deacon Michelle Kunkle (under contract)

BULLETIN OF REPORTS

Cooperative Ministries (3 or more congregations with 2 or more rostered ministers) (Conference number shown in parentheses)	
Crooked Creek Cooperative Lutheran Ministries (CCCLM) (3) Ford City, Bethel; Ford City, St. Michael's Brick; Ford City, United Rockville	Pr. Barbara Love
Mid-Mon Valley Lutheran Parish (MMVLP) (5) Belle Vernon, Lynnwood; Monessen, St. Paul's; Monongahela, Grace; Smithton, Hope Memorial; West Newton, Christ	Pr. Matt Stabe Pr. Frank Zeman (part-time contracted)
Around the River Lutheran Parish (1) Aliquippa, House of Prayer; Baden, Rehoboth; Aliquippa, Faith; Monaca, Van Kirk	Pr. Michael Sourwine Pr. Susan Irons Pr. Jocelyn Johnston (part-time)
Pittsburgh Lutheran United Ministries (PLUM) (various conferences) Canonsburg, St. Paul's (6); Duquesne, Christ (5); East Carnegie, St. Andrew (6); Munhall, Messiah (5); North Huntingdon, Our Saviour (5); Oakdale, Resurrection (6); Pittsburgh (Dormont), Bethany (6); Pittsburgh (East Liberty), East Liberty (3); Pittsburgh (Forest Hills), Hope (4); Irwin, Immanuel (5)	Pr. John Gropp Pr. Brenda Henry Pr. Susan Devine Pr. Alexander Sumo

**APPENDIX C
ROSTER STATISTICS
as of May 31, 2022**

as of May 10, 2022	Total	Parish	Special Ministries	OLFC	Continuing Disability	Retired	Status TBD
Ministers of Word & Sacrament	202	81	17	3	2	99	0
Ministers of Word & Service	14	2	3	0	0	9	0
Synodically Authorized Ministers	0	0					
Congregations	151*	* Includes Community 341					



THE REVEREND DR. PHILIP H. PFATTEICHER
October 29, 1935 - June 22, 2021

The Reverend Philip H. Pfatteicher, a retired pastor of the Southwestern Pennsylvania Synod, died on June 22, 2021.

Pastor Pfatteicher was born on October 29, 1935, in Philadelphia, PA. He was the son of Ernst P. Pfatteicher, Jr. and Esther (Linaka) Pfatteicher. Pastor Pfatteicher received a B. A. Degree from Amherst College in 1957. He received a M.Div. Degree in 1960 from the Lutheran Theological Seminary at Philadelphia. Pastor Pfatteicher received a M.A. Degree from the University of Pennsylvania in 1960, and a Ph.D. from the University of Pennsylvania in 1966. Pastor Pfatteicher received a STM Degree from Union Seminary, New York, New York in 1968.

Pastor Pfatteicher was ordained by the Evangelical Lutheran Ministerium of Pennsylvania in Christ Lutheran Church, Hazleton, PA on May 29, 1960.

Pastor Pfatteicher served the following calls during his ministry:

Trinity Lutheran Church, South Philadelphia, PA (Assistant Pastor)	1960-1964
Bethany Lutheran Church, Bronx, NY	1964-1968
East Stroudsburg University, East Stroudsburg, PA (Campus Pastor)	1969-1997
First English Ev. Lutheran Church, Pittsburgh (Downtown), PA (Associate Pastor)	1999- 2010
Retired	March 1, 2007

After his retirement, Pastor Pfatteicher continued to serve First, Pittsburgh until 2010, and he served for the past 9 years as honorary assistant at the Church of the Advent in Boston.

In addition to his pastoral calls, Pastor Pfatteicher was a professor of English and religious studies at East Stroudsburg University for nearly 30 years, and he wrote many books and nearly 100 articles and reviews. He also taught at the Lutheran Theological Seminary in Philadelphia, the Union Theological Seminary in New York, and Duquesne University in Pittsburgh.

A Requiem Mass for Pastor Pfatteicher was held at the Church of the Advent in Boston, MA, on Saturday, July 10, 2021.

Pastor Pfatteicher's wife, Lois, predeceased him. He is survived by son, Carl, and by daughters Carolyn, Sarah, and Linda.



THE REVEREND RONALD P. GARRETT
May 27, 1942 - June 26, 2021

The Reverend Ronald P. Garrett, a retired pastor of the Southwestern Pennsylvania Synod, died on June 26, 2021.

Pastor Garrett was born on May 27, 1942, in Pittsburgh, PA. He was the son of Homer Harding and Sylvia Fay Fisher Garrett. Pastor Garrett received a B. A. Degree from Franklin and Marshall College, Lancaster, PA, in 1964. He received a B.D. Degree in 1968 from the Lutheran Theological Seminary at Gettysburg, and a D.Min. from the Pittsburgh Theological Seminary in 1986.

Pastor Garrett was ordained on June 16, 1968.

Pastor Garrett served the following calls during his ministry:

Trinity Lutheran Church, Seven Valleys, PA	1968-1970
St. Matthew Lutheran Church, New Stanton, PA	1970-1976
Trinity Lutheran Church, New Brighton, PA	1976-1979
St. John Lutheran Church, Kittanning, PA	1980-1982
Twelve Apostles Lutheran Church, Saegertown, PA	1982-1986
Messiah Lutheran Church, Erie, PA	1986-1996
Holy Cross Lutheran Church, Spring Hill, FL	1996-2005
Retired	October 1, 2005

A memorial service for Pastor Garrett was held in Berkeley Hills Lutheran Church, North Hills, on Saturday, July 31, 2021.

Pastor Garrett is survived by his wife, Carolyn; by sons, Alfie, Chan, and John; and by daughters, Lisa and Louise.



THE REVEREND DR. ROGER RAYMOND FISCHER
June 1, 1941 - July 1, 2021

The Reverend Dr. Roger Raymond Fischer, a retired pastor of the Southwestern Pennsylvania Synod, died on July 1, 2021.

Pastor Fischer was born on June 1, 1941, in Washington, PA. He was the son of Raymond L. Fischer and Louise Gartley Fischer. Pastor Fischer received a B. A. Degree from Washington and Jefferson College, Washington, PA, in 1963. He received a M. Div. Degree in 1991 from the Lutheran Theological Seminary at Gettysburg, and a D.Min. from the Pittsburgh Theological Seminary in 1998. Pastor Fischer received an honorary Doctor of Divinity Degree in 1998 from Washington and Jefferson College.

Pastor Fischer was ordained by the Southwestern Pennsylvania Synod in First Lutheran Church, Washington, PA on January 13, 1990.

Pastor Fischer served the following calls during his ministry:

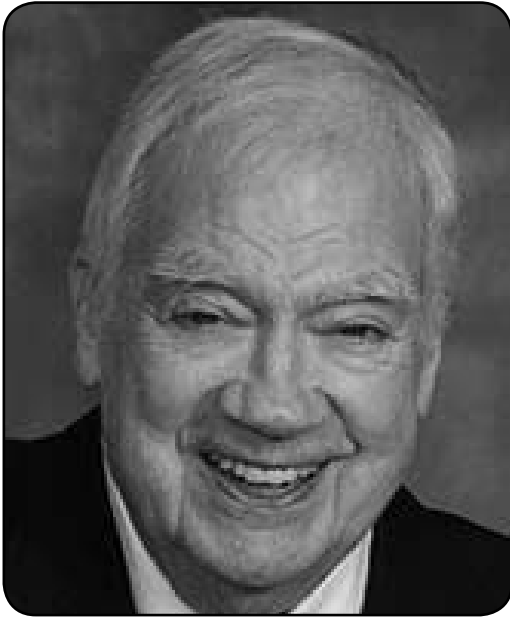
Jacobs Lutheran Church, Masontown, PA and St. Paul's Lutheran Church, Carmichaels, PA	1989-1991
Zion Lutheran Church, Bethlehem, WV	1992-1995
Trinity Lutheran Church, Weirton, WV	1995-2001
Retired	May 31, 2001

After his retirement, Pastor Fischer served at Grace Lutheran Church, Pittsburgh (South Park), PA, and in other interim ministries in Lutheran and Presbyterian congregations. He also served as a supply preacher in congregations in the Southwestern Pennsylvania Synod.

Pastor Fischer was an elected member of the Pennsylvania House of Representatives from 1966 through 1988. He was also a Lieutenant Colonel in the US Air Force Reserve.

A funeral liturgy for Pastor Fischer was held on Wednesday, July 7, 2021 in First Lutheran Church, Washington, PA.

Pastor Fischer is survived by his wife, Catherine (Kitty); by sons, Roger Raymond II and Steven; and by a daughter, Catherine (Katy).



THE REVEREND JOHN P. HARMAN
August 26, 1935 - November 18, 2021

The Reverend John P. Harman, a retired pastor of the Southwestern Pennsylvania Synod, died on November 18, 2021.

Pastor Harman was born on August 26, 1935, in Pittsburgh, PA. He was the son of The Rev. J. Paul Harman and Mary Holderman Harman. Pastor Harman received a B. A. Degree from Thiel College, Greenville, PA, in 1957. He received a M.A. Degree in 1959 from Ohio State University, and a B.D. from the Lutheran Theological Seminary at Gettysburg in 1962.

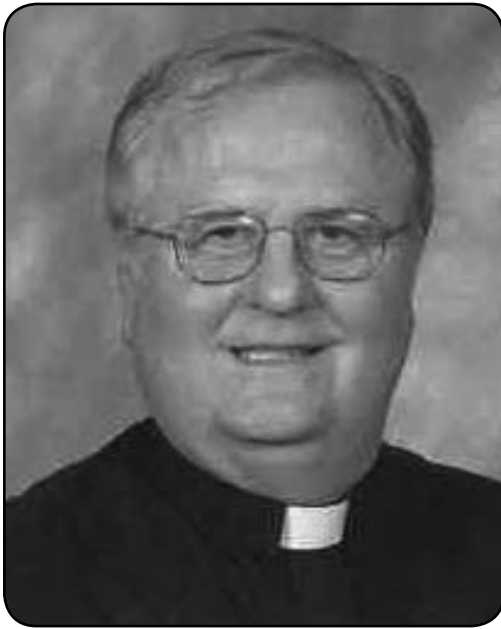
Pastor Harman was ordained by the Pittsburgh Synod on June 13, 1962 in Greenville, PA.

Pastor Harman served the following calls during his ministry:

St. John's Lutheran Church, Warren, PA	1962-1966
Prince of Peace Lutheran Church, Latrobe, PA	1966-1974
Zion's Lutheran Church, Greensburg, PA	1974-1999
Retired	February 1, 1999

A funeral service for Pastor Harman was held on Wednesday, November 24, 2021 in Zion's Lutheran Church, Greensburg, PA.

Pastor Harman is survived by his wife, Stephanie; and by daughters, Laura and Audrey.



THE REVEREND DONALD S. WORTH
March 28, 1941 - November 29, 2021

The Reverend Donald S. Worth, a retired pastor of the Southwestern Pennsylvania Synod, died on November 29, 2021.

Pastor Worth was born on March 28, 1941, in Washington, PA. He was the son of Albert Stanley Worth and Marion Stevens Worth. Pastor Worth attended Thiel College and received a B. A. Degree from Wittenberg University, Springfield, Ohio in 1963. He received a M. Div. Degree in 1969 from the Lutheran Theological Seminary at Philadelphia. Pastor Worth also received Masters Degrees from the Boston University School of Theology.

Pastor Worth was ordained by the Western Pennsylvania/West Virginia Synod at Thiel College on June 9, 1974.

Pastor Worth served the following calls during his ministry:

St. Luke's Lutheran Church, Monessen, PA	1974-1977
Zion's First Lutheran Church, Ambridge, PA	1977-1980
Evangelical Lutheran Church, Worthington, PA	1981-1994
St. John's Lutheran Church, Pittsburgh (Swissvale), PA	1994-2002
Retired	June 1, 2004

Pastor Worth also served as a Lay Missionary Teacher in Kumamoto, Japan from 1962 to 1965. After his retirement, Pastor Worth served as a worship supply preacher and was active in synod activities until the last several years. Pastor Worth and Pastor Dorothy worked on the Lutheran Church Nursery School located in Worthington.

The funeral service for Pastor Worth was held on Friday, December 3, 2021 in Peace Lutheran Church, Greenock, PA.

Pastor Worth is survived by his wife, the Reverend Dorothy Worth, and by their daughter, Katherine (Katie).



THE REVEREND NORMAN E. NETHING, JR.
July 23, 1940 - May 16, 2022

The Reverend Norman E. Nething, Jr., a retired pastor of the Southwestern Pennsylvania Synod, died on May 16, 2022.

Pastor Nething was born on July 23, 1940 in Pittsburgh, Pennsylvania. He was the son of Norman E. Nething, Sr. and Leila Nolder Nething. Pastor Nething received a B.S.Ed. from Geneva College, Beaver Falls, Pennsylvania in 1963 and received a B.D. Degree from the Evangelical Lutheran Theological Seminary in Columbus, Ohio in 1967.

Pastor Nething was ordained by the American Lutheran Church at St. Luke's Lutheran Church, Pittsburgh (West View), Pennsylvania on June 14, 1967.

Pastor Nething served the following calls during his ministry:

St. Luke's Lutheran Church, Streeter, North Dakota	1967-1969
Immanuel Lutheran Church, Irwin, PA	1969-2002
Retired	August 1, 2002

A memorial service for Pastor Nething was held on Saturday, June 4 at 11:00 a.m. at Faith Lutheran Church, 1656 Lincoln Way, McKeesport, PA 15131 (White Oak). Bishop Kurt Kusserow preached and presided.

BULLETIN OF REPORTS

REPORT OF THE TREASURER (Fiscal year February 1, 2021 through January 31, 2022)

Introduction

This report provides a brief overview of the financial operations of your Synod as well as various investments held by the Synod and others to continue our work to support our individual Congregations and Churchwide.

I. Operating Fund Results

The fiscal 2021 budget projected total receipts of \$1,643,000.00 which consisted of the following income streams:

\$1,440,000.00	Mission Support from congregations.
\$120,000.00	Congregation Legacy Fund Principal
\$10,000.00	From the ELCA for deployed staff support.
\$60,000.00	Principal from the Pooled Trust/Thrivent Investment account.
\$13,000.00	Trust interest and miscellaneous receipts

The statistics provided below are preliminary until verified by our Auditors.

Total operating support and revenue was \$1,615,002.00 for fiscal 2021. Mission Support receipts from congregations totaled \$1,389,921.00 which was an **increase** over the \$1,360,302.00 reported for 2020. We sincerely thank all of the congregations that shared their gifts and tithes to fund the operations and ministries of the Synod and Churchwide.

For a concise summary of how your Mission Support dollars are allocated to worthwhile entities around the world, please go to the following site: www.swpasynod.org/missionsupport.

Total operating expenses for the past year were \$1,614,042.00 compared to 2020 expenses of \$1,627,670.00.

Although the preliminary Revenue and Expense report provided within the BOR, for the year ending January 31, 2022, indicates a net surplus over expenses of \$960.00, a further explanation is necessary.

The adopted budget for 2021 forecasted a draw from the Legacy Fund of \$120,000.00 and a draw of \$60,000.00 from the Pooled Trust to balance the budget. However, because the Mission Support dollars for 2021 were \$50,079.00 less than budgeted, excess dollars were withdrawn from the Legacy/Pooled Trust. Total funds withdrawn from the Legacy Fund and the Pooled Trust were \$186,829.00 or \$6,829.00 more than budgeted. Therefore, the actual net difference between revenue and expense for 2021 is a deficit of (\$5,869.00).

II. Congregation Legacy Fund Results

The CLF was established in 2009 to be the repository for the residual assets of congregations that have been forced to end their ministries due to declining membership and finances. The Fund serves two purposes: First, to help preserve the memory of those congregations and their ministries and, Second, to provide a source of financial support to partially replace the Mission Support provided by those closed congregations. The majority of the assets of the CLF are invested in the ELCA Foundation's Endowment Fund Pooled Trust A, which is a diversified portfolio of equity and fixed income securities.

Since its establishment, the income and assets of the CLF have been the source of funds that allows the Synod Operating Fund to complete its annual mission and ministries by underwriting the operating deficit. The CLF started the year with total assets of \$614,943.00. The CLF's ending value at January 31, 2022 was \$696,541.00.

III. Other Funds

The Mission Endowment Fund and the Ethel Verney Fund for Poverty Relief at January 31, 2022 had assets of \$294,075.00 and \$5,074,323.00, respectively. These funds are two large "endowment type" funds of the Synod. Each fund has its own mission statement and charter. Distributions from these funds are restricted to specific terms of their respective charters and may not be used for operating expenses of the Synod. The funds are administered by the Mission Endowment Fund Board of Directors. Grants awarded this past year were \$235,634.00 by the Ethel Verney Fund and \$30,450.00 from the Mission Endowment Fund.

I continue to thank all the congregations of this Synod for their financial support and commitment to our Synod and Churchwide. I appreciate the cooperation of each member of the Synod office, especially the ongoing assistance by Bob Cairns.

Respectfully submitted,
Gary N. Teti, Synod Treasurer

Following this report is the Preliminary Revenue and Expense Report for Fiscal 2021

The final independent audit report will be added to this bulletin of reports as an addendum at a later date.

EXHIBIT 1

Southwestern Pennsylvania Synod, ELCA
 Revenue & Expense Report (Fiscal 2021)
 February 2021 to January 2022

Date : 04/07/2022
 Time : 10:27:08 AM

Accounts	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2021 vs 2020)	Annual Budget (2021)	% of Annual Budget Used (2021)
Revenues					
400100 - Mission Support (Congregations)	\$1,389,921.50	\$1,360,301.02	\$29,620.48	\$1,440,000.00	96.52 %
400101 - Unrestricted Gifts	\$2,190.93	\$4,044.57	(\$1,853.64)	\$0.00	0.00 %
400102 - Interest Earned	\$38.54	\$85.52	(\$46.98)	\$0.00	0.00 %
400103 - Mission Support (Individuals)	\$1,000.00	\$40.00	\$960.00	\$0.00	0.00 %
400104 - Rental Revenue	\$2,150.00	\$25,800.00	(\$23,650.00)	\$0.00	0.00 %
400105 - Mission Support (Synod Only)	\$7,485.10	\$1,214.50	\$6,270.60	\$0.00	0.00 %
400106 - Miscellaneous Revenue	\$403.69	\$11,758.27	(\$11,354.58)	\$0.00	0.00 %
400107 - ELCA Deployed Staff Support	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	100.00 %
400108 - Royalty Revenue	\$206.63	\$173.19	\$33.44	\$0.00	0.00 %
400112 - Trust/Estate Revenue	\$14,776.74	\$12,991.76	\$1,784.98	\$13,000.00	113.67 %
400114 - Congregation Legacy Principal	\$35,000.00	\$92,517.00	(\$57,517.00)	\$36,000.00	97.22 %
400115 - Board Designated Revenue	\$132,670.92	\$0.00	\$132,670.92	\$124,000.00	106.99 %
400116 - Congregation Legacy Revenue	\$19,157.80	\$19,949.96	(\$792.16)	\$20,000.00	95.79 %
400117 - Mission Spending-Fixed Assets	\$0.00	\$18,883.00	(\$18,883.00)	\$0.00	0.00 %
400118 - Mission Spending-Temp Restricted	\$0.00	\$2,492.00	(\$2,492.00)	\$0.00	0.00 %
400120 - Grant Revenue	\$0.00	\$88,795.00	(\$88,795.00)	\$0.00	0.00 %
Total Revenues	\$1,615,001.85	\$1,649,045.79	(\$34,043.94)	\$1,643,000.00	98.30 %

Southwestern Pennsylvania Synod, ELCA
Revenue & Expense Report (Fiscal 2021)
February 2021 to January 2022

Date : 04/07/2022
Time : 10:27:08 AM

Accounts	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2021 vs 2020)	Annual Budget (2021)	% of Annual Budget Used (2021)
Expenses					
ELCA Mission Support					
500100 - ELCA Mission Support	\$675,987.86	\$680,150.52	(\$4,162.66)	\$700,000.00	96.57 %
Total ELCA Mission Support	\$675,987.86	\$680,150.52	(\$4,162.66)	\$700,000.00	96.57 %
Faith Formation					
500200 - Congregational Life Min Expense	\$4,824.00	\$1,680.69	\$3,143.31	\$0.00	0.00 %
500201 - Congregational Life Min Revenue	(\$4,797.00)	(\$1,002.22)	(\$3,794.78)	\$0.00	0.00 %
Total Faith Formation	\$27.00	\$678.47	(\$651.47)	\$0.00	0.00 %
Youth Ministry					
500400 - Youth Ministry Programs Expense	\$1,391.40	\$0.00	\$1,391.40	\$3,000.00	46.38 %
500401 - Youth Ministry Programs Revenue	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Youth Ministry	\$1,391.40	\$0.00	\$1,391.40	\$3,000.00	46.38 %
Global Missions					
500500 - Mission Events	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Global Missions	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Ministry					
500600 - Student Grants	\$0.00	\$5,000.00	(\$5,000.00)	\$0.00	0.00 %
500602 - Candidacy Committee	\$416.79	\$144.76	\$272.03	\$5,000.00	8.34 %
500604 - Leadership Development Grants	\$7,810.80	\$2,600.00	\$5,210.80	\$10,000.00	78.11 %
500605 - Leadership Development Revenues	(\$4,093.61)	(\$3,100.00)	(\$993.61)	\$0.00	0.00 %
500612 - First Call Theological Education	\$269.02	\$770.00	(\$500.98)	\$0.00	0.00 %
500614 - Career Development Services	\$1,989.00	\$1,446.02	\$542.98	\$6,000.00	33.15 %
500618 - United Lutheran Seminary	\$89,000.00	\$89,000.00	\$0.00	\$89,000.00	100.00 %
500620 - Lay Education Expenses	\$5,354.60	\$0.00	\$5,354.60	\$0.00	0.00 %
500621 - Lay Education Revenues	(\$5,354.60)	\$0.00	(\$5,354.60)	\$0.00	0.00 %
Total Ministry	\$95,392.00	\$95,860.78	(\$468.78)	\$110,000.00	86.72 %
Outreach					
500300 - Campus Ministry-Pgh	\$75,000.00	\$75,000.00	\$0.00	\$75,000.00	100.00 %
500316 - Thiel College	\$1,000.00	\$3,500.00	(\$2,500.00)	\$1,000.00	100.00 %
500318 - Camp Agape	\$1,000.00	\$1,200.00	(\$200.00)	\$1,000.00	100.00 %
500320 - Camp Lutheryn	\$1,000.00	\$6,000.00	(\$5,000.00)	\$1,000.00	100.00 %
500700 - Outreach Ministries Expenses	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
500701 - Outreach Ministries Revenues	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
500704 - New & Revitalized Ministries Grants	\$10,773.80	\$0.00	\$10,773.80	\$25,000.00	43.10 %
Total Outreach	\$88,773.80	\$85,700.00	\$3,073.80	\$103,000.00	86.19 %
Synod Resource Center					
500800 - Ministries	\$0.00	\$986.00	(\$986.00)	\$0.00	0.00 %
500801 - Ministries Revenue	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
500806 - Resources-Software	\$0.00	\$280.00	(\$280.00)	\$0.00	0.00 %
500808 - Resources-Publications	\$0.00	\$374.32	(\$374.32)	\$0.00	0.00 %
500810 - Public Relations/Advertising	\$0.00	\$55.24	(\$55.24)	\$0.00	0.00 %

BULLETIN OF REPORTS

Southwestern Pennsylvania Synod, ELCA
Revenue & Expense Report (Fiscal 2021)
February 2021 to January 2022

Date : 04/07/2022
Time : 10:27:08 AM

Accounts	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2021 vs 2020)	Annual Budget (2021)	% of Annual Budget Used (2021)
500824 - Director-Event Registrations	\$0.00	\$15.00	(\$15.00)	\$0.00	0.00 %
Total Synod Resource Center	\$0.00	\$1,710.56	(\$1,710.56)	\$0.00	0.00 %
Church in Society					
500900 - Church in Society Ministries	\$0.00	\$250.00	(\$250.00)	\$0.00	0.00 %
500901 - Church in Society Revenues	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
500908 - Lutheran Advocacy Min in PA	\$5,000.00	\$4,500.00	\$500.00	\$5,000.00	100.00 %
500916 - Lutheran Service Society	\$0.00	\$3,500.00	(\$3,500.00)	\$0.00	0.00 %
500918 - Lutheran SeniorLife	\$1,000.00	\$3,500.00	(\$2,500.00)	\$1,000.00	100.00 %
500920 - Glade Run Lutheran Services	\$1,000.00	\$3,500.00	(\$2,500.00)	\$1,000.00	100.00 %
500922 - Bethesda Foundation for Children	\$1,000.00	\$1,500.00	(\$500.00)	\$1,000.00	100.00 %
500924 - Lutheran Disaster Response	\$10,000.00	\$18,000.00	(\$8,000.00)	\$0.00	0.00 %
500925 - Disaster Response Revenues	(\$10,000.00)	(\$18,000.00)	\$8,000.00	\$0.00	0.00 %
Total Church in Society	\$8,000.00	\$16,750.00	(\$8,750.00)	\$8,000.00	100.00 %
Ecumenical Affairs					
501000 - Ecumenical Affairs Ministries	\$0.00	\$565.78	(\$565.78)	\$0.00	0.00 %
501008 - Christian Assoc of Southwest PA	\$9,000.00	\$8,500.00	\$500.00	\$9,000.00	100.00 %
Total Ecumenical Affairs	\$9,000.00	\$9,065.78	(\$65.78)	\$9,000.00	100.00 %
Communications Services					
501100 - Communications Ministries Expenses	\$2,011.47	\$738.12	\$1,273.35	\$6,500.00	30.95 %
501101 - Communications Ministries Revenues	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Communications Services	\$2,011.47	\$738.12	\$1,273.35	\$6,500.00	30.95 %
Stewardship/Financial Support					
501200 - Stewardship Ministries Expenses	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
501201 - Stewardship Ministries Revenues	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
501205 - ELCA Regional Gift Planner	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	100.00 %
Total Stewardship/Financial Support	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	100.00 %
Regional/Churchwide					
501304 - Region 8 Center for Mission	\$0.00	\$0.00	\$0.00	\$3,132.00	0.00 %
Total Regional/Churchwide	\$0.00	\$0.00	\$0.00	\$3,132.00	0.00 %
Synod Council/Conferences					
501400 - Hospitality	\$270.66	\$175.50	\$95.16	\$2,000.00	13.53 %
501406 - Synod Assembly Proceedings Expenses	\$3,972.61	\$5,248.03	(\$1,275.42)	\$0.00	0.00 %
501407 - Synod Assembly Proceedings Revenues	(\$5,959.99)	(\$8,668.94)	\$2,708.95	\$0.00	0.00 %
Total Synod Council/Conferences	(\$1,716.72)	(\$3,245.41)	\$1,528.69	\$2,000.00	-85.84 %
Contingency/Adjustments					
501502 - Support/Counseling Fund	\$0.00	\$440.00	(\$440.00)	\$0.00	0.00 %
501504 - Support to Congregations	\$0.00	\$7,500.00	(\$7,500.00)	\$0.00	0.00 %
501505 - Congregation Conflict Mediation	\$0.00	\$0.00	\$0.00	\$2,000.00	0.00 %
Total Contingency/Adjustments	\$0.00	\$7,940.00	(\$7,940.00)	\$2,000.00	0.00 %
Director-Evangelical Mission					
501550 - Administrative Support	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	100.00 %

BULLETIN OF REPORTS

Southwestern Pennsylvania Synod, ELCA
Revenue & Expense Report (Fiscal 2021)
February 2021 to January 2022

Date : 04/07/2022
Time : 10:27:08 AM

Accounts	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2021 vs 2020)	Annual Budget (2021)	% of Annual Budget Used (2021)
501560 - Travel/Meetings	\$0.00	\$405.76	(\$405.76)	\$0.00	0.00 %
501562 - Meals/Entertainment	\$0.00	\$43.72	(\$43.72)	\$0.00	0.00 %
501564 - Lodging	\$0.00	\$672.33	(\$672.33)	\$0.00	0.00 %
501570 - Continuing Education	\$0.00	\$55.00	(\$55.00)	\$0.00	0.00 %
501572 - Publications	\$0.00	\$129.82	(\$129.82)	\$0.00	0.00 %
501574 - Event Registrations	\$0.00	\$1,235.00	(\$1,235.00)	\$0.00	0.00 %
Total Director-Evangelical Mission	\$2,000.00	\$4,541.63	(\$2,541.63)	\$2,000.00	100.00 %
Bldg/Operation/Administrative					
Legal & Accounting					
501680 - Legal	\$2,583.48	\$6,984.62	(\$4,401.14)	\$1,200.00	215.29 %
501682 - Auditing	\$15,300.00	\$15,300.00	\$0.00	\$15,300.00	100.00 %
Total Legal & Accounting	\$17,883.48	\$22,284.62	(\$4,401.14)	\$16,500.00	108.38 %
Synod Archives Committee					
501690 - Synod Archives Committee	\$0.00	\$1,300.00	(\$1,300.00)	\$0.00	0.00 %
Total Synod Archives Committee	\$0.00	\$1,300.00	(\$1,300.00)	\$0.00	0.00 %
Building Expenses					
501601 - Outdoor Maintenance	\$481.58	\$7,701.89	(\$7,220.31)	\$500.00	96.32 %
501608 - Carriage House Repairs/Maint	\$0.00	\$187.20	(\$187.20)	\$0.00	0.00 %
501610 - Synod Office Repairs/Maintenance	\$12,409.59	\$18,580.26	(\$6,170.67)	\$7,100.00	174.78 %
501622 - Property Insurance	\$1,347.89	\$4,057.43	(\$2,709.54)	\$2,000.00	67.39 %
501624 - Property Taxes	\$0.00	\$7,476.43	(\$7,476.43)	\$0.00	0.00 %
501632 - Synod Building Supplies	\$570.65	\$2,001.20	(\$1,430.55)	\$250.00	228.26 %
501640 - Synod Office Utilities	\$1,051.57	\$12,693.90	(\$11,642.33)	\$1,000.00	105.16 %
501642 - Carriage House Utilities	\$214.63	\$1,586.04	(\$1,371.41)	\$250.00	85.85 %
501650 - Synod Office Rent	\$59,457.96	\$14,864.49	\$44,593.47	\$59,500.00	99.93 %
Total Building Expenses	\$75,533.87	\$69,148.84	\$6,385.03	\$70,600.00	106.99 %
Office & Administrative					
501602 - Postage	\$4,710.05	\$4,841.36	(\$131.31)	\$3,000.00	157.00 %
501614 - Office Supplies	\$5,661.01	\$7,977.02	(\$2,316.01)	\$4,000.00	141.53 %
501616 - Synod Office Telephone	\$8,904.34	\$7,530.49	\$1,373.85	\$5,400.00	164.90 %
501620 - Cellular Telephones	\$0.00	\$118.89	(\$118.89)	\$0.00	0.00 %
501626 - Publications	\$243.93	\$113.56	\$130.37	\$300.00	81.31 %
501628 - Event Registrations	\$1,877.00	\$1,147.19	\$729.81	\$400.00	469.25 %
501630 - Miscellaneous Expense	\$447.96	\$581.78	(\$133.82)	\$300.00	149.32 %
501634 - Service/Finance Charges	\$1,878.94	\$1,277.03	\$601.91	\$1,000.00	187.89 %
501636 - Equipment Repairs/Maintenance	\$24,365.64	\$25,301.33	(\$935.69)	\$18,000.00	135.36 %
Total Office & Administrative	\$48,088.87	\$48,888.65	(\$799.78)	\$32,400.00	148.42 %
Total Bldg/Operation/Administrative	\$141,506.22	\$141,622.11	(\$115.89)	\$119,500.00	118.42 %
Synod Staff Support					
Travel & Meetings					
501730 - Travel & Meetings	\$2,322.59	\$1,028.46	\$1,294.13	\$6,600.00	35.19 %

Southwestern Pennsylvania Synod, ELCA
 Revenue & Expense Report (Fiscal 2021)
 February 2021 to January 2022

Date : 04/07/2022
 Time : 10:27:08 AM

Accounts	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2021 vs 2020)	Annual Budget (2021)	% of Annual Budget Used (2021)
501731 - Vehicle Insurance	\$3,024.00	\$2,986.07	\$37.93	\$3,100.00	97.55 %
501732 - Leased Vehicles	\$13,319.33	\$12,230.91	\$1,088.42	\$13,300.00	100.15 %
Total Travel & Meetings	\$18,665.92	\$16,245.44	\$2,420.48	\$23,000.00	81.16 %
Salaries & Benefits					
501623 - Employer Liability Insurance	\$3,095.59	\$2,955.08	\$140.51	\$3,000.00	103.19 %
501625 - Umbrella Insurance	\$2,908.33	\$2,907.00	\$1.33	\$3,000.00	96.94 %
501700 - Salary-Clergy	\$148,357.91	\$146,216.12	\$2,141.79	\$140,858.00	105.32 %
501701 - Salary-Resource Director	\$25,896.00	\$24,864.00	\$1,032.00	\$25,900.00	99.98 %
501702 - Salary-Support Staff	\$179,848.00	\$178,753.18	\$1,094.82	\$170,500.00	105.48 %
501703 - Salary-Officers	\$6,000.00	\$0.00	\$6,000.00	\$6,000.00	100.00 %
501704 - Housing Allowance	\$47,460.00	\$46,000.00	\$1,460.00	\$47,500.00	99.92 %
501706 - Payroll Tax Expense	\$16,198.38	\$15,576.73	\$621.65	\$16,000.00	101.24 %
501708 - Pension/Benefits-Clergy	\$29,814.40	\$32,887.20	(\$3,072.80)	\$29,650.00	100.55 %
501709 - Pension/Benefits-Resource Director	\$15,566.27	\$15,330.14	\$236.13	\$15,500.00	100.43 %
501710 - Pension/Benefits-Staff	\$85,705.40	\$82,316.18	\$3,389.22	\$81,000.00	105.81 %
501712 - Worker's Comp Insurance	\$1,437.94	\$1,409.14	\$28.80	\$1,200.00	119.83 %
501714 - PA Unemployment Comp Tax	\$714.68	\$696.88	\$17.80	\$800.00	89.34 %
501716 - Non-Employee Compensation	\$0.00	\$10,000.00	(\$10,000.00)	\$0.00	0.00 %
Total Salaries & Benefits	\$563,002.90	\$559,911.65	\$3,091.25	\$540,908.00	104.08 %
Total Synod Staff Support	\$581,668.82	\$576,157.09	\$5,511.73	\$563,908.00	103.15 %
Total Expenses	\$1,614,041.85	\$1,627,669.65	(\$13,627.80)	\$1,642,040.00	98.29 %
Net Total	\$960.00	\$21,376.14	(\$20,416.14)	\$960.00	100.00 %

Southwestern Pennsylvania Synod, ELCA
Revenue & Expense Report (Fiscal 2021)
February 2021 to January 2022

Date : 04/07/2022
Time : 10:27:08 AM

Accounts	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2021 vs 2020)	Annual Budget (2021)	% of Annual Budget Used (2021)
Board Designated Revenues					
Support for Pastor's/Cong					
600106 - Bishop's Discretionary	\$555.27	\$448.32	\$106.95	\$0.00	0.00 %
600114 - Emily Navratil Estate	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Support for Pastor's/Cong	\$555.27	\$448.32	\$106.95	\$0.00	0.00 %
Special Events & Programs					
600202 - Rushe Estate	\$4,413.60	\$4,259.09	\$154.51	\$0.00	0.00 %
600206 - 1% Wellness Award	\$2,064.96	\$598.22	\$1,466.74	\$0.00	0.00 %
600208 - Ethel Verney Estate	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Special Events & Programs	\$6,478.56	\$4,857.31	\$1,621.25	\$0.00	0.00 %
Property & Equipment					
600300 - Property Maintenance	\$292.39	\$2,077.72	(\$1,785.33)	\$0.00	0.00 %
600308 - Disposal of Fixed Assets (Net)	\$987,575.24	\$0.00	\$987,575.24	\$0.00	0.00 %
600310 - Transfer to UNR for Fixed Assets	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600320 - 9625 Perry Highway	\$6,709.43	\$0.00	\$6,709.43	\$0.00	0.00 %
Total Property & Equipment	\$994,577.06	\$2,077.72	\$992,499.34	\$0.00	0.00 %
Other					
600501 - Dividends Earned (Mutual Funds)	\$8,808.68	\$0.00	\$8,808.68	\$0.00	0.00 %
600502 - Miscellaneous Unrestricted Revenues	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600504 - Pooled Trust Gain/(Loss)	\$10,979.96	\$26,943.34	(\$15,963.38)	\$0.00	0.00 %
600505 - Mutual Fund Gain/(Loss)	(\$58,261.11)	\$0.00	(\$58,261.11)	\$0.00	0.00 %
600506 - Sale of Closed Cong Church Assets	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600523 - Capital Gains (Mutual Funds)	\$36,024.47	\$0.00	\$36,024.47	\$0.00	0.00 %
600524 - Anna Hochheimer	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600528 - Undesignated Closed Congregations	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600530 - KFK Continuing Education	\$1,006.25	\$9.05	\$997.20	\$0.00	0.00 %
600532 - SLF Continuing Education	\$0.00	\$0.10	(\$0.10)	\$0.00	0.00 %
600534 - EAC Continuing Education	\$504.42	\$505.29	(\$0.87)	\$0.00	0.00 %
600538 - PDA Continuing Education	\$1,103.69	\$1,003.76	\$99.93	\$0.00	0.00 %
Total Other	\$166.36	\$28,461.54	(\$28,295.18)	\$0.00	0.00 %
Congregation Legacy Gifts					
600600 - Individuals	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600602 - Congregations	\$35,000.00	\$86,000.00	(\$51,000.00)	\$0.00	0.00 %
600604 - Trust/Estate	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600606 - Grants	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600610 - Sale of Closed Congregation Assets	\$55,695.73	\$0.00	\$55,695.73	\$0.00	0.00 %
Total Congregation Legacy Gifts	\$90,695.73	\$86,000.00	\$4,695.73	\$0.00	0.00 %
Congregation Legacy Earnings					
Interest & Dividends					
600650 - Interest Earned (Money Markets)	\$355.98	\$544.92	(\$188.94)	\$0.00	0.00 %
600652 - Interest Earned (Cert of Deposit)	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %

Southwestern Pennsylvania Synod, ELCA
 Revenue & Expense Report (Fiscal 2021)
 February 2021 to January 2022

Date : 04/07/2022
 Time : 10:27:08 AM

Accounts	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2021 vs 2020)	Annual Budget (2021)	% of Annual Budget Used (2021)
600660 - Dividends Earned (Mutual Funds)	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600662 - Dividends Earned (Stock)	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600664 - Dividends Earned (Money Markets)	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600670 - Capital Gains (Mutual Funds)	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600672 - Pooled Trust Income Distribution	\$19,157.80	\$19,949.96	(\$792.16)	\$0.00	0.00 %
Total Interest & Dividends	\$19,513.78	\$20,494.88	(\$981.10)	\$0.00	0.00 %
Capital Gains					
600680 - Mutual Fund Gain/(Loss)	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600682 - Pooled Trust Gain/(Loss)	\$26,686.73	\$38,125.40	(\$11,438.67)	\$0.00	0.00 %
600684 - Stock Gain/(Loss)	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Capital Gains	\$26,686.73	\$38,125.40	(\$11,438.67)	\$0.00	0.00 %
Total Congregation Legacy Earnings	\$46,200.51	\$58,620.28	(\$12,419.77)	\$0.00	0.00 %
Total Board Designated Revenues	\$1,138,673.49	\$180,465.17	\$958,208.32	\$0.00	0.00 %

Southwestern Pennsylvania Synod, ELCA
 Revenue & Expense Report (Fiscal 2021)
 February 2021 to January 2022

Date : 04/07/2022
 Time : 10:27:08 AM

Accounts	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2021 vs 2020)	Annual Budget (2021)	% of Annual Budget Used (2021)
Board Designated Expenses					
Support of Pastor's/Cong					
700106 - Bishop's Discretionary	\$629.04	\$250.10	\$378.94	\$0.00	0.00 %
700114 - Emily Navratil Estate	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Support of Pastor's/Cong	\$629.04	\$250.10	\$378.94	\$0.00	0.00 %
Special Events & Programs					
700202 - Rushe Estate	\$500.00	\$4,067.23	(\$3,567.23)	\$0.00	0.00 %
700206 - 1% Wellness Award	\$3,641.70	\$2,705.30	\$936.40	\$0.00	0.00 %
700208 - Ethel Verney Estate	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Special Events & Programs	\$4,141.70	\$6,772.53	(\$2,630.83)	\$0.00	0.00 %
Property & Equipment					
700300 - Property Maintenance	\$3,475.87	\$54,401.50	(\$50,925.63)	\$0.00	0.00 %
700308 - Depreciation Expense	\$10,240.00	\$24,836.00	(\$14,596.00)	\$0.00	0.00 %
700309 - Loss on Disposal of Fixed Assets	\$0.00	\$2,208.00	(\$2,208.00)	\$0.00	0.00 %
Total Property & Equipment	\$13,715.87	\$81,445.50	(\$67,729.63)	\$0.00	0.00 %
Other					
700505 - Investment Management Fees	\$6,576.20	\$0.00	\$6,576.20	\$0.00	0.00 %
700514 - Anna Hochheimer	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700521 - Re-class to Endowment	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700528 - Undesignated Closed Congregations	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700530 - KFK Continuing Education	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700532 - SLF Continuing Education	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700534 - EAC Continuing Education	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700538 - PDA Continuing Education	\$86.50	\$141.56	(\$55.06)	\$0.00	0.00 %
700540 - Bad Debt Expense	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700580 - Operating Fund Subsidy	\$142,670.92	\$0.00	\$142,670.92	\$0.00	0.00 %
Total Other	\$149,333.62	\$141.56	\$149,192.06	\$0.00	0.00 %
Congregation Legacy Grants					
700600 - Support of Pastors	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700602 - Support of Congregations	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700604 - Special Events	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700606 - Synod Programs	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700608 - Property/Equipment Purchase	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700610 - Property/Equipment Repairs	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700612 - Continuing Education	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700614 - Lutheran Planned Giving Partnership	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700616 - Small Congregation Call Fund	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Grants	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Administrative					
700650 - Legal	\$805.62	\$0.00	\$805.62	\$0.00	0.00 %

Southwestern Pennsylvania Synod, ELCA
 Revenue & Expense Report (Fiscal 2021)
 February 2021 to January 2022

Date : 04/07/2022
 Time : 10:27:08 AM

Revenue and Expense

Accounts	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2021 vs 2020)	Annual Budget (2021)	% of Annual Budget Used (2021)
700652 - Auditing	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700654 - Bank service charges	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700656 - Investment Management Fees	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Administrative	\$805.62	\$0.00	\$805.62	\$0.00	0.00 %
Transfers to Other Funds					
700680 - Operating Fund Subsidy	\$54,157.80	\$112,466.96	(\$58,309.16)	\$0.00	0.00 %
Total Transfers to Other Funds	\$54,157.80	\$112,466.96	(\$58,309.16)	\$0.00	0.00 %
Total Congregation Legacy	\$54,963.42	\$112,466.96	(\$57,503.54)	\$0.00	0.00 %
Total Board Designated Expenses	\$222,783.65	\$201,076.65	\$21,707.00	\$0.00	0.00 %
Net Operating Total	\$916,849.84	\$764.66	\$916,085.18	\$960.00	95505.19 %

BULLETIN OF REPORTS

REPORT OF THE SYNOD COUNCIL

From the time of the 2021 Synod Assembly to the time of this report, the Synod Council met 6 times (June 30, 2021, July 24, 2021, December 9, 2021, January 22, 2022, March 19, 2022, and May 14, 2022). Due to COVID-19 pandemic restrictions in place at the time of the meetings, the June, December and January meetings were held via ZOOM meetings. The others were held in person at congregations of the synod. This Report sets forth the actions of the Synod Council at these meetings.

Calls Extended

Extended a Call to Special Service to Seminarian Ryan Fitch to serve as the Assistant Director of Camp Lutherlyn. (June 30, 2021)

Extended a call to Rev. Frank Podolinski to serve as pastor of St. Paul's United Church of Christ, Trauger, PA with an effective date of December 13, 2021. (December 9, 2021)

Extended a Call to Institutional Ministry to the Rev. Christine Rotella to serve as Chaplain of Abiding Missions. (May 14, 2022)

Rostered Leaders Retirements

Approved the retirement of Rev. Deborah M. Byrum on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective May 17, 2021. (July 24, 2021)

Approved the retirement of Rev. Steven E. Broome on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective July 31, 2021. (July 24, 2021)

Approved the retirement of Rev. Michael Robinson on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective January 1, 2022 (September 9, 2022)

Approved the retirement of the Rev. Keith Josephson on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective January 1, 2022. (December 9, 2021)

Approved the retirement of the Rev. Rebecca Dittenhafer on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective January 1, 2022. (December 9, 2021)

Approved the retirement of Deacon Rick Frederick on the Roster of Ministers of Word and Service of the Evangelical Lutheran Church in America effective February 1, 2022. (January 22, 2022)

On Leave From Call and Continuation of On Leave From Call

Granted Rev. Larry Kemp the status of On Leave From Call on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America up to the completion of his eligible three-year term and/or annual review with the original effective date of August 1, 2021. (July 24, 2021)

Continued Rev. Margarethe Galbraith-Cordes in the status of On Leave From Call on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America up to the completion of her eligible three year term and/or annual review with the original effective date of December 1, 2019. (September 9, 2021)

Requested of the Conference of Bishops that the Rev. Christopher Suehr be granted a one-year extension to his On Leave from Call Status on the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America with an original effective date of July 18, 2016. (January 22, 2022)

Granted Rev. Daniel Clark the status of On Leave From Call on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America up to the completion of his eligible three-year term and/or annual review with the original effective date of February 1, 2022. (March 19, 2022)

Other Actions related to Rostered Leaders

Affirmed, with thanksgiving for their years of active ministry, the retired roster status of approximately one third of the synod's Ministers of Word and Sacrament and Ministers of Word and Service on the retired rosters of the Evangelical Lutheran Church in America, pursuant to 7.41.07 of the Constitution of the Evangelical Lutheran Church in America and the Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America, as adopted March 8, 2020 by the Church Council of the ELCA, Part 1, Section 3.D.2., Guidelines for retired ministers of Word and Sacrament and Ministers of Word and Service Part 1, Section 3.D.2: the Synod Council shall engage in a

BULLETIN OF REPORTS

regular, periodic examination of all Ministers of Word and Sacrament and Ministers and Word and Service on the retired roster such that each and every retired minister's status is reviewed at least once during a three-year cycle. (Group 2) (January 22, 2022)

Appointments

Appointed, along with the Synod Officers, Rev. Allyn Itterly, Dennis Lane, Rev. Sarah Rossing, and Holly Schmitt to the Executive Committee for 2021-2022. (June 30, 2021)

Appointed Rev. Deb Byrum to serve on the Board of Directors of Bethesda Lutheran Services with a term expiring in 2022. (July 24, 2021)

Appointed Rev. Alina Kanaski, Rev. Torrey Johnson, and Rev. Linda Theophilus to second terms on the Ecumenical Affairs Committee with terms expiring in 2024. (July 24, 2021)

Appointed Rev. Sarah Lee-Faulkner and Kim Wilson to the Board of Directors of the Lutheran Campus Ministry of Greater Pittsburgh with terms expiring in 2024. (July 24, 2021)

Appointed Rev. Sarah Rossing, Rev. William Schaefer, Leigh Pogue, Amy Schultz and Janice Jeletic to serve on the Committee Structure Working Group (July 24, 2021)

Appointed Maeve Snyder as the Youth Representative of the Synod Council with the appointment ending in 2022. (September 9, 2021)

Appointed Deacon Michelle Kunkle to the Youth Ministry Committee with a term expiring in 2025. (September 9, 2021)

Appointed Herb Guenther as the Chairperson of the Ministry Committee. (September 9, 2021)

Appointed the Rev. Paul Poerschke and Tony Fishovitz to the Board of Directors of the Ohio Valley Lutheran Bible Camp Association with terms expiring in 2024. (January 22, 2022)

Appointed Scott Gettings to the Bethesda Lutheran Services Board of Directors with a term expiring in 2022. (January 22, 2022)

Appointed Rev. Michael Ryan to fill the unexpired term of Rev. Kerri Clark on the Synod Council until the 2022 Synod Assembly. (March 19, 2022)

Appointed Dennis Lane, Holly Schmitt, Rev. JJ Lynn, Rev. Beth Clementson and Rev. William Schaefer to the Governance Committee of the Synod Council. (March 19, 2022)

Appointed Dave Wolfe (2025), Collin O'Brien (2023), Mark Trauman (2025) and Rev. Chris Combs (2024) as members of the Audit Committee and Holly Schmitt (2025) as chairperson of the Audit Committee. (May 14, 2022)

Appointed Deacon Deb Roberts as a member of the Mutual Ministry Committee with a term ending in 2024 (May 14, 2022)

Appointed Jean Chantz to a second term on the Multi-Synodical Candidacy Committee with a term expiring in 2027. (May 14, 2022)

Appointed Mary Anne Novak to serve as the Secretary of the Stewardship and Finance Committee. (May 14, 2022)

Appointed to second terms on the Committee on Church in Society: Rev. Sarah Rossing, Robert Errett, Kathie Westman, Linda Neuman with terms expiring in 2025 and Rev. Ryan Pusch and Rev. Jocelyn Johnston with terms expiring in 2026. (May 14, 2022)

Appointed Rev. Sarah Rossing as chairperson of the Committee of Church in Society. (May 14, 2022)

Appointed Rev. Ronald Brown to a second term on the Mutual Ministry Committee with a term expiring in 2025. (May 14, 2022)

Finances

Authorized, for the extent of his appointment, pursuant to †S8.58. of the Synod Constitution, the Acting Bishop of the Synod, the Rev. Abraham Allende, to conduct business and to sign on behalf of the Synod, for the following:

BULLETIN OF REPORTS

1. To open depository and checking accounts in the name of the Synod with banks and other financial institutions.
2. To endorse checks and orders for the payment of money and withdraw funds on deposit with financial institutions. Any single check or payment order for value USD \$10,000 or more requires any two (2) authorized signatures.
3. To borrow money on behalf and in the name of this Synod and to sign, execute and deliver promissory notes or other evidences of indebtedness. Any two (2) authorized signatures are required for this purpose.
4. To endorse, assign, or transfer stocks, bonds, real estate or other property now owned or hereafter owned or acquired by this Synod and to pledge such assets as security for sums borrowed, and to discount the same, unconditionally guarantee payment of all bills received, negotiated or discounted and to waive demand, presentment, protest, notice of protest and notice of non-payment.
5. To enter into written lease agreements for the purpose of renting and maintaining safe deposit boxes, automobiles, office space and equipment and contracts for service and supplies.
(September 9, 2021)

Placed 100% of the gift of the Estate of Harriet Dick into the Mission Endowment Fund. (September 9, 2021)

Placed the residual funds from the William Bimber Trust, as the residual assets of Christ Lutheran Church, Beaver Falls in the amount of \$41,178, into the Congregation Legacy Fund. (May 14, 2022)

Constitutions and Bylaws

Approved the Constitution and Bylaws of First English, Butler and St. John's of Highland. (July 24, 2021)

Gave the Committee on Constitutions and Bylaws the authority to approve congregation constitutions and report its work back to the Synod Council. (September 9, 2021)

Other Actions

Indicated its affirmation of the Synod Staff to seek a second Landscape Survey. (July 24, 2021)

Approved the Acting Bishop Agreement between the Southwestern PA Synod and Rev. Abraham Allende. (July 24, 2021)

Affirmed the receipt of a Letter of Disclosure dated October 9, 2021, acknowledged that the investigation into this matter is currently underway, affirmed the work of the Office of the Bishop is in line with its constitutional parameters and the need for pastoral care in this situation and will take action on this matter at a later date when and if it is appropriate. (September 9, 2021)

Approved with profound regret the action of English Lutheran Church in Zelenople to terminate its membership in the Evangelical Lutheran Church in America effective December 31, 2021 (December 9, 2021)

Pursuant to †S13.24.c., and effective upon receipt of a letter from Messiah Lutheran Church, Morningside requesting that the Synod Council take charge and control of their property after their closing liturgy on Christmas Eve, 2021, appointed Rev. Keith Josephson, Rev. Peter Asplin and Rev. Melissa Stoller as trustees of the Synod Council to hold, manage, and convey the same on behalf of this synod. (December 9, 2021)

Received with appreciation the progress report of the Advisory Panel and affirmed the panel's decision to wait for the court proceedings to be resolved before resuming its work. (December 9, 2021)

Created a Governance Committee for these two purposes:

- to conduct a thorough review of the results of the Bishop's sabbatical study of the Policy Manual in order to bring to the Synod Council specific recommendations to retire certain Policy Manual items and to reorganize the remaining items, together with new items not currently in the Policy Manual, into five collections of synod policies, procedures and practices; and
- to provide ongoing orientation and education to the members of the Synod Council about our synod's policies, procedures and practices periodically, either by reviewing or by proposing revisions to the contents of the five collections as needed. (March 19, 2022)

Expressed the support for the new start ministry of the Pittsburgh Presbytery to possibly make use of the site of the former Messiah Lutheran Church in Morningside. (March 19, 2022)

Pursuant to *C9.07. of the constitution of the congregation, the interim pastor of Stewart Avenue Lutheran Church may be made available to be called to the congregation. (March 19, 2022)

BULLETIN OF REPORTS

Adopt the amended Sabbatical Policy as a Policy of the Synod. (March 19, 2022) [See *Exhibit 1* following the appendices to this report.]

Direct the Ministry Committee to develop an intentional plan for educating the members of the synod on and implementing the use of both the Sabbatical and Family Leave Policies of the Synod. (March 19, 2022)

Synod Assembly

Approved the Minutes of the 2021 Southwestern Pennsylvania Synod Assembly. (July 24, 2021)

Set the dates for the 2022 SWPA Synod Assembly for June 16, 17, 18, 2022. (December 9 2021)

Set the fee for voting members of the 2022 Synod Assembly at \$30.00. (January 22, 2022)

Approved the Synod Assembly Lay Voting Member Formula as recommended by the Credentials Committee:

1. That each congregation, irrespective of baptized membership, may elect two voting members
2. That an additional voting member be elected, based on baptized membership above 500 but below 750, an additional two voting members be elected for those congregations with a baptized membership above 750 but below 1,000, and that an additional three voting members be elected for those congregations with a baptized membership above 1,000. And that each increment of 250 above 1,000 baptized members provide an additional voting member for the congregation to elect. (January 22, 2022).

Designated the offering from the three worship services during Synod Assembly be equally divided between Camp Agape and Camp Lutherlyn. (May 14, 2022)

Recommendations to the 2022 Synod Assembly

1. To recommend the following Mission Support Formula: The faithful people who make up the congregations of our SWPA Synod of the Evangelical Lutheran Church in America endeavor to live lives of generosity and healthy stewardship. We believe that all we have is a gift from God - ourselves, our time, and our possessions, signs of God's gracious love for us. We aspire to give back a portion of every gift to God through the hands and feet of our local churches. We recognize that our Synod further extends the reach of the church into the lives of people both locally and globally. Our congregations are encouraged to give at least a tithe of gifts and offerings to Mission Support. We challenge each other to give a faithful measure of our congregation's gifts to the work of our Synod. Congregational leaders may request consultation with our Synod Council to assist in determining their proportionate share. We are called to live faithful lives to the bold witness of life-everlasting through our savior Jesus Christ, who sacrificed everything for us and calls us to follow in his footsteps and boldly sacrifice everything for our neighbor. May God work in our hearts and in our congregations to give faithfully so that God's hands and feet never stop serving our neighbors. (March 19, 2022)
2. To recommend the Program and Order of Business for the 2022 Synod Assembly approval (March 19, 2022)
3. To recommend Budget for approval (March 19, 2022) [See *Appendix A*]
4. To recommend (a rule for the assembly) that any motion from the floor of the Synod Assembly to amend the proposed budget (1) must be submitted in writing to the Secretary of the Synod by 9:00 AM on Friday, June 17, 2022; (2) that any proposed amendment to increase any line item of the proposed budget must include an offsetting reduction to another line item(s) in order to maintain the parameters of the proposed budget; (3) must be referred to the Committee on Reference and Counsel so that representatives of the Budget and Finance Committee can provide input on the proposed change(s) and the implication(s) of those changes prior to the Assembly's vote on the proposed budget. (March 19, 2022)
5. To recommend the Compensation Guidelines for Ministers of Word and Sacrament for approval (March 19, 2022) [See *Appendix B*]
6. To recommend the Compensation Guidelines for Ministers of Word and Service for approval (March 19, 2022) [See *Appendix C*]
7. To recommend the Interim Ministry Guidelines for approval (March 19, 2022) [See *Appendix D*]

[Also refer to *Exhibit 1, Sabbatical Policy; and Exhibit 2, Family Leave Policy, following the Appendices to this report*]

REPORT OF THE SYNOD COUNCIL

SYNOD COUNCIL RECOMMENDED BUDGET FOR 2023 **APPENDIX A**

	Adopted Budget 2021	Actual 2021 (Unaudited)	Adopted Budget 2022	Proposed Budget 2023
REVENUES				
Mission Support from Congregations	\$ 1,440,000.00	\$ 1,390,921.50	\$ 1,370,000.00	\$ 1,360,000.00
Director-Evangelical Mission Support Trust/Estate	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Congregation Contributions (Legacy Fund)	\$ 13,000.00	\$ 14,776.74	\$ 13,000.00	\$ 13,000.00
Thrivent Investment Account/Pooled Trust	\$ 120,000.00	\$ 54,157.80	\$ 36,000.00	\$ 36,000.00
Miscellaneous	\$ 60,000.00	\$ 132,670.92	\$ 105,140.00	\$ 103,500.00
	\$ -	\$ 12,474.89	\$ -	\$ -
Total Revenues	\$ 1,643,000.00	\$ 1,615,001.85	\$ 1,534,140.00	\$ 1,522,500.00
EXPENDITURES				
ELCA Proportionate Share	\$ 700,000.00	\$ 675,987.86	\$ 632,600.00	\$ 625,600.00
ELCA Gift Planner	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Region 8 Expenses				
Region 8 Center for Mission and FCTE	\$ 3,132.00	\$ 269.02	\$ 3,132.00	\$ 3,132.00
Building/Operation/Administration Costs				
Rent & Utilities & Office Admin	\$ 103,000.00	\$ 123,622.74	\$ 100,000.00	\$ 117,000.00
Legal & Accounting	\$ 16,500.00	\$ 17,883.48	\$ 18,000.00	\$ 18,000.00
Total	\$ 119,500.00	\$ 141,506.22	\$ 118,000.00	\$ 135,000.00
Synod Staff Support				
Synod Treasurer Stipend	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Communications	\$ 6,500.00	\$ 2,011.47	\$ 6,500.00	\$ 6,500.00
DEM Administrative Support	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
Staff Compensation/Housing	\$ 376,908.00	\$ 401,561.91	\$ 376,908.00	\$ 376,908.00
Staff Pension & Benefits	\$ 140,000.00	\$ 131,086.07	\$ 140,000.00	\$ 140,000.00
Employment Taxes & Insurance	\$ 18,000.00	\$ 24,354.92	\$ 18,000.00	\$ 18,000.00
Travel & Meetings	\$ 23,000.00	\$ 18,665.92	\$ 23,000.00	\$ 23,000.00
Total	\$ 572,408.00	\$ 585,680.29	\$ 572,408.00	\$ 572,408.00

SYNOD COUNCIL RECOMMENDED BUDGET FOR 2023 - continued

	Adopted Budget 2021	Actual 2021 (Unaudited)	Adopted Budget 2022	Proposed Budget 2023
Synod Ministries				
Hospitality	\$ 2,000.00	\$ 270.66	\$ 2,000.00	\$ 2,000.00
Candidacy Development Services	\$ 6,000.00	\$ 1,989.00	\$ 6,000.00	\$ 6,000.00
Candidacy Committee	\$ 5,000.00	\$ 416.79	\$ 5,000.00	\$ 5,000.00
Congregation Conflict Mediation	\$ 2,000.00	\$ -	\$ 2,000.00	\$ 2,000.00
Youth Ministry	\$ 3,000.00	\$ 1,391.40	\$ 3,000.00	\$ 3,000.00
Resource Center	\$ -	\$ -	\$ -	\$ 1,000.00
Leadership Development	\$ 10,000.00	\$ 3,717.19	\$ 10,000.00	\$ 10,000.00
New and Revitalized Ministries	\$ 25,000.00	\$ 10,773.80	\$ 25,000.00	\$ 25,000.00
Other	\$ -	\$ (1,960.38)	\$ -	\$ -
Total Synod Ministry	\$ 53,000.00	\$ 16,598.46	\$ 53,000.00	\$ 54,000.00
Synod Ministry Partners				
Camp Lutheran	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Camp Agape	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Lutheran Campus Ministry in SWPA	\$ 75,000.00	\$ 75,000.00	\$ 75,000.00	\$ 50,000.00
Thiel College	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
United Lutheran Seminary	\$ 89,000.00	\$ 89,000.00	\$ 50,000.00	\$ 50,000.00
Glade Run	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Bethesda	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Lutheran SeniorLife	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Lutheran Advocacy Ministry in PA (LAMPa)	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
Christian Associates of Southwest PA	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00
Total Synod Ministry Partners	\$ 184,000.00	\$ 184,000.00	\$ 145,000.00	\$ 120,000.00
Total Expenditures	\$ 1,642,040.00	\$ 1,614,041.85	\$ 1,534,140.00	\$ 1,520,140.00
Operating Surplus/(Deficit)	\$ 960.00	\$ 960.00	\$ -	\$ 2,360.00

MINIMUM COMPENSATION GUIDELINES

**For Full-time and Part-time
Ministers of Word and Sacrament**

2022

2023

SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA

For Use by Congregations
Providing a Housing Allowance

AND

For Use by Congregations
Providing a Parsonage

These Guidelines, established by the Southwestern Pennsylvania Synod Assembly, are provided to assist congregations develop and maintain a financial compensation package for Ordained Ministers of Word and Sacrament of our synod that is both fair and competitive.

The policy established by Synod Assembly action in 1997 states:

The Bishop of the Southwestern Pennsylvania Synod is precluded from placing pastors in congregations where minimum compensation cannot be met. [Minimum compensation shall consist of that year's cash salary, housing, Social Security allowance, required pension and health benefits, mileage, continuing education allowance, four weeks' vacation, and two weeks of continuing education time.]

INTRODUCTION

If the call of a Minister of Word and Sacrament is for less than full-time (e.g., one-half time, three-quarters time) then the amounts listed in these guidelines for Cash Salary, Social Security Allowance, Housing Allowance, Professional Expenses and Vacation are to be calculated proportional to the part-time call. Thus, for example, if a pastor receives a part-time call equivalent to one-half time then the Cash Salary is to be one-half that of the Cash Salary for full-time; and the Housing Allowance, Professional Services and Vacation amounts are to be proportional to the mutual benefit of the pastor and the congregation.

I. DEFINED COMPENSATION

Cash Salary

The minimum base cash salary for a new full-time Minister of Word and Sacrament (0 years of experience as an ordained pastor) is ~~\$38,830.98~~ **\$38,831,694.01**. This reflects a cost of living increase of ~~1.3%~~ **5.9% (this was the Social Security increase from 2021)** and a Synod Equalization Adjustment [bringing our synod to parity with surrounding synods] of \$572. For pastors with years of experience, **\$400 for each year ordained** should be added to the **current** minimum base cash salary to determine the appropriate cash salary. The minimum base cash salary with years ordained additive should be used to calculate the minimum base cash salary for a part-time pastor. An additional amount may be added to reflect factors such as scope of responsibilities and/or exceptional proficiency. Additional compensation should be considered for the experience and needs of second career pastors.

~~Congregations that are able~~ **The Synod Assembly encourages congregations to strive** to raise their pastor’s compensation above ~~synodical~~ **synod** minimums ~~should do so.~~ A congregation ~~where a pastor is currently under call and where that has raised~~ **that has raised** compensation **above minimum** guidelines ~~have been met~~ may wish to calculate increases based on the congregation’s budget from the previous year. ~~An additional amount of at least \$400 should then be added for another year in ordained ministry.~~

In cases where pastors are serving more than one ministry site, additional compensation, above minimum guidelines, should be considered.

Yrs Ser vic e	2021 2022 Base	2020 Cola 2021 COLA	Synod Equal Fig	yrs +400	2022 2023
0	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$ -	\$38,830.98 \$41,694.01
1	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$400.00	\$39,230.98 \$42,094.01
2	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$800.00	\$39,630.98 \$42,494.01
3	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$1,200.00	\$40,030.98 \$42,894.01
4	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$1,600.00	\$40,430.98 \$43,294.01
5	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$2,000.00	\$40,830.98 \$43,694.01
6	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$2,400.00	\$41,230.98 \$44,094.01
7	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$2,800.00	\$41,630.98 \$44,494.01
8	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$3,200.00	\$42,030.98 \$44,894.01
9	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$3,600.00	\$42,430.98 \$45,294.01
10	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$4,000.00	\$42,830.98 \$45,694.01
11	\$37,768.00 \$38,830.98	\$490.98 \$2,291.03	\$572.00	\$4,400.00	\$43,230.98 \$46,094.01

BULLETIN OF REPORTS

12	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$4,800.00	\$43,630.98 <u>46,494.01</u>
13	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$5,200.00	\$44,030.98 <u>46,894.01</u>
14	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$5,600.00	\$44,430.98 <u>47,294.01</u>
15	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$6,000.00	\$44,830.98 <u>47,694.01</u>
16	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$6,400.00	\$45,230.98 <u>48,094.01</u>
17	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$6,800.00	\$45,630.98 <u>48,494.01</u>
18	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$7,200.00	\$46,030.98 <u>48,894.01</u>
19	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$7,600.00	\$46,430.98 <u>49,294.01</u>
20	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$8,000.00	\$46,830.98 <u>49,694.01</u>
21	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$8,400.00	\$47,230.98 <u>50,094.01</u>
22	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$8,800.00	\$47,630.98 <u>50,494.01</u>
23	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$9,200.00	\$48,030.98 <u>50,894.01</u>
24	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$9,600.00	\$48,430.98 <u>51,294.01</u>
25	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$10,000.00	\$48,830.98 <u>51,694.01</u>
26	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$10,400.00	\$49,230.98 <u>52,094.01</u>
27	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$10,800.00	\$49,630.98 <u>52,494.01</u>
28	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$11,200.00	\$50,030.98 <u>52,894.01</u>
29	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$11,600.00	\$50,430.98 <u>53,294.01</u>
30	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$12,000.00	\$50,830.98 <u>53,694.01</u>
31	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$12,400.00	\$51,230.98 <u>54,094.01</u>
32	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$12,800.00	\$51,630.98 <u>54,494.01</u>
33	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$13,200.00	\$52,030.98 <u>54,894.01</u>
34	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$13,600.00	\$52,430.98 <u>55,294.01</u>
35	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$14,000.00	\$52,830.98 <u>55,694.01</u>
36	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$14,400.00	\$53,230.98 <u>56,094.01</u>
37	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$14,800.00	\$53,630.98 <u>56,494.01</u>
38	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$15,200.00	\$54,030.98 <u>56,894.01</u>
39	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$15,600.00	\$54,430.98 <u>57,294.01</u>
40	\$37,768.00 <u>38,830.98</u>	\$490.98 <u>2,291.03</u>	\$572.00	\$16,000.00	\$54,830.98 <u>57,694.01</u>

Social Security Allowance

The pastor must pay 15.3% Social Security tax on the total of cash salary, Social Security allowance and housing allowance. If there is a difference between the auto and professional allowances and the actual expenses in those areas, Social Security Tax will also be owed on the amount that is over expenses. Congregations are urged to provide an allowance of **at least 50% of the Social Security tax** (as is provided for employees by their employers). [The total of cash salary and housing allowance may be multiplied by .08284 to determine the congregation’s approximate share of the Social Security tax.]

For Congregations Providing a Housing Allowance

The minimum housing allowance is ~~\$17,460. There is no~~ **18,490**. ~~This number reflects the 2021 social security cost of living increase for 2022 as the base salary has been adjusted.~~ adjustment of 5.9%. Congregations located in areas of the synod where housing is costlier should consider an additional amount.

- Per IRS regulations, at the request of the minister of word and sacrament, a portion of cash salary (up to 100%) may be reallocated as housing allowance. This is particularly important for retired ministers of word and sacrament as well as those serving part-time calls.

For Congregations Providing a Parsonage

When the congregation provides a parsonage as part of the compensation package the following factors should be noted.

- The pastor should receive free use of the parsonage including maintenance and utilities (i.e. telephone, internet, electric, gas, waste and recycling pickup, sewage, water).
- For tax purposes, a portion of the cash salary may be designated as a “furnishings allowance” either in the congregational budget or by motion at the first council meeting of the year. The pastor is responsible to document the use of the furnishings allowance to the IRS and to pay tax on any portion not used.
- In order to calculate the Social Security allowance and the Portico Benefit Services payments, establish the fair rental value of the parsonage OR calculate 30% of the cash salary plus social security allowance, plus furnishings allowance.
- A housing equity allowance may be extended as an additional benefit for pastors who live in parsonages and are not acquiring the financial gains that can come from owning a home.

II. REIMBURSABLE MINISTRY EXPENSES

Changes in Federal Taxes: Allowances for travel, etc. are no longer permitted. However, REIMBURSABLE MINISTRY EXPENSES are permitted. The Committee on Ministry suggests that ministers provide receipts, mileage logs, etc. in a written report to the church treasurer. Congregations should develop a reimbursable ministry expense form to be submitted monthly.

Travel Reimbursement

Two options are available:

1. Reimbursement for miles driven according to the ~~2022~~2023 IRS allowance
2. Furnish a car and all related expenses (gas, maintenance, insurance, etc.)

It is also appropriate for the congregation to reimburse the pastor for tolls, parking, and other travel-related expenses when such expenses are incurred during call-related travel (not commuting to/from work).

Continuing Education

In the Evangelical Lutheran Church in America, congregations and Ministers of Word and Sacrament are expected to contribute annually to a continuing education fund or to maintain an annual budget line from which the pastor draws for continuing education expenses. The establishment of a fund enables money to be carried between years so that the pastor will be able to participate in a broader scope of continuing education events. Congregations that have called full-time pastors are recommended to contribute **\$1000** for continuing education with a **\$700 minimum**; and full-time pastors are to contribute **\$300**. Congregations that have called part-time pastors are to contribute an amount proportional to the terms of the call. Registration fees, materials, lodging, meals and travel expenses are included in continuing education expenses. Two full weeks, including two Sundays, of continuing education per year is expected for both full-time and part-time pastors. We especially encourage congregations to support the pastor’s attendance at the theological convocation held each October.

- At the request of the minister of word and sacrament, a portion of cash salary may be reallocated within the congregation’s budget as continuing education reimbursement.

BULLETIN OF REPORTS

First Call Theological Education (FTCE)

All persons newly ordained in the Evangelical Lutheran Church in America are expected to participate in FTCE for three years. Congregations served by a pastor in FTCE are invoiced by Region 8 for the congregation's share of financial support for the annual retreat and colleague groups. The synod contributes an equal amount for each person. It is intended that the FTCE fee be taken from the reimbursable continuing education expenses, leaving the remaining amount for participation in other educational activities.

Publications and Media Resources

It is recommended that the congregation pay for books, journals, software, etc. directly or as a direct expense reimbursement so that this will not be taxable income for the pastor. An annual budget line of at least **\$200** is recommended for both full-time and part-time pastors.

Professional Expenses

Congregations should also take into account other expenses that the pastor may incur related to church business. These expenses may include, for example, the cost of vestments, clerical attire, or attendance at meetings. An annual budget line of **\$400** from which such items can be reimbursed is recommended for full-time pastors. Part-time pastors should receive a proportional amount.

Synod Assembly Costs

It is the responsibility of the congregation to provide the financial support necessary for the pastor(s) to attend the Synod Assembly.

Technology

In our current environment, computers, and other technological items are often considered essential to ministry. Congregations are encouraged to discuss the needs of the particular context. Congregations should assume the costs of a computer, cell phone service, or other needed items in accordance with IRS guidelines. Tax policy concerning technology reimbursement changes rapidly; please consult a tax professional to ensure compliance with the law.

III. BENEFITS

Congregations are expected to enroll their Ministers of Word and Sacrament and their families in the ELCA Pension, Health and Dental, Disability and Survivor Plans. Calculations of contributions to pension, health and dental, disability and survivor plans are based upon "Defined Compensation." To determine "Defined Compensation," add together: cash salary, Social Security allowance, and housing allowance.

Portico Health Plan – 20222023

To maintain the current level of health benefits for our Ministers of Word and Sacrament, their families and lay church workers, it is recommended that the congregations of the Southwestern Pennsylvania Synod offer to provide the Gold+ ELCA health plan option in 20222023 for their rostered leaders and lay church workers. In some cases, Platinum, Silver+ or Bronze+ plans (with Health Savings Account contributions) may be more beneficial for rostered leaders and their families. Please be in conversation about these options and consult a Portico Representative for assistance in weighing options, especially for part-time rostered leaders.

Pension

Congregations in the Southwestern Pennsylvania Synod are urged to provide a minimum contribution of 12% through Portico Benefit Services.

BULLETIN OF REPORTS

Health/Dental/Disability/Survivor Plans

The Board of Directors for Portico Benefit Services establishes annually the contribution amounts required to fund the Health and Dental, Disability, and Survivor Plans. Contribution rates for the next year are normally available in the fall. Since the contribution rates vary for health and dental according to geographical location and age, you should contact Portico Benefit Services directly for rate information.

Phone: 800-352-2876; E-mail: mail@porticobenefits.org Website: <https://porticobenefits.org>

IV. CONDITIONS

Vacation: A minimum of four weeks, including four Sundays, is expected for full-time pastors. Part-time pastors are expected to receive four part-time work weeks, including Sundays.

Continuing Education: Two full weeks, including Sundays, per year is expected for both full-time and part-time pastors. However, an agreement to allow these two weeks to be carried over in a three-year period allows the pastor the opportunity for a more extended leave for study.

Leave at Birth, Adoption or Foster Care, Sick Leave, Bereavement, and Family Illness:

Please refer to the "Family Leave Policy of the Southwestern Pennsylvania Synod" which can be downloaded directly from the ~~"Pastors" section of the synod's website <https://www.swpasynod.org/pastors>. We see it as best practice that all congregational leave policies be provided in writing at the time of a call.~~ For Congregations" section of the synod's website <http://www.swpasynod.org>

Sabbatical Leave: Please refer to the "Sabbatical Leave Policy which can be downloaded directly from the ~~"Pastors" section of the synod's website <https://www.swpasynod.org/pastors>. We see it as best practice that all congregational leave policies be provided in writing at the time of a call.~~ For Congregations" section of the synod's website <http://www.swpasynod.org>

ELCA Rostered Couples: When a rostered couple both receive separate calls within the synod, the synodical bishop will assist congregations in establishing equitable considerations to the rostered couple. Congregations should note, however, that 1) Portico Benefit Services establishes the annual rates for benefits (which considers rostered couple plan members) outside the control of local synods, and 2) a congregation or combined parish is expected to provide all parts of the established minimum compensation guidelines, including housing, to extend an independent call to a rostered ELCA person.

V. INTERIM MINISTRY

Please refer to the "Interim Ministry Guidelines" in consultation with the ~~synodical bishop of the synod.~~ The "Interim Ministry Guidelines" can be downloaded ~~at~~from <https://www.swpasynod.org/callprocess> [http://www.swpasynod.org/.](http://www.swpasynod.org/)

APPENDIX C

MINIMUM COMPENSATION GUIDELINES

For Full-time and Part-time Ministers of Word and Service

2022

2023

SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA

These Guidelines, established by the Southwestern Pennsylvania Synod Assembly, are provided to assist congregations develop and maintain a financial compensation package for Ministers of Word and Service of our synod that is both fair and competitive.

BULLETIN OF REPORTS

INTRODUCTION

Ministers of Word and Service serve the church in a variety of settings and bring diverse skills and training to the calls in which they serve. Congregations and agencies utilize the gifts of Deacons in many different ways under various time arrangements. Thus it is difficult to set a common standard for all Ministers of Word and Service. Therefore, each congregation or agency that is calling a Deacon will need to develop a compensation package that is fair to the person with all of these factors in mind.

I. CASH SALARY

The Southwestern Pennsylvania Synod Minimum Compensation Guidelines for Ministers of Word and Service are based on full-time (defined as a 40-hour work week). Ministers of Word and Service working less than 40 hours a week should be compensated proportionately.

The minimum base salary for a new Minister of Word and Service (0 years of experience as an ordained Deacon) ~~\$42,054~~**\$42,107**. This reflects a cost of living ~~increase adjustment of 1.3%~~**5.9% (based on the social security COLA for 2021)** and a Synod Equalization ~~Adjustment [bringing our synod Figure of \$572 to parity with adjust salaries to reflect surrounding synods] of \$572~~. For all Ministers of Word and Service with years of experience, **\$400 for each year of experience** should be added to the **current** minimum base cash salary to determine the appropriate cash salary. An additional amount may be added to reflect factors such as scope of responsibilities, exceptional proficiency, and/or attainment of additional education. Additional compensation should be considered for the experience and needs of second career Ministers of Word and Service.

Years of Service	2021 Base	2020 COLA	Synod-Equalization-Figure	Years of Service @-\$400	2022
0	\$ 40,950	\$ 532	\$ 572	\$	\$ 42,054
1	\$ 40,950	\$ 532	\$ 572	\$ 400	\$ 42,454
2	\$ 40,950	\$ 532	\$ 572	\$ 800	\$ 42,854
3	\$ 40,950	\$ 532	\$ 572	\$ 1,200	\$ 43,254
4	\$ 40,950	\$ 532	\$ 572	\$ 1,600	\$ 43,654
5	\$ 40,950	\$ 532	\$ 572	\$ 2,000	\$ 44,054
6	\$ 40,950	\$ 532	\$ 572	\$ 2,400	\$ 44,454
7	\$ 40,950	\$ 532	\$ 572	\$ 2,800	\$ 44,854
8	\$ 40,950	\$ 532	\$ 572	\$ 3,200	\$ 45,254
9	\$ 40,950	\$ 532	\$ 572	\$ 3,600	\$ 45,654
10	\$ 40,950	\$ 532	\$ 572	\$ 4,000	\$ 46,054
11	\$ 40,950	\$ 532	\$ 572	\$ 4,400	\$ 46,454
12	\$ 40,950	\$ 532	\$ 572	\$ 4,800	\$ 46,854
13	\$ 40,950	\$ 532	\$ 572	\$ 5,200	\$ 47,254
14	\$ 40,950	\$ 532	\$ 572	\$ 5,600	\$ 47,654
15	\$ 40,950	\$ 532	\$ 572	\$ 6,000	\$ 48,054
16	\$ 40,950	\$ 532	\$ 572	\$ 6,400	\$ 48,454
17	\$ 40,950	\$ 532	\$ 572	\$ 6,800	\$ 48,854
18	\$ 40,950	\$ 532	\$ 572	\$ 7,200	\$ 49,254
19	\$ 40,950	\$ 532	\$ 572	\$ 7,600	\$ 49,654
20	\$ 40,950	\$ 532	\$ 572	\$ 8,000	\$ 50,054
21	\$ 40,950	\$ 532	\$ 572	\$ 8,400	\$ 50,454
22	\$ 40,950	\$ 532	\$ 572	\$ 8,800	\$ 50,854

BULLETIN OF REPORTS

23	\$ 40,950	\$ 532	\$ 572	\$ 9,200	\$ 51,254
24	\$ 40,950	\$ 532	\$ 572	\$ 9,600	\$ 51,654
25	\$ 40,950	\$ 532	\$ 572	\$ 10,000	\$ 52,054
26	\$ 40,950	\$ 532	\$ 572	\$ 10,400	\$ 52,454
27	\$ 40,950	\$ 532	\$ 572	\$ 10,800	\$ 52,854
28	\$ 40,950	\$ 532	\$ 572	\$ 11,200	\$ 53,254
29	\$ 40,950	\$ 532	\$ 572	\$ 11,600	\$ 53,654
30	\$ 40,950	\$ 532	\$ 572	\$ 12,000	\$ 54,054
31	\$ 40,950	\$ 532	\$ 572	\$ 12,400	\$ 54,454
32	\$ 40,950	\$ 532	\$ 572	\$ 12,800	\$ 54,854
33	\$ 40,950	\$ 532	\$ 572	\$ 13,200	\$ 55,254
34	\$ 40,950	\$ 532	\$ 572	\$ 13,600	\$ 55,654
35	\$ 40,950	\$ 532	\$ 572	\$ 14,000	\$ 56,054
36	\$ 40,950	\$ 532	\$ 572	\$ 14,400	\$ 56,454
37	\$ 40,950	\$ 532	\$ 572	\$ 14,800	\$ 56,854
38	\$ 40,950	\$ 532	\$ 572	\$ 15,200	\$ 57,254
39	\$ 40,950	\$ 532	\$ 572	\$ 15,600	\$ 57,654
40	\$ 40,950	\$ 532	\$ 572	\$ 16,000	\$ 58,054

BULLETIN OF REPORTS

Years of Service	2022	2021 COLA	Synod Equalization Figure	Years of Service @ \$400	2023
0	\$ 42,054	\$ 2,481	\$ 572	\$ -	\$ 45,107
1	\$ 42,054	\$ 2,481	\$ 572	\$ 400	\$ 45,507
2	\$ 42,054	\$ 2,481	\$ 572	\$ 800	\$ 45,907
3	\$ 42,054	\$ 2,481	\$ 572	\$ 1,200	\$ 46,307
4	\$ 42,054	\$ 2,481	\$ 572	\$ 1,600	\$ 46,707
5	\$ 42,054	\$ 2,481	\$ 572	\$ 2,000	\$ 47,107
6	\$ 42,054	\$ 2,481	\$ 572	\$ 2,400	\$ 47,507
7	\$ 42,054	\$ 2,481	\$ 572	\$ 2,800	\$ 47,907
8	\$ 42,054	\$ 2,481	\$ 572	\$ 3,200	\$ 48,307
9	\$ 42,054	\$ 2,481	\$ 572	\$ 3,600	\$ 48,707
10	\$ 42,054	\$ 2,481	\$ 572	\$ 4,000	\$ 49,107
11	\$ 42,054	\$ 2,481	\$ 572	\$ 4,400	\$ 49,507
12	\$ 42,054	\$ 2,481	\$ 572	\$ 4,800	\$ 49,907
13	\$ 42,054	\$ 2,481	\$ 572	\$ 5,200	\$ 50,307
14	\$ 42,054	\$ 2,481	\$ 572	\$ 5,600	\$ 50,707
15	\$ 42,054	\$ 2,481	\$ 572	\$ 6,000	\$ 51,107
16	\$ 42,054	\$ 2,481	\$ 572	\$ 6,400	\$ 51,507
17	\$ 42,054	\$ 2,481	\$ 572	\$ 6,800	\$ 51,907
18	\$ 42,054	\$ 2,481	\$ 572	\$ 7,200	\$ 52,307
19	\$ 42,054	\$ 2,481	\$ 572	\$ 7,600	\$ 52,707
20	\$ 42,054	\$ 2,481	\$ 572	\$ 8,000	\$ 53,107
21	\$ 42,054	\$ 2,481	\$ 572	\$ 8,400	\$ 53,507
22	\$ 42,054	\$ 2,481	\$ 572	\$ 8,800	\$ 53,907
23	\$ 42,054	\$ 2,481	\$ 572	\$ 9,200	\$ 54,307
24	\$ 42,054	\$ 2,481	\$ 572	\$ 9,600	\$ 54,707
25	\$ 42,054	\$ 2,481	\$ 572	\$ 10,000	\$ 55,107
26	\$ 42,054	\$ 2,481	\$ 572	\$ 10,400	\$ 55,507
27	\$ 42,054	\$ 2,481	\$ 572	\$ 10,800	\$ 55,907
28	\$ 42,054	\$ 2,481	\$ 572	\$ 11,200	\$ 56,307
29	\$ 42,054	\$ 2,481	\$ 572	\$ 11,600	\$ 56,707
30	\$ 42,054	\$ 2,481	\$ 572	\$ 12,000	\$ 57,107
31	\$ 42,054	\$ 2,481	\$ 572	\$ 12,400	\$ 57,507
32	\$ 42,054	\$ 2,481	\$ 572	\$ 12,800	\$ 57,907
33	\$ 42,054	\$ 2,481	\$ 572	\$ 13,200	\$ 58,307
34	\$ 42,054	\$ 2,481	\$ 572	\$ 13,600	\$ 58,707
35	\$ 42,054	\$ 2,481	\$ 572	\$ 14,000	\$ 59,107
36	\$ 42,054	\$ 2,481	\$ 572	\$ 14,400	\$ 59,507
37	\$ 42,054	\$ 2,481	\$ 572	\$ 14,800	\$ 59,907
38	\$ 42,054	\$ 2,481	\$ 572	\$ 15,200	\$ 60,307
39	\$ 42,054	\$ 2,481	\$ 572	\$ 15,600	\$ 60,707
40	\$ 42,054	\$ 2,481	\$ 572	\$ 16,000	\$ 61,107

II. SOCIAL SECURITY

By law the congregation must pay the employer's share of the Social Security tax for the Deacon. Therefore, it is not included in the cash salary. The Deacon pays the employee's share of the Social Security tax.

III. REIMBURSABLE MINISTRY EXPENSES

The following expenses should be paid by the congregation in full regardless of whether the Deacon is under call full-time or part-time.

Travel Reimbursement – Two options are available:

1. Reimbursement for miles driven according to the ~~2022~~2023 IRS allowance
2. Furnish a car and all related expenses (gas, maintenance, insurance, etc.)

Continuing Education – In the Evangelical Lutheran Church in America, congregations and Ministers of Word and Service are expected to contribute annually to a continuing education fund or to maintain an annual budget line from which the Deacon draws continuing education expenses. The establishment of a fund enables money to be carried between years so that the Deacon will be able to participate in a broader scope of continuing education events. Congregations are recommended to contribute **\$1,000** with a **\$700** minimum; the Deacon is to contribute **\$300**. Registration fees, materials, lodging, meals, and travel expenses may be drawn from this fund. Two full weeks, including Sundays, of continuing education per year are expected. We especially encourage congregations to support the Deacon's attendance at the synod theological convocation held each October.

First Call Theological Education (FCTE) – All persons newly ordained as Deacons in the Evangelical Lutheran Church in America are expected to participate in FCTE for three years. A congregation served by a Deacon in FCTE is sent an invoice by Region 8 for the congregation's share of support for the annual retreat and colleague groups. The synod contributes an equal amount for each person. It is intended that the FCTE fee be taken from the Deacon's Continuing Education budget line leaving the remaining amount for participation in other educational activities.

Publications and Media Resources – It is recommended that the congregation pay for books, journals, software, etc., directly or as a direct expense reimbursement so that these expenses will not be taxable for the Deacon. An annual allowance of at least **\$200** is recommended.

Professional Expenses – Congregations should be aware that Deacons are often required or asked to attend church or community events which cost additional money (i.e., synod ministries, community ministries, a school function in which youth of the church are performing, etc.). It is appropriate that the Deacon receive reimbursement for all expenses related to carrying out her/his call.

Synod Assembly Expenses – It is the responsibility of the congregation to provide the financial support necessary for the deacon(s) to attend the Synod Assembly.

Technology – In our current environment, computers, and other technological items are often considered essential to ministry. Congregations are encouraged to discuss the needs of the particular context. Congregations should assume the costs of a computer, cell phone service, or other needed items in accordance with IRS guidelines. Tax policy concerning technology reimbursements changes rapidly; please consult a tax professional to ensure compliance with the law.

IV. BENEFITS

A Minister of Word and Service should be enrolled by the congregation in the ELCA Pension and Health, Dental, Disability and Survivor plans. If not enrolled in the ELCA Plan, the Deacon should be provided with a retirement plan and health insurance. *Congregations in the Southwestern Pennsylvania Synod are urged to provide a minimum contribution (based on cash salary) of 12% per year to the pension plan of the Deacon.*

The Board of Directors for Portico Benefit Services establishes annually the contribution amounts required to fund the Health and Dental, Disability, and Survivor Plans. Contribution rates for the next year are normally available in the fall. Since the contribution rates vary for health and dental according to geographical location and age, you should contact Portico Benefit Services directly for rate information. Phone: 800-352-2876; E-mail: mail@porticobenefits.org Website: <https://porticobenefits.org>

Portico Health Plan – 20222023

To maintain the current level of health benefits for our Ministers, their families, and lay church workers, it is recommended that the congregations of the Southwestern Pennsylvania Synod offer to provide the Gold+ ELCA health plan option in **20222023** for their Ministers and lay church workers. In some cases, Platinum, Silver+ and Bronze+ plans (with Health Savings Account contributions) may be more beneficial for Ministers and their families. Please be in conversation about these options and consult a Portico Representative for assistance in weighing options, especially for part-time Ministers.

For Deacons with less than a full-time call, it is recommended that congregations provide health, dental, disability and survivor insurance to be proportionately funded by the congregation and the Deacon. This is especially encouraged if the Deacon has no other health insurance. The cash salary could be appropriately adjusted to cover the insured's share of health insurance costs including the addition of family coverage.

CONDITIONS

Vacation: Four weeks, including Sundays, paid vacation is expected.

Continuing Education: Two weeks, including Sundays, per year are expected. An agreement to allow these two weeks to be carried over in a three-year period allows the Minister of Word and Service the opportunity for a more extended study leave.

Leave at Birth, Adoption or Foster Care, Sick Leave, Bereavement, and Family Illness:

Please refer to the "Family Leave Policy of the Southwestern Pennsylvania Synod." For a copy of the "Family Leave Policy" call the synod office at 412-367-8222 or download directly from the "[DeaconsFor Congregations](https://www.swpasynod.org/deacons)" section of the synod's website <https://www.swpasynod.org/deacons>. ~~We see it as best practice that all congregational leave policies be provided in writing at the time of call.~~<http://www.swpasynod.org>

Sabbatical Leave: Please refer to the "Sabbatical Leave Policy which can be downloaded directly from the "[Deacons](https://www.swpasynod.org/deacons)" section of the synod's website <https://www.swpasynod.org/deacons>. ~~We see it as best practice that all congregational leave policies be provided in writing at the time of call.~~[For Congregations" section of the synod's website http://www.swpasynod.org](https://www.swpasynod.org)

ELCA Rostered Couples: When a rostered couple both receive separate calls within the synod, the synodical bishop will assist the congregations in establishing equitable considerations to the rostered

BULLETIN OF REPORTS

couple. Congregations should note, however, that 1) Portico Benefit Services establishes the annual rates for benefits (which considers rostered couple plan members) outside the control of local synods, and 2) a congregation or combined parish is expected to provide all parts of the established minimum compensation guidelines to extend an independent call to a rostered ELCA person.

APPENDIX D

INTERIM MINISTRY

PROVIDING CONTINUING PASTORAL CARE AND LEADERSHIP

IN THE “BETWEEN TIMES”

**Southwestern Pennsylvania Synod
Evangelical Lutheran Church in America**

~~2022~~

2023

These Guidelines, established by the Southwestern Pennsylvania Synod Assembly, are provided in order to assist congregations in calling or entering into an agreement with an interim pastor.

BULLETIN OF REPORTS

Excerpts from the Model Constitution for Congregations of the ELCA (~~2016~~2019):

*C9.06. At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.

*C9.07. During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

*Required Article in Model Constitution for Congregations of the ELCA

TYPES OF INTERIM LEADERSHIP

Pastors who provide continuing Word and Sacrament ministries and leadership to congregations in the “between times” fall into one of five types of interim ministries as described below.

All interims not under call to a congregation are appointed by the bishop and sign contracts to which the congregation(s), the pastor and the bishop are all parties. The bishop may withdraw the appointment of an interim at any time.

Local Interim and Worship Supplies

- Local pastor under call in a neighboring congregation
- Congregation Council and pastor agree upon specific tasks
- Agreement is for an initial three month period
- Once agreement is renewed twice, congregation, pastor, and synod staff discuss future options
- In most settings, the pastor will serve 20 hours per month
- Compensation includes a monthly stipend and reimbursement at the IRS rate for miles driven while working (mileage from any site, including the rostered minister’s home, to and from any ministry site)
- Worship supplies will be assigned by synod and are to be paid according to rates adopted by Synod Assembly

Transitional Interim

- For congregations that expect to move through the call process as expediently as possible
- Pastor serves for an initial period of three months, renewable according to progress being made in the call process
- Pastor serves for 20 to 40 hours per week
- Pastor is not under call
- Compensation includes a monthly stipend, Social Security Tax allowance, reimbursement at the IRS rate for miles driven while working (mileage from any site, including the rostered minister’s home, to and from any ministry site), continuing education allowance up to \$250 every three months, and one week of paid vacation (including one Sunday) for every three months of service
- Congregations are to provide a proportionate subsidy for health insurance

Intentional Called Interim

- Appropriate following a period of conflict, following a long pastorate, or when a congregation is uncertain about its future

BULLETIN OF REPORTS

- Pastor serves the congregation for at least 12 months
- Pastor serves at least 20 hours per week and up to full time
- Pastor is either retired or called by Synod Council
- When under call, compensation package is based upon SWPA Synod Guidelines, pastor's years of experience, congregation's previous pastoral compensation, and responsibilities of the interim pastor
- When under agreement with Congregation Council, compensation includes a monthly stipend, Social Security Tax contribution, reimbursement at the IRS rate for miles driven while working (mileage from any site, including the rostered minister's home, to and from any ministry site), continuing education reimbursement up to \$250 every three months, and one week of paid vacation (including one Sunday) for every three months of service.
- Congregations are to provide a proportionate subsidy for health insurance.

Transitional Called Interim

- Initiated by synod staff based on availability of pastor who would fit the needs of the congregation
- Following an abbreviated call process, congregation issues a two year term call which will be followed by consideration of an open-ended call to that pastor; if the open-ended call is not extended, congregation moves to another interim situation at the end of the pastor's two year term
- Compensation package is based upon the SWPA Synod Guidelines, pastor's years of experience congregation's previous pastoral compensation, and responsibilities of the interim pastor
- If congregation does not issue an open-ended call after the first two years, a three month severance package must be given

Long Term Interim

- Appropriate when congregation is unable to call a pastor
- Pastor may be retired; In some circumstances the pastor may be called by the Synod Council at the request of the bishop; request for renewal must come annually from the Congregation Council to the synodical bishop
- When under call, compensation package is based upon SWPA Synod Guidelines, pastor's years of experience, congregation's previous pastoral compensation and responsibilities of the interim pastor
- When under agreement with Congregation Council, compensation includes a monthly stipend, Social Security Tax allowance, reimbursement at the IRS rate for miles driven while working (mileage from any site, including the rostered minister's home, to and from any ministry site), continuing education reimbursement up to \$250 every three months, and one week of paid vacation (including one Sunday) for every three months of service.
- In exceptional circumstances, a congregation may request less than 20 hours per week and compensation will be adjusted accordingly with the approval of the bishop
- Congregations are to provide a proportionate subsidy for health insurance

20222023 COMPENSATION RATES

Compensation for pastors serving interims under agreement is based on a \$30/hour calculation. Any hours above the agreement are to be compensated at a minimum of \$30/hour.

Interims under Call - at 20 hours or more per week: Compensation based on synodicalsynod guidelines, including health, dental, disability, survivor, and pension benefits.

Interims under Agreement with Congregation Council - at 20 hours per week: \$2,400 monthly stipend plus an allowance for the church's 50% share of the Social Security Tax (.08284 x \$2,400) and provide a proportionate subsidy for health insurance.

Local Interim - at 20 hours per month: \$600 monthly stipend.

Worship Supplies:

- \$130 for one Sunday service with
 - \$40 added for each additional service on Sunday morning;
 - \$60 additional same-weekend services on Saturday evening or Sunday evening.
- \$130 for Special services, including Ash Wednesday, Maundy Thursday, Good Friday, Thanksgiving, Christmas Eve, midweek services, etc.
 - \$40 additional service (i.e. Christmas Eve)
 - \$60 for additional services at a different time of day.

Mileage: Mileage is to be compensated at the IRS mileage rate for 20222023. For interims under contract or supply worship leaders, mileage from any site, including the leader's home, to and from any ministry site.

Because some Interim pastors serve under call and some serve by agreement with the Congregation Council, compensation standards vary.

- When a call is extended either by a congregation or by the Synod Council, the congregation(s) being served is expected to provide a compensation package that is based upon synodical guidelines and includes benefits. (This may be adjusted according to the hours of service agreed upon.)
- Those congregations served by interim pastors who are not under call are expected to provide at least a monthly stipend and travel reimbursement. The provision of health, dental, disability, survivor, and pension benefits is encouraged under these circumstances as well.
- Social Security Tax allowance, vacation, sick leave, and continuing education benefits are included in all cases except for Local Interim and Worship Supplies.

The selection of an interim pastor and their compensation package will be guided by the synodical bishop, who will strive to balance the requirements and abilities of the congregation with equitable considerations for the pastor.

EXHIBIT 1

**Southwestern Pennsylvania Synod
Evangelical Lutheran Church in America
Sabbatical and Health Leave Policy for
Ordained Pastors and Deacons**

Guidelines Adopted by the Southwestern Pennsylvania Synod Council, 3/19/2022

Summary: Sabbatical leave of three to six months shall be offered by congregations and other ministry organizations to pastors and deacons who have been ordained at least five years and served their current call for three years. Further sabbaticals shall be granted every five years. Compensation during sabbatical leave shall remain unchanged for the pastor or deacon. The congregation is responsible for the costs of pulpit supply and emergency coverage, or the salary of an interim pastor, during a sabbatical leave.

PURPOSE

This policy specifies the manner in which sabbatical and health leaves for clergy (ordained ministers of word and sacrament/pastors and ministers of word and service/deacons) will be provided.

SABBATICAL LEAVE

Sabbatical Leave should be considered by both clergy and congregation as an integral feature of clergy's life and ministry. The clergy and congregation should plan together a definite sabbatical schedule which provides benefits in ministry for both.

Sabbatical leave is a privilege granted by a congregation to its leader. It is an opportunity the congregation provides its leader to experience a renewal of oneself and of one's mission. It is a time for reflection, spiritual re-encounter, renewal, and community.

The distinct benefits of a sabbatical leave are twofold:

- a) The mission of the congregation benefits from the opportunity to be re-empowered through caring for the ministry of the congregation in the absence of a pastor or deacon in addition to the presence following sabbatical leave of clergy whose skills and creativity have been renewed or enhanced through a time for reflection, spiritual re-encounter, renewal, and community.
- b) The ministry of the clergy benefits from the personal renewal that comes from an extended time for reflection, spiritual re-encounter, renewal, and community.

GUIDELINES

A. Eligibility, Length and Planning

- 1) To be eligible for sabbatical leave, Clergy shall have been
 - (a) in the ordained ministry for five years and
 - (b) at least three years in their current call.
- 2) Following their first sabbatical, Clergy shall be eligible for sabbatical leave every five years.
- 3) Clergy are expected to stay in the current call for at least one year following the sabbatical.
- 4) A typical sabbatical is three months. Longer or shorter leave can be considered where appropriate. Clergy should only take two weeks vacation in years when a sabbatical leave is taken. Clergy should consider the sabbatical to take the place of their two weeks continuing education. Participation in the Bishop's Theological Convocation should be maintained even in a sabbatical year, unless the clergy is on sabbatical at the time of that event.
- 5) The sabbatical leave plan is to be developed in cooperation with and/or reviewed by the Mutual Ministry Committee of the congregation and presented to the Congregation Council for approval six months to one year before the leave is to begin. Special circumstances shall be considered. Clergy and the calling body shall seek the counsel of the Bishop before finalizing the agreement.

B. Arrangements for Coverage and Compensation

- 1) The congregation shall assume the responsibility of the arrangements for pastoral coverage, including pulpit supply, during the pastor's/deacon's absence. The congregation may consider beginning a savings plan which would allow for funds to be set aside prior to the time of eligibility for a sabbatical leave. The compensation guidelines should be consulted for direction. A thirteen-month compensation budget may be helpful in accomplishing this.
- 2) Normally the financial consideration for the sabbatical/health leave shall be negotiated by the pastor/deacon and the congregation or agency. It is suggested, however, that the defined compensation (base salary, housing, and Social Security allowance) and ELCA Pensions and Benefits program be maintained at the current budget level. Pastors, deacons and congregations are encouraged to apply for outside funding support when available.

C. Available Assistance

- 1) Congregations and/or pastors/deacons who want assistance in developing sabbatical/health leave plans should contact the synod staff or synod Committee on Ministry. Assistance may also be requested in helping to establish the compensation agreement.

BULLETIN OF REPORTS

- 2) Congregations/pastors/deacons considering a health leave should contact Portico or Synod Staff for help in determining whether this type of leave is the most appropriate option.

D. Documentation

- 1) Any pastor/deacon who is engaged in an extended study leave for more than one month shall make monthly updates to the congregation.
- 2) Within six weeks of the completion of the extended study leave, the pastor/deacon shall present to the congregation a written reflection on the experience and the implications for the ministry of the congregation and ministry in the parish. This written reflection shall be appended to the pastor's/deacon's Annual Report to the Bishop.
- 3) Any pastor/deacon who is engaged in an extended health leave shall at both the approximate midpoint of the leave and at least thirty (30) days prior to the conclusion of the leave, submit a health professional's (i.e., physician, spiritual director, psychologist) statement to the Bishop, indicating the extent to which the purpose of the leave has been achieved and evaluating the health status of the pastor/deacon relative to his/her ability to return to his/her present call.

Extended Health Leave

The distinct benefits of an extended health leave (health here is defined as physical, emotional, spiritual well-being) are twofold:

- a) The mission of a congregation benefits from the presence of clergy who has been allowed to recuperate fully when their health has been threatened.
- b) The ministry of the clergy benefits from the personal renewal that comes from being able to accept the ministering of others when the need arises.

EXHIBIT 2

Southwestern Pennsylvania Synod Evangelical Lutheran Church in America Guidelines for a Family Leave Policy

Guidelines adopted by the Southwestern Pennsylvania Synod Council, 3/20/2021

Background

The issue of family leave policy and practice has become an important one in recent years. The questions of “who should receive leave?” and “for what purposes?” have become complicated as both parents in many families have joined the work force. In addition, the list of situations for which leave is necessary has grown.

This Synod is concerned for its congregations as well as its Pastors and Deacons. Synod Council decided to explore the issue of family leaves to determine a fair and reasonable policy. In May 1993, the Synod Council asked the Committee on Ministry to study the issue, and to bring response to a Synod Council meeting for discussion. Guidelines were adopted by the 1994 Synod Assembly. In 2021 the Synod Ministry Committee gathered information on policies in synods across the ELCA and recommended the following changes.

General Statements Concerning Leave Policy Included In This Report

The Church should include benefits for its called personnel comparable to those of other professionals. However, the Church should not be bound by or confined to the limitations or scope of the policies of other organizations. Therefore, although the decisions contained in these guidelines reflect the general environment of Family and Medical Leave Policy, they are not merely copies of some other policy. Instead, they provide policy that will benefit both the called person and the congregation or affiliated agency.

It is the hope that in all matters of Leave, the called person, and congregation or affiliated agency will work together to determine the level of need and a reasonable response. It is hoped that all issues of policy will be approached in the love and care for each other that reflects whose we are.

The policy suggested by this report assumes full-time employment. Part-time benefits will be adjusted according to each given situation in a manner acceptable by both the called person and the congregation or affiliated agency.

Definitions

Called Personnel - Pastors and Deacons rostered with the ELCA or serving under letters of extended ecumenical service.

Family - Included among members of one's family may be any or all of the following: spouse, children, parents and in-laws, siblings, spouse's siblings, grandparents, or other family members for whom the Pastor or Deacon has primary responsibility.

Illness - Following the definition provided by West Penn Hospital for a "Serious Health Condition." It is an illness, injury, impairment, or physical or mental condition that involves:

Inpatient care in a hospital, hospice or residential medical care facility.
or continuing medical treatment by a health care provider.

Leave - Time off work agreed upon by pastors or deacons and congregations or affiliated agencies for specific situations involving self or family. At the end of the period of leave, the pastor or deacon will return to his or her same position.

Parents - include actual parents or one standing in the place of a parent (i.e. A guardian with whom a person resided as a child)

Siblings - One's own brothers and sisters, and those of one's spouse.

Policy Recommendations

Addition of a Family Member

Addition of children to a family includes birth or adoption. In each case the dynamics to family structure and patterns are modified in similar ways. Each addition means a need for a certain amount of time for adjustment to reach an acceptable level of comfort with the changes.

The ELCA Call Form requires six weeks paid **maternity/paternity or adoptive** leave. In complicated births or other medical concerns a longer period of leave may be appropriate. In these cases, request for additional leave should be made with a doctor's recommendation.

In all cases when a child is added to a family, The Southwestern Pennsylvania Synod recommends that twelve to sixteen weeks paid parental leave (salary and benefits) be granted. In special situations, request for additional leave may be made.

It is recommended that congregations and other affiliated agencies consider instituting a "Phase Back" policy. "Phase Back" refers to a parent returning to work after the addition of a family member with a modified schedule for a specific period of time. Such a pattern allows for both parent and child and congregation to become comfortable with the changes and demands that are placed upon the Church Professional.

Family Leave

Family Leave refers to extended leave for the pastor or deacon to care for a family member of the pastor or deacon. Such leave begins after all provided paid leave has been used. When family leave is needed to care for a seriously-ill family member, the pastor or deacon should state the care he or she will provide, and an estimate of the period during which this care will be provided.

Total family leave should not exceed twelve weeks during a calendar year (which aligns with the federal Family Medical Leave Act [FMLA], although that legislation does not apply to ELCA congregations). While salary is not paid during family leave, housing and health insurance will continue to be paid by the congregation or affiliated agency. Unpaid salary during this period of leave will be used as compensation provided to an interim pastor or church professional.

Bereavement

At the death of a family member, the pastor or deacon will be eligible for up to one week of paid leave. If additional leave is necessary for travel or personal need, such extension of leave will be discussed with Congregation Council, Board of affiliated agency, or appointed personnel officer. Such agent may grant additional leave.

Sick Leave

The ELCA Call Form requires that up to eight weeks of paid sick leave be granted. Provision is made for partial disability in accordance with ELCA Pension and Benefits guidelines.

BULLETIN OF REPORTS

REPORTS OF THE CONFERENCE DEANS

REPORT OF THE DEAN OF CONFERENCE ONE

The rostered leaders of the Beaver Cluster meet regularly for discussion and sharing a meal. We are grateful for this time of fellowship and collegiality. A group also meets regularly online to study and discuss the upcoming Sunday Scripture texts.

My Installation in April 2021 as pastor of House of Prayer Lutheran Church, and Around the River Parish, was creatively recorded and produced with the help of all four congregations, our Music Director, Ben Brosche, my colleagues, Pastor Mike Sourwine and Pastor Susan Irons, and our former Dean, Pastor Peggy Suhr-Barkley.

I am honored to serve as Dean of Conference One and look forward to participating in the continuing work of God in our Synod.

Respectfully submitted,

The Rev. Jocelyn Johnston, Dean, Conference One

REPORT OF THE DEAN OF CONFERENCE TWO

Friends in Christ,

God remains faithful. In the midst of pandemic and beyond, all of the uncertainty of the world may be faced because God remains faithful. We may trust that everything we encounter, we do so with God walking alongside of us, on the mountaintop, in the valley and all points in between.

In starting as Conference Two Dean last year, there was hope that COVID would soon vanish. With new variants, the return to normal pushes farther away. Congregations continued to adapt and do what they deemed necessary to care for their people. Once again, we find a return to normal upon us. We remain hopeful.

Over the past year two installations took place. The Reverend Ryan Fitch was installed at Lutherlyn as Assistant Director. The Reverend Jennifer Soltis was installed at Nativity Lutheran Church in Allison Park. May God bless their ministries and the people they serve.

I continue to look forward to the wonderful ministries that abound in Conference Two that seek to make the love of God in Christ known. I look forward to a time when we may gather again as a synod in person. I look forward to the faithfulness that God never tires of showing to us all in every place we are

Grace and Peace,

The Rev. Brian Bennett, Dean, Conference Two

REPORT OF THE DEAN OF CONFERENCE THREE

Conference 3 is home to many congregations that continue to worship God and serve our neighbor every week. Many of our congregations have returned to some of the ways we gathered before the pandemic and are looking to find time to worship and have fellowship together again. This Lent, we are gathering again in Leechburg and Vandergrift for Lenten Luncheons, and plan on having another Cross Walk on Good Friday. Several of our congregations will also be gathering at Crooked Creek Park for outdoor worship and a picnic in July.

More and more, our congregations are looking to collaborate with one another in ways we haven't done before. Our conference has at least two collaborative confirmation classes, each of which includes the youth of up to 5 churches, and these continue to be rewarding experiences. We have multiple newly "yoked" congregations who are in the call process and looking for pastoral leadership. We also have several retired or partially retired pastors who continue to tirelessly serve our churches and participate in our weekly text studies, for whom we are deeply grateful.

Most of our churches are grieving both the loss of loved ones over the course of the pandemic, as well as the longer-term decentering of the church as the primary place of community in our society. But despite these challenges, Jesus is still present with us, and in the neighbors we meet.

Respectfully submitted,

The Rev. Ryan Pusch, Dean, Conference Three

REPORT OF THE DEAN OF CONFERENCE FOUR

... For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord. (Rom. 8:31-39)

BULLETIN OF REPORTS

Paul wrote this heartening good news in his epistle to the Christian community in Rome, sometime between AD 55 and 58. He had never been to Rome. He had never been *in person* with them. But he writes — introducing himself, confessing his longing to be with them, revealing a connection he already feels to them, and indicating his plans to visit soon. His letter is considered one of the most important and influential writings of the Christian faith. It reveals his dedication to teaching, preaching, emboldening, and encouraging early Christian communities in the faith. It has reoriented the thinking of great theologians like Augustine, John Wesley and our own Martin Luther. When I think of Martin reading Romans, I picture that little emoji with the top of its head exploding! LOL. Because as we know, Romans blew the top off Luther's theological thinking about God's grace in Jesus the Christ and inspired his spiritual conversion about the centrality of justification by grace through faith. (Rom. 3:28)

Romans has long intimidated me. I can read it over and over, and come away feeling that I have barely scraped the surface of its richness, its depth about God's grace. Yet, the above passage from Romans stands at the center of my theological convictions. God's love in Jesus the Christ for all humanity and all creation, unshakable and steadfast, that absolutely nothing can take away. When life sours, when chaos and suffering enter in, I ever return to this good news, written 2000 years ago by a fellow preacher, teacher and servant of the gospel to a Christian community who was struggling to figure out many things about their future together.

Here we are in 2022, struggling now to figure out many things and anxious about the future of our congregations. So, I offer Paul's good news to you, dear colleagues, as hearty and spiritual food for the journey. May it fill you to the brim with resolve and courage, so that you keep on doing what you do best —preaching, teaching, serving and sharing the gospel of Jesus Christ within your communities; so that you keep on being a blessing of the Father, a light of Christ, an inspiration of the Spirit, to the people in your various contexts. God be with you all until we meet in person. I am honored to serve with you in ministry and as Dean of Conference 4.

And now for some ministry news:

Let us give thanks to God for these new partnerships in ministry between the following pastors and deacon and God's people:

1. Pastor John Smaligo (installed July 25, 2021) and Hebron Evangelical LC, Blairsville.
2. Pastor David Hanssen (installed October 3, 2021) and Bethel Lutheran Church, Latrobe.
3. Pastor Kimberly Greway, OSL (Minister of the United Methodist Church serving by Ecumenical Invitation, installed October 9, 2021) and St. John's LC, North Versailles.
4. Pastor Chris Combs (installed October 24, 2021) and First Evangelical LC, Greensburg.
5. Deacon Michelle Kunkle (installed January 9, 2022) and St. Luke's LC, Youngwood.
6. Pastor Frank Podolinski (serving by Ecumenical Invitation, installed January 23, 2022) and St. Paul's United Church of Christ, Trauger.

Let us give thanks to God for these interim partnerships in ministry between the following pastors and congregations:

1. Pastor Paul Guesu, Local Interim, and Good Shepherd, Greensburg
2. Pastor Alan Riethmiller, Local Interim, and Trinity LC, Latrobe.

Finally, I offer you two invitations that are in no way compulsory, but merely for the joy of gathering in faith and in fellowship:

1. I am working with a colleague in Greensburg to host a Conference 4 outdoor, potluck picnic this summer. I hope this will give us a chance to gather in fellowship and for the mutual consolation of souls. Please watch your mail/email for a Save the Date invitation and more details.
2. Any colleagues who would like to engage in a Conference 4 study of Romans, please let me know. Let me be clear, I am not presuming to teach or lead (LOL), but to facilitate a gathering so that we may unpack it together.

Brothers and sisters in Christ, may you hold steadfast in faith and in hope, trusting that *"In all these things, we are more than conquerors through him that loved us!"*

Respectfully submitted,

The Rev. Kara Propst, Dean, Conference Four

REPORT OF THE DEAN OF CONFERENCE FIVE

Greetings and Salutations from Conference Five. Grace to you and peace, in the name of the Father, + Son, and Holy Spirit. We have been blessed to continue in ministry here for another year, and it has been an eventful year!

I have these things to report:

- The Rev. Janice Altenburger has begun serving as Transitional Interim Pastor at Trinity, Connellsville.
- The Rev. Kevin Anderson has begun serving as Local Interim Pastor at St. John's, Connellsville, and St. Paul's, Scottdale.

BULLETIN OF REPORTS

- These two interim positions were necessitated by the Pastors Kerri and Daniel Clark leaving their calls at Trinity, Connellsville (Pastor Kerri Clark) and St. Paul's, Scottdale, and resigning the contracted position at St. John's, Connellsville (Pastor Daniel Clark). Pastor Kerri Clark received and accepted a new call as Assistant Pastor at Our Redeemer, McMurray.
 - Since Our Redeemer is in Conference Six, Pastor Kerri Clark had to resign her position on the Synod Council as the clergy representative for Conference Five. Pastor Michael Ryan, the runner up in the election at the Conference Caucus, is filling the position until the upcoming Conference Caucus, when someone – an ordained minister – will be elected to fill the position.
 - Pastor Daniel Clark has gone on Leave from Call status. He is open to receiving a new call or work as a chaplain in a hospital or long-term care facility. Currently, he is providing pulpit supply in Synod congregations.
- There were no new pastors received in this Conference over the last year. However, ...
 - Deacon Michelle Kunkle received and accepted a call to St. Luke, Youngwood and Good Shepherd, Mount Pleasant, to provide worship leadership, teaching, and other ministry to those congregations, who have entered a cooperative arrangement. She was installed in a liturgy for the purpose at St. Luke on January 9, 2022.
- Pastor Rebecca (Becky) Dittenhafer retired, effective December 31, 2021, leaving the Hatfield Ferry Parish of Jacob's, Masontown, and St. Paul's, Carmichaels vacant. Pastor Bill Henry has been appointed as the local interim pastor.
- The Pandemic had ongoing effects in 2021. As with the rest of the Synod, there was a variety of responses around this Conference. However, to my knowledge, all congregation in this conference have resumed in-person worship and meetings, though Zoom and phone meetings are still held for at least a few reasons: illness of some members (as in, the Council President contracted COVID), ongoing concern about the COVID 19 virus, and convenience, among others.
 - Among the responses to the Pandemic, there is a spectrum of returning to pre-pandemic practices, from maintaining many of the restrictions and procedures that were put in place when congregations re-opened in 2020/2021 to returning to what was done pre-pandemic. To say it succinctly, just within the Mid Mon Valley Lutheran Parish (MMVLP), we have a congregation that has returned to doing everything the way it was before the Pandemic (Hope Memorial, Smithton) to maintaining nearly all the things they had in place when they reopened for in-person worship in 2020/2021 (Grace, Monongahela).
- Adjustments and adaptations continue to be made to mitigate the spread of disease and alleviate peoples' concerns about COVID 19, including how Holy Communion is distributed, offerings are collected, the peace is shared, greeting one another coming in and going out of the worship space, and so on.
- Livestreaming of worship and other activities continues in many places.
 - In my own setting, we have temporarily suspended livestreaming of worship while we resolve our camera and connectivity to the Internet issues.
- We had our Conference Caucus and then the Synod Assembly by Zoom, after both in-person gatherings were determined not to be possible or not a good idea at this time. Because of the unavailability of our usual venues, we understand that the Synod Assembly will again be by Zoom this year, as will all the Conference Caucuses.
 - While some of us might have appreciated the convenience of having the Assembly done by Zoom, we missed the fellowship and other activities that come with meeting for an in-person Assembly. Though, the suggested activities for Friday of the Assembly provided some interesting diversions.

The Pandemic continued to force us to be creative in how we do ministry, everything from weekly worship services to regular meetings, education, visitation ministry, and other activities. Now that we are entering an "endemic phase," we look forward to something like a pre-Pandemic "normal."

Respectfully submitted in the Name of Jesus,
The Rev. Matthew Stabe, Dean, Conference Five

REPORT OF THE DEAN OF CONFERENCE SIX

Grace and peace to you from our Lord Jesus Christ,

I greet you from and on behalf of Conference Six. As Dean I am renewed and excited for a new year ahead. Our conference stretched to many parts of the south and western regions of our synod and shares a variety of opportunities and ministries as well as challenges and joys.

In May of 2021 when I was elected dean, we still found ourselves restricted by the pandemic and were limited to online

BULLETIN OF REPORTS

communication. In the fall of 2021, we began to see a glimmer of hope as restrictions were starting to lift and most of our congregations resumed in person gatherings. This left our leadership busier than ever as we resumed a new normal. In January of 2022 I sent an email to all rostered leaders to ask how best to serve them and what kinds of fellowship would nurture our collegiality best. The response was minimal. However, the over all consensus was to continue with monthly gatherings of some kind. Since then, we have scheduled a monthly opportunity to gather as leaders for mutual support, conversation and fellowship. It remains my hope that we continue to encourage one another not only through prayer and spirit but in person and in a myriad of ways.

The activity of calls and transitions has been low but exciting. Deacon Rick Frederick who served as executive director for Camp Agape has left that position and is discerning a new call. There are many new and exciting things happening in the congregations and ministries of conference 6. Not least of which was the recent installation (February 27th 2022) of the Rev. Kerri Clark who began serving Our Redeemer McMurray on February 1st. This was a historic occasion as Our Redeemer became the first all-female staff church. This year we also celebrated with The Rev. Beth Clementson who transitioned out of conference 6 and begin serving Saint John of Highland which will be the second church to have an all-female rostered staff. What a great time to be the Church!

With you in Christ,

The Rev. Joseph Murdy, Dean, Conference Six

BULLETIN OF REPORTS

REPORT OF THE COMMITTEE ON NOMINATIONS

Our committee of deans and synod staff had a much lighter load this year, only 10 elected positions compared to last year's work for 39 elected positions!

Many thanks to the deans of each conference for their work in seeking and finding the gifted and willing people to serve as elected members of these ministries.

I am most grateful for the consistent support and careful work of Pastor Bill Schaefer (Synod Secretary), and Ms. Sandy DeLorenze (Executive Assistant to Bishop Kusserow).

Respectfully submitted,
The Rev. Erin Evans, Chairperson

SYNOD COUNCIL CONFERENCE FIVE REPRESENTATIVE
(Clergy [Pastor or Deacon] - term expires 2023, vote for one)¹

Nominees to be determined

¹ Filling unexpired term of Pastor Kerri Clark

SYNOD COUNCIL REPRESENTATIVE YOUTH
(Term expires 2023, vote for one)

Nominees to be determined

LUTHERAN SENIORLIFE - Board of Directors
(Clergy [Pastor or Deacon] - three-year term, vote for one)

- Angela Smith, A.S.B., B.S., M.Div, Pastor Redeemer, Monaca
701 Tulip Drive, New Brighton, PA 15066..... Conference 1
- Robert Zimmerman, BA Education, MDiv, Interim Pastor St. John's, Pittsburgh (Perrysville)
173 Fanker Road, Harmony, PA 16037 Conference 2

(Layperson - three-year term, vote for two)

- Eric Kofmehl, PhD, Retired Health Care Executive.....St. John's of Highland, Pittsburgh (North Hills)
1187 Windmill Lane, Pittsburgh, PA 15237..... Conference 2
- Jeannette Christensen, Consultant.....Zion, Pittsburgh (Penn Hills)
1344 Hillsdale Drive, Monroeville, PA 15146..... Conference 4
- Donald Stoebe, B.S., MBA, Business Owner; former Engineer, VP, and Gen. Mgr.Oak Grove, Zelienople
208 Hudson Avenue, Cranberry Township, PA 16066 Conference 1
- John Miller, B.S., MBA, Technology Consultant, CIO, and ExecutiveSt. John's of Highland, Pittsburgh (North Hills)
8625 W. Barkhurst Drive, Pittsburgh, PA 15237 Conference 2

LUTHERAN SERVICE SOCIETY - Board of Directors
(Clergy [Pastor or Deacon] or Layperson) - three-year term, vote for two)

- Karin Trauman, MS, BA, Manager, Operations & AdministrationSt. John's of Highland, Pittsburgh (North Hills)
109 Saint Ives Way, Zelienople, PA 16063 Conference 2
- Beth Clementson, BA, M.Div, Associate PastorSt. John's of Highland, Pittsburgh (North Hills)
311 Cumberland Road, Pittsburgh, PA 15237 Conference 2
- Lawrence J. Nugent, Jr., Retired..... Bethlehem, Glenshaw
8947 Harmony Dr, Pittsburgh, PA 15237 Conference 2
- Jody Removchik, MBA, BSBA, Retired.....St. John's of Highland, Pittsburgh (North Hills)
1819 Willow Oak Drive, Wexford, PA 15090 Conference 2

BULLETIN OF REPORTS

BETHESDA LUTHERAN SERVICES - Board of Directors

(Clergy [Pastors or Deacons] - term expires 2025, vote for one) ³

Deborah Byrum, M.Div., Chaplain, Retired St. Andrew, Pittsburgh (Shadyside)
869 Fairways Drive, Oackmont, PA 15139 Conference 3

BETHESDA LUTHERAN SERVICES - Board of Directors

(Layperson - term expires 2025, vote for one) ³

Scott Gettings, M.S., B.S., Healthcare/Military Bethlehem, Glenshaw
2405 Foxfield Drive, Glenshaw, PA 15116 Conference 2

³ Appointed by synod council; eligible for term expiring in 2025

BETHESDA LUTHERAN SERVICES - Board of Directors

(Layperson - four-year term, vote for one)

David Piper, B.A., M.A.Ed., Parent/Educator Consultant Writer Salem, Delmont
116 Crest Drive; Delmont, PA 15626 Conference 4

Chris Jordheim, Financial Advisor/Wealth Management Bethlehem, Glenshaw
304 Stoneridge Ln, Mars PA 16046 Conference 2

BULLETIN OF REPORTS

REPORTS OF THE COMMITTEES

REPORT OF THE COMMITTEE ON CHURCH IN SOCIETY

This committee is comprised of several teams and taskforces charged with listening to and educating our synod on issues of justice and the common good, especially in lifting up the needs and voices of those who experience marginalization in our congregations and communities.

With Lutheran Advocacy Ministry in Pennsylvania (LAMPa), **advocacy** efforts combine the voices of Lutherans from across the state. Lutheran Day at the Capitol was again canceled for 2021. An online event is planned for the spring of 2022. Current LAMPa representatives from our synod are Rev. Sarah Rossing and Rev. Jim Engel. See LAMPa's report for more.

The **Immigration Working Group** continues to work for the closure of Berks Detention facility and the Moshannon processing center. Highlights from 2021 include: a fall workshop on welcoming Afghan refugees and others, a campaign against Colcom, and the addition of Bethany Christian Services as a local LIRS affiliate. Rev. Ross Carmichael chairs this group.

The **Hunger Education and Advocacy Team** (HEAT) issued the 2021 Hunger Challenge for Lent,. Following the bequest from the closing of Apostles Lutheran Church in Verona, the *Apostles in Action Grant Program* was created. In 2021, this program awarded four \$500 matching grants. Another gift to this program has ensured it will continue again in 2022. Members of this taskforce help review ELCA World Hunger domestic grants. The Allegheny Valley Association of Churches was awarded a domestic hunger grant from the ELCA. Rev. Jocelyn Johnston is chair.

Members of the Church in Society Committee have been active in the formation of a synod **Green Team**. Current efforts include articles for synod and congregational newsletters in the "Creation Care Corner," published through the weekly synod emails. Kathie Westman and Rev. Sarah Rossing were trained as Creation Care Ambassadors for education opportunities in local congregations. More activities and resources will be forthcoming. Rev. Sarah Rossing is forming this group.

Several articles and resources concerning the growing need for **mental healthcare** during the pandemic were shared through synod communications. Future efforts will offer educational opportunities, including a mental health education day to be hosted at First Lutheran in Greensburg in the spring of 2022. Robert Errett is leading these efforts.

The **Authentic Diversity and Justice** team had a busy year with variety, hosting several educational opportunities: *I Think You're Wrong, But I'm Listening* book discussions, activities for the remembrance of the Emmanuel Nine, 2022 Lenten reflections on white privilege, and the preparations for an MLK Day worship service. This team also has a monthly newsletter sent out by email to any who sign-up for it. Upcoming events will be anti-racism trainings held online and throughout the synod. Rev. Ryan Pusch is chair.

The local chapter of **Reconciling Works** participated in the June 2021 Millvale Pride event, sharing information about welcoming Lutheran congregations and the work of Glade Run. A new initiative from the national organization will be updating mission statements to be more welcoming of all disenfranchised groups. As part of this, conversations with partner organizations will guide discernment for the team's future calling within the synod and region. Our committee liaison is Kelly Spanninger.

Respectfully submitted,

The Rev. Sarah Rossing, Chairperson

Committee on Church in Society

Chairperson: The Rev. Sarah Rossing

Secretary: The Rev. Linda Theophilus

Synod Council Representative: Kelly Spanninger

Ministers

The Rev. Ryan Pusch

The Rev. Jocelyn Johnston

Laypersons

Robert Errett

Linda Neumann

Kathie Westman

Staff: The Rev. Peter D. Asplin, Assistant to the Bishop

REPORT OF THE COMMITTEE ON COMMUNICATION SERVICES

The Committee on Communication Services has been on a bit of a hiatus. While we did not hold any meetings this past year, we did maintain contact with the Synod Communicator to provide direct assistance as needed.

The pandemic, of course, has disrupted routines, both big and small. The rhythms and demands of our individual daily lives have changed in unexpected and challenging ways. Our work together as a synod has also changed – and continues to change as we discern how to navigate new ways of being.

BULLETIN OF REPORTS

Synod Communicator Lauren Wolcott continues to navigate this ever-changing environment with consummate skill and grace. She deftly handles the on-going communication needs of the synod, including the quarterly print publication, *The Wayfarer*; the weekly announcements e-newsletter; updating the synod website; maintaining the synod Facebook page; and much more. Lauren knows that our committee members are ready and willing to help with specific tasks when needed.

We are also grateful for the dedication of committee member Dennis Lane, who, along with the synod's video team, continues to envision and manifest what synod events can and should look like in the digital space, both now and into the future. Indeed, the expansion of the synod's video ministry is vital as we transition into the era of hybrid church.

Going forward, the question becomes, how does this committee best support the mission of our synod in general and the needs of our communication staff person in particular? What will this committee's structure and goals look like as the world takes on a whole new shape? We look forward to exploring the answers to these questions as we are Always Being Made New.

Respectfully submitted,
Judi Rogers, Chairperson

Committee on Communication Services

Chairperson: Judi Rogers

Secretary: (vacant)

Synod Council Representative: Dr. Wendy Farone

Ministers

The Rev. Angela T. Smith

Laypersons

Loran Bohman

Dennis T. Lane

Resource Persons: Janice Jeletic; Bruce Letterle; The Rev. Nathaneil Christman

Staff: The Rev. Peter D. Asplin, Assistant to the Bishop and Lauren Wolcott, Synod Communicator

REPORT OF THE COMMITTEE ON CONGREGATIONAL LIFE

Due to the ongoing pandemic, the Congregational Life Committee has not held a meeting in the past year. We are, however, planning to meet in mid-May, prior to the 2022 Synod Assembly. We plan to set an agenda for the group and begin our work soon.

Respectfully submitted,
Janice Jeletic, Chairperson

Committee on Congregational Life

Chairperson: Janice Jeletic

Secretary: (vacancy)

Synod Council Representative: Amy Schultz

Resource Person: Jacob (Jake) Zaffuto

Staff: The Rev. Peter D. Asplin, Assistant to the Bishop

REPORT OF THE COMMITTEE ON GLOBAL MISSION (REPORT OF THE MADAGASCAR APPEAL TEAM)

In the spring of 2021, the synod received an appeal for assistance from our companion synod in Madagascar, the Tulear Synod. President (Bishop) Razafimahatratra Angelos Modeste made the request on behalf of the Synod and the Regional Lutheran Theological Seminary in Bezaha. We learned from the Tulear Synod leaders of the ongoing drought and consequent famine in southwest Madagascar, as well as the severe damage to the Bezaha Seminary's irrigation system from a previous cyclone. This has all affected the region's ability to grow rice, the staple in their diet.

In response to the request, the SWPA Synod sent a grant of \$5,000 to the Tulear Synod in June, 2021, to meet immediate needs. These funds came from existing monies in the synod account. The Synod Council then authorized an appeal for \$5,000 to congregations and individuals in the synod, to match a second grant of \$5,000 that would come from the remaining synod balance.

There was a generous, overwhelming response to the Madagascar Appeal. Over the course of the next six months, individuals and congregations donated \$67,000 to help our sisters and brothers in Madagascar. Thank you to all who contributed. This far exceeded the original goal of \$5,000. In the fall of 2021, an additional \$5,000 was sent to the Tulear Synod, and \$5,000 was sent to the Bezaha Seminary. These monies are being used for immediate needs at both organizations, as planned.

The Appeal Team has been in conversation with the Tulear Synod, the Bezaha Seminary, and the ELCA Companion Synod Relationships staff, about the best use of the rest of the monies raised in the Appeal. We plan to send additional funds to Madagascar in 2022 for immediate needs. We also plan to partner with our colleagues in the Tulear Synod,

BULLETIN OF REPORTS

the Bezaha Seminary, and the churchwide staff in identifying longer-term projects that will greatly benefit our Lutheran sisters and brothers in Madagascar. Whether for immediate needs or longer-term projects, the monies raised will all go to the Malagasy Lutheran Church over the next few years.

The Synod Madagascar Appeal Team is currently looking for individuals who feel called to take part in this continuing relationship with the Tulear Synod in Madagascar. You can contact the synod office if you are interested.

Respectfully submitted,

The Rev. Edward Sheehan,
on behalf of the Madagascar Appeal Team

Members of the Madagascar Appeal Team: Bishop Kurt Kusserow; Pastor Melissa Stoller; Bob David; Pastor Brandon Johns; Pastor Ed Sheehan; Lauren Wolcott

Committee on Global Mission

Chairperson: (vacancy)

Secretary: (vacancy)

Companion Synod Resource Person: Bob David

Staff: The Rev. Melissa L. Stoller Assistant to the Bishop

REPORT OF THE COMMITTEE ON MINISTRY

The Ministry Committee is responsible for affirmation and support of the pastors, deacons, and lay worship leaders in their ministries. The committee oversees the continuing education for clergy and other lay leaders, the candidacy preparation program, and provides liaison to seminaries. During this year of Covid-19 pandemic, the committee met via zoom, as did many other committees.

I want to thank the dedication of the committee members this past year. We discussed and proposed the new compensation guidelines for 2023. We used some of research gathered in the past year to complete and rewrite the Sabbatical and Health Leave Policy for ordained pastors and deacons. We also completed the Family Leave Policy we had begun in 2021.

We are currently working on future policy for supporting laity and lay worship leaders in the synod. We have discussed the Lay School of Theology and how we can implement in the future. We are going to develop a plan to submit to the Synod Council.

Currently the lay worship leaders have been linked with the offerings of United Lutheran Seminary for continuing education. Our thanks to Pastor Natalie Hall who continues to provide instruction for those laity who are preparing to be lay worship leaders in both our synod and the Episcopal Diocese.

We are grateful for the retired leaders who continue to serve as interim pastors and pulpit supplies throughout our synod. We are grateful for Carol Ruckert's diligence in arranging and finding pulpit supplies.

As a new chairman of the Ministry Committee, I would like to thank Rev. Peter D. Asplin and all our committee members for guiding me through this first year.

Respectfully submitted,

Herbert R. Guenther, Chairperson

Committee on Ministry

Chairperson: Herbert R. Guenther

Secretary: The Rev. Caroline Clifford

Synod Council Representative: Seminarian Tricia Christman

Ministers

The Rev. Natalie L. G. Hall

The Rev. Jonathan (JJ) Lynn

The Rev. Daniel Clark

The Rev. Tim Dawes

Laypersons

Kathy Howells

Kathe Houck

Staff: The Rev. Peter D. Asplin, Assistant to the Bishop

REPORT OF THE COMMITTEE ON OUTREACH

A member of our synod was not identified to chair the Outreach Committee for 2021. No meetings were held.

Respectfully submitted,

The Rev. Melissa L. Stoller, Acting Chairperson

Committee on Outreach

Chairperson: (vacancy)

Secretary: (vacancy)

Staff: The Rev. Melissa L. Stoller, Director for Evangelical Mission/Assistant to the Bishop

BULLETIN OF REPORTS

REPORT OF THE COMMITTEE ON STEWARDSHIP AND FINANCIAL SUPPORT

Thanks to all of you who continue to give your Mission Support. We can't do the work of the church without you.

Our Stewardship & Financial Support Committee is a group of amazing, faithful, creative servants of Christ. I want to thank everyone who participated in our on-line offerings; be it a book study, movie study or using one of the many videos we have to offer on our page of the Synod website. Sharing these resources with your congregation is exactly what we hope when putting the many hours of work into creating them. We want to thank you for financially supporting the work of our church in Southwestern PA and across the globe. Your Mission Support touches so many lives.

On our Synod's website, Mission Support page, you will find a couple of videos created for use with your congregation council and leadership. You will also find the Mission Support formula, Narrative Budget information and an opportunity to pay your Mission Support online.

We again published a Congregation Council Devotion booklet with the theme "Care of Creation". You can also find this on the Stewardship Resource page of our website by August. Feel free to use these devotions in committee meetings as well as your council meetings.

The total Mission Support from congregations increased over last year. We still have congregations that do not give to Mission Support but continue to receive support from our synod. If you want to do better at Mission Support but just don't know how, please contact me or the synod office to set up time to walk with your leadership as we work together through these trying times.

I would like to thank all the members of our Stewardship & Financial Support Committee for their ideas and visions in growing stewards within our synod. Thank you to Pr. Nathaneil Christman, Pr. Jack Delk, Pr. Sue Devine, Ray Dittenhafer, Pr. Erin Jones, Pr. Martin Galbraith, Mary Anne Novak and Pr. Melissa Stoller from synod staff.

Blessings,

Barbara Nugent, Chairperson

Committee on Stewardship and Financial Support

Chairperson: Barbara Nugent

Secretary: Mary Anne Novak

Synod Council Representative: Barbara Nugent

Ministers

The Rev. Nathaneil Christman

The Rev. Martin Galbraith

The Rev. Erin Jones

Laypersons

Raymond Dittenhafer

Staff: The Rev. Melissa L. Stoller, Director of Evangelical Mission

REPORT OF THE COMMITTEE ON YOUTH MINISTRY

In the last year, our synod has been able to be flexible and responsive to the changing times and challenges of the continuing health concerns to engage in vital ministry. Last summer, Stay at Home Mission Work Camp returned with a blend of central and decentralized locations. The option to have mission in a box, while still being connected with youth and adult servants in our synod through online means was innovative and well-received.

To close out the summer and kick off the school year, youth leaders and youth from around the synod were hosted by Lutherlyn staff. Deacon Deb Roberts and her team led wonderful activities for our youth, despite a significant thunderstorm, while adults had the opportunity to connect with each other and the synod's youth leaders. It was refreshing to share together our hopes and our challenges, and good insights were brought forward. We are looking forward to that event again this coming August.

Yet again, staff and volunteers in our synod found ways to turn closed doors into new opportunities. When our synod's MLK Jr. event in January was canceled due to snow, we were able to team up with the wonderful presenter on the new date (April 3) to hold a forum for youth and adults on racism.

Finally, we mourn together the loss of this cycle's Gathering, but congregations have responded by joining together for planning mission trips, in addition to expanded ministry offered by Lutherlyn to help our youth continue to have meaningful, faith building experiences. If you are interested in connecting with resilient, faithful servants who foster the connection of our youth and God, while being fed in the process, please consider reaching out to Pr. Melissa Stoller or Pr. Brandon Johns to be a part of this vital team.

Yours in Christ,

The Rev. Brandon Johns, Chairperson

Committee on Youth Ministry

Chairperson: The Rev. Brandon Johns

Secretary: Andrew Sabol

BULLETIN OF REPORTS

Ministers

Deacon Michelle Kunkle

Laypersons

Chris Atwood

Resource Person: The Rev. Christina A. Hough; The Rev. Ellen Lundie

Staff: The Rev. Melissa L. Stoller, Assistant to the Bishop

REPORT OF THE COMMITTEE ON ARCHIVES AND HISTORY

Much of the work of the synod's Archives and History Committee is currently on hold while the future of the Trisynod Archives at Thiel is deliberated by the board of the Trisynod Archives and the bishops of Northwestern and Southwestern Pennsylvania Synods and the West Virginia-Western Maryland Synod.

There have been discussions with regards to the future of the Trisynod Archives but nothing has yet to be decided whether to continue this ministry or join with the other synods of Region 8 at the Region 8 Archives at the Gettysburg campus of United Lutheran Seminary. Once this has been decided the work of preserving the documents, records, books, videos and the other archival material of our synod and her churches can continue.

Respectfully submitted,

The Rev. David Williams Hanssen, STS, Chairperson

REPORT OF THE COMMITTEE ON ECUMENICAL AFFAIRS

Though our Synod has had fewer in-person gatherings over the last year, the Ecumenical Affairs Committee has remained active.

Following the 2019 celebration of the tenth anniversary of our full communion agreement with the United Methodist Church, we have continued conversations with the Western Pennsylvania Conference. A subcommittee spent the year clarifying procedures for how we can live into our full communion agreement which welcomes an "orderly exchange of ministers," welcoming Methodist pastors to serve in Lutheran ministry settings and Lutheran pastors to service in Methodist ministry settings. We have learned a lot about one another's church structure and procedures, continue to develop essential relationships between judicatory staff members and leaders, and as a result, are much more prepared to be open to the Holy Spirit's work in the future.

We are planning several fall opportunities for the Synod's ecumenical engagement with our Methodist siblings in Christ. We will have the opportunity to welcome neighboring Methodist congregations in shared mission through the ELCA's "God's Work, Our Hands" Sunday. There will also be an opportunity for Lutheran pastors to participate in an ecumenical small group with Methodist clergy, called a "Clergy Community of Practice." More details about both of these will be shared through our Synod communications, but if you have questions you are welcome to contact Pastor Jennifer McCurry (jpm@flcpittsburgh.org).

Our committee has been intentionally developing relationships with local AME Church colleagues, especially as the Bethel and Trinity AME in Pittsburgh's Hill District network in the community and advocate for reparations following the taking of the land of Bethel AME by eminent domain to build the Civic Arena in 1961.

Our annual Chrism Mass with the Episcopal Diocese of Pittsburgh was hosted by Trinity Cathedral on Tuesday, April 12, 2022.

With this Synod Assembly gathering, our committee says farewell to the Rev. Natalie and Hall and the Rev. Timothy Dawes, both of whom have served with us for the last the six years. Thank you for your leadership and witness among us!

Committee members:

The Rev. Brian Bennett, the Rev. Timothy Dawes, the Rev. Natalie Hall, the Rev. Torrey Johnson, the Rev. Erin Jones, the Rev. Alina Kanaski, and the Rev. Linda Theophilus, the Rev. Kurt Kusserow (ex-officio)

Respectfully submitted,

The Rev. Jennifer Peters McCurry, Chairperson

REPORT OF THE COMMITTEE ON CONSTITUTIONS AND BYLAWS

The COVID-19 pandemic continues to affect the work of this committee in that congregations have been unable to meet to act on proposed revisions to their constitutions. We have reviewed the constitutions of 27 congregations, with five being approved and 22 congregation constitutions in the process of updating and revising; three more congregations have asked for information to begin that process. Those constitutions approved were from First English, Butler; St. John's of Highland, North Hills; Trinity, Latrobe; Trinity, Ellwood City; and Ascension, McKees Rocks.

For congregations in our synod who are updating their constitutions, we now have on our synod website a "Model Constitution for Congregations of the ELCA – Southwestern Pennsylvania Synod." This model has filled in the blanks for the "Southwestern Pennsylvania Synod" where they occur and the change from "state of Pennsylvania" to "Commonwealth

BULLETIN OF REPORTS

of Pennsylvania” where appropriate. All other items remain the same as in the ELCA model.

In response to our inquiry to the ELCA Secretary’s office, we have been given authority by our Synod Council to approve the constitutions of congregations and report that approval to the Synod Council. We further learned from that office that “the synod has no authority to approve or disapprove congregational bylaws. While they have to be submitted to the synod, and the synod can review them and make suggestions, or point out when they conflict with other governing documents (in which case they are null and void), the synod has no authority to approve or disapprove them.” Going forward, this means that this committee will review constitutions, bylaws, and continuing resolutions, approving only constitutions, and pointing out any conflicts in the bylaws and continuing resolutions. The ELCA Secretary’s office did stress the need for congregations to work with this committee BEFORE the congregation takes any action on its constitution. As in the past, this committee will be glad to assist you in this endeavor.

The members of this committee are Pr. William L. Hauser, R. Brandon James, Pr. Larry E. Kemp, John B. Kepple, Pr. William A. Schaefer, and John H. Wilver. Contact any of these individuals if you have an interest in these matters and would like to serve on this committee.

Respectfully submitted,

The Rev. William L. Hauser, Chairperson

REPORT OF THE MISSION ENDOWMENT FUND BOARD OF DIRECTORS

The Mission Endowment Fund Board oversees two funds—the Mission Endowment Fund Board and the Ethel L. Verney Fund. Both funds were established by the synod council and are governed by policies approved by synod council. Applications for grants from both funds are available on the synod website. In addition to our regular grant cycle in February of each year, the board opened an additional cycle of granting this past August from the Mission Endowment Fund for the purpose of helping congregations renew evangelical outreach as they emerged from the pandemic. This special project was called “Meeting our Neighbors” and awarded grants totaling \$14,000. In the regular Mission Endowment Fund grant cycle, \$11,000 was awarded for a total of \$25,000 in grants made from the fund this year.

The Verney Fund exists for ministries of the Southwestern Pennsylvania Synod for the relief and support of people living in poverty. Grants totaling \$283,500 were made from this fund to Christ, Millvale; Camp Lutherlyn; Camp Agape; Glade Run Lutheran Services; Trinity, Latrobe; First, Pittsburgh; Lutheran SeniorLife; Forks-Zion, Leechburg; Emmanuel, Eastmont; House of Prayer, Aliquippa; Our Savior, N. Huntingdon, and to the West View Hub of Berkeley Hills Lutheran Church.

We are grateful to God for the ways that the people of this synod follow Jesus’ call to serve with people experiencing poverty. We encourage you to read stories of these ministries in the *Wayfarer*. What ministry could a grant from the Verney Fund make possible in your context?

Members of the MEF Board in 2021-2022 were Philip Koch, Rolf Otterness, Eric Kofmehl, Pr. Michael Sourwine (secretary), and Pr. Jeff Schock (co-chair). Pr. Melissa Stoller and synod treasurer Gary Teti serve in an *ex officio* capacity. I thank them all.

This is my final year on the Mission Endowment Fund Board. I am grateful to have had the opportunity to serve the synod in this way.

Respectfully submitted,

The Rev. Kimberly van Driel, Chairperson

REPORT OF THE COMMITTEE ON BUDGET AND FINANCE

Over the last several months, the Budget and Finance Committee, in consultation with Bishop Kusserow and Pr. Stoller, have met to discern and discuss the ways in which the synod budget for 2023 may reflect the goals and priorities of the synod as well as where the Spirit appears to be leading the work of the synod not only in the foreseeable future but also beyond into a more sustainable model for ministry. As you look over the budget for 2023, in comparison to 2022, you will notice a few key highlights:

- Mission Support continues a proposed downward trend to 1.36M. While the trend continues to decrease, we acknowledge the presence of individuals and congregations that have forwarded additional giving to synod ministry partners and Churchwide in addition to their mission support to the synod. We continue to give thanks for your financial gifts and support of the synod and its work.
- The Legacy Fund Principle of 36K which, in lieu of giving to mission support of the synod, stem from direct contributions by congregations/individuals to the Legacy Fund.
- The Thrivent Pooled Trust Fund from the sale proceeds of the synod building is based on a 5.25% interest draw from the fund established with the proceeds from the sale of synod building.
- The Churchwide ELCA share is 46% of mission support to the synod.
- The rent/utilities expense of 117K is still deemed lower and more cost-efficient for the synod to manage in

BULLETIN OF REPORTS

comparison to maintenance of the old synod property.

- Synod Staff support expense has been adjusted slightly to reflect the new year.
- Synod Ministries and Grants have been adjusted according to a more sustainable model and budget as these continue to be priorities of the synod's mission and support of congregations, rostered leaders, and individual members.
- Grants to ministry partners remain unchanged from what was proposed in the budget for 2022. The Budget and Finance Committee (along with synod council and executive committee) continues to see the need for movement towards building relationships/partnerships between synod ministries and individuals/congregations in addition to the yearly synod grants given to these partners in ministry. This is not only the sustainable path forward (as opposed to continued withdrawals from the Legacy Fund), but more importantly, it is the path forward which builds authentic, face-to-face contact and relationships between synod partners and congregations/individuals. In turn, this new way of partnering in ministry may lead to increased financial support for these individual partners in ministry.
- In response to the strong desire for campus ministry by the assembly in prior years, the committee allocated 10K of the New and Revitalized Ministry line item to be given to the campus ministry work at Point State Park University as it may become a new mission start.
- A portion of the Leadership Development line item will be designated towards racial justice and boundaries trainings

Overall, the committee continues to discern how best the synod may be good stewards of what God has given it to use. While there are challenges ahead with an ever-changing landscape, the committee is confident that by the grace of God we will be equipped and financially able to meet those challenges.

Respectfully submitted,

The Rev. Martha C. R. McCreight, Chairperson

REPORTS OF THE AGENCIES AND INSTITUTIONS

REPORT OF UNITED LUTHERAN SEMINARY (Gettysburg + Philadelphia)

United Lutheran Seminary (ULS) is one of seven seminaries of the Evangelical Lutheran Church in America (ELCA). ULS is comprised of two physical campuses, Philadelphia, and Gettysburg, and distributed online learning. ULS is a Reconciling in Christ seminary. The ULS Community is a welcoming and diverse learning community equipping people to proclaim the living Gospel for a changing church and world. The seminary offers six graduate degree programs, with flexible learning options, and lifelong learning programs that equip rostered and lay leaders to serve with deep faith and excellence—in congregations, social ministry agencies, campus ministries, military settings, and global missions.

The Rev. Dr. R. Guy Erwin was appointed president of United Lutheran Seminary and Ministerium of Pennsylvania Chair and Professor of Reformation Studies on August 1, 2020. Prior to this appointment, he was fourth bishop of the Southwest California Synod of the Evangelical Lutheran Church in America.

United Lutheran Seminary is blessed to be able to offer financial support, in the form of scholarship awards, to all students who are enrolled in degree seeking programs. First level professional degrees include the Master of Divinity (MDiv) and the Master of Arts in Ministerial Leadership (MAML). Academic first level degrees are the Master of Arts in Public Leadership (MAPL) and the Master of Arts (MA). Second level theology degrees include the Master of Sacred Theology (STM) and the Doctor of Ministry (DMIN). In the fall of 2021, United Lutheran Seminary has a total of 356 enrolled students.

In addition to the general curricular offerings, there are other learning opportunities that directly and indirectly support the pedagogical tasks of unifying, learning, and serving. The Urban Theological Institute enables engagement with African American theology, preaching, and church history throughout the curriculum. The Town and Country Church Institute offers students the possibility of honing ministry to meet the needs of rural and small-town churches in a time of profound change. The annual Asian Theological Summer Institute enables mentorship of Asian and Asian-American doctoral students.

Contributions to the seminary provide hope for the future of our church. Your gift empowers seminary education for our future faith leaders. These leaders will take what they have learned at ULS and apply it to where God calls them in their future ministry contexts, continuing what God has started during their time at the seminary. A variety of giving options are available. Contact us at advancement@uls.edu to learn more or give online at uls.edu/give.

United Lutheran Seminary is a place of rich history and excellent theological education. Explore a brief history of the two predecessor bodies at our website. Contact us today at info@uls.edu to learn more or explore how we can help you live out your call as a servant of God and neighbor. If you have ideas that we can share in our expanding continuing education program, send them to us at learningwishlist@uls.edu.

Respectfully submitted,

The Rev. Dr. Martin Otto-Zimmann, Director of Church Relations

BULLETIN OF REPORTS
REPORT OF THIEL COLLEGE

Greetings from Thiel College,

The story of Thiel over the past two years has been a story of the power of community in the face of adversity. No one on our campus could possibly have anticipated that we would be dealing with COVID-19 and its effects more than twenty-four months after we initially closed our campus in spring of 2020. Yet the singular resolve of the college, from the administration, to the staff and faculty, to our student body has been to maintain our deep commitment to our students, in a safe, inclusive residential environment. I am pleased to report that the extra effort is even now paying dividends, as Thiel is positioned quite favorably for the future, no matter what that might bring.

Since its founding in 1866, Thiel College has been an institution that prepares a diverse student population for careers and lives of meaning and purpose. Although we have offered many different solutions for our staff and students to navigate this time in history in a safe and supportive environment, we know that the strength of the college is in our ability to deliver high quality education in an intimate in-person learning environment. We have taken all possible measures to safely keep us in face to face instruction, and to keep each other safe while doing so. In this way, Thiel has not simply survived, but thrived through this very challenging time for our institution and our society.

In the midst of such challenges, we have developed a bold new strategic plan for the next five years of future: *“Thiel 2026: Launching the Leaders the World Needs Now.”* I invite you to look at the entire plan on our website at <https://www.thiel.edu/about/presidents-office/thiel-2026>, but in this report I would like to highlight four main points of our new plan forward.

In **Goal I**, our college will invest in developing **Innovation and Leadership** across our entire institution. Keeping Thiel competitive will entail co-operative and collaborative use of our resources in new and creative ways. At the same time, we are encouraging students across their time at Thiel to develop leadership skills and styles, understanding that there are many ways to be a leader, and many ways to have impact in our chosen disciplines. One strong facet of this goal will be the expansion and implementation of “The Tomcat Way”, a four year framework for reflection in leadership that will focus each student on their strengths, gifts and passions as they develop their own unique way of leading.

In **Goal II: Dynamic and Bold**, we are reinvesting in the incredible progress we made through our last strategic plan, which was, and is, focused strongly on student success. In this plan, Thiel will continue to attract and retain strong students from diverse backgrounds, giving them the support they need not only to survive, but to thrive in their college experience. As we renovate spaces from our science wing, to the dormitories and our Gymnasium, we are also looking to support students socially, academically, and professionally with greatly enhanced programming from the Career Development office, new undergraduate and graduate programs, and increased student engagement in curricular and co-curricular programs designed to inspire the best from our students.

Goal III: Reach and Impact describes Thiel’s commitment to our immediate region. For the first time, the city of Greenville is mentioned by name in Thiel’s strategic plan, as we innovate to support our hometown, even as we look to the Western Pennsylvania and Eastern Ohio region as a distinctive part of our brand. We are positioning ourselves to be known as the college for Mercer County, and be known also as the Lutheran Church, ELCA’s school for all of Western Pennsylvania. To do this, we are making investments in local and regional partnerships, including internship, service learning, and cooperative opportunities across the region. We are developing new programs to meet regional needs for continuing education, career development, and lifelong learning. In addition, Thiel is investing in becoming a dynamic venue for campus and community events, competitions and the performing arts, hosting a rich array of programs to attract people to campus.

Finally, **Goal IV: Resources and Investment** is a plan to attract, develop, and retain innovative and diverse faculty and staff committed to being active participants engaged in the broader campus community. We plan to make strategic and sustainable investments in academic, athletic/wellness, and residential facilities to support the College’s programs, beautify the campus, enhance the student experience and attract new students in a competitive market. Along with this comes a renewed and strengthening effort to manage the College’s resources, programs, and operations to produce a positive annual change in net assets. This goal also includes new investments in programs and facilities to increase auxiliary income, as well as the launch of a successful comprehensive campaign to inspire philanthropic investments in the College.

I am truly amazed at the work we have done in the past two years, especially considering that much of this work was done under the cloud of uncertainty and challenge of the COVID-19 pandemic. We have weathered this storm much better than many colleges our size, and the continuing commitment to this institution from our staff and faculty is another great reason why Thiel should be in the conversation for any family looking for an outstanding college experience in our region.

For ongoing information about the happenings at Thiel College, I invite you to stay connected and read stories of student achievement and success on social media throughout the year. You can follow us on Twitter (www.twitter.com/thielcollege), “like” us on Facebook (www.facebook.com/thielcollege), YouTube (www.youtube.com/thielcollege) or visit our website at www.thiel.edu.

BULLETIN OF REPORTS

In closing, I once again extend my gratitude to the members of the Southwest Pennsylvania Synod Assembly. You are among our most important supporters, and we are a stronger institution thanks to our relationship with you. We are proud and thankful for the SWPA Synod's continuing support of our institution and our spiritual life here!

In Christ,

The Rev. Brian Riddle, Campus Pastor

REPORT OF BETHESDA LUTHERAN SERVICES

As I reflect on 2021, I am pleased to say it was a year of very important and necessary changes for our agency and that the state of Bethesda Lutheran Services is strong. One of the biggest changes was to our residential programming. In 2018, then President Trump signed into law the Family First Prevention Services Act, also known as the Family First Act. The passage of Family First took a large step toward restructuring how the federal government spends money on child welfare to ensure that more children in foster care are placed with families. The law also provides more support for critical services, such as mental health and substance abuse treatment, in-home training and family therapy that can help prevent the need for foster care in the first place. The Family First Act also establishes requirements for placement in residential treatment programs and improves quality and oversight of services and allows federal reimbursement for care in certain residential treatment programs for children with emotional and behavioral disturbance requiring special treatment. Each of our residential programs, except for our Psychiatric Residential Treatment Facility (PRTF), is now specialized. (PRTF's fall under a different funding source and are not eligible for specialized setting denotation). Our specialized settings include our Right Start for Young Mothers program and specialized setting for victims or those at risk of sex trafficking. Each specialized setting requirements include, but are not limited to, more intensive training of staff and more in-depth treatment, family involvement, and discharge planning. On July 1st, Bethesda became one of the first agencies in Northwestern Pennsylvania to have our programming deemed as specialized settings.

We added another PRTF program in 2021. The Freeman PRTF is a program that can provide services to up to 8 females. Unlike our residential clients, our PRTF clients, who struggle with extreme mental health issues, are referred to our program by a psychiatrist. Our therapists/case managers and our mental health professionals work as part of a team to provide services to not only the youth but also her family. Our hope is that reunification happens and the family as a whole moves forward in a positive manner.

Construction continued on Wise Hall, our latest residential unit. In order to make way for Wise Hall, we had to remove our residential Unit B. Unit B was a modular building that was brought to Bethesda in the 1970s via a flatbed truck. It was intended to only last 20-30 years. Through the hard work of our maintenance team, the building lasted much longer than expected. But it had outlived its usefulness and it was time to remove it. With that unit gone, Bethesda also became an all-female campus.

Our Partial Hospitalization Program, which provides short-term, clinically-based crisis stabilization services to children and adolescents with emotional or behavioral challenges impacting their day to day functioning in the home, school or community, expanded from 70 seats to 90 seats.

We welcomed new house parents to the Petersen Home; Derrick and Monica James. Monica has been a therapist/case manager for Bethesda for twelve years. She and Derrick have one daughter, Leah, who is only 1 year old. At the close of 2021 there were 2 other children at the Petersen Home. Monica and Derrick were the guest speakers at one of our board meetings where Monica told the board she was excited to have the opportunity to play a more personal role in helping kids who need special care. The James' family is making a difference in the lives of the kids they work with. We feel lucky to have them in this position.

Our clinical team had a terrific year in 2021. Trauma-Informed Care continued to be a focus as we have finalized our ongoing plan for maintaining a trauma-informed agency. The PRTF's earned a Trauma Aware PRTF designation for our license through The Office of Mental Health and Substance Abuse Services (OMHSAS). Behavioral Health Rehabilitation Services (BHRS) transitioned to new regulations under Intensive Behavioral Health Services (IBHS) in Crawford, Corry, and Erie Counties. The Partial Hospitalization program expanded to 90 seats with the inclusion of the acute partial hospitalization program for 12-18 year olds. Bethesda continues to support the needs of local school districts through the therapeutic alternative education program and the Mental Health Liaison position. Bethesda has continued to grow in evidence-based practices, starting new life skills curriculums for various programs. Our clinical staff have continued their education in pursuing Dialectical Behavioral Therapy certification and Cognitive Behavioral Therapy certification, specific to childhood anxiety and depression.

Our Erie County Independent Living Program (ECILP) added a new Youth Driven Business (YDB) this year. The ILP Snack Shack (Snack Shack) is a food truck that is staffed by our ILP youth. In order to work in the Snack Shack, youth must interview and pass a Serv Safe class. They are paid for working on the food truck and they gain experience which can be put on later job applications and resumes. The Snack Shack had limited appearances last year but we are hoping to get it out to more events this year.

Currently, Trinity Center has 54 youth registered; last year at this time there were 35 youth registered. The center is

BULLETIN OF REPORTS

starting to recover from some of the COVID-19 difficulties. Parents are readily enrolling their children and the program remains committed to providing services for youth and families. Education and safety are priorities at the center. All youth participate in homework table. For students who struggle with specific subjects, parents can sign up to receive tutoring from a certified teacher through a collaboration with the Sisters of St. Joseph Neighborhood Network. Furthermore, Trinity Center provides youth with two meals daily; a snack upon arrival and a hot dinner before they leave for the day. On non-school days, youth receive lunch and a snack.

Some of the programming activities from 2021 include gardening, sports and physical fitness, therapeutic drumming, and newly introduced sewing classes.

In lieu of the regular Thanksgiving dinner, families came to the Trinity Center at a pre-scheduled time to pick up their dinners and gifts for their children. Luther Memorial Church provided a dinner of ham, scalloped potatoes, green beans, roll, drink boxes, water, and assorted homemade desserts. For the evening, 21 families received meals and gifts; Trinity Center staff packaged 89 meals. All youth received a gift box provided by the Sunshine Group of Erie and hats, gloves, and scarves were available to anyone who needed them. Hooked on Books of Erie donated new books to youth.

The Truancy Program at Erie's Public Schools (EPS) and Millcreek Township School District (MTSD) currently has (7) truancy monitors who work with a total of (13) individual schools. Erie County's Truancy Program currently has (6) truancy monitors who work with a total of 8 school districts. Truancy monitors incorporated their incentive plans in their respective schools. The program is looking forward to the results of these plans throughout the course of the 2021-2022 school year.

The High School Refocus Program has seen an increase in students utilizing the Refocus Program for mental health purposes since the start of the school year. These uses are all unique in their own way. Some have used it as a transition back into school after a hospitalization, as a quiet place to gather themselves when they are having a bad day, or a place to practice a mindful breathing technique because of an anxiety attack. Many calm themselves simply by sitting on the floor to pet Maggie, the school therapy dog.

The SAP process continues to be more critical than ever, to reach students who are at high risk emotionally and mentally. There are 5 Student Assistance Program (SAP) liaisons working in four school districts and 3 non-public high schools. Respective districts include: Fairview Middle/High School, Fort LeBoeuf, North Western, Union City, Villa Maria Academy, Cathedral Prep and Mercyhurst Prep. Staff assessed and provided services for 509 youth during the 2021-2022 school year.

Respectfully submitted,

George Trauner, CEO

REPORT OF GLADE RUN LUTHERAN SERVICES

Greetings and gratitude from Glade Run Lutheran Services. Despite the ongoing COVID-19 pandemic, in the 2020-21 fiscal year Glade Run successfully returned to full in person services. Demonstrating our agency commitment to our vision to evolve our continuum of program offerings to meet the changing needs in education and social services, Glade Run was able to grow and expand service offerings with innovative new programming. We are pleased to share a summary of our most recently completed fiscal year highlights.

Glade Run's mission is empowering individuals to experience personal wellness and growth. In 2020-21, Glade Run served individuals and families through the following program offerings:

- **Acute Partial Hospitalization** served 98 youth
- **Blended Case Management** served 240 individuals
- **Family Based Services** served 129 individuals
- **Family Wellness Program** served 6 families (new)
- **Forensic Support Services Program** served 55 individuals (new)
- **Glade Run Adventures** served 530 individuals
- **Intensive Behavioral Health Services** served 291 individuals
- **Psychiatric Mobile Med** served 31 individuals (new)
- **Outpatient Services (including Mental Health Partnerships)** served 2,510 individuals
- **St. Stephen's Lutheran Academies** served 344 students
- **Transition Program** served 13 youth
- **EPIC (Empowering People in Communities) Psychiatric Rehabilitation** served 157
- **Independent Living Experience** served 40 individuals
- **Counties served:** 18 (does not include education programs)
- **School districts served:** 52

Glade Run's 2020-21 fiscal year saw a return to in person programming, most markedly a successful return to in-person instruction at St. Stephen's Lutheran Academies. St. Stephens was one of very few schools that was able to

BULLETIN OF REPORTS

return to and maintain in-person instruction as the school year began. While telehealth continued to be an option, staff resumed in-person programming in all offerings. Additionally, Glade Run Adventures' popular summer camp experienced its first ever wait list, and therapeutic riding participants climbed to nearly 100.

The agency continued to make progress on our strategic goals and fulfilled our mission to empower individuals to experience personal wellness and growth with the successful launch of needed programming in our communities. During the 2020-21 fiscal year, Glade Run developed and implemented a unique Family Wellness Program, providing supportive housing and services to families engaged in CYF to keep families whole and from homelessness. This program is housed in repurposed apartments on our historic Zelenople campus. Glade Run also continued its growth in Butler County with a new Psychiatric Mobile Medication program and an innovative Forensic Support Services program, which provides support to inmates prior to, during, and after release from prison. In addition to progress on our strategic plan goals and the launch of new programming, 2020 agency accomplishments include:

- Named a 2021 Community Champion by the Pittsburgh North Regional Chamber of Commerce
- Awarded the 2021 Andrus Sanctuary Institute Resiliency Award
- Glade Run Adventures director Julie Wahlenmayer named 2021 Butler County Employee of the Year
- Glade Run was named as one of the region's **Largest Health and Social Service Organizations** by the *Pittsburgh Business Times*
- Glade Run Lutheran Services was named as a **2021 Top Nonprofit** by GreatNonprofits
- Opened new office and service locations in Wexford and West View, PA
- **Glade Run Adventures** held the largest summer camp session to date, compliant with COVID-19 restrictions, and experienced its first-ever wait list
- **St. Stephen's Lutheran Academy** returned to full in-person learning
- Successfully held several COVID-friendly special events, including, a **Halloween Drive in Movie**, a virtual **Spring Symposium**, and our annual **Family Food Truck Festival**
- Continued to utilize our agency wide **COVID-19 Task Force** to monitor resources, infection control, and staff communication
- Expanded our agency leadership team to further improve communication and informed decision making
- Held a successful Christmas Angel in kind drive, securing basic needs items, program supplies, and other needed items for our children and families
- Provided additional emergency and basic needs support to hundreds of individuals and families through the **Good Neighbor** and **Winnie McGee Funds**
- Conducted successful **Back to School** and **Christmas Angel** in kind drives with the assistance of a number of our Lutheran congregations
- **School Based Mental Health Partnerships**, which allows public and private schools to have a licensed therapist on staff in the school building, continued its growth with new partnerships throughout the tri-county area
- Construction on **Jeremiah Village** continued, and has since been completed.

In 2020-21, Glade Run Lutheran Services learned what it truly means to be essential. Despite ongoing COVID-19 challenges and restrictions, our staff have proven themselves to be compassionate, dedicated, client-focused and results-oriented. We are grateful for the support of our Lutheran congregations and the Southwestern PA Lutheran congregations that support us in prayer and gifts of time, talent and treasure.

Respectfully submitted,

Steven T. Green, MA.

President/CEO, Glade Run Lutheran Services

REPORT OF LUTHERAN SENIORLIFE

In difficult times, it can be very easy to become distracted and lose your way. In contrast, difficult times can also build character, and strengthen our fortitude. In 2021, the coronavirus pandemic continued to place stress on senior living communities and health care systems across the country. The need to protect our most vulnerable populations increased as the virus continued to spread, especially among older adults.

Other challenges also arose with the Centers for Medicare & Medicaid Services imposing COVID-19 vaccination requirements across our system.

In reflection, it became clear no matter the circumstances, Lutheran SeniorLife remained committed to continually transform and elevate health, wellness, and social services for the people we serve. In fact, it strengthened our commitment, to enhance our capabilities of delivering an Abundant Life®.

Over this past year, nurses from the Visiting Nurses Association of Western Pennsylvania remained committed to safety by administering 800 COVID-19 vaccines to the homebound in Allegheny, Armstrong, Butler, Lawrence, Mercer, and Westmoreland counties. This same group of dedicated nurses also provided home health and hospice services to 3,604 patients; made virtual Telehealth appointments, as well as 76,504 in-home visits.

BULLETIN OF REPORTS

Leaders at the St. John Community determined it was time to grow and find new ways to meet an unmet need in our community. The absence of affordable housing for middle-income seniors prompted Lutheran SeniorLife to launch a new growth initiative at its St. John Community. The goal of the initiative is to expand housing opportunities for those seeking independent, personal care, as well as memory care and support.

Construction began last summer with renovations to the top floor and the development of a dedicated entryway designed to provide access to the local community. The new model is conveniently located a short distance from places of worship, restaurants, banks, pharmacies, as well as quaint shops and boutiques. When complete, residents will be able to support one another and live their lives to the fullest in the safety and security of a continuing care community with easy access to life-enriching services.

The Advanced Care Center of Butler (ACC) also continued to help residents along their journey to successfully live an Abundant Life® by returning home after overcoming health-related challenges. In 2021, the ACC enhanced its services by adopting SilverSmart™ technologies. The infusion of technology created a smart-enabled living environment for seniors to utilize technology as a pathway to remain independent and connected while regaining their independence. These innovative technologies also enhanced the facility's overall communication systems as a way to ease isolation and loneliness for residents.

The adoption services of Lutheran Service Society also experienced growth, bringing wanting parents and children together to form new families. In 2021, the Lutheran Service Society Children and Family Services program completed 101 years of uninterrupted service. Over the past decade, the program has extended its service area to include Westmoreland, Fayette, Greene, Allegheny, Lawrence, Indiana, and Beaver counties. During this same time, the program grew by 86 percent bringing together children and parents to create new families.

Our Passavant Community demonstrated its commitment to the community by adopting an innovative philosophy designed to enrich the mind, body, and spirit of residents. This model focuses on six integrated "Dimensions of Wellness" including Active, Intellectual, Spiritual, Relational, Purposeful, and Expressive to create the acronym "ASPIRE." The goal of ASPIRE is to help residents achieve the best life possible, every day.

The LIFE programs demonstrated their commitment to our communities by pivoting operations, making house calls, and optimizing technology to help program participants continue their daily lives in their own homes. The LIFE centers collectively delivered a variety of activities, 8,000 meals, and made over 32,000 health and wellness visits.

In 2021, Lutheran SeniorLife received the designation as a Great Place to Work™. The certification process was based on the results of an employee survey conducted by Great Place to Work, an independent research and consulting firm. The survey measured employees' experiences related to the organization's commitment to community, the belief that their work was making a difference, as well as the feeling that their work had special meaning.

In the fall, we celebrated our Abundant Life® with the return of the 17th annual Lutheran SeniorLife Foundation gala, after taking a year off due to the pandemic. We were also reminded of the financial generosity and time of our donors, mission partners, and volunteers, whose contributions made it possible for us to deliver our life-enriching programs and services.

Rest assured though, no matter how great the challenges, Lutheran SeniorLife remains committed to protecting, delivering, and enriching the lives for those we serve and those who serve—an Abundant Life®.

Respectfully submitted,

David Fenoglio, President & CEO

REPORT OF LUTHERAN SERVICE SOCIETY

The pandemic continued to impact the way Lutheran Service Society provided community-based services across our region. Although, the challenges didn't deter the resolve of our dedicated staff. The following report highlights the collective efforts of the Lutheran Service Society to fulfill our mission in 2021.

Adoption and Permanency Services

At the completion of 2021, the Lutheran Service Society Children and Family Services program (Adoption and Foster Care) had completed 101 years of uninterrupted services. Over the past decade, the program has extended its service area to include Westmoreland, Fayette, Greene, Allegheny, Lawrence, Indiana, and Beaver counties. During this same time, the program has grown by 86% supporting all forms of permanency and growing families.

Lutheran Service Society serves children and families at all stages of the adoption or foster care process. Services include private infant adoptions, older child adoptions, foster care services, post-adoption services, and training. As time marches on, the need for children to have permanency in a loving, supportive, secure and safe family remains the same. Lutheran Service Society is committed to continuing its legacy of supporting permanency in all facets as well as extended services in order to support the needs of the children and families we serve.

The program completed just over 200 hundred Statewide Adoption and Permanency Network (SWAN), foster, and private services in 2021, serving approximately 100 children and their families. There were six children in the Lutheran

BULLETIN OF REPORTS

Service Society foster care program, three of which were adopted by their forever families.

Affordable Housing Program for Senior Citizens

In 2021, the Lutheran Service Society also serviced five HUD housing properties of Lutheran SeniorLife encompassing a total of 162 apartments. Our properties provide quality rental housing solutions for low to moderate-income senior citizens in five western Pennsylvania counties including: Beaver, Crawford, Erie, Mercer, and Venango. This area of Lutheran Service Society's ministry expands our outreach mission into the northwestern corridor of Pennsylvania.

Lutheran Village in Chippewa, PA
Von Bora Place in Titusville, PA
Luther Place in Oil City, PA
Martin's Landing in Girard, PA
Lutheran Village in Jamestown, PA
Beaver County Meals On Wheels

Beaver County Meals On Wheels

The demand for food security increased with the continuation of the pandemic. The Meals on Wheels program became a lifeline for those older adults with travel limitations and a need to remain in their homes. At the core of the program are the dedicated staff and volunteers, who selflessly serve their neighbors throughout Beaver County. In 2021, this dedicated group of individuals delivered 29,092 meals to an average of 115 clients per month. The program also saw an increase of 174 new clients. The staff and volunteers also delivered hot turkey meals on Thanksgiving Day and hot ham meals on Christmas Day for homebound clients during the holidays. The staff and volunteers also participated in the "We Are at Your Service" event on Christmas Eve, delivering groceries and toys to 90 families in need throughout Beaver County.

Senior Centers

The demand for services at our centers did not subside despite the pandemic. Throughout 2021, the centers were either partially opened or closed for months at a time. In spite of these challenges, our staff remained flexible and continued to deliver services to participants.

The staff of the PrimeTime Center in the Bellevue section of Pittsburgh delivered or distributed 2,020 meals and made approximately 200 wellness calls. The center also launched a "Digital Literacy Program" by purchasing iPads with a grant. Participants received one-on-one training on the iPads, enabling them to remain virtually connected with family and friends during the pandemic.

During the same time, the staff at the Center at the Mall held drive-up events and delivered care packages (cleaning supplies, household goods, and food) as well as meals to participants who qualified for the program. The staff delivered on average between 175 and 180 meals per month. The staff also held a weekly drive-thru event, handing out approximately 5,000 frozen meals while the center was closed.

When open, the fitness center at the Center at the Mall averaged 700 – 800 visits per month. When closed, the staff created and delivered a variety of interactive, virtual fitness classes that members could follow along in their own homes.

In November, the staff held a drive-thru event, handing out 500 care packages filled with all the fixings participants needed for a Thanksgiving meal. In December, 1000 packages from the Beaver County Office on Aging program were provided to homebound participants during the Christmas holiday.

The continuation of the pandemic has only strengthened our resolve of fulfilling our commitment to the participants and families we serve. As we look to the future, challenges will always come and go, but rest assured Lutheran Service Society is dedicated to serving, transforming, and delivering health and social services with dignity, respect, and compassion.

Respectfully submitted,
Sarah Israel, Administrator

REPORT OF CAMP AGAPÉ

During 2021, in order to be more ecumenical in our outreach, the incorporated name, Ohio Valley Lutheran Bible Camp Association, was officially changed to Agapé Ministry, D.B.A. Camp Agapé, with the Commonwealth of Pennsylvania.

2021 was the 60th year that the ministry originally known as Ohio Valley Lutheran Bible Camp Association has been serving God and his children in the Ohio Valley River area.

Camp Agapé leased space to the One Room School House, a Christian co-op home school leased space for three days a week, (Tuesday - Thursday). Their average attendance of forty (40) students per day has resulted in greater usage of the camp facilities. This school is very committed to outdoor activities. The playground is getting lots of use.

Camp Agapé was able to do summer camp last summer (2021), following the hiatus during 2020 because of Covid-19. The garden produced a bumper crop. Garden produce was harvested and distributed to three food pantries. The reopening of the Washington County Fair permitted us to resume our outreach at this annual event.

Last fall's Fall Foliage Day and this past spring's annual Maple Syrup Festival were well attended. The cold

BULLETIN OF REPORTS

temperatures during this past January resulted in fewer gallons of maple syrup than previous years.

Camp Agapé recently hired a full-time site manager. Agapé's Marketing Assistant is making new contacts every week which has the promise of increase collaborations.

Camp Agapé installed two electrical generators to counter electrical outages resulting in loss of food needing refrigeration and program time. One was installed for the pump house to provide water for the whole camp, and one for the Retreat and Learning Center to provide refrigeration, heat and lights during outages. This past January we had an outage for several days. These outages are increasing in frequency.

Executive Deacon Rick Frederick retired at the end of December 2021 and moved from the area. During his time with us, he made several new contacts, especially in Washington County.

Deacon Rick's final thoughts were, "Camp Agapé remains as a beacon of God's Love in the Washington County area and is now spreading out into new areas and with new congregations to provide a special place for people of all ages to encounter God and grow in faith. This is all because of congregations and individuals like you who are committed to supporting the mission of Camp Agapé."

Camp Agapé is grateful for the support it receives from the SWPA Synod, congregations and individuals. Support from the Ethel L Verney Fund results in providing camperships for families needing this support for their children to have a camp experience. Thank You!

While we still are dealing with the restrictions and limits of what we can do, you should all be proud of how the staff and board worked to make ministry happen in 2021. There are some unique opportunities for new and different directions for this ministry in the year 2022 and beyond.

Respectfully submitted in Christ,

The Rev. Tim Dawes, Board President

REPORT OF LUTHERLYN

Thank you so much for your continued support of Lutherlyn. It has not been an easy two years for Outdoor Ministries, but the support that we have received from individuals and congregations has been a true blessing for Lutherlyn and for each of our campers. It is an honor to serve as a Lutheran Outdoor Ministry of the NWPA and SWPA Synods, and we greatly value the relationship that we have with each synod and the congregations.

It was a great year at Lutherlyn. Summer Camp 2021 was perhaps the sweetest summer I have had at Lutherlyn. We had a healthy and safe summer at a reduced capacity and it was AMAZING. The best compliment that we got from our campers was just how normal it felt to be at camp with friends and staff. It was clear that the campers needed that time away with their peers to have fun, grow in their faith, and be a kid! 2022 is back to full capacity with some COVID mitigation efforts in place to keep our campers and staff healthy. It is not too late to register a camper for summer camp.

In addition to a wonderful summer, some of the highlights from the past year are: Retreat groups and school field trips are returning. We were able to bring back most of the year-round staff positions that were eliminated in 2020. We updated our Strategic Plan and are actively working through immediate, short-term, and long term goals. We started the BUILDING FOR THE FUTURE Capital Campaign (more about that below). The state police conducted a safety and security evaluation of our property and buildings. We are actively implementing their recommendations to keep Lutherlyn as safe as possible for our campers and guests. Our American Camp Association accreditation visit was in July of 2021 and our accreditation was renewed. Rev. Ryan Fitch was called to serve as Lutherlyn's Assistant Director and Camp Pastor. We received a *Total Inclusion!* grant through Lutheran Outdoor Ministries in 2020 and are actively working to make Lutherlyn as inclusive as possible. We remain debt-free. We maintained our promise that no child is turned away from Life-Changing Adventures in Faith at Lutherlyn due to finances – every campership request was fulfilled.

The BUILDING FOR THE FUTURE Capital Campaign is off to a great start! This campaign is for five new winterized cabins, renovations to the Amphitheater, removal of older buildings that are no longer in use, and road/site improvements (with a challenge goal of five additional seasonal cabins). Each congregation will be asked to participate in this important campaign within the next year. This campaign will improve our facilities and make Lutherlyn more welcoming and accessible for all campers and retreat guests. It will also preserve Lutherlyn's beloved worship space for many years to come.

There are several ways that we could use your help. First, please continue to pray for Lutherlyn and all our campers and staff. Second, please spread the word about Lutherlyn; encourage youth from your congregation to come to Lutherlyn as campers and to consider serving on Summer Staff when they are college-age. Third, please do not let money be the reason that a child does not come to camp. Lutherlyn maintains its 74-year promise that no child is turned away due to finances. Camperships are available by contacting the camp office.

Again, thank you for your support and partnership. Please know that we regularly pray for the Church and the congregations of our synods. Do not hesitate to call or email the camp office, we are happy to talk with you and answer any questions that you may have. We can't wait to see you at Lutherlyn sometime soon!

In Christ's Love,

Deacon Deb Roberts, Executive Director

BULLETIN OF REPORTS

REPORT OF LUTHERAN CAMPUS MINISTRY IN GREATER PITTSBURGH

Friends in Christ,

Lutheran Campus Ministry has experienced challenges throughout the pandemic just as everyone has. There have also been wonderful blessings. Such is often the nature of life, with ups and downs, back and forth; this is no surprise.

Our student group, Pittsburgh Students Active in Lutheran Ministry (PSALM) is vibrant, even if a bit smaller. The inability to meet in person for a year and a half highly disrupted our normal method of gathering and attraction of new students. If nobody gets all that excited about online meetings, students are even less for online activity fairs. Thus, our fall activity fair was met with great enthusiasm on the green space between Heinz Chapel and the Cathedral of Learning, that is, until the thunderstorms rolled in. Nonetheless, new students were gathered. New people welcomed in to weekly meals and worship. Even though we experienced a disruption, the peer ministers and I continue to see new faces and welcome them in.

We were blessed this 2021-2022 academic year also to begin a partnership with Pittsburgh Theological Seminary. After interviewing several field education students, the campus ministry was blessed to have Kori Robbins, a seminarian from the Presbyterian Church (USA) in her final year of studies for her Masters of Divinity degree, work with us. She hails from Montana, by way of New York City having spent a year there volunteering with the Presbyterian Church (USA) ministry Young Adult Volunteers. Kori, in her second year of field education, has been a wonderful presence with students and learning about campus ministry, both on the program side and on the administrative and organizational side.

This past year, Lutheran Campus Ministry in Greater Pittsburgh entered into a relationship with the Episcopal University Chaplaincy for them to use the Lutheran University Center one evening a week. This agreement deepened the connection that our two campus ministries have been building for a number of years. In the midst of that connection, the Lutheran Campus Ministry in Greater Pittsburgh was informed by the Board of Trustees of the Episcopal Diocese of Pittsburgh that we were being given a gift of twenty-five thousand dollars over 2021 and 2022. The Board of Trustees has oversight of The Rev. Robert M. Baur and Barbara N. Baur Charitable Fund. Thanks to a relationship between the Lutheran and Episcopal campus ministries, cultivated years ago by then Campus Pastor Ruth Bosch Becker, the Lutheran Campus Ministry was held in high regard by the Baur's. We are incredibly thankful for this gift and the relationships that brought it about.

The Pittsburgh Compline Choir has struggled the most with Covid restrictions. While the campus ministry's regular Sunday morning worship, as part of our student group's activity, was allowed to gather in Heinz Chapel either for streaming in the spring of 2021, or a return to in person worship in the fall semester of 2021, the Pittsburgh Compline Choir was not. Entrance to Heinz Memorial Chapel was limited to those people who had Pitt ID cards. Many of the compline choir do not, nor would many who would come to participate. Nevertheless Dr. Mark Boyle, the director the choir, arranged a simplified chant version of his "Pittsburgh Rite" of compline, and the service streamed every Sunday night. Only in the spring semester of 2022 was the choir able to gather again in person. Thanks to First Lutheran Church on Grant Street and Church of the Redeemer, the Episcopal congregation in Squirrel Hill, for opening their doors to allow the choir to resume in person worship.

It must be noted that the choir lost its founding director in December 2021. John Becker helped create the incredibly special compline ministry that is an important part of the campus ministry. His liturgical work and compositions have enriched the prayer life of the church with beauty and depth. The life of the campus ministry has been enriched by this choir as we are able to interface with students and community together in praying this office. The choir that John started continues after more than thirty years and we hope it continues for many years to come. May the song of heavenly praise continue to be heard in his work.

We continue to grow in our fundraising efforts to address the change in funding structures. We seek new board members with a desire for fundraising. Our board retreat in March 2022 focused heavily on board member fundraising, equipping them for the task. The congregational partnership plan continues with a few hiccups, but we are glad to find new ways to add new congregations to our partnership. In that vein, if you would like to have a representative from the campus ministry come speak to your congregation or council about what is happening, please contact the campus pastor. Pastor Brian is happy to come preach, when there is no service for the university communities, at no cost if he can also do a temple talk for the campus ministry. Very often students are the ones doing the temple talks if their schedule allows.

The vital work of the Lutheran Campus Ministry in Greater Pittsburgh moves forward, seeing far more blessings than challenges. Engaged with the university communities, we continue to sense the many ways that the good news of Jesus Christ is spread among the people there.

Respectfully submitted,

The Rev. Brian O. Bennett, Campus Pastor/Executive Director
Lutheran Campus Ministry in Greater Pittsburgh

Board Members of Lutheran Campus Ministry in Greater Pittsburgh

Sam Sesti – 1st term—expires June 2022—Board chair

The Rev. Caroline Clifford—1st term—expires June 2022—Board secretary

Wayne Franzen—2nd term—expires June 2023

The Rev. Joe Boomhower—1st term—expires June 2023—Board vice-chair

The Rev. Sarah Lee-Faulkner—1st term—expires June 2024

Kim Wilson—1st term—expires June 2024

Trisha Lawless—non-board member—Board Treasurer

BULLETIN OF REPORTS

REPORT OF THE SYNODICAL ORGANIZATION

REPORT OF WOMEN OF THE ELCA of SOUTHWESTERN PENNSYLVANIA

Since the Women of the ELCA last met at our convention in May of 2019, any number of events have transpired and as I recount the happenings of the past year I am truly amazed. I have always been impressed with the women of faith in our organization and what they are able to accomplish, particularly now in these challenging times.

The Synodical board continued to meet regularly, keeping to our scheduled dates meeting via Zoom. Cluster events were held also via Zoom with the first of two of five being held in September and December of 2020 as an attempt to provide some sense of community. This was followed by cluster events in May and November of 2021 and this past February, 2022. Themes ranged in subjects from a get together for tea and scones, to advent, hope, love, and being a part of God's garden.

In-gatherings at volunteered churches were still held to support our designated outreach, "Blessed Bundles," at the Lutheran Church of Our Savior in North Huntingdon, and the women again stepped up to help close the "diaper gap" for families in Westmoreland County and also provide toys and clothing over the two years of our designation. Women contributed \$11,195 in monetary donations plus in-kind gifts of diapers and clothing as well as gift cards that were collected at the 2021 fall retreat, which was successfully held as a one day event in September with great joy in the camaraderie, and the women voted to determine the designated outreach for this current year. (New Start Furniture Ministry). Retreat plans are under way for this fall, having had three planning meetings to date.

Your Synodical board and cluster planners were invited to participate in a leadership event held by Churchwide WELCA in February of 2022, and I also participated in a Zoom meeting for Region 8 presidents in December held by WELCA executive director Linda Post-Bushkovsky.

Our convention for May of this year was planned with starts and stops and continued questions such as: Will we be able to meet? How? When? Where? Uncertainty has been the word of the day for almost everything, yet the women of our churches have been able, still, to meet for Bible study, whether via Zoom or later in person, to serve lunches or dinners for communities in need, gather items for our designated outreach programs, provide women who have been victims of sexual violence new clothing to be able to exit the hospital with dignity, advocate for the marginalized and the care of the earth, make health kits, school kits, make monetary donations to ELCA World Hunger, Lutheran Disaster Response-Ukraine, and so much more for those in need.

All women are invited and encouraged to participate so bring your mothers and grandmothers, your daughters and granddaughters to join us as we look forward to and are cautiously optimistic about the coming year and continued emergence from hibernation for the Southwestern Pa. Synod of WELCA as we are able to attend our churches with joy and participate in God's work to "act boldly on our faith in Jesus Christ."

Respectfully submitted,

Jeanne Christensen, President
Southwestern Pennsylvania Women of the ELCA

The new President of the SWPA Synod W/ELCA, Barb Guenther, has also submitted a report. It is located in an addendum on page 253.

REPORTS OF OTHER SYNODICALLY RELATED UNITS

REPORT OF LUTHERAN ADVOCACY MINISTRY IN PENNSYLVANIA

In response to God's love in Jesus Christ, we advocate for wise and just public policies in Pennsylvania that promote the common good. Lutheran Advocacy Ministry in Pennsylvania (LAMPa) is a shared ministry of seven Pennsylvania synods, ELCA Service and Justice, and Pennsylvania ELCA agencies and institutions. Through LAMPa, Lutherans who are working to eradicate hunger are supported to voice their faith convictions in the public square with and on behalf of our most vulnerable neighbors and the world we share, while seeking to create a more just Commonwealth.

Since last year's assembly, LAMPa celebrated 42 years of advocacy ministry that supported and deepened your congregational efforts to address hunger, poverty, health care, education equity, civic engagement, immigration, housing and homelessness, criminal justice reform and care for creation. Our decades of advocacy on these issues have enabled us to lift up the needs of your ministries and communities to secure emergency food, shelter, access to medical care and other relief in response to COVID-19. Your advocacy through LAMPa helped secure millions in additional funding for the State Food Purchase Program, which supplies food to many of our congregational pantries. It also won an extra \$100 million targeted to the neediest school districts across the state and \$10 million in housing tax credits to promote affordable housing development and preservation.

In its work of equipping disciples, growing leaders and supporting vital congregations, LAMPa hosted both a United Lutheran Seminary intern and an ELCA Hunger Advocacy Fellow. In September, LAMPa hosted state, national and global partners in a sustainability summit to launch a churchwide pilot in Pennsylvania to help our ministries, from congregations to campuses and camps, reach the global climate change mitigation goals. In addition to helping advocates prepare testimony on a variety of issues related to their ministry, LAMPa staff participated in the ULS spring convocation and connected all PA synods in creation care advocacy through a statewide marking of rogation. LAMPa hosted webinars on accompaniment models of ministry with those experiencing homelessness or housing insecurity, resulting in the

BULLETIN OF REPORTS

adoption of new ministries in several congregations. LAMPa staff continues to serve in consultation to the ELCA task force developing the social statement on Government and Civic Engagement: Discipleship in Democracy, and continues to educate faithful advocates through our website, e-news and other resources. We are working with congregational leaders to prepare for God's work. Our hands. Sunday in September and look forward with hope that we might be able to work side by side on that day.

We give thanks to God for you and for the support of our Southwestern Pennsylvania Synod Policy Council representative, the Rev. Sarah Rossing.

With deep gratitude for all the ways in which you support
LAMPa's ministry,
Tracey DePasquale
Director, Lutheran Advocacy Ministry in PA

REPORT OF REGION 7 & 8 CANDIDACY

Called to Lead

"We give you thanks, O God, for all of life and for our common calling as your servants, for the work of your church and for the ministers of word, sacrament, and service. We give you thanks for [people] whom you call to be leaders in your church and for teachers who form them for service [...]" ELW, p. 74.

Siblings in Christ, grace to you and peace as you gather in assembly. While I am starting to get to know your synod staff and candidacy leadership, this is my first report to your Synod Assembly. I was called to ELCA churchwide staff in January 2022 as the Candidacy and Leadership Manager (CaLM) for Regions 7 & 8. You might ask, what is this, or what does this mean?

For the pastors and deacons reading this report, you might remember all too clearly your candidacy experience. For those to whom candidacy is new, a brief description of the ministry: synods across the ELCA convene candidacy committees—groups of people who accompany those who are discerning a call to Word and Sacrament (pastors) or Word and Service (deacons). They are confidential committees and serve to question, discern, walk with, and make decisions about the call and readiness for people who want to become pastors or deacons. It is separate from attending seminary, but the two go hand-in-hand. There is a process in place for this work throughout the ELCA, but each synod (and candidate) brings their unique circumstances to the conversation. A candidate needs positive decisions by the candidacy committee at three main points in the process (and a first call) in order to be eligible to be ordained.

My role is one of forging connections across our church by listening to and working with Bishops, candidacy committees, seminaries, and candidates. I relate to the 15 synods and Bishops in the northeast of the country and have the honor of attending the candidacy interviews in these synods. In that capacity, I listen to hundreds of people across our church articulate their faith and express the call to serve as a deacon or pastor. I also get to ask questions to help candidates consider their own theological and pastoral/diaconal formation. And, I work with Bishops to facilitate the First Call Process for candidates who have been approved to serve.

It is holy ground—being attentive to how God's spirit is at work in someone's call to serve and in the church's discernment of that call.

If you or someone you know is sensing a call to become a deacon or pastor in the ELCA, start by contacting Pastor Peter Asplin, Southwestern Pennsylvania Synod Assistant to the Bishop at peter.asplin@swpasynod.org. You can also look at the ELCA candidacy resources at www.elca.org/Resources/Candidacy#StartHere and the discernment document "Called to Lead" which can be found there. Thank you for your prayers, discernment partnership, raising up leaders in your own congregation, and willingness to listen for God's call.

Respectfully submitted,
The Rev. A. Rebecca Resch (she/her)
Candidacy and Leadership Manager, Regions 7 & 8

Excerpts marked ELW are from Evangelical Lutheran Worship copyright © 2006 Evangelical Lutheran Church in America, admin. Augsburg Fortress. Reproduced by permission.

REPORT OF CHRISTIAN ASSOCIATES OF SOUTHWEST PENNSYLVANIA

Dear friends of the Southwestern Pennsylvania Synod,

Grace and peace to each of you as you prepare for Synod Assembly. As we emerge from the pandemic, opportunities to be together feel all the more precious. Even as the form of this year's Assembly continues to be modified from its traditional pattern, it still affords the possibility of seeing one another face to face, reuniting with friends, and building new connections. As Psalm 121 reminds us, *how very good and pleasant it is when kindred come together in unity!*

BULLETIN OF REPORTS

The joy of connection fuels the work of Christian Associates. We convene diverse Christians to make visible our unity in Christ and seek the common good. Guided by our core values of collegiality, collaboration, communication, and connectedness, the 28 Catholic, Orthodox, and Protestant church bodies of Christian Associates strive to be a unifying voice for the mission of the Gospel and the wholeness of our communities.

The Southwestern PA Synod has been a faithful partner in this mission throughout our 52-year history. We are grateful for your generous financial contribution to our ministries and for Bishop Kusserow's personal engagement in our Council of Bishops & Judicatory Executives and Executive Committee. We also celebrate the creative work of the Synod's Ecumenical and Interfaith Affairs committee, and the many clergy and lay people of the Synod who have participated in our programs and events, or made personal gifts to sustain our ministries.

With your help, Christian Associates is working to heal divisions and spark collaboration among the diverse churches of Southwest Pennsylvania. Here are just a few of the projects that your support is making possible:

- As nearly one-third of our member church bodies welcomed new bishops or executives, we have welcomed these new leaders into our community, helping connect them with their peers. Our strategic planning process draws on the gifts of new and returning leaders alike to chart a course for Christian Associates' next decade of ministry.
- When war broke out in Ukraine, we coordinated a city-wide prayer service for peace at St. Paul Cathedral, combining traditional Ukrainian liturgies with prayers offered by people from many religious traditions. At least 500 people filled the cathedral, as hundreds of others joined the service online.
- Knowing the power of travel to build trusting relationships, we organized an interfaith pilgrimage to Washington, DC, visiting sites sacred to six different religious traditions. The clergy and lay people in our group returned with a deepened understanding of their neighbors, equipped with strong relationships that can facilitate continued projects here at home.
- We continued to convene spiritual leaders and police officers in each police zone of the City of Pittsburgh, creating opportunities for honest dialogue and problem-solving. This work will continue in the coming months as part of the OneCOP initiative, working in partnership with Faith & Blue Pittsburgh.
- Sofa Spirituality, an online interfaith dialogue initiative, continues to expand and flourish. Visit sofaspirituality.org to watch interviews with diverse spiritual leaders and sign up for small-group conversations to explore our fascinating differences and discover our shared values. In addition to these public dialogues, we also offer customized Sofa Spirituality experiences for congregations, ministeriums, or community groups; please reach out to bring this tool to your setting.

All these projects—and many, many more!—are made possible by the generous support of our member church bodies and our community supporters. Although the gifts we receive from judicatories such as the Synod are vitally important to our work, we also look to individual, congregational, corporate, and foundation donors to support our mission. We are especially grateful to the members of the John 17 Society, who support our work with gifts of \$250 or more each year. For more information about giving opportunities, visit www.casp.org/donate.

Across all our differences, the Spirit calls us to experience and to celebrate our true unity in Jesus Christ. Thank you so much, SWPA Synod, for your faithful ministry and your commitment to this ecumenical journey.

Your sister in Christ,

The Rev. Liddy Barlow

Executive Minister, Christian Associates of Southwest PA

REPORT OF THE PENNSYLVANIA COUNCIL OF CHURCHES

Mission

The Pennsylvania Council of Churches is a voluntary association of separate and autonomous Christian churches, within the Commonwealth of Pennsylvania, through which its members seek to manifest their fellowship (*koinonia*) with one another, to engage in common ministries of witness and service, and to advance towards the goal of visible unity.

The Pennsylvania Council of Churches has marked significant transition and staff change during this past year.

I initiated conversations with judicatory leaders to begin a dialogue about ways in which the Council can be initiative-taking in working with our judicatories and congregational leaders. In my conversations with judicatory leadership throughout the Commonwealth they expressed the importance of the Council of Churches serving as a connection hub where best practices occur. Creating a communication channel is important to leaders as we examine and share what is happening in our various faith communities. There is a need for greater communication and cooperation, which represents an opportunity for greater vitality and purpose for both the Council of Churches and our ecumenical partners. The judicatory leaders with whom I talked this year expressed a desire to have time for spiritual reflection and dialogue with their counterparts. The Council will need to make this happen in 2022. Judicatory leaders are interested in learning about my leadership role at the Pennsylvania Council of Churches. I have communicated that my purpose is to be a catalyst for a 21st Century vision.

BULLETIN OF REPORTS

The Pennsylvania of Churches is at an inflection point and the zeitgeist requires transformational priorities as we consider the future. The United Church Center is a tremendous asset for ministry and ecumenical engagement. However, aging structures and changing priorities will require initiative-taking leadership on our part.

During this past year, the United Church Center experienced three separate episodes of flooding in the basement. In response to this development, I am initiating the placement of backflow valves in our drainage system to insure against this damage occurring again. We are also moving to replace carpet in the damaged areas which will allow us to rent spaces that have been unoccupied since the flooding occurred this past summer. The flooding has caused upheaval and damage; it also exposes the need for the United Church Center to have a cadre of persons who can serve as consultants and provide guidance on building management issues. Our Finance and Facilities Committee manages the financial issues related to the building and the Service Department, but we need a committee or group that can provide support on brick-and-mortar issues within the Center. We will be reaching out to judicatories and local churches for volunteers to help us in this area.

Early into my tenure it became apparent that the transition of our fiscal management was not going well. At that point I began to consult with members of the Finance and Facilities Committee and others to find a solution. In consultation with the Executive Committee and Board of Directors we contracted with the accounting firm McKonly & Asbury to take on our accounting needs. We have worked to establish a stronger relationship between the Pennsylvania Council of Churches and its program entities, The Leisure Campground Ministry, the Fruitbelt Ministry, and the I-80 Truck Stop Ministry. These are ministries through which we anticipate building greater outreach and program opportunities. I anticipate other programmatic areas to which we will expand the Council of Churches, as we meet the support needs of our constituents.

The Pennsylvania Council of Churches and Rev. Dr. Dale Bruce Snyder, the pastor of Bethel African Methodist Episcopal Church in Pittsburgh, PA, began a partnership last year. Rev. Snyder shared with me the story of Bethel AME Church, established in 1808 which has a long history of significant ministry in the Lower Hill community of Pittsburgh. James Baldwin once said that "Urban renewal meant negro removal." In 1957, Bethel African Methodist Episcopal Church was torn down, as a part of urban renewal when it was cited as blighted property within the Lower Hill District of Pittsburgh. In that year, the congregation received \$240,000 in compensation for the eminent domain taking which led to the redevelopment in the area. This took place while a nearby white congregation did not experience displacement because of the redevelopment. The congregation is convinced that their church was targeted because of their advocacy and progressive role in the Black community. When the taking occurred, the congregation lacked the legal resources and political connections to advocate for fair compensation. The original church property became part of the Civic Arena which is the home of the Pittsburgh Penguins Hockey Club; this is noteworthy because there are signs that the team's ownership is interested in collaborating with the congregation in seeking repair for the injustices that occurred over 60 years ago. I have decided to support this initiative in promoting justice, reparations, and Bethel's restoration. We also developed a proposal to present a workshop on reparations during the 11th Assembly of the World Council of Churches, "Christ's Love Moves the World to Reconciliation and Unity." This theme will represent the gathering of the 11th Assembly of the World Council of Churches. The proposed workshop around reparations in an ecclesial context offers the opportunity to promote and discuss repair, justice, and community building, leading to unity. The people of Bethel African Methodist Episcopal Church are collaborating with developers and white faith communities to create a community platform to address the historic injustice that diminished their ministry. Reparations represent repairing that which was destroyed within the community's social fabric. Reconciliation can only take place in a setting of honesty and repentance. This workshop opens conversations about ways in which white communities can begin purging themselves of white supremacy, which serves as a base for the injustice represented in the Bethel story. Reconciliation is difficult and challenging; it must come from the demanding work of confronting the historical injustices that divide our communities. Anything short of this would represent what Dietrich Bonhoeffer called "Cheap Grace." Love is at the core of reconciliation. The ideal outcome is that we have an interactive conversation about the way in which congregations and Councils of Churches can play a significant role in restoring faith communities and revitalizing neighborhoods. This is also an opportunity to strategize about engaging business, civic, and community groups in the restoration process. Building partnerships to repair communities is critical to the future and is a manifestation of sharing the love of Christ as we build "Beloved Community." We see this as a case study for other contexts to instruct congregational leaders about the importance of developing community partnerships to address injustice.

We celebrate the work of Susan Loucks who is leading our Vision and Leadership process. I am asking our judicatory leadership and churches to get involved in this process as we plan work of the Pennsylvania Council of Churches. In relation to our visioning process, it is important that the Council of Churches develops an orientation process for our board members who serve the Council. I am encouraging our Personnel and Executive Committees to develop an orientation process for incoming directors. This will allow us to communicate our expectations and create an atmosphere that will allow both our staff, directors, and volunteer directors to engage their roles effectively in healthy and effective ways. My work includes my engagement with community and judicatory entities.

The Pennsylvania Council of Churches serves our partner faith communities as we all become most effective in creating unity in the Body of Christ.

Respectfully submitted,

The Rev. Dr. Larry Pickens

Executive Director, Pennsylvania Council of Churches

BULLETIN OF REPORTS

REPORT OF THE ELCA MISSION INVESTMENT FUND

With faith and finance at our core

The Mission Investment Fund, a financial services ministry of the ELCA, provides a strong, stable, faith-based way for individuals, congregations and ministries to achieve their financial goals.

MIF provides a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and partner ministries, including social service agencies and outdoor camps.

The result? Impact investments, with a transformative impact on our communities: Expanded worship spaces... new space for education and youth ministry ... much-needed day care centers for working families ... industrial-grade kitchens and fellowship halls for community meals.

We were present for our investors and borrowers that needed assistance during the pandemic. We collaborated with our ministry partner, the ELCA Federal Credit Union, to offer expedited loans for congregations, ministries and individuals, as well as 360 Paycheck Protection Program loans totaling \$13.9 million. The PPP loans helped continue payroll for some 2,100 congregation and ministry employees and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.

MIF has a longstanding tradition of strength and stability. At year-end 2021, MIF had 820 loans outstanding, totaling \$575.4 million. Investment obligations totaled \$575.4 million. With total assets of \$822.0 million and net assets of \$226.4 million at year-end 2021, MIF maintains a capital ratio of 27.5 percent - positioning MIF in the top tier of well-capitalized church extension funds.

Our steadfast support continues for the members, congregations and ministries of the ELCA and the many ways you minister to a world in need. We are honored to walk alongside you as a trusted partner.

MIF at work in the Southwestern Pennsylvania Synod (as of December 31, 2021):

- 6 Mission Investment Fund loans, with a balance of \$3,251,639
- \$4,964,332 in Mission Investment Fund investment obligations

The Mission Investment Fund can be your financial resource and partner of choice.

Why MIF?

MIF has demonstrated expertise in church and ministry financing. As a ministry of the ELCA with longstanding experience in congregation and ministry building projects, we're unique among lending institutions. We're prepared to listen to what you need, we understand your requirements, and we'll serve as your strategic partner.

We offer competitive rates and terms. MIF consistently offers competitive rates. And now, interest rates on loans remain at historic lows.

We offer a full suite of financial services. In addition to loans, MIF offers congregations, ministries and individuals a host of investment options. Our financial ministry partner, the ELCA Federal Credit Union, offers an additional array of financial services.

The faithful stewardship of Lutheran congregations and their members funds our loans. We use the money invested in MIF to finance hundreds of capital projects across the church.

For more information about MIF capabilities, please visit our website, mif.elca.org or contact your Regional Manager, the Rev. Kent Peterson: 276-698-7970; kent.peterson@elca.org

Respectfully submitted,

The Rev. Kent E. Peterson
Regional Manager, ELCA Investment Fund

REPORT OF THE ELCA FEDERAL CREDIT UNION

Providing a full array of financial services to ELCA members, congregations and ministries

The ELCA Federal Credit Union, founded in 2016, provides a full suite of financial products and services to members, congregations and ministries of the ELCA. We are the first of the ELCA's financial ministries to offer loans to individuals. The Credit Union offers a rich variety of products—from savings and checking accounts and CDs ... to loans, lines of credit and credit cards. We serve ministries with deposit accounts, a flexible credit card program, auto loans and unsecured ministry loans up to \$100,000 for small projects such as building repair and purchases. Our strong online presence allows members to access their funds anytime, anywhere—as consumers expect today.

Why choose the ELCA Federal Credit Union?

"To use and share what God has given for the sake of all."

The ELCA Federal Credit Union supports the ELCA's mission of good stewardship. We provide full services to all ELCA members, congregations and related ministries.

BULLETIN OF REPORTS

Our mission is to offer the most competitively priced products and services. Because we exist solely to serve our members, we can offer better rates and lower fees than many traditional banks. We have demonstrated success in providing significant savings to our borrowers.

With the church as our sponsor, we operate in ways that are consistent with the church's values. We offer a socially responsible way to do your banking.

Throughout the past year, we continued to serve the church and its members.

The Paycheck Protection Program drew to a close in 2021. With assistance from the Mission Investment Fund, we provided loans in 2020 and 2021 to ELCA congregations and ministries that required financial assistance during the pandemic. Covering payroll and operating expenses, these PPP loans proved to be a lifeline to a number of congregations and ministries in need. The loans were particularly meaningful to smaller congregations that didn't qualify for loans from local or national banks. Over the course of the full PPP program, the ELCA FCU provided a total of **360 loans totaling \$13.9 million**. These loans **helped continue payroll for some 2,100 congregation and ministry employees** and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.

In 2021, we ushered in the third cohort of participants in the ELCA's Resourceful Servants program, designed to improve financial wellness and assist rostered leaders in building emergency savings funds. In this matching program, ELCA rostered leaders make ongoing deposits to their Credit Union emergency savings accounts, and our partner MIF matches those funds up to an established amount. Together, we already have served more than 645 rostered ministers who, collectively, have made emergency savings deposits of more than \$1 million.

Membership is open to every ELCA member, synod, congregation and ministry—and their employees.

For more information about the products and services of the ELCA Federal Credit Union, please visit our website, elcafcu.org or call us toll free at 877-715-1111.

REPORT OF THE ELCA FOUNDATION & REGIONAL GIFT PLANNING PARTNERSHIP

The vision of the ELCA Foundation is to be a thriving ministry that develops a culture of intentional generosity and financial stewardship to expand the work of the ELCA. Our mission is to support and sustain ELCA ministries by enhancing gifting capacity and stewarding resources.

As a ministry of the ELCA, we serve individuals, congregations and worship communities; synods; the Churchwide Organization; and institutions, agencies and other related ELCA organizations.

The ELCA Foundation exists to:

- provide gift planning, administration and processing;
- manage endowment funds and offer investment management services as an acknowledged fiduciary; and
- engage individuals and organizations in thoughtful planning to pass on philanthropic values and support ministry passions.

In 2021, the ELCA Foundation and our network of regional gift planners walked alongside 169 donors/families in developing their gift plans, resulting in \$65.4 million in future planned gift commitments. Over \$12 million in these commitments will go to provide direct support to individual ELCA congregations. The network generated \$107.9 million in total gifts and investment assets. This includes new planned gift commitments, \$14.9 million in current gifts, including funded trusts, gift annuities and individual endowments, and \$57.2 million new assets invested in the Ministry Growth Fund (previously known as Fund A). Thank you for the opportunity to work in your synod, trusting your endowment dollars to the ELCA Foundation, and allowing us to work alongside your ministries.

The ELCA Foundation, and your regional gift planner, are here to support your ministry through shared expertise with endowments, gift acceptance policies and practices, and planned giving. We also work with individual donors to ease the complexity of estate plans, planned gifts, charitable trusts, and non-cash gifts. Our services are free of charge to your congregation and its members. A local representative from our network of regional gift planners is available to work with you. Learn more about the ELCA Foundation by watching "ELCA Foundation: Make a plan. Change the world" and contact your regional gift planner to help your congregation grow its culture of giving today.

Contact your regional gift planner:

Ryan Ebner
ryan.ebner@elca.org
814-823-3285
ELCA.org/Foundation

REPORTS OF OTHER CHURCH PARTNERS

REPORT OF PORTICO BENEFIT SERVICES

Benefit Stability in Uncertain Times

As the pandemic ebbed and flowed in 2021, Portico's benefits remained a reliable constant for ELCA congregations and organizations, affirming the importance of church together.

- ELCA-Primary health benefits helped to lower stress levels and provided virtual access to health care.
- The ELCA Retirement Plan continued to deliver strong investment returns while offering no- or low-cost access to financial planning and coaching services.

In recent years, we've brought added stability to our program by extending quality, cost-effective benefits to more of those who serve. As we include more ELCA-affiliated social ministry organizations, colleges, and universities, as well as full communion partner denominations, we grow the size of our pool, which, in turn, allows us to secure lower administrative fees and innovative benefits not typically available to smaller groups. In this way, we continue our mission to serve those who serve.

Meeting the Need in 2021

- **869 Plays of New Portico Podcast** hosted by an ELCA pastor on current issues impacting our faith community.
- **34% Chose New Voluntary Benefit** through our cost-saving vision care services provider.
- **643 Retired** in Portico's bundled benefits program - well done, good and faithful servants!
- **7.3% Annuity Payment Increase** approved for ELCA annuitants in 2022.
- **2,564 Medical Visits via Text** through 98point6®, our virtual primary health care service.
- **8 Large Organizations Joined** in 2021 - 1 ELCA college, 6 ELCA-affiliated social ministries, and 1 full communion partner social ministry.
- **2,880 Classes Completed in 2021** on Burnalong, Portico's new online fitness and wellness benefit.
- **76% More Accessed Financial Coaching** through LSS of Minnesota in 2021 than during the same period in 2020.
- **87.8% Very Satisfied** with our Customer Care Center service.

*Data as of Dec. 31, 2021: sources available upon request. Availability of and eligibility for benefits will vary.

Respectfully submitted,

The Rev. Jeffrey D. Thiemann

President and CEO, Portico Benefit Services

REPORT OF LUTHERAN IMMIGRATION AND REFUGEE SERVICE

Siblings in Christ of the Southwestern Pennsylvania Synod,

2021 was many things — frustrating, surprising, heartbreaking, and heartening — to name a few. At Lutheran Immigration and Refugee Service, however, the word we find ourselves using the most is transformative.

Like all of you, we found ourselves facing parallel crises: the continuing COVID-19 pandemic, an influx of vulnerable immigrant children at our border, and the devastating refugee crisis in Afghanistan. While it was an incredibly difficult year in many ways, it was also one of the most inspiring in our 83-year history.

People of faith and communities like yours stepped up in ways that we never could have expected to meet this moment and fulfill our Biblical call to welcome the stranger. In the last year alone:

- **100,000 volunteers** signed up to support our refugee and immigrant neighbors
- Supporters provided more than **\$30,000 worth** of essential items like cell phones and gift cards to our Afghan brothers and sisters
- **14,000+ generous donors** opened their hearts to the ministry of welcome
- LIRS welcomed more than **10,500 Afghans** through our nationwide resettlement network
- Our team assisted in reunifying or placing nearly **33,000 children** in loving homes
- We sent nearly **20,000** holiday cards and **1,750+ gifts** to families affected by immigration detention
- LIRS launched several exciting new programs and offices, such as field offices in Northern Virginia and Fargo, ND; the New American Cities economic empowerment program; Mental Health services for refugee children and families, and more.

Our resettlement and immigration services were complemented by our ever-growing slate of annual programs, which offer the public opportunities to **ADAPT**: Act, Donate, Advocate, Pray, and Teach. We invite you to engage with LIRS, as an individual or community, through one of our five key programs:

BULLETIN OF REPORTS

- [Stand Up Speak Up](#) — Our interfaith advocacy program organized each spring
- [Gather](#) - A cultural education program hosted in the fall
- [Hope for the Holidays™](#) - LIRS' flagship winter program for supporting families impacted by immigration detention
- [EMMAUS Congregational Network](#) – Our network of congregations who receive resources and support from LIRS
- [LIRS Ambassador Network](#) – A community of change-makers from around the US

In 2022, we are deepening our commitment to the work of welcome and believe that together, we can realize Matthew 25:35 in communities across the United States. We are so grateful for your astounding support and look forward to welcoming our newest neighbors alongside you.

In peace,

Dr. Kristen Witte, Director for Outreach
Lutheran Immigration and Refugee Service

BULLETIN OF REPORTS

Minutes
of the
Thirty-Fourth Synod Assembly
Approved by Synod Council on July 24, 2021

Southwestern Pennsylvania Synod
Evangelical Lutheran Church in America

Held at Online via ZOOM Meetings

“On Purpose: Faithful and Fulfilling Lives”

June 10-12, 2021

Bishop Kurt F. Kusserow
Presiding

Thursday, June 10, 2021

Online Check-In for the Assembly opened at 6:30 PM on ZOOM.

Throughout the time for Check-in, informational slides from SMOs, Ministry Partners, Synod Committees, and other announcements played.

Rev. Paul Gruesu led those present in a tutorial of the VeVox voting app prior to the beginning of the Assembly.

At 7:30 PM, Bishop Kurt F. Kusserow, Bishop, welcomed the members of the Synod Assembly. He noted that this year’s online assembly is being held across our Synod in fellowship halls of our congregations, in the homes of our people, and a on cell phone while traveling out of state to attend a baseball tournament. He told the Assembly that our churchwide representative will be joining us from Appleton, Wisconsin, and our Facebook viewing audience may even reach a circle wider than that. He noted that the studio sets are housed in the fellowship hall of Bethlehem Lutheran Church in Glenshaw, and he thanked the congregation for its hospitality. Bishop Kusserow welcomed all who are participating or viewing from any place by any means. He proclaimed that in doing this that we are the church together.

The Bishop invited Rev. James Arter, the Assembly Chaplain, to come forward to help lead worship and invited the Assembly to take part in the responsive service of Evening Prayer.

Evening Prayer and Opening of an Assembly
June 10, 2021

Opening Sentences
Thanksgiving for Light
Psalmody – Psalm 141
Epistle – 2 Corinthians 5:6-17
Sermon – The Rev. Bishop Kurt F. Kusserow
Gospel Canticle
Prayers
Blessing

BULLETIN OF REPORTS

In Memoriam

The Rev. Richard H. Flock
October 22, 1935 – November 13, 2020

The Rev. Orville W. Nyblade
January 20, 1926 - December 16, 2020

The Rev. Bruce H. Brunkhorst
July 20, 1945 – February 24, 2021

The Rev. Ralph L. Meyer
December 28, 1935 – February 24, 2021

The Rev. John R. Cochran
September 14, 1937 – March 26, 2021

The Rev. Robert J. Newpher
April 17, 1947 – April 4, 2021

The Bishop led the Assembly in the Order for the Opening of a Synod Assembly.

The Thirty-Fourth Synod Assembly of the Southwestern Pennsylvania Synod was called to order by Bishop Kusserow at 7:51 PM.

Plenary Session 1

The Bishop invited Rev. Robert Schaefer to come to a microphone to give a short tutorial in how to be recognized to speak on ZOOM. Rev. Schaefer explained how to use the ‘Hand Raise’ feature on ZOOM and noted that the tech team has enabled “Live Captioning” so that participants can read what is being spoken throughout the Assembly.

The Bishop then called upon Rev. Ellen Lundie to give the first report of the Committee on Registration and Attendance. Rev. Lundie reported the following totals of participants:

Category	Number Registered and Credentialed
Ministers of Word and Sacrament	121
Ministers of Word and Service	9
Laypersons	146
Total Registered and Credentialed	276

Bishop Kusserow declared a Quorum was present.

The Bishop noted that Rev. Donald Green’s hand was raised and called upon him to address the Assembly. Rev. Green moved to amend the agenda to include the Report of the Treasurer and the Presentation of the Budget to this evening and that the deadline for budget resolutions be delayed until 9:00 AM Friday. The Bishop noted that the Budget would be presented this evening, that Treasurer Teti’s presentation is a video and can be presented this evening. After consulting with the Parliamentarian and Secretary, the Bishop noted that since the time when motions for changes to the Budget will come soon in the agenda that that part is out of order. He also noted that the agenda has not yet be placed in front of the Assembly and asked Rev. Green if he would be willing to make his motion after the agenda has been moved. Rev. Green agreed.

BULLETIN OF REPORTS

The Bishop then called upon Secretary Schaefer to move Synod Council Recommendation 7. Secretary Schaefer then read the recommendation: *that the proposed Program and Order of Business for the 2021 Synod Assembly be adopted.* The Bishop noted that the motion does not need a second as it comes from the Synod Council.

The Bishop called upon Rev. Donald Green and asked if he would like to make his motion to move the Report of the Treasurer to this evening on the Agenda. Rev. Green said yes and the motion was seconded.

The Bishop asked Rev. Green if he would like to speak to his motion. Rev. Green stated that since the 30-page audit was just received 2 days prior and most people have not yet read the audit report, he felt that for transparency's sake that we hear from the Treasurer about the financial position of the Synod this evening before we are required to have budget amendments submitted.

Seeing no one else wishing to speak, the Bishop called upon Rev. Paul Gruesu to lead the Assembly in a vote. **The motion to amend the Agenda, moving the Treasurer's Report to this evening carried 63.8% yes and 26.2% no.**

The Bishop suggested that the Report be placed after the introduction of the 2022 Budget. He then called for Rev. Gruesu to lead a vote on the Amended Agenda. **The motion to adopt the agenda as amended carried with 94.71% voting yes and 5.29% voting no.**

The Bishop introduced the Synod Officers: Vice President Barbara Nugent, Secretary Rev. William Schaefer, and Synod Treasurer Gary Teti. The Bishop also introduced our Churchwide Representative, Jill Beverlin, ELCA Coordinator of Coaching Ministries.

Next, Bishop Kusserow introduced the Synod Assembly Personnel:

Parliamentarian	Rev. Clifton Suehr
Assembly Chaplain	Rev. James Arter
Assembly Manager	Rev. Robert Schaefer
Screen Projection	Lauren Wolcott
Tech Support	Twisted Computing
Technical Director	Dennis Lane

The Bishop then recognized and appointed the Synod Assembly Committees and their chairpersons.

Planning Committee:	Rev. Robert Schaefer
Registration and Attendance:	Rev. Ellen Lundie
Reference and Counsel:	Rev. Larry Kemp
Minutes:	Rev. Kara Propst
Bishop's Report:	Deacon Andrea Dubler
Elections:	Rev. Paul Gruesu
Memorials:	Rev. Susan Irons
Resolutions:	Rev. Scott Bryte
Worship:	Rev. Brian Chaffee

Bishop Kusserow then recognized New Pastors to our synod since the last Synod Assembly.

Rev. James West
serving as Intentional Interim at Harrold Zion, Greensburg

Rev. Jennifer Soltis
to serve Nativity Allison Park as Pastor, effective June 14, 2021.

The Bishop noted that it is our practice to grant clergy who are serving congregations in our synod under ecumenical agreements the privilege of voice and vote during the Assembly. He called upon Secretary Schaefer to make the motion.

BULLETIN OF REPORTS

Secretary Schaefer moved, *pursuant to the synod constitution S7.27., that the Rev. Doug Gebhard, the Rev. Sara Irwin, the Rev. Alina Kanaski, and the Rev. Beth Wierman, be granted the privileges of voice and vote at this assembly.* The motion was seconded. There was no discussion, and Bishop Kusserow asked Rev. Gruesu to lead the Assembly in a vote. **The motion was carried with 99.35% voting yes and 0.65% voting no.**

The Bishop introduced the intern who is serving in our synod this year and explained that the assembly has granted them the privilege of voice during our assemblies.

Vicar Katie McNeal is serving as intern at Our Redeemer, McMurray with Rev. Ann Schmid.

The Bishop then called upon Secretary Schaefer to make the motion. Secretary Schaefer moved that *Vicar Katie McNeal be granted the privilege of voice at this assembly.* The motion was seconded, and the Bishop called upon Rev. Gruesu to lead the Assembly in a vote. **The motion carried with 97.71% voting yes and 2.29% voting no.**

Bishop Kusserow reminded the assembly of various matters of courtesy and good order to be kept throughout the assembly:

1. Please keep your microphone muted when you are not speaking to the Assembly.
2. Please use the “Hand Raise” feature to be recognized to speak to the Assembly.
3. If you have a priority motion (i.e. a point of order or an emergency) please call 412-213-8626 so we can determine if your motion has priority at that time or if it can wait until after the question on the floor has been resolved.
4. When speaking, please be respectful of the time you have been allotted; when listening, please be respectful of the one who is speaking. When you speak, please address the chair, and not the other voting members of the assembly directly.

The Bishop noted that our Vice President will be keeping time and will let him know when each speaker has 30 seconds, 10 seconds and when your speaking time has expired.

The Bishop then called upon Secretary Schaefer to present the Rules of Procedure for the Assembly.

Secretary Schaefer moved that *the following Rules of Procedure be adopted:*

1. *A member will be afforded 2 minutes to speak to any pending question before the assembly. Anyone who wishes to speak a second time will be afforded 1 minute and will be asked to wait until those speaking for the first time have finished.*
2. *A member who has spoken on the pending question may not move to end debate on the matter (that is, to “move the previous question” or to “call the question”).*
3. *A member may not introduce a motion after first speaking to the matter but shall be afforded the first opportunity to speak following receipt of a second.*
4. *Any business not on the agenda that does not have to do with the budget must be submitted to the Committee on Reference and Counsel no later than 11:00 AM on Saturday or it will not be considered.*

The Bishop noted that no second is needed for this motion as it comes from a Committee. There was no discussion, and the Bishop called upon Rev. Gruesu to lead the Assembly in a vote. **The motion carried 100% voting yes.**

The Bishop called for Secretary Schaefer to bring Synod Council Recommendation 8. Secretary Schaefer moved *any motion from the floor of the Synod Assembly to amend the proposed budget (1) must be submitted in writing to the*

BULLETIN OF REPORTS

Secretary of the Synod by 9:00 PM on Thursday, June 10, 2021; (2) that any proposed amendment to increase any line item of the proposed budget must include an offsetting reduction to another line item(s) in order to maintain the parameters of the proposed budget; (3) must be referred to the Committee on Reference and Counsel so that representatives of the Budget and Finance Committee can provide input on the proposed change(s) and the implication(s) of those changes prior to the Assembly's vote on the proposed budget.

The Bishop, not seeing anyone wishing to speak, called for Rev. Gruesu to lead the Assembly in a vote. **The motion carried with 95.48% voting yes and 4.52% voting no.**

The Bishop then called upon Rev. Erin Evans to give the report of the Committee on Nominations.

Rev. Evans told the Assembly that the report of the committee and biographical information could be found in the Bulletin of Reports and that as each group of nominees is listed that members of the Assembly will be afforded the opportunity to nominate people from the floor of the Assembly for that ballot. Those who are nominated from the floor are asked to submit a biographical information form by 11:00 AM on Friday so this information can be given to the members of the Assembly.

In addition to those in the printed Report of the Committee on Nominations, the following people were nominated from the Floor of the Assembly:

Person making the nomination	Name of Nominee	Ballot nominated to
Rev. Brian Chaffee, Zion Greensburg	Anna Saver, Zion's Greensburg	ELCA Churchwide Assembly Panel 1: Lay Female
Dennis Lane, Bethlehem Glenshaw	Holly Schmitt, Messiah Munhall (PLUM)	Synod Council At-Large Representative
Rev. Christina Hough, Glade Run Director of Spiritual Care and Community Liaison	Rev. JJ Lynn, Emmanuel Etna	Synod Council, Conference 2 Representative
Rev. Ann Schmid, Our Redeemer McMurray	Rev. Allyn Itterly, Prince of Peace Pleasant Hills	Synod Council, Conference 6 Representative

Note: no one was nominated for the Synod Council, Youth Representative. The Synod Council will appoint someone to fill this position.

The Bishop thanked Rev. Evans and the Committee for their work. He then called upon Rev. Martha McCreight, the Chairperson of the Budget and Finance Committee to present 2022 Proposed Budget.

Rev. McCreight presented the 2022 Proposed Budget.

“On purpose and vocation. This is our theme for synod assembly this year and is a reality that we as Christians live out every single day in our lives. To love and serve others as we were first loved and served by God. This is our mission and purpose as members of the body of Christ and servants in the kingdom of God here in southwest Pennsylvania.

The SWPA synod is no different as it lives out that same vocation and calling and mission here in our neck of the woods and in the greater world. And what is that vocation of the synod? It is to serve, connect, and equip ELCA congregations in southwestern Pennsylvania to tell the story of Jesus.

BULLETIN OF REPORTS

In an attempt to faithfully live into that mission with a not-deficit budget, I as the chairperson of the synod budget and finance committee, present to you the budget for 2022 with the following highlights. I now invite share screen so that you all can see the budget.

Revenue:

- Due to trend lines over the last several years and uncertainty around the pandemic, mission support is approximated at 1.37M for 2022 – thank you again for your continued support as individuals and congregations!
- Income from the synods' legacy fund has been decreased from prior years. This amount reflected is solely support by congregations specifically to the Legacy Fund as opposed to mission support giving. This way we continue to preserve the principal of the Legacy Fund, unlike in prior years.
- Interest income from the sale of the synod building earlier this year, with a 5.25% interest draw. And which Gary Teti will align with his report.

Expenses:

- ELCA proportionate share (the amount the synod tithes to the Churchwide organization) is based on 48% of the synod's mission support from congregations.
- Rent/utilities expense of \$100K, which is a cost-savings from prior years when the synod owned the building in which they worked.
- Staff and administration: the Synod continues to operate under a reduced staff with no re-hire of an Assistant to the Bishop after one departed in 2019. The DEM (as an employee of Churchwide) is supported by Churchwide and not synod.
- Synod support of congregations in conflict through Pr. Asplin's work with individual members, support of youth ministries such as events and conferences, support of the development of rostered and lay leaders through trainings and continuing educational opportunities, and support of new and revitalized ministries, all totaling over \$40,000.
- Synod support of synod ministry partners; over the last several years, we have seen a trend in which more and more of you as individuals and congregations are lending financial support to our ministry partners, in addition to financial support by the synod itself. While this trend is "not like it was" 10, 20, or even 30 years ago, we still see this as being the most fruitful path forward and the most faithful one for both congregations and the synods' ministry partners. For example ...

Do you believe in the importance of faith formation in a camp setting? Great! Let us connect you with Deacon Rick of Camp Agape or Deacon Deb of Lutherlyn!

Do you believe in the importance of faith formation of college-aged students? Great! Let us connect you with Pr. Brian of LUC or Pr. McCurry of Point Park!

Do you see the increase in clergy and deacon retirements and wish to support current and future candidates in ministry? Great! Let us introduce you to ULS President Erwin or Pr. Green who serves on their alumni board!

Do you wish to further connections with our ecumenical partners and those of other faith traditions? Great! Let us introduce you to Pr. Liddy Barlow of Christian Associates of SWPA.

Do you believe in helping out children, youth, and families in the greater Pittsburgh area? Great! Let us connect you with Bethesda Lutheran Services or Pr. Chris from Glade Run!

BULLETIN OF REPORTS

Do you believe in the need to care for and support the most vulnerable among us, in particular those who are elderly, those who are low-income, those in need of basic necessities and support? Great! Let us connect you with Lutheran SeniorLife or Lutheran Service Society!

Do you see decisions that are made at the local, state, and federal level and wish to have a voice for the voiceless? Let us introduce you then to Lutheran Advocacy Ministry in Pennsylvania, or LAMPA!

This, THIS, my fellow brothers and sisters in Christ and members of the SWPA assembly, this is where the Holy Spirit is moving and shaping and forming us together as fellow servants in God's kingdom. To be in relationship, directly, with one another. To be in partnership together. And all this, in addition to what the synod has designated in support of each of these ministries, as you will see listed under their line items!

Because each of these ministries is vital to God's work in the lives of people in SWPA and beyond, the synod believes this way of partnership and relationship between individuals and congregations which each of our ministry partners will continue to be the most fruitful and faithful way forward. And how do we know this? Because we see that this is *already* happening between each of you and these ministry partners.

This work is already happening – we are only naming that and claiming it as God's continued work in our midst. We as the synod believe in each of these ministries and their work to the degree that we want to further their work by equipping them to be in connection with you and you to be in relationship with them! Imagine if an individual or congregation's connection to a ministry partner was deeper and richer because there was not only a face attached to each ministry but a story. A story to share and to see for yourself just how God is at work in, with, through, and among us!

The ever-changing landscape for the church and its synod to navigate can at times seem like a weary land, tempting one to fear or live in scarcity. Amid this reality lies the everlasting hope that through Christ's death and resurrection, all things are made new, including our own familiar ways of functioning both as a church and as a synod.

As the synod attempts to fully live into its calling to "serve, connect, and equip ELCA congregations in Southwestern Pennsylvania to tell the story of Jesus," the hope is that this budget for 2022 may be a faithful reflection of that mission and of the hope that is already given to us in Jesus Christ. We give thanks for the mission support that congregations and partners in ministry have given towards the work that God's Spirit is doing throughout the synod and beyond for the sake of God's people."

Bishop Kusserow thanked Rev. McCreight and the Committee for its work. He noted that this is the presentation of the budget and it would be formally moved and discussed during the Fourth Plenary Session on Saturday.

The Bishop noted that the report of the Treasurer, the Financial Statements and the Audit Report could be found in the Bulletin of Reports. He then called for the video of the Report of our Treasurer Gary Teti to be played.

Treasurer Teti, on video, gave the following report:

"Good morning, Clergy and Delegates, as treasurer of your Synod, I want to thank you for your dedication and commitment this past year to your congregations and your Synod during a difficult period.

Within the Bulletin of Reports, we have provided a draft of the income and expenses for the fiscal year ending January 31, 2021. We expect the final audit to be completed and available on the Synod website later in June 2021.

In summary this income and expense report for fiscal 2020 reflects a continued decline in mission support to 1.36M compared to 1.44M in 2019.

BULLETIN OF REPORTS

We continued to lean on our congregational legacy fund for nearly \$93,000 in fiscal 2020. This is an improvement from 2019 when we withdrew slightly over \$243,000 to balance our Synod budget.

Salaries and Benefits declined in fiscal 2020 to \$554,000 compared to nearly \$607,000 in fiscal 2019.

We finalized the sale of the Synod office building in February 2021, and the 1.5M net proceeds of that sale will be reflected in next year's audit. These funds will be invested with the ELCA Foundation and Thrivent.

Within the BOR, is the 2021 Budget approved by Synod Assembly last fall, as well as the proposed budget for fiscal 2022.

For fiscal 2021, we forecasted a total mission support of 1.44M which is an increase over the actual mission support income of 1.36 M for 2020. Additionally, we forecasted drawing \$120,00 from the Legacy Fund which is not a sustainable rate of withdrawal.

If you have any questions regarding the proposed 2022 Budget, or the Synod preliminary income and expense statistics, or fiscal 2020, please call me."

The Bishop then suggested the Assembly take a 10-minute break and come back at 9:00 PM

Plenary Session 2

The Second Plenary Session was called back to order at 9:00 PM. The session began with pre-taped video reports of Christian Associates and the ELCA Credit Union.

The Bishop introduced the Assembly Chaplain, Rev. James Arter. "We move now into the first of 9 opportunities for devotional education as our Chaplain leads us through an exploration of vocation. Pastor Jim Arter is under call to First LC in Leechburg. He has served as Dean of Conference 3 and as local interim for a number of congregations in the neighborhood. You may remember Pr. Arter for that captivating picture of him standing behind a screen door early in the pandemic holding a sign of hope and courage and bearing a smile that captured both the challenge of the time, and the confidence that we would.

When I called and asked Pastor Arter if he would be willing to serve us as Synod Assembly Chaplain this year, he responded to that call with thoughtful and humble affirmation. It is that spirit of responding to the calls we have received through our lifetimes that is the theme of this Assembly—On Purpose: Faithful and Fulfilling Lives. Chaplain Arter, we look forward to the stories of purposeful exercise of our various vocations in your devotions."

Chaplain Arter gave the following devotion: "Again, it is a joy and an honor to be with you this evening and to share these stories of purpose and hope that mean so much to me. Being able to prepare these devotions and share them with you, it's been a great privilege and honor and a joy, and I hope that you will find encouragement and hope in them as well.

This is a reading from Isaiah 50: *The Lord has given me the tongue of the teacher that I may know how to sustain the weary, with a word. Morning by morning, he awakens, awakens my ear to listen, as those who are taught.*

Every day we hear so much bad news. Over the last year and half, every single day we hear of lives being lost due to the pandemic. We learn of livelihoods devastated. And a world plunged into chaos. Quarantine and social distancing have scattered and isolated us. Children have suffered academically, socially, and emotionally. Partisan political hostilities have expressed themselves through dreadful acts of violence.

BULLETIN OF REPORTS

And even in the Synod assembly, already as we've gathered this evening, we have heard some difficult news, of budget shortfalls and funding cuts, declining participation, the ever-growing challenge to find people who are willing and able to do God's work.

And meanwhile, far too many children of God, awakened to a world where loud and powerful voices say you don't matter. Your poverty is not my concern. You are not a true American. You are an abomination.

But God is not silent, as death and evil speak their lies and ravage human lives. For every baptized child of God, from the newborn baby in its parents arms to the person nearing the twilight of life, each one has been given a voice. A voice to sing the praises of God. A voice through which God speaks love and new life to the world.

In these devotions, I'm going to tell you many stories of the people of First Lutheran Church in Leechburg. And we live in a context of economic decline, poverty, and addiction, and this congregation faces the same challenges that your congregation may face. Nevertheless, Jesus' gracious love is becoming real and visible in the lives of ordinary people just like you. And it gives me great hope to know that the church is not closed up inside of buildings, institutions, or seminary campuses. But that, indeed, the church is out in the world, because that is where the story of Jesus needs to be told. And I pray that in these devotions and throughout this assembly, you will be able to recognize the gracious works and presence of Jesus in your life. And that you will have a firm sense of call, to find joy and peace and purpose, doing the work that God has created you to do.

Let us pray. Lord Jesus, the struggles we face as your people do not inhibit your work, but open the way for your amazing grace to be revealed. Baptized as we are to bear your creative and redeeming word to all the world, awaken us to every vocation and every opportunity you provide that together we will work wonders in your name, and service to our neighbors and your creation. Through Jesus Christ, our Lord. Amen."

The Bishop thanked Chaplain Arter and then yielded the Chair of the Assembly to Vice President, Barbara Nugent. Vice President Nugent noted that the written Report of the Bishop could be found on pages 99-103 of the Bulletin of Reports and then called upon Bishop Kusserow to give his report.

The Bishop gave the following report:

"The Lord be with you. **(and also with you.)** Let us pray:

Direct us, Lord God, in all our doings with your most gracious favor, and extend to us your continual help; that in all our works begun, continued, and ended in you, we may glorify your holy name; and finally, by your mercy, bring us to everlasting life; through Jesus Christ, our Savior and Lord. Amen.

Let me begin with a word of thanks for our synod staff. The Bulletin of Reports, on p. 6, provides the titles and position responsibilities for the eleven people who serve our whole synod with me in various capacities: Peter Asplin, Beth Caywood, Melissa Stoller, Sandy DeLorenze, Lauren Wolcott, Carol Ruckert, Bob Cairns, Patty Davidson, Ryan Ebner, and Marty Burkett. My interest in thanking them by name in your presence this evening is to celebrate their perseverance and creativity while serving on your behalf through the combined challenges of a global pandemic and an office move.

More than this, these are people who truly love you. They spend their days thinking about your wellbeing. They take pains to respond to your questions and concerns with accurate and helpful information. They seek to draw our whole synod into meaningful community. They challenge and inspire each other to receive criticism with grace and to respond with compassion. They grieve with your losses and rejoice in your triumphs. You may not have thought of your synod staff as guardian angels, but I think you certainly could. Please join me in providing as much applause for them as an online meeting makes possible. *[the assembly offered acclamation.]*

BULLETIN OF REPORTS

I am also grateful for the congregations and related ministry sites of our synod. In each local community of faith, you provide public liturgies of worship and praise. You have maintained the sacramental ministries of the Church and have served your neighbors in ministries of care through a most difficult time, when determining how, or even if it was safe to gather, required deep reflection and bold responses. Your council or board members met unprecedented challenges with courage and innovation beyond what anyone could have imagined when elected to serve. Well done; and thank you. I applaud your tenacious faithfulness!

Bishop applauds with the assembly. And that would sound better in person, by the way.

And thank you, pastors and deacons of our synod. The holy ministry to which you have been called at its heart reflects the life and character of our Lord Jesus: servant to the least, friend of sinners, persistent intercessor, wise counselor, patient teacher. This last year you have shared in Christ's sufferings perhaps more than ever before. The faithful care of your people in a time of pandemic has tested your theology and pressed your piety beyond what you could have imagined. I pray and trust that in those moments where you experience finding the end of your own wisdom and strength, that life and love of our Lord Jesus, against which hell itself cannot prevail, has been and will be your one true hope. Thank you, ministers to the Gospel among us. We give thanks to God for you.

The way our church is built, our various office holders and assembled communities are held together, not in a hierarchy of power, but in interdependent relationships. Each of us balances personal freedom and responsibility with collective accountability for the sake of the mission we share which is, "To tell the story of Jesus."

This kind of polity works really well when each person and each group contribute in a way that is healthy and mature. At our best we have remained together in community through a pandemic, we have opened our hearts to each other in a time of national racial reckoning, we have worked to strengthen the larger mission of the Church even when our own congregation may have voted to close, we have sought to bear witness to Christ in our daily vocations. These are signs of the health and maturity that we have brought to our shared life and mission, and I am truly grateful for every occasion in which we have been our best selves for each other and for the world.

Our theme this year addresses the Synod Council Strategic Initiative to "create a culture in which vocation is discerned and affirmed." (You may find all four strategic initiatives, along with our mission statement and our vision statement on p. 7 of the Bulletin of Reports.) Creating a culture of vocation may be described as learning about what God has called us into and exercising those callings for the sake of our shared mission. Together we press toward one goal: "Flourishing Christian communities where Jesus' story is embodied."

This is our vision. In fact, it's our vision statement. Not only to *tell* the story of Jesus, but to *embody* the story of Jesus in our communities of faith. This is what we are pressing towards. This is our collective vocation in the world. To be communities of genuine welcome, communities of sound teaching, communities of authentic healing, communities of faith where the promise of resurrected life in Christ Jesus prepares each person to exercise self-giving love on a daily basis.

On our way toward that goal, we tend to the specific needs we encounter with responses of faithful stewardship. This is true for each expression of our community of interdependent relationships – each person and each group. I'd like to lift up three examples of faithful response to real needs since our last Synod Assembly that highlight the hard work and compassion of our Synod Council.

Just about the time the sale of our synod office and property finally closed we were learning that our domestic partner synod, the Northern Texas/Northern Louisiana Synod, had suffered the worst winter catastrophes in a generation. [Display slide here.] Unusually cold temperatures knocked out the power grid, leading to the collapse of the water system. The net proceeds from the sale of our property were a little higher than we anticipated, so our Synod Council approved a gift of \$10,000 to be sent to our domestic partner synod. Bishop Gronberg replied with thanks, sharing how our gift made it possible for some congregations to rebound more quickly than they would have, because

BULLETIN OF REPORTS

our gift had been used to cover the deductible on their insurance policies so that they could move forward more quickly toward rebuilding. [End slide display.]

Over a longer period of time, if in a manner less dramatic to narrate, a small group led by Synod Council members has been working to reframe the section in our bylaws that defines our committee structure. At least twice before our Synod Council has attempted to refresh our committees, and at least twice before the effort stalled because it just seemed overwhelming. But this effort provides a way forward, proposing that we ease the language of our bylaws to give our Synod Council more flexibility to respond more quickly to the reality of ministry in our rapidly changing context. This matter will come before you on Saturday as a proposal for your affirmation. My intent in lifting up *this* work of the Synod Council here is to emphasize how this group of leaders you have elected to guide our synod is working on your behalf with creativity and faithfulness for the sake of our common mission, even though you may not have been aware of it until now.

And finally, a word of thanks in advance to all of you who will join the appeal we are launching this summer to provide support for our companion synod in Madagascar. In something of a mirror image to the gift our synod provided to our domestic partner synod, the Synod Council has affirmed a special appeal for our companion synod in Madagascar to help in a time of draught and famine, especially to provide support and relief for the seminary in Bezaha. [Display slide here.] We are sending \$5,000 from synod funds right away to respond as quickly as possible to their pressing need. In the weeks ahead, we will be asking for your support for this appeal, intending to match your gifts up to another \$5,000; and in the process we hope to strengthen personal relationships between our synod and the Tulear Synod of Madagascar. Once again, I applaud our Synod Council for being faithful stewards of the resources and relationships entrusted to our synod for the sake of the mission we share. [End slide display.]

My words of thanks in this report are all deeply genuine, and yet they yearn for a more poetic form: a hymn of praise to God for our community of faith, for this good earth, for the Gospel of our Lord Jesus Christ, for the gift of the Holy Spirit, and for blessings I can't even imagine or think of how to describe. Receive these words of hymnwriter Johann Mentzer as saying better than I could what I wish to express, and through them be invited into the great vocation of praise:

"Oh, that I had a thousand voices to praise my God with thousand tongues! My heart, in which the Lord rejoices, would then proclaim in grateful songs to all, wherever I might be, what great things God has done for me!" (*Actually, for us all!*)

"All creatures that have breath and motion, that throng the earth, the sea, the sky, (*and that includes all of us*) come, share with me my heart's devotion, help me to sing God's praise on high! My utmost pow'rs can never quite declare the wonders of God's might." (ELW 833, LBW 560)

Thank you, Vice President Nugent, this ends my report."

Vice President Nugent thanked the Bishop for his report and then called up Rev. Ron Brown to give the Report of the Committee on the Bishop's Report. Rev. Brown (on video) gave the following report:

"Greetings Bishop, Synod leadership and all those in attendance for this year's Synod Assembly. My name is Pr. Ron Brown, and I serve on the Mutual Ministry Committee, along with Deacon Andrea Dubler and Pastor Brenda Henry. And I come before this assembly to bring you the Report of the Committee on the Bishop's Report.

We, the Committee on the Report of the Bishop, want to give our thanks and praise to Bishop Kusserow and his entire staff for their leadership during this unprecedented time in the world, our nation, and the church. Their guidance and support of our Synod has been greatly appreciated. In a time like none other in recent history, this staff came to the aid of the Synod in creating and delivering ways to keep the ministry moving forward. Some of those ways included:

- Creating communication channels for members of the Synod to stay connected as the body of Christ in a time of physical separation.

BULLETIN OF REPORTS

- Provided weekly on-line ministerium meetings for rostered Church leaders allowing the Bishop and his staff to be actively present in the life of our leaders, parishes, and communities.
- Responded to ongoing systemic racism by calling on the church to pursue justice for all minorities.
- Relocated the synod office after the sale of the Synod property in order to be better stewards of the gifts entrusted to our care.

These are just a few examples of the difficult tasks that our Bishop, Staff, and Synod Leaders undertook in the past year. Again, the Committee on the Report to the Bishop, applaud all their hard work and efforts as they maneuvered these turbulent times.

The committee asked Bishop Kusserow what his vision was for the Synod as we moved into a new year of ministry together. He proceeded to highlight and lift up the Synod's ongoing strategic initiative efforts. His extensive answer can be found in his written report as outlined in the Synod's four strategic initiatives. Each initiative will continue to be pursued, but the one that stood out in the committee's conversation was #2- *to create a culture in which vocation is discerned and affirmed*. The question we posed, *'What does a 'called' and 'baptized Christian' mean for us in our daily lives, to our neighbor, in creation, and towards diversity?'*

Based on the bishop's report, the committee, therefore, recommends the following for the remainder of 2021 through 2022:

- That everyone be encouraged to live into their baptismal vocational identities by being the people of God called us to be to share the witness of Christ's love in our homes, communities, and the world.
- That everyone recognizes their own God given gifts and talents, and those of their neighbor, for the work of God's Kingdom.
- That we acknowledge the pain of those who have and continue to suffer from past and present racism; then continue through the help of Holy Spirit to strive for justice and peace for all.

This ends our report. Vice President Nugent, I move the adoption of this report."

Vice President Nugent noted that since the recommendation comes from a committee it does not need a second. Seeing no one wishing to speak to the motion, she called upon Rev. Paul Gruesu to lead the Assembly in a vote. **The motion carried with 99.38 voting yes and 0.62% voting no.**

Vice President Nugent then returned the Chair of the Assembly to the Bishop. Bishop Kusserow noted that the written report of the Vice President could be found on page 103 of the Bulletin of Reports. He then called upon Vice President Barbara Nugent to give her report. She gave the following report:

"You have my written report. It can be found on p. 103 of the Bulletin of Reports, but I would like to add something to my written report.

Thank you, thank you. To borrow a phrase from Bishop Kusserow, "You rock." We realize this last year has been anything but normal, and through it all you have been faithful. Thank you for your financial support. Thank you for your prayers. Thank you for your trust. We found new ways to be to be church together. Thanks to your mission support, and the PPP loan, we were able to meet our budget for 2020. Not only have you provided mission support, but you also supported our ministry partners. So, thank you. I look forward to our future together as we find new and exciting ways to do ministry in SWPA."

The Bishop thanked Vice President Nugent for her report. He then called upon Secretary Schaefer to give his report.

Secretary Schaefer gave the following report: "Good evening. Thank you, Reverend Bishop. I invite you to see my report on pp. 104-114 in the BOR. That's my report and all the appendices that go with that, including the work of the Synod Council. And I want to lift up the Synod Council for a minute in their work.

BULLETIN OF REPORTS

Over the last year, they have lived through 100s of emails from me and they've lived through ZOOM meetings that took longer than they probably should have. But we do the work that we're called to.

Their work is many times underappreciated, and they've done awesome work for our Synod, for our congregations, and for you. They care deeply about you. Thanks for those who have completed their terms, and they are listed in my report, thank you for their work. And I look forward to working with those who are elected at this Assembly. Thank you for your willingness to serve and I look forward to working with you in the coming year. And that concludes my report, Reverend Bishop."

The Bishop thanked the Secretary for his report and called upon Deacon Amy Santoriello to give the Assembly an overview of the activities that are being offered to the Assembly to take part in on Friday.

Deacon Santoriello reported that the Assembly Planning Committee has put together 3 options for the Synod to take part in on Friday. The Choices are listening to a Podcast called Faithful and Fulfilled. The second is a film festival in which all the movies have themes of purpose or calling for the main characters. There are discussion questions listed with each movie on the Synod Assembly Website. The third option is to engage with our ELCA Churchwide Representative, Jill Beverlin via Zoom. The link can be found in your participant email. Please choose the activity that you will find most live-giving or you can try them all.

The Bishop then called upon Chaplain Arter to end the Session in prayer. Chaplain Arter prayed.

The Bishop declared the Assembly to be in recess until Saturday morning. The Assembly was recessed at 9:36 PM

BULLETIN OF REPORTS

Saturday, June 12, 2021

Day 2 of the 2021 Synod Assembly began with ZOOM Check-ins beginning at 8:00 AM. Throughout the time for Check-in, informational slides from SMOs, Ministry Partners, Synod Committees and other announcements played.

Rev. Paul Gruesu led a training of the VeVox Voting App before the Assembly was called to order for the day.

At 9:00 AM, Bishop Kurt Kusserow called the Day 3 of the 34th Synod Assembly to order and welcomed back the members of the Assembly for our continued work together. He stated that he hoped everyone had an opportunity to take part in the podcast, to learn about coaching and to share time with family around a movie and conversations of faith. He then invited Chaplain James Arter to come forward and help to lead us in our morning worship in a liturgy of responsive morning prayer.

Morning Prayer

June 12, 2021

Opening Sentences

Psalmody – Psalm 92

Gospel – Mark 4:26-34

Sermon – The Rev. Bishop Kurt F. Kusserow

Prayers

The Lord's Prayer

Benediction

Plenary Session 3

The Bishop convened the 3rd Plenary Session and called upon Chaplain Arter to bring another story of vocation to the Assembly.

Chaplain Arter addressed the Assembly.

"A reading from Philippians 1:3-5 [The apostle Paul writes]: I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now.

Clarence was a retired steel worker in his 80's. And shortly after his wife passed away, he enrolled in a computing class at the local community college. And when he completed the course, he decided to put his newfound skills to work by making greeting cards and sending them to anyone he knew who needed some encouragement.

Many years later, Rose had just begun bringing her granddaughter to Sunday school, following her baptism. But it also happened to be Rose's first time in any church since her teenage years. And shortly after she had been coming to church in Sunday school, she received the devastating news from her doctors that she had lung cancer.

One Sunday, she was absent. As is our custom, I shared that news to the congregation and asked for their prayers. And after worship that day, to my complete lack of surprise, Clarence stopped me on the way out and said, "May I have Rose's address?" He also said, "I don't think she will know who I am, but I'm sure she could use some cheering up."

And sure enough, Clarence was true to his word, because when I went to visit Rose in the hospital later that week, one of the first things she asked me was, "Who's Clarence?" Yet when I explained to her that he is the kind old man from church, her face lit up with joy. And gradually, we all began to notice a big change in Rose.

Even as the cancer progressed and her bodily pains increased, there was a tremendous spirit of peace and calm in her, especially when it became clear that her days were running short. Yet, we all rejoiced in this new faith that we saw alive

BULLETIN OF REPORTS

in Rose. And I truly believe, that one of the ways that God resurrected her baptismal faith was through this old man who had a gift to share, who did what he loved to do.

And soon, Rose did indeed pass away. And shortly after her funeral, her sister called me and told me that Rose had been an adamant atheist since her teenage years. Yet we and all of the members of her family rejoiced, not only that God had breathed new life into her faith, but that when her life came to an end, she was able to close her eyes and depart this life with the peace that passes understanding.

This past August, Clarence passed away at the age of 92. But I firmly believe that he was one of God's servants who helped set the banqueting table, where Rose now feasts with Jesus, with her loved ones, and with Clarence, and with all the saints that have gone before us.

Let us pray. Gracious God, as Jesus likened your kingdom to a mustard seed, you show us that even the simple acts of mercy and compassion can create faith and resurrection. Make us ever mindful of the little things we can do. Trusting that in you, we can do infinitely more than we could ever ask or imagine, through Jesus Christ our Lord. Amen."

The Bishop thanked Chaplain Arter for his work. He then called upon Rev. Ellen Lundie, Chairperson of the Committee on Registration and Attendance to bring her report to the Assembly. Rev. Lundie reported the following totals of participants:

Category	Number Registered and Credentialed
Ministers of Word and Sacrament	121
Ministers of Word and Service	9
Laypersons	146
Total Registered and Credentialed	276

The Bishop reminded the Assembly that any business not on the agenda of the Assembly, must be brought to the Committee on Reference and Counsel by 11:00 AM this morning. He invited those who wish to bring business to use the link to the Google Form found on the Synod Assembly Website.

Bishop Kusserow called upon Rev. Paul Gruesu, Chairperson of the Elections Committee to begin the process for the First Ballot.

As Rev. Gruesu prepared to begin the Ballot, Bishop Kusserow noted that there were 7 ballots on which the number to be elected on that ballot is equal to or less than the number of people nominated for the ballot. After consulting with the Parliamentarian, the Bishop and he have concluded that these people can be declared elected by unanimous consent. The Bishop then declared:

1. Sophia Rau elected by unanimous consent to serve as Lay Female Youth Voting Member of the 2022 Churchwide Assembly.
2. DaMisha McFarland-Pollock elected by unanimous consent to serve as a Lay Voting Member who is a Person of Color, or whose primary language is not English, of the 2022 Churchwide Assembly.
3. Beryl Gundy elected by unanimous consent to serve as the Conference Five Lay Representative on the Synod Council.
4. Michael Sparlin and Scott Celin elected by unanimous consent to the Board of Lutheran SeniorLife.
5. Martin Galbraith elected by unanimous consent to the Board of Lutheran Service Society.

BULLETIN OF REPORTS

6. James Arter elected by unanimous consent to the Board of Bethesda Lutheran Services.
7. James Thompson and Ronald Montelaro elected by unanimous consent to the Board of Glade Run Lutheran Services.

The Bishop then invited Chaplain Arter to lead the Assembly in prayer prior to voting on the First Ballot. The Bishop then invited Rev. Gruesu to begin the voting process for the First Ballot. The Ballots were cast electronically.

The Bishop declared the Assembly to be in recess until 10:00 AM

Plenary Session 4

As the Plenary began, the Assembly received pre-taped video reports from Glade Run Lutheran Services and Lutheran Immigration and Refugee Services.

Bishop Kusserow convened the 4th Plenary Session at 10:04 AM and invited Chaplain Arter to give a devotion.

“A Reading from Romans 1: 9-12

For God, whom I serve with my spirit by announcing the gospel of his Son, is my witness that without ceasing I remember you always in my prayers, asking that by God's will, I may somehow at last succeed in coming to you. For I am longing to see you so that I may share with you some spiritual gift to strengthen you — or rather so that we may be mutually encouraged by each other's faith, both yours and mine.

Mandy had just been told the most devastating three words a person could possibly ever hear –you have cancer. And when Mandy went to work and told Becky, her boss, the terrible news, Becky knew that Mandy needed quite a bit more than just thoughts and prayers. And one way that Becky knew that she could have a positive impact was to minister to Mandy's faith. Mandy and her family were not part of a church, but Mandy was baptized and confirmed in the Lutheran Church.

So, Becky made it a point to do what she could to help Mandy to connect with our church. Even though she was quite ill, Becky arranged for our church to gift her with a Bible and a prayer shawl. And because this was during the pandemic, she also helped Mandy to connect with our live stream worship service. But Becky also worked, a number of hours of overtime without pay, so that Mandy could continue to hold her job and support her family. And unfortunately, this past winter Becky was told those very same three devastating words.

So, for several months the two women walked together through this most terrible ordeal. Sadly, at the end of April, Mandy lost her battle with cancer, and entered into our Lord's eternal rest. And yet, I find great hope and comfort in knowing that Becky, the disciple of Jesus, was there to make this final journey with Mandy and minister to her faith.

Because ministry isn't about fixing people or giving advice. It's about presence. Your presence is a vocation. And I am thankful now for the ways that the people of my congregation have gifted Becky with their vocation of presence, praying for her and with her, sharing meals, driving her to doctors' appointments.

At the same time, all of us as a congregation have been strengthened and inspired by Becky's faith and confidence in God. We bring Christ out in each other. And sometimes it's in life's worst moments that the Spirit works most powerfully to make God's love and God's presence undeniably real.

Let us pray. As you reveal the fullness of your love at the cross, O Lord, kindle within us a spirit of compassion and concern to abide with one another in our darkest hours. Open us to all the ways that we can minister to each other's faith in word and deed, as you bring light to our darkness. Through Jesus Christ our Lord. Amen.”

BULLETIN OF REPORTS

The Bishop thanked Chaplain Arter for another wonderful example of faith. He then called upon Secretary Schaefer to bring to the Assembly, Synod Council Recommendation 2

Secretary Schaefer moved *that the proposed synod budget for 2022 be considered and adopted*. The Bishop noted that since this motion comes from the Synod Council that it does not need a second. He also noted that an amendment to the budget was received from Sam Sesti. He invited Sam to bring his amendment to the floor of the Assembly.

Sam Sesti, Trinity Avalon moved:

Whereas the Lutheran Campus Ministry in Greater Pittsburgh (hereafter LCMGP) has been an important fixture on the campuses of Pitt, Carnegie Mellon, Chatham and Carlow in its mission to students, faculty, and staff since 1946, and

Whereas mission support from the ELCA and congregations has decreased over the past few years, and

Whereas the COVID-19 pandemic has thwarted many fundraising opportunities, and

Whereas LCMGP operation for several years has required significant withdrawals from endowments, and

Whereas the cut of \$25,000 is nearly 20% of the campus ministry's budget, requiring significant withdrawals from LCMGP's endowment that could not last for more than a couple of years, and

Whereas fundraising plans are continuing to be prepared even if the \$25,000 is restored, and recent fundraising efforts have not been very successful, and

Whereas the proposed \$25,000 reduction of LCMGP support means that continued operation of LCMGP without drastic service reduction is not sustainable,

Be it resolved that the 2022 recommended budget be amended to increase the funding to LCMGP to \$75,000, an increase of \$25,000, and, in order for the 2022 recommended budget to remain balanced, decrease the funding to the ELCA Proportionate Share to \$632,600, a decrease of \$25,000.

The motion to amend the budget proposal was seconded. The Bishop asked for those who would like to speak to this motion.

Rev. Joe Boomhower, Holy Trinity, Chicora: pointed the assembly to part of the motion that indicates that the COVID crisis has affected the way fundraising was not able to happen right now and thus why this amendment is important.

The Bishop recognized Sam Sesti and apologized for not giving him the first opportunity to speak to his motion.

Sam Sesti, Trinity, Avalon: told the Assembly about his experience with campus ministry while at Thiel College in 2014 and community he found there and throughout the nation in how young adults encounter God through this important work. He noted that those at CMU, Chatham and Carlow would be most affected by this budget if it is not amended. He hoped the Assembly would amend the budget in hopes that those who are seeking the community, comfort and calling that he found in campus ministry will find it through the Lutheran Campus Ministry in Pittsburgh.

Rev. Martha McCreight, Zion, Penn Hills Spoke against the motion.

Rev. Brian Bennett, LCMGP Campus Pastor and member at Nativity Allison Park spoke in support of the motion.

Kelly Spaninger, St. Andrew, Shadyside asked a question. What is the total budget for LUC? Rev. Bennett stated that it was somewhere around \$120,000.

BULLETIN OF REPORTS

Rev. Ryan Kobert, St. Paul's, Sewickley spoke in favor of the motion.

Rev. James West, Harrold Zion, Greensburg pointed out that if every congregation gave \$125 to this ministry it would more than make up the \$25,000 being sought here.

Rev. Jill McGregor, Our Savior's, Ambridge asked what the size of the LCMGP Endowment is. Rev. Bennett said between \$120,00 and \$130,000.

Rev. Martha McCreight asked if the Board might have partnerships with congregations of our synod already that could help in this issue.

With no one else wishing to speak, the Bishop called upon Rev. Gruesu to lead the Assembly in a vote on this motion. **The motion carried with 59% voting in yes and 41% voting no.**

The Bishop noted that the Amended 2022 Proposed Budget was now before the Assembly. He also reminded the Assembly that we had heard from our Treasurer, Gary Teti last evening with his report to the Assembly. He noted that the Treasurer is available to the Assembly to answer questions. Since no one was wishing to speak to the motion, he called upon Rev. Gruesu to lead the assembly in a vote. **The motion to approve the amended 2022 proposed budget was adopted with 89% voting yes and 11% voting no.**

The Bishop invited Secretary Schaefer to bring Synod Council Recommendation 3 before the Assembly. Secretary Schaefer moved *that the 2022 Interim Ministry Guidelines be approved*. The Bishop noted that the recommendation does not need a second as it comes from the Synod Council.

With no one wishing to speak to the motion, the Bishop called upon Rev. Gruesu to lead the Assembly in a vote on this motion. **The motion carried with 98.06% voting yes and 1.94% voting no.**

The Bishop called for Secretary Schaefer to bring Recommendation 4 before the Assembly. Secretary Schaefer moved *that the 2022 Compensation Guidelines for Ministers of Word and Sacrament be approved*. The Bishop noted that since this comes from the Synod Council that it does not need a second. The Bishop directed the Assembly to Appendix C on page 117 of the Bulletin of Reports. As no one wished to speak to the motion, the Bishop called upon Rev. Gruesu to lead the Assembly in a vote on this motion. **The motion carried with 96.46% voting yes and 3.54% voting no.**

The Bishop called for Secretary Schaefer to bring Recommendation 5 before the Assembly. Secretary Schaefer moved *that the 2022 Compensation Guidelines for Ministers of Word and Service be approved*. The Bishop noted that since this comes from the Synod Council that it does not need a second. The Bishop directed the Assembly to Appendix D on page 117 of the Bulletin of Reports.

Rev. Linda Theophilus, Emmanuel, Eastmont expressed concern that since Ministers of Word and Service do not receive a Housing Allowance as Ministers of Word and Sacrament do, what can the Bishop do during the call process to ensure that the compensation for Ministers of Word and Service are commensurate with their responsibilities. The Bishop stated that he believes that the Ministry committee has addressed this very issue. He asked Rev. Peter Asplin to speak to this issue.

Rev. Peter Asplin, Assistant to the Bishop noted that if you lay the Guidelines for Ministers of Word and Service Next to those of Ministers of Word and Sacrament, it will be seen that the base salary for Word and Service Ministers is higher and the Word and Sacrament base salary. This brings the compensation more commensurate for deacons with those of pastors who receive a housing allowance. He also noted that most Ministers of Word and Service do not serve congregations but serve in other organizations like Glade Run or Mercy Hospital. Unfortunately, these guidelines cannot be enforced in those settings.

BULLETIN OF REPORTS

As no one else wished to speak to the motion, the Bishop called upon Rev. Gruesu to lead the Assembly in a vote on this motion. **The motion carried with 98.07% voting yes and 1.93% voting no.**

The Bishop invited Chaplain Arter to address the Assembly once again.

A reading from Mark 10: 13-16

People were bringing little children to him in order that he might touch them; and the disciples spoke sternly to them. But when Jesus saw this, he was indignant and said to them, "Let the little children come to me; do not stop them; for it is to such as these that the kingdom of God belongs. Truly I tell you, whoever does not receive the kingdom of God as a little child will never enter it." And he took them up in his arms, laid his hands on them, and blessed them.

Everybody is born with unique gifts and talents that are given by God to bless the world. But I believe this to be true even for infants, little babies who are brought by their parents and grandparents.

It amazes me anytime I see one of these little children in church because their eyes are wide open. They are taking in absolutely everything they see and hear. They are learning, they're paying attention. And I am just as grateful for the people in the congregation, who are showing them warmth and love, who are glad to see them, and who are there to support their families and assist them in worship.

And I realize just how much the children are learning when they come up for communion in the arms of their parents or grandparents. Because once again the eyes are wide open. They are paying attention. And on more than one occasion, when I have torn a piece of bread off of the loaf and handed it to their parents, a little hand grabs that piece of bread and eats it before the adult even knows what has happened.

And I believe a reason for that is that the children are learning already what holy communion is about. They see what is happening and they want to participate. And I find this reason alone justification for thinking long and hard about our long-standing traditions, as a church.

Children teach us so much about who we are to become as people of God. They have a unique ability to draw out from every one of us warmth, hospitality and caring, that we do not always extend to adults. Just the same, we all have the vocation to care for children with the same hospitality and warmth as Jesus. We have a long way to go to make our congregations welcoming places for children and families. Gone are the days when children were to be seen, but not heard in church. Today, they must be both seen and heard.

Knowing just how much Jesus loves and values the children, we know we will have all the help that we need to use our hands and voices to serve our young people and to raise them up, as fellow disciples and laborers in the kingdom.

Let us pray. Almighty God you came to earth as a baby, helpless, vulnerable, needing a mother's love, a father's care, and a community's support. As you call us to teach your children what is right and good, open us to what your children teach us. That from them, we learn to live and depend in trust on your daily mercies; through Jesus Christ, our Lord. Amen."

The Bishop thanked Chaplain Arter for his words and declared the Assembly to be in recess until 11:00 AM.

Plenary Session 5

As the Plenary began, the Assembly received pre-taped video reports from the ELCA Credit Union and Mission Investment Fund and Camp Lutherlyn

Bishop Kusserow convened the 5th Plenary Session at 11:07 AM and welcomed the Assembly back from its break. He then invited Chaplain Arter to come forward and offer the Assembly another devotion.

BULLETIN OF REPORTS

"A Reading from Matthew 15: 32

Then Jesus called his disciples to him and said, "I have compassion for the crowd, because they have been with me now for three days and have nothing to eat; and I do not want to send them away hungry, for they might faint on the way."

Back in April, Pete was scheduled to go in for knee surgery. And when he told me, I was a little bit concerned, given that Pete is in his late 70s, and has been dealing with a number of issues with his health. But Pete was not really worried. He asked for prayers, not with anxiety, but with confidence that God would bring him through. But Pete had a greater concern than even his own health.

What was really bothering Pete was that he was not going to be able to go to work. And this had absolutely nothing to do with getting a paycheck. For Pete's been working, for the last two years, as the cook at a small rural nursing home. And when his wife was a nursing home resident, he remembered just how much it meant to her to have good food to eat. So, when this particular home was in need of a new cook, he applied for the job and was offered it. And this was a good job for him because one of Pete's favorite things to do is cooking.

But Pete does not stay in the kitchen. Before he begins cooking his meals, he goes through the nursing home and greets all the residents one by one. And he makes it a point not just to get to know them, but to know what foods they like to eat. So, that at least every once in a while, he can be confident of knowing they're going to have a meal they want to eat.

And when he was going to be out of work for two weeks, he was concerned for his residents, because he wanted them to be eating and eating well. And when Pete and I prayed for him, both prior to his surgery and after it, we prayed for God to restore him to his vocation.

Because feeding those people, fed Pete's soul. Cooking was only part of the job description, at least as far as Pete was concerned. Pete's vocation is preparing meals that make sure the people of God know how greatly they are loved.

Let us pray. Lord Jesus, at your table you feed us with your life and love. Bless our holy work of feeding your children, that all who hunger may be satisfied by your abundance and behold your loving presence in their daily bread. Through Jesus Christ our Lord, we pray. Amen.

The Bishop thanked Chaplain Arter for the gift he is giving to the Assembly. He then informed the Assembly that the report of the First Ballot was not yet finished being processed and it will be given after lunch. He called for the video that introduces us to the Seminarians and Ordinand of our synod to be played.

The video introduced the members of the Assembly to the Seminarians and Ordinands who are in the Candidacy Process in the synod. Those introduced on the video were:

Tricia Christman – preparing for her approval interview.

Chris Combs – interviewing for his first call in the synod.

Katie McNeal – serving her internship at Our Redeemer, McMurray and preparing for her approval interview.

2nd Lieutenant Roger Randolph III – will begin his Internship this Fall and is currently taking the Army Chaplain's Basic Leadership Course.

Elizabeth Scales Rhinefrank – will begin her 3rd and final year of Coursework at ULS.

Steve Slepecki – will begin his internship at Trinity, Butler in the fall.

Jamie Ulrich – will begin her internship at Epiphany Lutheran Church in Pickerington, OH in the fall.

Damisha McFarland-Pollack – will begin her Clinical Pastoral Education this summer (Damisha's video was unintentionally left off the final cut of this video and the Bishop and Rev. Asplin apologized for this error and noted how pleased we all are to have her in our candidacy program).

The Bishop then turned to the Recognition of Pastors and Deacons Observing Special Anniversaries

BULLETIN OF REPORTS

The Bishop recognized two pastors in our synod who are celebrating their 25th Anniversaries of Ordination: Rev. Dorothy Worth and Rev. Lew Messinger. He then offered a prayer of thanksgiving for their ministries.

He lifted up the names of Pastors who are celebrating their 55th, 60th, and 70th Anniversaries of Ordination:
55 Years: Rev. David Clement, Rev. William Hauser, Rev. Gerald Huhn, Rev. Steven Myers, and Rev. Frank Zeman.
60 Years: Rev. Cletus Fahrion
70 Years: Rev. Mont Bowser
Bishop Kusserow offered a prayer of thanksgiving for these servants of God.

Bishop Kusserow noted that we have one pastor who is celebrating his 50th Anniversary of Ordination, Rev. Cyril Hurnyak. He reminded the Assembly of a practice the Synod adopted in 2017 for the 500th Anniversary of the Reformation. Beginning that year, and continuing now, as a regular practice, the Synod provides a gift of \$500 to United Lutheran Seminary in honor of each of those pastors and deacons celebrating the 50th anniversary of their ordination, to build a scholarship that will bless new generations of pastors and deacons being prepared to serve in public ministry. And, every ministry site they have served along the way, is invited to contribute to the scholarship as well. To date, those contributions total more than \$16,000. He then asked for the video from Rev. Hurnyak to be played.

Rev. Hurnyak stated that when he was in seminary, he found a quote from Martin Luther, "Next to theology, God's second highest gift to his people was music." It was his epiphany moment and having a musical background he saw this quote as a mission statement and it followed him throughout his ministry. After 4 calls in 3 states, upon his retirement, he followed his love and became an organist and cantor of 2 different Lutheran churches. He said, "I think it's really true when we kiss the stole at the day of our ordination, we have no idea as to where God is going to lead us, into which paths are, at that particular point in our life, largely unseen."

The Bishop thanked Rev. Hurnyak for his years of ministry and prayed a prayer of thanksgiving for him and his ministry.

The Bishop then recognized congregations of the synod who have contributed at a level of 10% of regular giving toward Mission Support in 2020. He thanked them and all the congregations of the synod for their giving toward Mission Support and the work of our synod and the ELCA. He then asked Secretary Schaefer to bring Synod Council Recommendation 6 before the Assembly.

Secretary Schaefer moved to adopt the Mission Support Formula...

"The faithful people who make up the congregations of our SWPA Synod of the Evangelical Lutheran Church in America endeavor to live lives of generosity and healthy stewardship. We believe that all we have is a gift from God - ourselves, our time, and our possessions, signs of God's gracious love for us. We aspire to give back a portion of every gift to God through the hands and feet of our local churches. We recognize that our Synod further extends the reach of the church into the lives of people both locally and globally. Our congregations are encouraged to give at least a tithe of gifts and offerings to Mission Support. We challenge each other to give a faithful measure of our congregation's gifts to the work of our Synod. Congregational leaders may request consultation with our Synod Council to assist in determining their proportionate share. We are called to live faithful lives to the bold witness of life-everlasting through our Savior Jesus Christ, who sacrificed everything for us and calls us to follow in his footsteps and boldly sacrifice everything for our neighbor. May God work in our hearts and in our congregations to give faithfully so that God's hands and feet never stop serving our neighbors."

The Bishop noted that since this motion comes from the Synod Council, it did not need a second.

Rev. Chris Rotella asked if this percentage is significant enough to sustain any and all of our new starts at this time. The Bishop thanked her for her question and said yes. If all our congregations gave 10% of their income toward mission support, we could have \$2,000,000 and would give us a balance of \$639,000 on our 2022 budget. With this we could support new missions, fund our desire to give to United Lutheran Seminary, fully fund campus ministry, provide pastors for congregations that cannot call a pastor on their own, and provide sabbatical grants.

BULLETIN OF REPORTS

Rev. Jill McGregor shared her concerns with the thinking behind the Mission Support Formula.

With no one else speaking to the motion, the Bishop called upon Rev. Gruesu to lead the Assembly in a vote. **The motion carried with 89.81% voting yes and 10.19% voting no.**

The ELCA Churchwide video with Bishop Eaton's message was shared with the Assembly.

After a prayer by Chaplain Arter, the Bishop recessed the Assembly at 11:50 for Lunch.

Plenary Session 6

As the Plenary began, the Assembly received pre-taped video reports from Bethesda Lutheran Services and Lutheran Advocacy Ministry in Pennsylvania (LAMPa).

The Bishop welcomed the Assembly back from its lunch break and called upon Chaplain Arter to bring another devotion to the Assembly.

A reading from the Isaiah 64:

Since ancient times, no one has heard, no ear has perceived, no eye has seen any God besides you, who act on behalf of those who wait for him.

For all of our talk about vocation, one thing that we seldom consider is how many of God's children, either due to age, illness or impairment, unemployment, they spend most of their days at home. And these siblings in Christ struggle against feelings of uselessness because they rely on others for their care. Because they are not working to make ends meet. Because they want to do things that matter. But their minds bodies and circumstances, get in the way.

Now we know, as people of God, that every single person, regardless of their age or ability, has spiritual gifts to share for the blessing of the world. But what do those words mean to someone who is living in isolation? The temptation is always so strong for us to define ourselves and our worth our vocations, especially when those vocations bring with them, high pay, power and prestige.

Yet, the words, *you are useless*, come straight from the Devil. Because a person is not made righteous before God by their works, but by the works of Jesus. But you need others to bring out your spiritual gifts, just as much as others need you. And following Jesus is all about meeting God's people where they are, especially when God's people are isolated and alone. And whenever you visit, whenever you call, whenever you send a card, whenever you serve, you bring the presence of Jesus with you.

And it is in the context of that relationship, that we give each other the support, the encouragement, the inspiration that is necessary, that compels us to share our gifts for the upbuilding of the reign of God. We must not leave behind those whom the world so easily leaves behind. For, when God comes into focus, vocation comes into focus. And it is Jesus' love that gives you your vocation, your voice, your purpose in God's kingdom.

Let us pray. Lord Jesus, we lament our siblings, due to unemployment, age or illness, who lack living wages, of belonging in community, and a sense of purpose. Silence the evil voices that shame those who cannot work, or who rely on others for their care. For no life is without meaning or purpose. Open us to the gifts and blessings you give to the people our world so easily leaves behind through Jesus Christ, our Lord. Amen."

The Bishop thanked Chaplain Arter for his words. He then called upon Rev. Paul Gruesu, Chairperson of the Elections Committee to give the report of the First Ballot. Rev. Gruesu reported the results.

BULLETIN OF REPORTS

**Voting Member to 2022 ELCA Churchwide Assembly
Panel 1 Laywoman**

Number to be elected	1
Number of ballots cast	192
Number necessary to elect	97
Votes received	
Melanie Thomas	68
Michele R. Sweeney	58
Anna K. Sarver	66

Bishop Kusserow declared that Melanie Thomas and Anna K. Sarver would advance to the next ballot.

**Voting Member to 2022 ELCA Churchwide Assembly
Panel 1 Layman**

Number to be elected	1
Number of ballots cast	204
Number necessary to elect	103
Votes received	
Tom Hough	75
Donald Madzey	40
Chris Atwood	89

Bishop Kusserow declared that Chris Atwood and Tom Hough would advance to the next ballot.

**Voting Member to the 2022 ELCA Churchwide Assembly
Panel 1 Clergy (Pastors or Deacons)**

Number to be elected	2
Number of ballots cast	212
Number necessary to elect	107
Votes received	
Rick Frederick	67
Jennifer P. McCurry	137
Martha McCreight	107
Susan K. Devine	92

Bishop Kusserow declared Jennifer P. McCurry and Martha McCreight elected as voting members of the 2022 Churchwide Assembly.

**Voting Member to the 2022 ELCA Churchwide Assembly
Panel 2 Laymen**

Number to be elected	2
Number of ballots cast	209
Number necessary to elect	105
Votes received	
Dennis Lane	112
Gary Teti	86
Andrew Sabol	131
Robert Errett	72

Bishop Kusserow declared Dennis Lane and Andrew Sabol elected as voting members of 2022 Churchwide Assembly.

BULLETIN OF REPORTS

**Voting Member to the 2022 ELCA Churchwide Assembly
Panel 2 Laywoman**

Number to be elected	1
Number of ballots cast	210
Number necessary to elect	106
Votes received	
Holly Schmitt	131
Wendy Farone	79

Bishop Kusserow declared Holly Schmitt elected as a voting member of the 2022 Churchwide Assembly.

**Voting Member to the 2022 ELCA Churchwide Assembly
Panel 2 Layman – Young Adult**

Number to be elected	1
Number of ballots cast	208
Number necessary to elect	105
Votes received	
Kyle Neumann	113
Ben Scariot	95

Bishop Kusserow declared Kyle Neumann elected as a voting member of the 2022 Churchwide Assembly.

**Voting Member to the 2022 ELCA Churchwide Assembly
Panel 2 Clergy (Pastors or Deacons)**

Number to be elected	3
Number of ballots cast	216
Number necessary to elect	109
Votes received	
Beth Clementson	128
Jocelyn Johnston	94
Brenda N. Henry	126
Clifton Suehr	57
Jonathan “JJ” Lynn	89
Kerri Clark	116

Bishop Kusserow declared Beth Clementson, Brenda N. Henry, and Kerri Clark elected as voting members of the 2022 Churchwide Assembly.

**Synod Council Representative at Large
Layperson**

Number to be elected	2
Number of ballots cast	208
Number necessary to elect	105
Votes received	
Leigh Pogue	90
Jennifer Armstrong-Schaefer	102
Jay Toogood	80
Holly Schmitt	124

BULLETIN OF REPORTS

Bishop Kusserow declared Holly Schmitt elected to the Synod Council and that Leigh Pogue and Jennifer Armstrong-Schaefer would advance to the next ballot.

**Synod Council Representative at Large
Clergy (Pastor or Deacon)**

Number to be elected	1
Number of ballots cast	215
Number necessary to elect	108
Votes received	
Beth Clementson	153
Rick Frederick	62

Bishop Kusserow declared Beth Clementson elected to the Synod Council.

**Synod Council Conference One Representative
Layperson**

Number to be elected	1
Number of ballots cast	204
Number necessary to elect	103
Votes received	
Charen Bennett	93
Janice Jeletic	111

Bishop Kusserow declare Janice Jeletic elected to the Synod Council.

**Synod Council Conference Two Representative
Clergy (Pastor or Deacon)**

Number to be elected	1
Number of ballots cast	215
Number necessary to elect	108
Votes received	
Scott Bryte	104
Jonathan "JJ" Lynn	111

Bishop Kusserow declared Jonathan "JJ" Lynn elected to the Synod Council.

**Synod Council Conference Three Representative
Layperson**

Number to be elected	1
Number of ballots cast	206
Number necessary to elect	104
Votes received	
Linda Schaeffer	126
Karen Shaffer	80

Bishop Kusserow declared Linda Schaeffer elected to the Synod Council.

BULLETIN OF REPORTS

**Synod Council Conference Four Representative
Clergy (Pastor or Deacon)**

Number to be elected	1
Number of ballots cast	212
Number necessary to elect	107
Votes received	
Brenda Henry	145
David Hanssen	67

Bishop Kusserow declared Brenda Henry elected to the Synod Council.

**Synod Council Conference Six Representative
Clergy (Pastor or Deacon)**

Number to be elected	1
Number of ballots cast	213
Number necessary to elect	107
Votes received	
Susan Devine	96
Allyn Itterly	117

Bishop Kusserow declared Allyn Itterly elected to the Synod Council.

**Committee on Discipline
Clergy (Pastor or Deacon)**

Number to be elected	2
Number of ballots cast	204
Number necessary to elect	103
Votes received	
John F. Yedlicka	72
Roger Steiner	72
Scott Bryte	119
Erin Jones	136

Bishop Kusserow declare Scott Bryte and Erin Jones elected to the Committee on Discipline.

**Committee on Discipline
Layperson**

Number to be elected	2
Number of ballots cast	215
Number necessary to elect	108
Votes received	
Lori Greene	122
Barb Schumacher	111
Jeannette Christensen	166

Bishop Kusserow declared Lori Greene and Jeannette Christensen elected to the Committee on Discipline.

BULLETIN OF REPORTS

Lutheran SeniorLife Board of Directors Clergy (Pastor or Deacon)

Number to be elected	1
Number of ballots cast	221
Number necessary to elect	111
Votes received	
Kimberly van Driel	99
Kari Smail	122

Bishop Kusserow declared Kari Smail elected to the Lutheran SeniorLife Board of Directors.

Lutheran SeniorLife Board of Directors Layperson

Number to be elected	1
Number of ballots cast	218
Number necessary to elect	105
Votes received	
Chad Zutter	97
Chris Jordheim	111

Bishop Kusserow declared Chris Jordheim elected to the Lutheran SeniorLife Board of Directors.

Lutheran Service Society Board of Directors Clergy or Layperson

Number to be elected	1
Number of ballots cast	215
Number necessary to elect	108
Votes received	
R. Brandon James	114
Jeffery Schock	101

Bishop Kusserow declared R. Brandon James elected to the Lutheran Service Society Board of Directors.

The Bishop then invited Chaplain Arter to lead the Assembly in prayer prior to voting on the Second Ballot. The Bishop then invited Rev. Gruesu to begin the voting process for the Second Ballot. The Ballots were cast electronically. During the voting, the Bishop saw John Webb asking to address the Assembly. Mr. Webb was having trouble with his voting device and was instructed to call the tech support line. Being unable to wait for Mr. Webb to call the tech support line, the Bishop informed Mr. Webb that if the difference on any ballot cast is within one vote, the ballot will be recast.

The Bishop invited ELCA Churchwide Representative and ELCA Coordinator of Coaching Ministries Jill Beverlin to address the Assembly.

“Loving God of generosity, mercy and grace, thank you for every person here today, for each mind and heart that fills the presence of this meeting. We thank you. Only you truly know what we are setting out to accomplish today. We have an idea, a vision, hints and daily instructions. We have talents, abilities, and time to work. However, only you can see in perfect detail, the end of every beginning. Every project. Every season. Every life. Nothing is ever in vain, for even mistakes and missteps are used for good. Your righteousness transcends all our efforts and understanding. Forgive us our pride. The pride that puffs us up and the pride that threatens to unqualify us. Strengthen our confidence in who you have made us to be. Set us free from comparison, in order to work together efficiently. Give us wisdom to recognize the abundant gifts you have given us. Bless this meeting today. All those present, as well as the lives of those we will encounter afterward. Ready us, Lord, to make every moment count. In Jesus name we pray. Amen.

BULLETIN OF REPORTS

So, friends, and good afternoon to you the good people of Southwestern Pennsylvania Synod. I am Jill Beverlin, and I'm so blessed to be your churchwide rep for assembly. I'm talking to you, as bishop mentioned, from my home in Appleton, Wisconsin. And it has become my practice to offer a land acknowledgement as part of any welcome I do. The beautiful area in which I live on the Fox River is the ancestral territory of five nations of native indigenous peoples: The Menominee Tribe. The Ho-Chunk Winnebago Tribe. The Potawatomi Tribe. The Oneida Tribe. And the Stockbridge-Munsee band of Mohicans, and the Brothertown Community. I honor and respect the diverse indigenous peoples connected to this territory, on which I live.

Across the country, we are likely known best for being 45 minutes south of Green Bay, where the Packers play at Lambeau Field. And I shared this in full transparency, being completely uncertain of how this information will be received by those that live so close to the Pittsburgh Steelers.

Before moving on, I also want to draw attention to my brightly colored shirt. I wear this in support of Pride Month. And I'm proud of the social engagement of the ELCA and recognition that God has made people in a wide variety of ways that we can honor and celebrate.

An important part of introducing myself is also sharing my family with you. This is my husband Dave, and our son Andy (*image on screen of Andy and Dave*). Andy also lives near us here in Appleton. Here are a few things that I like in life (*image on screen of eagles & pelicans, travel, spiritual practices, kayaking, hiking, biking, running, being with family*).

And I absolutely adore serving in my role as Coordinator of Coaching for the ELCA. I feel humbled and blessed to serve alongside the amazing individuals that are our coaches and to engage with leaders in each of our 65 Synods. Hearing how God is moving in their lives and how God is inviting them into the sacred work of loving and healing the world.

Our goal in ELCA Coaching is that each person or team that has a conversation with a coach would be able to name themselves as **beloved** of God, **gifted** by God and **invited** by God into God's work of loving and healing the world. We help people discover their purpose in life, and how they might take intentional steps into that purpose. And you can only imagine my excitement when I learned what the theme of your Synod Assembly was, and that I, out of all the possible people in the churchwide office, was invited to be the representative at your assembly. It is humbling when you see God's Spirit moving in such intentional alignment.

As I prayed about serving with you, this verse is one that kept coming to mind from the book of Ecclesiastes, the 4th chapter: *Two are better than one. Because they have a good reward for their toil, for if they fall, one will lift up the other, but woe to one who is alone and falls and does not have another to help. Again, if two lie together, they keep warm. But how can one keep warm alone? And though one might prevail against another, two will withstand one, a three-fold cord is not quickly broken. (Ecc. 4:9-12)*

I have served at all three expressions of church in my career. And what I can tell you is that we do indeed need one another. In this time, I have continued to be amazed at the unique ways, each expression of our church contributes to the overall Mission of God. One of the best things about this is reflected in the verse I have just shared here. We are stronger together. As I've been getting to know your Synod, I see you living into this in many, many ways, supporting individuals and programs in your Synod and across the denomination.

My first example is a story that was also lifted up by Bishop Kuserrow on Thursday night. After the record-breaking cold snap in Texas, you reached out to support your domestic synod partners in the Northern Texas-Northern Louisiana Synod. This unprecedented combination of frigid weather, utilities failure, and the global pandemic had dire consequences and cost human lives. It also took a toll on facilities including homes, businesses, and churches. And in the midst of this, listen to how you responded, and I quote from your website:

BULLETIN OF REPORTS

We are bound in care and prayer for each other. So, when the sale of our Synod office building brought in slightly more money than was needed to meet our own budget, the Southwestern Pennsylvania Synod Council acted to pass that blessing on to our partner, the Northern Texas-Northern Louisiana Synod in their time of need.

Bishop Eric Gronberg of that Synod wrote to share that the money sent from your Synod was used to pay the deductibles for congregations and individuals impacted, in order for them to quickly receive help from their insurance. Well done, good and faithful servants.

You, the good people of Southwestern Pennsylvania, are no strangers to sharing God's generosity. A quick glance at your website shows numerous ways that you are living into God's invitation to use your gifts to love and heal the world. And now I'd like to share with you what this looks like from the lens of the churchwide office.

Mission Support

And let me start by saying, Thank You. Together, all of you made it possible for this Synod to share \$680,151 with the churchwide organization to support our thriving church. On behalf of all the ministry stewarded by the churchwide organization, and the Southwestern Pennsylvania Synod, and all the people whose lives are touched through these ministries, I say— Thank you. Even in a year full of unique challenges created by the Covid-19 pandemic, congregations and synods continued to make ministry possible beyond their walls and borders, through sharing mission support. What does this look like?

- 41% of Mission Support grows the ELCA in the US. Thank you SWPA for \$278,862 for these ministries!
 - Planting and supporting hundreds of new congregations,
 - Enabling congregations to renew ministries and reach out to surrounding communities
 - Developing and sharing crucial resources for faith, discipleship, prayer, stewardship and worship
 - Being bold partners in the important work of diversity and anti-racism with our African-descent, American Indian, Alaska Native, Arab, Middle Eastern, Asian, Pacific Islander and Latino/Latina leaders and members
 - Making important investments in technology and communication,
 - Growing our financial resources, and engaging in strategic planning.

- 22% of Mission Support grows the Lutheran Church and Addresses Issues Around the World. Thank you SWPA Synod for \$149,633 for these ministries.
 - As a member of the Lutheran World Federation, the ELCA is in communion with 147 other churches.
 - ELCA synods relate directly to 65 companion churches through a total of 127 official relationships.
 - ELCA accompanies new Lutheran churches, expands ministries, and trains leaders and evangelists.
 - ELCA sends missionaries, including YAGM, who are the hands and feet of Jesus around the world.
 - ELCA addresses social issues and works for justice

- 37% of Mission Support Helps Develop Current and Future Leaders in the ELCA. Thank you SWPA for \$251,656 for these ministries.
 - Prepare and implement a system of recruitment and assignment of rostered ministers.
 - Identify and provide ministry resources and opportunities to lay leaders for networking.
 - Offer events and leadership opportunities for youth and young adults.
 - Support the work of seven ELCA seminaries and 26 ELCA colleges and universities.
 - Provide coordination and support for churchwide ministries.
 - Provide governance and leadership.
 - Sustain ecumenical and interfaith relations.

Fund for Leaders

This is the 20th year in which the ELCA Fund for Leaders has awarded scholarships to candidates for ministry, studying at ELCA seminaries. For the 2020-2021 academic year, the Fund for Leaders scholarship program will be supporting 297

BULLETIN OF REPORTS

candidates for ministry, with just over \$2.8 million in scholarships support. Your Synod has three Fund for Leaders scholarship recipients.

First is Roger Randolph III, who is attending United Lutheran seminary and is currently training to be a military chaplain. Second is DaMisha McFarland-Pollock, who is attending Wartburg Seminary and just this week began her CPE training and asks us for our prayers. And Jamie Ulrich, attending Trinity Lutheran Seminary in Columbus, Ohio.

I had the privilege of chatting with each of these leaders over the past few weeks, I will share bits of our conversation here, as they are reflecting the love and language, you are embodying in this assembly. I will also make these videos available to your Synod, so you can view them in their entirety at a later time.

First, a word from DaMisha. Here she shares how this collaborative gift has helped her live into the gifts God has given her. Listen to how receiving this scholarship has activated her to claim the call to serve in a setting where more people may know the way of Jesus and discover community, justice, and love. And friends, please unmute, if you don't hear the sound when I click this:

DaMisha on video: I see my call to rural ministry. And in this rural ministry, my call to community and relationship and in those two aspects, having, playing a role in racial reconciliation. Because you fear what you don't know. And you can't know what you don't engage and have relationship with. And so, this call that I have is to go to rural communities and serve, so that individuals can see someone who looks different than them. But, who is still a human being, just like them. So that, we can be in relationship with each other and understand that we are way more alike than we are different. And so, I don't have a huge agenda of these big plans or here's all these programs we're going to implement. Mine is very simple. God is calling me to a very simple thing. And that is to be in relationship with people so that through that relationship, we can connect, unite and see Christ in each other, and therefore breakdown lots of barriers.

Next, we will hear from Jamie, and how the gift of this scholarship has impacted her relationship with God, and has opened the way for her to live more fully into the gifts God has given her. Jamie is a beacon for what it means to engage our younger members in relevant ways,

Jamie on video: ... helped me understand again just my own gifts and recognize the importance of what me as an individual, what I can bring to the church. Again, it's just been incredibly affirming and helps me really believe in the fact that I was made in God's image, and that I am beloved by God. To be empowered for ministry in this way is just such a great reminder that God is so active and present in our lives and calls us leaders specifically to do work in God's Church.

And friends I will share a word from Roger at the end of my presentation.

COVID-19 Response Fund

Next, I will talk about Covid-19. This became the lens through which we all started to see the world in 2020. What I hope you will hear is that the people of the ELCA showed up in this time. Here's some facts about the generosity that we have seen from you.

- As of the middle of February this year, more than \$1.8 million was raised to support synods throughout our church.
- More than \$1.8 million was given to synods who applied for grants
- There were a total of 8 rounds of grants given to synods,
- 63 synods applied
- All synods who applied received grants to meet the Covid-19 needs they were facing
- More than 387,000 people were served
- More than 8,830 ministries funded

BULLETIN OF REPORTS

Mission Investment Fund

MIF at work in SWPA Synod as of 12/31/20

- 7 MIF loans, with a balance of \$3,907,501
- \$4,859,480 in MIF investment obligations

MIF representative: The Rev. Kent Peterson, Regional Manager

Telephone: 276-698-7970

Email: kent.peterson@elca.org

Related to the Covid-19 response, I would like to talk briefly about another partner in faith. The Mission Investment Fund is a financial services ministry of the ELCA that provides strong, stable, faith-based ways for individuals and congregations to achieve their financial goals. During the year-long pandemic, MIF provided assistance to investors who needed immediate access to their funds and to borrowers who needed flexibility with their loan payments. They collaborated with our ministry partner, the ELCA Federal Credit Union to offer expedited loans for congregations, ministries and individuals, as well as Paycheck Protection Program loans for congregations and ministries to keep employees on the payroll and continue important operations.

ELCA World Hunger and Lutheran Disaster Response

Now let's look at your contributions to ELCA World Hunger and Lutheran disaster Response. Again, thank you for this incredible support in what was an extraordinary year.

Total giving to WH and LDR in 2020

- ELCA World Hunger: \$23, 526,329
- Lutheran Disaster Response: \$6,886,700

Gifts from individuals and congregations in this Synod were a part of this effort, contributing over

- \$265,594 for ELCA World Hunger
- \$67,511 for Lutheran Disaster Response.

Thank you for your generous support of our work together. And here's a story of how this money is being utilized. On the screen, you see Pastor Heather Lubold and Pastor Scott Bryte of Berkeley Hills Lutheran Church. During the height of the pandemic, this congregation was inspired to dream big and live into the call to serve those facing food insecurities. This congregation was already supporting the West View Hub Food Bank, and through their ecumenical connections, learned there was a gap in families accessing food several times a month.

With this information, they applied for the Dream Big Hunger Grant and received \$2,500 from the churchwide office. With this, they were able to provide approximately 640 boxed meals over eight different Saturday evenings last summer. I was able to have a conversation with Pastor Bryte about this initiative. He said that they would most often hear recipients ask, "Why are you doing this?" He responded by using Martin Luther's famous words, "God doesn't need your good works. But your neighbor does."

So, let's draw the direct lines here, of how Spirit, through your generosity and all expressions of our church, work to bring 640 meals to hungry people in a very scary uncertain time. As I understand it, the mantra of the Hub Food Pantry is no applications, no income requirements, just a place to get some help.

I hope, in this, you see how it reflects the compassion Jesus shows to human beings. Jesus cared for people in their ordinary hunger, and in feeding them, demonstrated loving hospitality. And beyond this, friends, the miracle of feeding hungry people also demonstrates the presence of the kingdom of God. It echoes the familiar story of God providing manna for the children of Israel, as they journey through the wilderness. It's not a small step to imagine these boxed meals as manna bringing both needed nourishment to the body, and hope for the souls in need. What a beautiful

BULLETIN OF REPORTS

witness. And all of this made possible through the work of the Spirit, moving collectively through every expression of our church. Again, I will say, thank you.

Global Mission

Friends, your generosity, just does not end. Now let's look at your impact across the globe. Your synod's international companion synod is Madagascar. On the screen, you will see the names of the missionaries and young adults in global missions sponsored by your Synod.

Anne and Willie Langdji

Pastor Christie Manisto and Steven Saari

Pastor Jeffrey Truscott

Pastor Themba Mkhabela and Kwena Mkhabela

I know there is another team working on a report to share with you regarding the work of these good people. I also heard Bishop Kusserow mention on Thursday night, that your Synod is responding to the humanitarian crisis that is currently happening in Madagascar, as they face severe food insecurity, sparked by the most acute droughts since 1981, on top of a second wave of Covid-19 outbreaks. Thank you for embodying the mercy of Christ in this urgent way, my friends, and may God multiply the generosity that you are sharing.

Congregational Vitality—Life of Faith

Main Goal: Stir up a culture change that frees congregations to make the service by the baptized in the arenas of daily life the central focus of our mission.

Serving our neighbors is the core tenet of the teachings of Jesus. And with this, congregational vitality is taking on increasing importance and focus in our denomination. It is exciting to announce that your Synod was one of two selected from 12 applications to be part of an initial experiment in a new ministry movement called Life of Faith. The main goal of this movement is to help our members see ministry, as what they do every day, not just on Sundays, or what they do through church. That their faith and God are part of the very fabric of their being each and every day and in all ways. It is significant that your Synod was selected to participate in this. And I can't wait to check back and learn what God stirs in your midst, as a result of this work.

Collaborative Work in All Expressions of Our Church

As I mentioned when I began my presentation, in preparing to speak with you today, I tried to connect with various leaders from your Synod in order to gain insight into why they invest in this collaborative partnership of the gospel between all expressions of the church. Here are some thoughts from our Synod Chaplain Pastor Jim Arter.

*Pr. Arter on video: I believe the greatest support of the churchwide office, that it can offer to our congregations, is **leadership development** and providing congregations the **tools to confront the challenges** we face with an **openness to change and new possibilities**.*

I was one of the first pastors in my Synod to begin clergy coaching, and I'm so thankful to have had the support and guidance of my coach, as I've led my congregation through the pandemic. I do not believe that I can be successful as a transformational leader, without someone to listen, encourage me and hold me accountable to striving toward my goals.

I serve in a very challenging context, and though I have a loving and stable congregation, it is so easy to become discouraged by the pain and decay that surrounds us. Coaching keeps me grounded in my sense of call and keeps me focused on the amazing works Christ is bringing about every day.

I am thrilled to hear that the ministry of coaching has been a support to Pastor Jim, and has helped him continue to serve faithfully in this difficult and ever-changing landscape. And I want to thank you Pastor Arter for serving as our chaplain for this assembly.

BULLETIN OF REPORTS

Special Thanks

And, as my presentation comes to a close, I want to offer a special thank you to your Director of Evangelical Mission, Melissa Stoller, and the entire Synod Assembly Planning Team. And of course, thank you to Bishop Kusserow for inviting me to be part of your Synod Assembly.

And now, as I promised, a word from your last Fund for Leaders scholarship recipient, Roger Randolph, III. In my conversation with him, I asked, "What message do you want to share with your Synod and the Churchwide office about the importance of working together?" Listen to his response, and the beautiful light it shines on how we live faithful and fulfilling lives as Church together.

Roger on video: I say that this question, I feel is really apt, just given what I'm involved in right now. I'm, you know, participating in an institution that is a team of teams, and I think that really the same thing can be said in many ways of the church, the way that different groups within congregations contribute to the entire congregation, contribute to an entire conference, contributes to the entire Synod, this church, and then the broader church.

You know, I was, when I heard this question, I thought of the one body and many members. You know, we all are bringing so many unique gifts, so many unique talents, fruits of the Spirit, that we are able to contribute. But those things aren't heard or those things aren't seen or those things aren't brought to the forefront, unless we work together in Christ.

And so that has been something that I have seen demonstrated so much, where I'm at now, where I was at seminary in ULS and especially in my time before going to seminary, just the folks who have really contributed to my discernment and my walk toward this ministry within the Synod. So I would just say that team of teams mentality is so important, because there are so many things that we can accomplish together that we couldn't alone.

And so, with the wonderful, wise words of Roger echoing in our hearts, please hear these words from the book of Ephesians, the 4th chapter:

Now, these are the gifts Christ gave the church—the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do God's work and build up the church, the body of Christ. This will continue until we all come to such unity in our faith and knowledge of God's Son, that we will be mature in the Lord, measuring up to the full and complete standard of Christ. Then, we will no longer be immature like children. We won't be tossed and blown about by every wind of new teaching. We will not be influenced when people try to trick us with lies so clever they sound like truth. Instead, we will speak the truth in love, growing in every way more and more like Christ, who is the head of the body, the church. ^{SEP}He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow so that the whole body is healthy and growing and full of love.
(Eph. 4:11-16)

Thank you, good people of Southwestern Pennsylvania Synod, for all that you are, for the beautiful and generous ways you are engaging the gifts and resources of God, and for your amazing intentionality and using this abundance to support the wider church, and love and heal the world. We truly thank God for you. Amen."

Bishop Kusserow thanked Jill for her excellent report and noted that the Assembly would be able to bring questions for our ELCA Representative later in the Assembly.

The Bishop then called upon Rev. Paul Gruesu, Chairperson of the Elections Committee to bring his report on the Second Ballot.

Rev. Gruesu reported the results of the Second Ballot.

BULLETIN OF REPORTS

Voting Member to the 2022 ELCA Churchwide Assembly

Panel 1 – Laywoman

Number to be elected	1
Number of ballots cast	189
Number necessary to elect	95
Votes received	
Melanie Thomas	97
Anna K. Sarver	92

Bishop Kusserow declared Melanie Thomas elected as a Voting member to the Churchwide Assembly.

Voting Member to the 2022 ELCA Churchwide Assembly

Panel 1 – Layman

Number to be elected	1
Number of ballots cast	195
Number necessary to elect	98
Votes received	
Tom Hough	98
Chris Atwood	97

Bishop Kusserow noted that because there was an issue with voting that he was aware of and the promise made that if an election was within one vote, he declared that this ballot is not yet settled and will be recast on the third ballot with the names Tom Hough and Chris Atwood appearing on that ballot.

Synod Council Member at Large

Layperson

Number to be elected	1
Number of ballots cast	182
Number necessary to elect	92
Votes received	
Leigh Pogue	86
Jennifer Armstrong-Schaefer	96

Bishop Kusserow declared Jennifer Armstrong-Schaefer elected to the Synod Council.

The Bishop asked for Chaplain Arter to pray before our vote and then asked Rev. Gruesu to lead the Assembly through the Third Ballot. The Ballot was cast electronically with the result appearing right after the casting of the ballot.

Voting Member to the 2022 ELCA Churchwide Assembly

Panel 1 – Layman

Number to be elected	1
Number of ballots cast	193
Number necessary to elect	97
Votes received	
Tom Hough	107
Chris Atwood	86

Bishop Kusserow declared Tom Hough elected as a voting member to the Churchwide Assembly.

The Bishop thanked Rev. Gruesu for his hard work and the Assembly for its patience. He noted that we will not be taking our scheduled break but will play the videos that were meant to be played during that break.

BULLETIN OF REPORTS

Plenary Session 7

As the Plenary began, the Assembly received a pre-taped video report from Lutheran Campus Ministry of Greater Pittsburgh.

The Bishop called upon Chaplain Arter to bring the Assembly a devotion once again.

“A reading from James 5:16: Therefore, confess your sins to one another and pray for one another, so that you may be healed. The prayer of the righteous is powerful and effective.

It is the founding principle of Alcoholics Anonymous and the first of their 12 steps, that a person must admit their powerlessness over alcohol, and that their lives have become unmanageable. It is in this state of total helplessness, rock bottom, that only the grace of a higher power can begin to set that person free.

And I must say, this is so Lutheran, for an organization that is intentionally unaffiliated with any denomination or religious faith. We confess on Sunday morning, prior to the beginning of our liturgies, we confess that we are captive to sin and cannot free ourselves.

But what does this mean in a world where self-sufficiency is a virtue? What does this mean in a world where mental illness, addiction, and even weakness are perceived as moral failures? When you come to AA, you bring your brokenness. And that's it.

And most people would never think of brokenness as being a Christian vocation. But it is, for the simple fact, that brokenness, is what you have in common with every other human being who has ever lived. And more importantly, when we gather around our Lord's table, it is Jesus, who gives you his broken body and his blood. It is Christ's brokenness on the cross that frees you from sin and death, and makes you a new creation. Your brokenness is where resurrection begins. And when you can own your brokenness, in the presence of others who do the same, your shame is lifted.

You see in the face of the other, someone who knows full well exactly what you are going through. And yet, you also see someone who is together with you in the struggle. And that sharing of brokenness becomes a balm of healing, a tie that binds fellow sufferers into a shared new beginning.

And though you will always be broken, you are no less a child of God, bearing the divine image. And God can do amazing things when your pride and ego are out of the way. For without the grace of Jesus Christ, you, me, us, we are dust. We are dead. We are nothing. But it is the grace of our God to make beautiful things out of broken people.

Let us pray. O God, our source, our hearts are restless until we find our rest in you. And as Jesus once offered living water to a Samaritan woman at the well, we ask you to meet our deepest needs with your eternal life. Help us to honestly name the desires that have power over us, forgive us our injuries to self and to other. Give us the strength we need to face each day. Direct our thoughts and actions toward the life that is truly life.

This we ask through Christ, our Lord. Amen.”

Bishop Kusserow called upon Secretary Schaefer to bring Synod Council Recommendation 1. Secretary Schaefer moved *to amend bylaw 101.22 by striking the current language and replacing it with the following language: Pastors and deacons on this synod's roster of ministers who are retired, on continuing disability, or on leave from call, and who are not undergoing discipline, shall have the privilege of voice and vote at Synod Assemblies upon request. Such requests must be received in writing by the Synod Council by the end of the year for the following year's Synod Assembly. At its first meeting of the year, the Synod Council shall establish a formula for lay voting members for that year's Synod Assembly that complies with the voting member requirements of †S7.21.* Bishop Kusserow noted that the motion does not need a second as it comes from the Synod Council. He summarized why this change in our bylaws is valuable to our synod. He noted that we have 98 retired pastors on our roster and 28 are credentialed for this assembly. There are 70 who through no fault of

BULLETIN OF REPORTS

their own are not present. We must have a lay voting membership of 60%. For those 70 retired pastors, we need to make room for 105 lay voting members and then out of that total, we need to have half so we can attain a quorum. It can be challenging to achieve a quorum. This year we achieved a quorum by two.

Seeing no one waiting to speak to the motion, the Bishop called upon Rev. Gruesu to lead the Assembly in a vote. **The motion carried with 92.82% voting yes and 7.18% voting no.**

The Bishop asked the Secretary to bring before the Assembly Synod Council Recommendation 9. Secretary Schaefer moved to *amend the Synod Bylaws with the amends brought by the Committee Structure Task Force*. The Secretary noted that the amendments could be found in the Bulletin of Reports on pages 139-143 in Appendix E.

The Bishop called upon Rev. Kimberly van Driel, Chairperson of the Committee Structure Task Force. Rev. van Driel gave some background on the work of the committee and the history of when the current committee structure of our synod had been established and why. She also told of the thinking of the committee as it came to see that these recommendations were needed to help the synod to be better able to support its mission. The committee also felt it was important for the synod to have a more flexible structure for its standing committees. Rev. van Driel lifted up the four things that these bylaw changes would do: Make the Committees the right size, make an inclusive pool of committee members, give the Synod Council the ability to review the structures and make appropriate changes, and give the Synod Council the flexibility to adjust the committee structure to meet the needs of the synod.

The Bishop thanked Rev. van Driel and the committee for its work. He saw no one wishing to speak and called upon Rev. Gruesu to lead the Assembly in a vote. **The motion carried with 98.37% voting yes and 1.63% voting no.**

The Bishop then called upon Rev. Larry Kemp, Chairperson of the Committee on Reference and Counsel, to bring the report of the committee.

Rev. Kemp reported that the committee had received three motions. The first was from Sam Sesti and pertained to amending the Budget. This motion was deemed to be germane and was taken up previously.

The Second was received from Rev. Jill McGregor from Our Savior's, Ambridge. It is a resolution for Economic Equity and Justice for the SWPA Synod. He read the motion submitted by Rev. McGregor:

Whereas the call of prophet is to "learn to do good; seek justice, rescue the oppressed, defend the orphan and plead for the widow." [Isaiah 1:17]; the proclamation of John the Baptist witnessed in the Gospels is to "Repent, for the kingdom of heaven has come near." [Matthew 3:2] The Gospel witnesses the great commandment "To love the Lord your God and your neighbor as self" and the new commandment: "... as I have loved you, you also should love one another. By this everyone will know that you are my disciples if you have love for one another. "[John 13:34-35]

Whereas the Synod Constitution outlines the function of the Synod Council to "Recommend program goals and budgets to the regular meetings of the Synod Assembly" (S 10.03)

Whereas the Evangelical Lutheran Church in America reports that there are three expressions that share the mission of the Gospel with equal authority: church-wide, synodical, and local congregations.

Whereas the results of budget proposals submitted by the Synod Council to the Synod Assembly have resulted in annual deficits since 2005.

Whereas every budget proposal since 2005 presented by Synod Council and approved by the Synod Assembly has privileged Church-wide ministry and synodical staff while reducing vital support for local congregations as well as local organizations/agencies/ministries that are helpful to renewing congregations to grow faith in the

BULLETIN OF REPORTS

Gospel.

2005: ELCA & Staff 76% of total revenues [\$1,964,816 allocated to ELCA+Staff, total Revenue \$2,572,004]

Source: 2008 Bulletin of Reports, Appendix One, p.200-203}

2021: ELCA & Staff 80% of total revenues [\$1,272,408 allocated to ELCA+Staff, total revenue \$1,534,140]

Source: 2020 Bulletin of Reports

Whereas the program goals of Synod Council reported in the Bulletin of Report have resulted in annual declines in congregations and the capability of congregations to be served by full time Ministers of Word and Sacrament or Ministers of Word and Service that is disproportionate to churchwide and synodical ministry declines.

Year 2008: 202 congregations & 138 Parish Pastors [Ministers of Word and Sacrament]

{Source: 2008 Bulletin of Reports, page 145}

Year 2022: 157 congregations & 82 Parish Pastors [Ministers of Word and Sacrament]

{Source: 2021 Bulletin of Reports, page 104}

Year 2008: 2 Deaconesses and 12 Associates in Ministry

{Source: 2008 Bulletin of Reports, page 145}

Year 2022: 14 total Ministers of Word and Service, 1 serving Parish Ministry.

{Source: 2021 Bulletin of Reports, page 108}

Whereas long-term shared, cooperative, and interim ministries approved by Synod Council have not yielded a sustained passion for the Gospel that rises a congregation to new life.

Whereas the economic and political privilege of proposed budgets between 2005 and 2021 resulted continuing deficits and lessened the ability of local congregations to financially support gifted Ministers of Word and Sacrament; Ministers of Word and Service in compliance with recommended guidelines presented for approval by the Synod Assembly.

Whereas this institutional pattern of budgets and revenue allocation has produced strong objective evidence of systemic inequity and injustice toward local congregations that is unfaithful to the Gospel witness that does not show partiality.

Whereas this institutional inequity and injustice disproportionately hurts women, persons of color and LGBTQ+ to be called in SWPA Synod and privileges white males who disproportionately have calls to serve larger, more prosperous and/or endowed congregations.

Be it resolved, that the SWPA Synod follow the way of the cross of Christ and reject the theology of glory that privileges political power in economic resource allocation by making the first strategic initiative of Synod Council to be: Rekindle a passion for the Gospel, And

Be it resolved, that the SWPA Synod Council following the passion rooted in the way of the cross of Christ bring a budget proposal to the 2023 Assembly that is both balanced and eliminates fund appropriations that inequitably privileges churchwide and synodical expressions of the church at the expense of needs for growing congregations, and raising up gifts for all called to ministry especially women, persons of color and LGBTQ+ by appropriating available revenues in the recommended budget for 2023 as follows:

33.3% churchwide,

33.3% to Synod Ministry and Grants, Synod Ministry Partners,

33.3% Synod staff support, Building/Operation/Administrative costs, ELCA Gift planner, and Region 8 expenses. And

BULLETIN OF REPORTS

Be it resolved that the SWPA Synod Council be require authorization of the Synod Assembly to approve funds from the Legacy fund, Trust/Estates, and Interest from sale of building to cover annual budget deficits.

Rev. Kemp then brought the recommendation of the Committee on Reference and Council. He stated that this motion seems to offer Three Resolutions.

1. The first resolution is in order. The Committee presents it without recommendation. *Be it resolved that the Southwest Pennsylvania Synod follow the way of the cross of Christ, and reject the theology of glory that privileges political power in economic resource allocation, by making the first strategic initiative of the Synod Council to be: rekindle a passion for the gospel.*

The Bishop informed the assembly that Committee is not bringing this to the floor and will not be considered unless it is moved from the floor of the Assembly. Rev. Jill McGregor, Our Savior's Ambridge, moved the motion. The motion was seconded. The Bishop invited Rev. McGregor to speak to the motion.

Rev. McGregor spoke of equity and justice in our synod and part of that is kindling a passion for the Gospel.

Rev. Chris Rotella, Abiding Mission spoke in favor of the motion.

The Bishop, seeing no one else wishing to speak, called upon Rev. Gruesu to lead the Assembly in a vote on the motion. **The motion carried 61.17% voting yes and 38.83% voting no.**

Rev. Kemp brought the Committee's second recommendation.

2. The second resolved from the original submission was *to allocate all revenue by thirds*. This portion was deemed to be out of order and will not be considered by the Assembly. This section was deemed out of order because it conflicts with the Synod Constitution, †S15.11. This provision sets forth a process to determine our proportionate share and it requires a consultation with Churchwide. He noted that a motion to amend this section was received after the deadline.

The Bishop agreed with Rev. Kemp and stated that since the motion to amend was received after the deadline for submission, it could not be considered by the Assembly. He noted that the issue would be brought to the Synod Council for discussion and to include in the next consultation with Churchwide.

Rev. Kemp then brought the third recommendation of the Committee.

3. Rev. Kemp reported that the third portion of the original submission was deemed to be in order and the committee brought it without recommendation. *Be it resolved that the Southwestern Pennsylvania Synod Council be required to obtain authorization of the Synod Assembly to approve funds from the Legacy Fund, trust estates and interest from sale of the building, to cover annual budget deficit.*

The Bishop again noted that the motion would not be considered unless it was moved from the floor of the Assembly. Rev. Jill McGregor moved the motion. The motion was seconded.

Rev. Jill McGregor, Our Savior's, Ambridge spoke to her motion. She felt it was an issue of equity and justice for the Synod Council to need to come to Assembly for permission.

Bob David, Hope, Cranberry asked if the Synod Council would only be able to come once a year to the Assembly with regard to using funds.

Rev. Bill Schaefer, Prince of Peace, Latrobe, and Synod Secretary, spoke against the motion and noted that if there was an issue with needing funds that we would need to call a special Synod Assembly to get permission to use funds. He also

BULLETIN OF REPORTS

noted that there is a cash flow issue for our Synod Accountant needing cash for a brief period to pay a bill. He also brought a concern that if this motion is passed, what message does it send to Synod Council. They are elected for this very reason.

Rev. Jocelyn Johnston, House of Prayer Aliquippa spoke against the motion noting that we elect the Synod Council to make these decisions on the synod's behalf just as a congregation elects its council for the same reason.

Rev. Cliff Suehr, retired, spoke against the motion saying this is why we elect a Synod Council.

Rev. McGregor spoke for a second time speaking in favor of the motion saying it not a matter of distrust, it is a matter of accompaniment with poor congregations.

David Snyder, St. John's New Castle, *moved the previous question*. The motion was seconded. The Bishop noted that if this motion is approved it ends debate and we would move to a vote on the matter. If it is defeated, debate would continue. The Bishop called upon Rev. Gruesu to lead the Assembly in a vote. **The motion to end debate carried with 82.74% voting yes and 17.26% voting no.**

With debate ended, the Bishop asked Rev. Gruesu to lead a vote on the main motion on the floor. **The motion was defeated with 12.38% voting yes and 87.62% voting no.**

Rev. Kemp noted that there was a third motion received from Rev. Linda Theophilus. Rev. Kemp said that since this motion follows a Memorial made at the 2020 Synod Assembly and should be brought before the Assembly during the time of Report of the Memorials Committee.

The Bishop declared the Assembly be in recess at 2.41 PM.

Plenary Session 8

As the Plenary began, the Assembly received pre-taped video reports from Portico and United Lutheran Seminary.

The Bishop called upon Chaplain Arter to bring another story of vocation.

A reading from Luke 10: 33 *But a Samaritan while traveling came near him, and when he saw him, he was moved with pity.*

Most people will say that purchasing a vehicle is one of the most stressful experiences they will ever go through as a consumer. And usually the number one reason for that is having to deal with the salesperson. But they too do God's work, and sometimes in the most unexpected ways.

Len is the 2nd generation owner of a small Chevrolet dealership located just north of Leechburg. And recently, Kevin who is his used car manager, greeted a woman who was looking at a pickup truck. Right away, Kevin noticed that something was not quite right about her, that she was anxious, frantic, even a little bit agitated. And it got to the point where he finally just asked her, "Are you okay?" Well she immediately began to weep. And through her tears, she explained that she wanted to trade her vehicle for this truck, so that she would be able to take more of her belongings with her, as she was leaving her abusive husband.

So, finally Kevin asked her. "May I help you get someplace safe?" When she said yes, he spoke to Len, his boss, who then called me. For many years, our congregation supported a number of domestic violence ministries in the area, a number of women's shelters. So, the three of us got together at the church office, and we got on the phone. And we were able to connect her with a counselor who was going to meet her within the hour, and help her to take the necessary steps to finally break free of the hell she had been living in.

BULLETIN OF REPORTS

It made me realize that Christian vocation is more than just the work, the job. It's becoming the hands and feet and voice of Jesus in everything that you do. And your work is valuable, even when you don't make the sale or earn the commission. All workplaces are holy ground for the body of Christ. And maybe, just maybe, today will be the day when you save a life.

Let us pray. In baptism, you transform every job into a ministry and make every workplace holy ground. And through these jobs, you not only provide wages, but send us people who need our good works. Help us to see your face in clients, customers, co-workers, and even salespeople. Give us patience when they are difficult and compassion when they are hurting and give us faith to know that when we labor, you always labor with us, through Jesus Christ, our Lord. Amen.”

Before moving onto reports of Mission Partners, the Bishop noted that due to technical issues, Camp Agape was unable to record a video. Deacon Rick Frederick, Executive Director of Camp Agape has been granted a few minutes to tell the Assembly about its ministry. The Assembly received his report.

The Bishop moved to the reports of the Ministry Partners of the Synod. There are two videos -- one from the Women of the ELCA and one from the Stewardship Committee.

Jennifer Armstrong-Schaefer, President of the SWPA Women of the ELCA brought their report on video. She noted that even though the pandemic has kept the women of the synod from meeting in person, activity has still taken place and ministry done. The wait for gatherings is coming to an end. A one-day retreat will happen at Camp Lutherlyn on September 18 and there will be an in-person convention in May of 2022.

The Stewardship Committee report gave the Assembly insight on the importance of Mission Support. They directed the Assembly to the synod webpage for more information at www.swpasynod.org/missionsupport.

The Bishop laid out the agenda for the last Plenary Session and recessed the Assembly for a break.

Plenary Session 9

As the Plenary began, the Assembly received pre-taped video reports from Thiel College and Lutheran SeniorLife.

The Bishop called upon Chaplain Arter to give another story on vocation.

A reading from Hebrews, 13: 3 Remember those who are in prison, as though you were in prison, with them.

Brandy is the Activities Director of a large skilled nursing facility. And when the Covid-19 pandemic hit, her job description went out the window. All of the things that she was in charge of organizing, things like, exercise time, bingo, worship services, art classes, even simple meals together in the dining hall, all of these things came to an end.

And what also ended were visits from family members and friends. Each and every resident would now be confined to their rooms for a period that would stretch for many months. And Brandy knew just how devastating this was going to be for the residents in her care. So, she made it a point to do whatever she could to provide for their human need of connection.

And this past Advent, I was called upon to officiate a funeral for a woman that I did not know. When I was meeting her daughters for the first time, they spoke glowingly about the home where their mother had lived. It had been terrible that they were no longer able to visit her. And they had made it a point, to drive over five hours every single weekend, prior to the pandemic, so that their mother would not be alone. But the activities director had provided video calls using an iPad, so that they could at least see their mother face to face. And she could hear them speak the most important words a person will ever hear –I love you.

BULLETIN OF REPORTS

And this really was a tremendous gift, given the fact that their mother passed away very unexpectedly. So, it wasn't a real surprise when I asked the daughters where their mother had been living. And they were absolutely delighted, when I told them that I knew the activities director who had cared so well for them.

Now I believe that God works in powerful ways through people of any denomination, any religious faith, or even no religious faith. But yet there was something so special about a fellow Lutheran being there to care for their mother in her time of need. What a delightful sign that was, that Jesus was indeed with her, especially when her life came to an end. Sometimes, human connection is the best medicine there is.

Let us pray. Almighty and most merciful God, we call to mind before you, all for whom it is easy to forget, those who are homeless, destitute, sick, isolated, and all who have no one to care for them. May we bring health and healing to those who are broken in body or spirit, that they may have comfort in sorrow, company in loneliness, and a place of safety and warmth, through Jesus Christ, our Lord. Amen."

The Bishop called upon Rev. Susan Irons, Chairperson of the Memorials Committee, to give her report.

Rev. Irons reported, "We ain't got none, n'at!"

The Bishop thanked her for her report noting that even though no memorials came from the conferences, the Assembly appreciated her report.

He then called upon Rev. Kemp to bring the last item from Reference and Counsel that pertained to a memorial brought and approved by the 2020 Synod Assembly.

Rev. Kemp told the Assembly that the committee received a resolution from Rev. Linda Theophilus of Emmanuel, Eastmont. He read the Resolution.

Whereas at the 2020 SWPA Synod Assembly the American Families United Act Memorial was approved, and

Whereas it continues to be our Biblical mandate to welcome the migrant and refugee, and

Whereas pastoral care for members of our synod continues to compel us to support legislation that increases the possibility for families with mixed immigration status to be reunited, and

Whereas legislation to address issues that separate U.S. citizens from their spouses and children (American Families United Act) has been re-introduced in the current Congress as H.R. 2920 by Congresswoman Veronica Escobar (D-TX) and Congressman David Valadao (R-CA), and

Whereas Lutheran Immigration and Refugee Service continues to endorse the American Families United Act, and

Whereas a resolution to the 2021 SWPA Assembly is a way to provide a follow up report on the memorial passed at the 2020 SWPA Assembly, and

Whereas the American Families United organization (www.americanfamiliesunited.org) provides much information as well as opportunities for advocacy on their website,

Be it resolved that we thank our bishop for communicating our endorsement of this act to our local representatives of the United States Congress and our United States Senators on behalf of the Southwestern PA Synod, and

BULLETIN OF REPORTS

Be it further resolved that rostered ministers and members of the congregations of the Southwestern PA Synod be encouraged to continue the good work of communicating our synod's endorsement of the American Families United Act to their United States Representatives and Senators.

The Bishop called upon Rev. Linda Theophilus. Rev. Theophilus moved the resolution. The motion was seconded.

Rev. Theophilus spoke in favor of her motion and said that work continues to work under the American Families United Organization to advocate for families who have been separated or live in fear of being separated. There was a need to make sure we reported back as to the actions take since the 2020 Assembly. She also wanted to thank the Bishop for his letter to lawmakers about this important piece of legislation.

Rev. JJ Lynn spoke in favor of the motion. He noted that he has met with elected officials and shared the joy of the work of the 2020 Assembly. Because of the overwhelming majority from the 2020 Assembly, he had the confidence to speak freely in support of the American Families United Act. He also said that another person on the call had been struggling with their faith over this issue and hearing a Lutheran Pastor speaking so publicly gave him hope and he thanked him and our faith community for fighting for his family.

The Bishop called for Rev. Gruesu to lead the Assembly in a vote. **The motion carried with 93.96% voting yes and 6.04% voting no.**

The Bishop recessed the Assembly for a 10-minute break.

Plenary Session 10

The Bishop reconvened the Assembly at 3:45 PM. He asked Chaplain Arter to bring his final story of Vocation.

"This is a reading from Luke 23: 26 As they led Jesus away to be crucified, they seized a man, Simon of Cyrene, who was coming from the country, and they laid the cross on him and made him carry it, behind Jesus.

For many years, the congregation of First in Leechburg has sponsored a grief support ministry. And there have been three women, two who are members of the church and one who is a member of another congregation, one of our fellow congregations in the Synod. They have led this ministry, and they have led it well. Of course, due to the Covid-19 pandemic, we were forced to postpone the grief support ministry for a year and a half. And finally, this coming Monday, we are going to start our first seasonsince the pandemic.

And the chairwoman stopped by my office yesterday because she had been receiving a number of phone calls from interested people. And yet, their needs, their pains, their grief is greater and more overwhelming than it has ever been, in all the years that she has served. And she said, "I feel like I'm about to take on a burden that is going to be too much for us."

And that really struck a chord with me because, so often, as a church, the question we ask is, what must we do to get people to come? But the question we rarely ask is, who are our neighbors and what are their needs? What are they going through right now? And I wasn't sure, at first, how to answer her concern, except to say that we as the people of God must do two things.

The first is that we must pray. We must pray for God's Holy Spirit to provide the strength and the courage and the wisdom that we need to be able to serve in the way that God has indeed called us to do. But we also need to be bold in calling upon the people of God, because the need for the ministry of the church has never been greater than it is right now.

People are hurting, like they have never hurt before. And where are they going to go, if not to the church, to the body of Christ, to the place where the gospel is preached and the sacraments are administered. And where the arms of God's people are open, as indeed the arms of Jesus are open to all.

BULLETIN OF REPORTS

So, I want to conclude these devotions by encouraging all of you to be praying for that very thing. What are your neighbors' needs? How can you, how can we, as the body of Christ serve, and how can we be bold to call upon each other and to call upon the Holy Spirit to send laborers into the harvest? Because indeed the harvest is very great.

Let us pray. Lord, our God, it has been an agonizing year and a half. And as we have seen throughout this Assembly, the pandemic is only added to the challenges, the struggles, the uncertainties that we face as your people. And yet, Lord God, you have not withdrawn your presence. Lord, you are present with us in your church, because the needs of your people are great, but your love is greater. And give us, we pray, the courage, the resolve, and the perseverance to trust in you to lead us, to guide us, and to provide for us, to do the work that matters and to find joy in the people we serve, and hope for brighter tomorrows, through Jesus Christ, our Lord. Amen.

The Bishop then began the question-and-answer time with our ELCA Representative. Questions from the Assembly were directed to Jill Beverlin.

The Bishop then called upon Rev. Scott Bryte, Chairperson of the Resolutions Committee to bring the Assembly his report.

Rev. Bryte said he may have misunderstood the theme of the Assembly and had most of his report written before he caught the mistake so he hopes what he has will suffice. He held up a sign on a beach background that says "On Purpose VACATION Faithful and Fulfilling Lives".

He then said, "So, um, this postcard goes out to all of you on Zoom; those gathered in church fellowship halls, those sitting with friends on the back porch, those of you alone in your bedrooms or home offices, those of you with your cameras off – thinking that none of us know you've been eating Doritos and playing solitaire on your phones this whole time, and especially to those of you with unconvincing virtual backgrounds, pretending to be somewhere exotic and fun like on a beach or in the mountains.

After all this time of isolation and uncertainty and fear of what comes next, we thank God for His wonderful gift of vacation...VOCATION, that renews us, strengthens us, and gives us purpose. This vacat ...VOCATION enables us to lead faithful and fulfilling lives. So... " (he then presented the Committee's Resolution to the Assembly)

Whereas closed captioning informed us that our seminarians are in the "cannabis" process and has added considerable flair to the names on our roster [here's to you, Marty Bear Cat, Best Clementson, Olin Eternally (a.k.a. A Little Bit Early) and Bishop Customer], and

Whereas for the second year in a row, our Synod Assembly involved very little actual assembling, but renaming it something like Synod Dissembly would just sound cynical and snarky, and

Whereas we mean it as never before when we say to someone "Wish you were here", and

Whereas the unreality of the past fifteen months or so has called us (note clever vocation pun here, *called us*; and note very subtle position of the phone, *calling*) to cling ever more tightly to those things that are truly and eternally real – namely the incarnation, death, resurrection, forgiveness, love and calling of our Lord Jesus,

Therefore, be it resolved that the Synod in its strangely unified cyber diaspora extend its collective gratitude to...

- Bethlehem Lutheran Church, who welcomes their fellowship hall being turned into a sound stage
- Barbara Nugent our synod's Vice President and our secretary Rev. Bill Schaefer, coming to us from the commentator's booth
- Gary Teti, our Treasurer
- Dennis Lane, our tech guy, who ironically was the only person out of focus and difficult to hear the entire

BULLETIN OF REPORTS

- time. We love you, Dennis. Just saying.
- Rev. Bob Schaefer, whose call to be Assembly Manager has turned into being director/executive producer

And **be it further resolved** that the next list of people to be thanked will appear momentarily...

- Rev. Ellen Lundie, who makes sure that we all amount to something
- Rev. Clifton Suehr, our parliamentarian
- The famous Motown group Rev. Kara Propst and the Minutes Committee
- Rev. Brian Chaffee our worship chair
- Bishop Kurt Kusserow and the Bishop's staff.
- Lauren Wolcott, whose project is projection
- Carol Ruckert
- Sandy DeLorenze
- Marty Burkett
- Bob Cairns
- Patty Davidson
- Deacon Elizabeth Caywood
- Rev. Melissa Stoller
- Rev. Peter Asplin

And now that school is out for the summer, **let us especially resolve**, to thank our chaplain, Rev. James Arter III, and our ELCA churchwide representative Jill Beverlin for sharing their ... vocation ... with us.

And **while we're at all this resolving**, lets us offer thanks to our Synod Assembly Committees, and for the work of our standing committees, even though they are most certainly not standing at this particular time.

And to wrap this up, let's put in the record our official thanks all of you participating in the work of the Synod today from church halls and living rooms.

Respectfully submitted, the vast and numerous Committee on Resolutions.

The Bishop thanked Rev. Bryte for his report and noted that since this comes from a committee, it does not need a second. He asked the Assembly to vote by acclamation. **It is the opinion of the chair that the motion has carried.**

After a couple of announcements, The Bishop entertained a motion to adjourn. It was moved by Keith Bethem and Seconded. The Bishop asked for a vote by acclamation. **The Motion carried.**

The Bishop invited Chaplain Arter to lead the Assembly in a Commissioning of Christian Vocation.

P "Siblings in Christ Jesus, in these devotions and throughout this Assembly, I pray that your hearts and minds have been open to all of the ways that God works with your hands to care for the neighbor, to proclaim heaven's reign, and to bring you joy and purpose.

P We are all baptized into one body, and we are given gifts for variety of ministries for the common good. In the ministry of your daily life and work, will you proclaim by word and example, the good news of God in Christ?

C **I will.**

P In your daily vocations., will you seek and serve Christ and all persons, loving your neighbor as yourself?

C **I will.**

BULLETIN OF REPORTS

P In the vocations to which God has called you, will you strive for justice and peace among all people, and respect the dignity of every human being?

C **I will.**

P Let us take a moment to name the vocations for which we seek God's blessings.

P Let us pray. Almighty God, whose Son Jesus Christ in his earthly life shared our toil and made holy our labor: be present with your people where they work. Deliver us from the service of self alone, and grant that we, remembering the account that we must one day give, may be faithful stewards of your good gifts; for the sake of him who came among us as one who serves, your Son, our Savior, Jesus Christ. Amen.

P And now in the name of the triune God, Father, Son + and Holy Spirit, I recognize and affirm your commitment to follow Christ and the vocations to which God has called you. May the Holy Spirit guide and strengthen you to bear faithful witness to Christ and to carry on his work of reconciliation throughout the world. Amen.

The Bishop then led the Assembly in the Order of the Closing of the Synod Assembly.

B Jesus said, You will be my witnesses

C **to the ends of the earth.**

B I chose you and appointed you

C **to bear fruit that will last.**

B Remember, I will be with you always,

C **to the end of time.**

B The Lord be with you.

C **And also with you.**

B Let us pray... Direct us, O Lord God, in all our doings with your most gracious favor, and extend to us your continual help; that in all our works begun, continued, and ended in you, we may glorify your holy name; and finally, by your mercy, bring us to everlasting life; through Jesus Christ, our Savior and Lord.

C **Amen.**

B O God, you have called your servants to ventures of which we cannot see the ending, by paths yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us; through Jesus Christ our Lord.

C **Amen.**

B I declare this assembly closed, in the name of the Father, and of the Son, + and of the Holy Spirit.

C **Amen.**

B Go in peace. Share the good news.

C **Thanks be to God.**

The Assembly was adjourned at 4:13 PM.

Respectfully Submitted,



Rev. William A. Schaefer

Secretary

Southwestern Pennsylvania Synod

MINIMUM COMPENSATION GUIDELINES

For Full-time and Part-time Ministers of Word and Sacrament

2022

SOUTHWESTERN PENNSYLVANIA SYNOD

EVANGELICAL LUTHERAN CHURCH IN AMERICA

For Use by Congregations
Providing a Housing Allowance

AND

For Use by Congregations
Providing a Parsonage

These Guidelines, established by the Southwestern Pennsylvania Synod Assembly, are provided to assist congregations develop and maintain a financial compensation package for Ordained Ministers of Word and Sacrament of our synod that is both fair and competitive.

The policy established by Synod Assembly action in 1997 states:

The Bishop of the Southwestern Pennsylvania Synod is precluded from placing pastors in congregations where minimum compensation cannot be met. [Minimum compensation shall consist of that year's cash salary, housing, Social Security allowance, required pension and health benefits, mileage, continuing education allowance, four weeks' vacation, and two weeks of continuing education time.]

INTRODUCTION

If the call of a Minister of Word and Sacrament is for less than full-time (e.g., one-half time, three-quarters time) then the amounts listed in these guidelines for Cash Salary, Social Security Allowance, Housing Allowance, Professional Expenses and Vacation are to be calculated proportional to the part-time call. Thus, for example, if a pastor receives a part-time call equivalent to one-half time then the Cash Salary is to be one-half that of the Cash Salary for full-time; and the Housing Allowance, Professional Services and Vacation amounts are to be proportional to the mutual benefit of the pastor and the congregation.

I. DEFINED COMPENSATION

Cash Salary

The minimum base cash salary for a new full-time Minister of Word and Sacrament (0 years of experience as an ordained pastor) is **\$38,831**. This reflects a cost of living increase of 1.3% and a Synod Equalization Adjustment [bringing our synod to parity with surrounding synods] of \$572. For pastors with years of experience, **\$400 for each year ordained** should be added to the **current** minimum base cash salary to determine the appropriate cash salary. The minimum base cash salary with years ordained additive should be used to calculate the minimum base cash salary for a part-time pastor. An additional amount may be added to reflect factors such as scope of responsibilities and/or exceptional proficiency. Additional compensation should be considered for the experience and needs of second career pastors.

Congregations that are able to raise their pastor's compensation above synodical minimums should do so. A congregation where a pastor is currently under call and where the compensation guidelines have been met may wish to calculate increases based on the congregation's budget from the previous year. An additional amount of at least \$400 should then be added for another year in ordained ministry.

In cases where pastors are serving more than one ministry site, additional compensation, above minimum guidelines, should be considered.

BULLETIN OF REPORTS

Yrs Service	2021 Base	2020 Cola	Synod Equal Fig	yrs +400	2022
0	\$37,768.00	\$490.98	\$572.00	\$ -	\$38,830.98
1	\$37,768.00	\$490.98	\$572.00	\$400.00	\$39,230.98
2	\$37,768.00	\$490.98	\$572.00	\$800.00	\$39,630.98
3	\$37,768.00	\$490.98	\$572.00	\$1,200.00	\$40,030.98
4	\$37,768.00	\$490.98	\$572.00	\$1,600.00	\$40,430.98
5	\$37,768.00	\$490.98	\$572.00	\$2,000.00	\$40,830.98
6	\$37,768.00	\$490.98	\$572.00	\$2,400.00	\$41,230.98
7	\$37,768.00	\$490.98	\$572.00	\$2,800.00	\$41,630.98
8	\$37,768.00	\$490.98	\$572.00	\$3,200.00	\$42,030.98
9	\$37,768.00	\$490.98	\$572.00	\$3,600.00	\$42,430.98
10	\$37,768.00	\$490.98	\$572.00	\$4,000.00	\$42,830.98
11	\$37,768.00	\$490.98	\$572.00	\$4,400.00	\$43,230.98
12	\$37,768.00	\$490.98	\$572.00	\$4,800.00	\$43,630.98
13	\$37,768.00	\$490.98	\$572.00	\$5,200.00	\$44,030.98
14	\$37,768.00	\$490.98	\$572.00	\$5,600.00	\$44,430.98
15	\$37,768.00	\$490.98	\$572.00	\$6,000.00	\$44,830.98
16	\$37,768.00	\$490.98	\$572.00	\$6,400.00	\$45,230.98
17	\$37,768.00	\$490.98	\$572.00	\$6,800.00	\$45,630.98
18	\$37,768.00	\$490.98	\$572.00	\$7,200.00	\$46,030.98
19	\$37,768.00	\$490.98	\$572.00	\$7,600.00	\$46,430.98
20	\$37,768.00	\$490.98	\$572.00	\$8,000.00	\$46,830.98
21	\$37,768.00	\$490.98	\$572.00	\$8,400.00	\$47,230.98
22	\$37,768.00	\$490.98	\$572.00	\$8,800.00	\$47,630.98
23	\$37,768.00	\$490.98	\$572.00	\$9,200.00	\$48,030.98
24	\$37,768.00	\$490.98	\$572.00	\$9,600.00	\$48,430.98
25	\$37,768.00	\$490.98	\$572.00	\$10,000.00	\$48,830.98
26	\$37,768.00	\$490.98	\$572.00	\$10,400.00	\$49,230.98
27	\$37,768.00	\$490.98	\$572.00	\$10,800.00	\$49,630.98
28	\$37,768.00	\$490.98	\$572.00	\$11,200.00	\$50,030.98
29	\$37,768.00	\$490.98	\$572.00	\$11,600.00	\$50,430.98
30	\$37,768.00	\$490.98	\$572.00	\$12,000.00	\$50,830.98
31	\$37,768.00	\$490.98	\$572.00	\$12,400.00	\$51,230.98
32	\$37,768.00	\$490.98	\$572.00	\$12,800.00	\$51,630.98
33	\$37,768.00	\$490.98	\$572.00	\$13,200.00	\$52,030.98
34	\$37,768.00	\$490.98	\$572.00	\$13,600.00	\$52,430.98
35	\$37,768.00	\$490.98	\$572.00	\$14,000.00	\$52,830.98
36	\$37,768.00	\$490.98	\$572.00	\$14,400.00	\$53,230.98
37	\$37,768.00	\$490.98	\$572.00	\$14,800.00	\$53,630.98
38	\$37,768.00	\$490.98	\$572.00	\$15,200.00	\$54,030.98
39	\$37,768.00	\$490.98	\$572.00	\$15,600.00	\$54,430.98
40	\$37,768.00	\$490.98	\$572.00	\$16,000.00	\$54,830.98

BULLETIN OF REPORTS

Social Security Allowance

The pastor must pay 15.3% Social Security tax on the total of cash salary, Social Security allowance and housing allowance. If there is a difference between the auto and professional allowances and the actual expenses in those areas, Social Security Tax will also be owed on the amount that is over expenses. Congregations are urged to provide an allowance of **at least 50% of the Social Security tax** (as is provided for employees by their employers). [The total of cash salary and housing allowance may be multiplied by .08284 to determine the congregation's approximate share of the Social Security tax.]

For Congregations Providing a Housing Allowance

The minimum housing allowance is **\$17,460**. There is no cost of living increase for 2022 as the base salary has been adjusted. Congregations located in areas of the synod where housing is costlier should consider an additional amount.

- Per IRS regulations, at the request of the minister of word and sacrament, a portion of cash salary (up to 100%) may be reallocated as housing allowance. This is particularly important for retired ministers of word and sacrament as well as those serving part-time calls.

For Congregations Providing a Parsonage

When the congregation provides a parsonage as part of the compensation package the following factors should be noted.

- The pastor should receive free use of the parsonage including maintenance and utilities (i.e. telephone, internet, electric, gas, waste and recycling pickup, sewage, water).
- For tax purposes, a portion of the cash salary may be designated as a "furnishings allowance" either in the congregational budget or by motion at the first council meeting of the year. The pastor is responsible to document the use of the furnishings allowance to the IRS and to pay tax on any portion not used.
- In order to calculate the Social Security allowance and the Portico Benefit Services payments, establish the fair rental value of the parsonage OR calculate 30% of the cash salary plus social security allowance, plus furnishings allowance.
- A housing equity allowance may be extended as an additional benefit for pastors who live in parsonages and are not acquiring the financial gains that can come from owning a home.

II. REIMBURSABLE MINISTRY EXPENSES

Changes in Federal Taxes: Allowances for travel, etc. are no longer permitted. However, REIMBURSABLE MINISTRY EXPENSES are permitted. The Committee on Ministry suggests that ministers provide receipts, mileage logs, etc. in a written report to the church treasurer. Congregations should develop a reimbursable ministry expense form to be submitted monthly.

Travel Reimbursement

Two options are available:

1. Reimbursement for miles driven according to the 2022 IRS allowance
2. Furnish a car and all related expenses (gas, maintenance, insurance, etc.)

It is also appropriate for the congregation to reimburse the pastor for tolls, parking, and other travel-related expenses when such expenses are incurred during call-related travel (not commuting to/from

BULLETIN OF REPORTS

work).

Continuing Education

In the Evangelical Lutheran Church in America, congregations and Ministers of Word and Sacrament are expected to contribute annually to a continuing education fund or to maintain an annual budget line from which the pastor draws for continuing education expenses. The establishment of a fund enables money to be carried between years so that the pastor will be able to participate in a broader scope of continuing education events. Congregations that have called full-time pastors are recommended to contribute **\$1000** for continuing education with a **\$700 minimum**; and full-time pastors are to contribute **\$300**. Congregations that have called part-time pastors are to contribute an amount proportional to the terms of the call. Registration fees, materials, lodging, meals and travel expenses are included in continuing education expenses. Two full weeks, including two Sundays, of continuing education per year is expected for both full-time and part-time pastors. We especially encourage congregations to support the pastor's attendance at the theological convocation held each October.

- At the request of the minister of word and sacrament, a portion of cash salary may be reallocated within the congregation's budget as continuing education reimbursement.

First Call Theological Education (FTCE)

All persons newly ordained in the Evangelical Lutheran Church in America are expected to participate in FTCE for three years. Congregations served by a pastor in FTCE are invoiced by Region 8 for the congregation's share of financial support for the annual retreat and colleague groups. The synod contributes an equal amount for each person. It is intended that the FTCE fee be taken from the reimbursable continuing education expenses, leaving the remaining amount for participation in other educational activities.

Publications and Media Resources

It is recommended that the congregation pay for books, journals, software, etc. directly or as a direct expense reimbursement so that this will not be taxable income for the pastor. An annual budget line of at least **\$200** is recommended for both full-time and part-time pastors.

Professional Expenses

Congregations should also take into account other expenses that the pastor may incur related to church business. These expenses may include, for example, the cost of vestments, clerical attire, or attendance at meetings. An annual budget line of **\$400** from which such items can be reimbursed is recommended for full-time pastors. Part-time pastors should receive a proportional amount.

Synod Assembly Costs

It is the responsibility of the congregation to provide the financial support necessary for the pastor(s) to attend the Synod Assembly.

Technology

In our current environment, computers, and other technological items are often considered essential to ministry. Congregations are encouraged to discuss the needs of the particular context. Congregations should assume the costs of a computer, cell phone service, or other needed items in accordance with IRS guidelines. Tax policy concerning technology reimbursement changes rapidly; please consult a tax professional to ensure compliance with the law.

III. BENEFITS

Congregations are expected to enroll their Ministers of Word and Sacrament and their families in the ELCA Pension, Health and Dental, Disability and Survivor Plans. Calculations of contributions to

BULLETIN OF REPORTS

pension, health and dental, disability and survivor plans are based upon “Defined Compensation.” To determine “Defined Compensation,” add together: cash salary, Social Security allowance, and housing allowance.

Portico Health Plan – 2022

To maintain the current level of health benefits for our Ministers of Word and Sacrament, their families and lay church workers, it is recommended that the congregations of the Southwestern Pennsylvania Synod offer to provide the Gold+ ELCA health plan option in 2022 for their rostered leaders and lay church workers. In some cases, Platinum, Silver+ or Bronze+ plans (with Health Savings Account contributions) may be more beneficial for rostered leaders and their families. Please be in conversation about these options and consult a Portico Representative for assistance in weighing options, especially for part-time rostered leaders.

Pension

Congregations in the Southwestern Pennsylvania Synod are urged to provide a minimum contribution of 12% through Portico Benefit Services.

Health/Dental/Disability/Survivor Plans

The Board of Directors for Portico Benefit Services establishes annually the contribution amounts required to fund the Health and Dental, Disability, and Survivor Plans. Contribution rates for the next year are normally available in the fall. Since the contribution rates vary for health and dental according to geographical location and age, you should contact Portico Benefit Services directly for rate information.

Phone: 800-352-2876; E-mail: mail@porticobenefits.org Website: <https://porticobenefits.org>

IV. CONDITIONS

Vacation: A minimum of four weeks, including four Sundays, is expected for full-time pastors. Part-time pastors are expected to receive four part-time work weeks, including Sundays.

Continuing Education: Two full weeks, including Sundays, per year is expected for both full-time and part-time pastors. However, an agreement to allow these two weeks to be carried over in a three-year period allows the pastor the opportunity for a more extended leave for study.

Leave at Birth, Adoption or Foster Care, Sick Leave, Bereavement, and Family Illness:

Please refer to the “Family Leave Policy of the Southwestern Pennsylvania Synod” which can be downloaded directly from the “Pastors” section of the synod’s website <https://www.swpasynod.org/pastors>. We see it as best practice that all congregational leave policies be provided in writing at the time of a call.

Sabbatical Leave: Please refer to the “Sabbatical Leave Policy which can be downloaded directly from the “Pastors” section of the synod’s website <https://www.swpasynod.org/pastors>. We see it as best practice that all congregational leave policies be provided in writing at the time of a call.

ELCA Rostered Couples: When a rostered couple both receive separate calls within the synod, the synodical bishop will assist congregations in establishing equitable considerations to the rostered couple. Congregations should note, however, that 1) Portico Benefit Services establishes the annual rates for benefits (which considers rostered couple plan members) outside the control of local synods, and 2) a congregation or combined parish is expected to provide all parts of the established minimum compensation guidelines, including housing, to extend an independent call to a rostered

BULLETIN OF REPORTS

ELCA person.

V. **INTERIM MINISTRY**

Please refer to the “Interim Ministry Guidelines” in consultation with the synodical bishop. The “Interim Ministry Guidelines” can be downloaded at <https://www.swpasynod.org/callprocess>

MINIMUM COMPENSATION GUIDELINES

For Full-time and Part-time Ministers of Word and Service

2022

SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA

These Guidelines, established by the Southwestern Pennsylvania Synod Assembly, are provided to assist congregations develop and maintain a financial compensation package for Ministers of Word and Service of our synod that is both fair and competitive.

BULLETIN OF REPORTS

INTRODUCTION

Ministers of Word and Service serve the church in a variety of settings and bring diverse skills and training to the calls in which they serve. Congregations and agencies utilize the gifts of Deacons in many different ways under various time arrangements. Thus it is difficult to set a common standard for all Ministers of Word and Service. Therefore, each congregation or agency that is calling a Deacon will need to develop a compensation package that is fair to the person with all of these factors in mind.

I. CASH SALARY

The Southwestern Pennsylvania Synod Minimum Compensation Guidelines for Ministers of Word and Service are based on full-time (defined as a 40-hour work week). Ministers of Word and Service working less than 40 hours a week should be compensated proportionately.

The minimum base salary for a new Minister of Word and Service (0 years of experience as an ordained Deacon) **\$42,054**. This reflects a cost of living increase of 1.3% and a Synod Equalization Adjustment [bringing our synod to parity with surrounding synods] of \$572. For all Ministers of Word and Service with years of experience, **\$400 for each year of experience** should be added to the **current** minimum base cash salary to determine the appropriate cash salary. An additional amount may be added to reflect factors such as scope of responsibilities, exceptional proficiency, and/or attainment of additional education. Additional compensation should be considered for the experience and needs of second career Ministers of Word and Service.

BULLETIN OF REPORTS

Years of Service	2021 Base	2020 COLA	Synod Equalization Figure	Years of Service @ \$400	2022
0	\$ 40,950	\$ 532	\$ 572	\$ -	\$ 42,054
1	\$ 40,950	\$ 532	\$ 572	\$ 400	\$ 42,454
2	\$ 40,950	\$ 532	\$ 572	\$ 800	\$ 42,854
3	\$ 40,950	\$ 532	\$ 572	\$ 1,200	\$ 43,254
4	\$ 40,950	\$ 532		\$ 1,600	\$ 43,654
5	\$ 40,950	\$ 532	\$ 572	\$ 2,000	\$ 44,054
6	\$ 40,950	\$ 532	\$ 572	\$ 2,400	\$ 44,454
7	\$ 40,950	\$ 532	\$ 572	\$ 2,800	\$ 44,854
8	\$ 40,950	\$ 532	\$ 572	\$ 3,200	\$ 45,254
9	\$ 40,950	\$ 532	\$ 572	\$ 3,600	\$ 45,654
10	\$ 40,950	\$ 532	\$ 572	\$ 4,000	\$ 46,054
11	\$ 40,950	\$ 532	\$ 572	\$ 4,400	\$ 46,454
12	\$ 40,950	\$ 532	\$ 572	\$ 4,800	\$ 46,854
13	\$ 40,950	\$ 532	\$ 572	\$ 5,200	\$ 47,254
14	\$ 40,950	\$ 532	\$ 572	\$ 5,600	\$ 47,654
15	\$ 40,950	\$ 532	\$ 572	\$ 6,000	\$ 48,054
16	\$ 40,950	\$ 532	\$ 572	\$ 6,400	\$ 48,454
17	\$ 40,950	\$ 532	\$ 572	\$ 6,800	\$ 48,854
18	\$ 40,950	\$ 532	\$ 572	\$ 7,200	\$ 49,254
19	\$ 40,950	\$ 532	\$ 572	\$ 7,600	\$ 49,654
20	\$ 40,950	\$ 532	\$ 572	\$ 8,000	\$ 50,054
21	\$ 40,950	\$ 532	\$ 572	\$ 8,400	\$ 50,454
22	\$ 40,950	\$ 532	\$ 572	\$ 8,800	\$ 50,854
23	\$ 40,950	\$ 532	\$ 572	\$ 9,200	\$ 51,254
24	\$ 40,950	\$ 532	\$ 572	\$ 9,600	\$ 51,654
25	\$ 40,950	\$ 532	\$ 572	\$ 10,000	\$ 52,054
26	\$ 40,950	\$ 532	\$ 572	\$ 10,400	\$ 52,454
27	\$ 40,950	\$ 532	\$ 572	\$ 10,800	\$ 52,854
28	\$ 40,950	\$ 532	\$ 572	\$ 11,200	\$ 53,254
29	\$ 40,950	\$ 532	\$ 572	\$ 11,600	\$ 53,654
30	\$ 40,950	\$ 532	\$ 572	\$ 12,000	\$ 54,054
31	\$ 40,950	\$ 532	\$ 572	\$ 12,400	\$ 54,454
32	\$ 40,950	\$ 532	\$ 572	\$ 12,800	\$ 54,854
33	\$ 40,950	\$ 532	\$ 572	\$ 13,200	\$ 55,254
34	\$ 40,950	\$ 532	\$ 572	\$ 13,600	\$ 55,654
35	\$ 40,950	\$ 532	\$ 572	\$ 14,000	\$ 56,054
36	\$ 40,950	\$ 532	\$ 572	\$ 14,400	\$ 56,454
37	\$ 40,950	\$ 532	\$ 572	\$ 14,800	\$ 56,854
38	\$ 40,950	\$ 532	\$ 572	\$ 15,200	\$ 57,254
39	\$ 40,950	\$ 532	\$ 572	\$ 15,600	\$ 57,654
40	\$ 40,950	\$ 532	\$ 572	\$ 16,000	\$ 58,054

BULLETIN OF REPORTS

II. SOCIAL SECURITY

By law the congregation must pay the employer's share of the Social Security tax for the Deacon. Therefore, it is not included in the cash salary. The Deacon pays the employee's share of the Social Security tax.

III. REIMBURSABLE MINISTRY EXPENSES

The following expenses should be paid by the congregation in full regardless of whether the Deacon is under call full-time or part-time.

Travel Reimbursement – Two options are available:

1. Reimbursement for miles driven according to the 2022 IRS allowance
2. Furnish a car and all related expenses (gas, maintenance, insurance, etc.)

Continuing Education – In the Evangelical Lutheran Church in America, congregations and Ministers of Word and Service are expected to contribute annually to a continuing education fund or to maintain an annual budget line from which the Deacon draws continuing education expenses. The establishment of a fund enables money to be carried between years so that the Deacon will be able to participate in a broader scope of continuing education events. Congregations are recommended to contribute **\$1,000** with a **\$700** minimum; the Deacon is to contribute **\$300**. Registration fees, materials, lodging, meals, and travel expenses may be drawn from this fund. Two full weeks, including Sundays, of continuing education per year are expected. We especially encourage congregations to support the Deacon's attendance at the synod theological convocation held each October.

First Call Theological Education (FCTE) – All persons newly ordained as Deacons in the Evangelical Lutheran Church in America are expected to participate in FCTE for three years. A congregation served by a Deacon in FCTE is sent an invoice by Region 8 for the congregation's share of support for the annual retreat and colleague groups. The synod contributes an equal amount for each person. It is intended that the FCTE fee be taken from the Deacon's Continuing Education budget line leaving the remaining amount for participation in other educational activities.

Publications and Media Resources – It is recommended that the congregation pay for books, journals, software, etc., directly or as a direct expense reimbursement so that these expenses will not be taxable for the Deacon. An annual allowance of at least **\$200** is recommended.

Professional Expenses – Congregations should be aware that Deacons are often required or asked to attend church or community events which cost additional money (i.e., synod ministries, community ministries, a school function in which youth of the church are performing, etc.). It is appropriate that the Deacon receive reimbursement for all expenses related to carrying out her/his call.

Synod Assembly Expenses – It is the responsibility of the congregation to provide the financial support necessary for the deacon(s) to attend the Synod Assembly.

Technology – In our current environment, computers, and other technological items are often considered essential to ministry. Congregations are encouraged to discuss the needs of the particular context. Congregations should assume the costs of a computer, cell phone service, or other needed items in accordance with IRS guidelines. Tax policy concerning technology reimbursements changes rapidly; please consult a tax professional to ensure compliance with the law.

IV. BENEFITS

A Minister of Word and Service should be enrolled by the congregation in the ELCA Pension and Health, Dental, Disability and Survivor plans. If not enrolled in the ELCA Plan, the Deacon should be provided with a retirement plan and health insurance. *Congregations in the Southwestern Pennsylvania Synod are urged*

BULLETIN OF REPORTS

to provide a minimum contribution (based on cash salary) of 12% per year to the pension plan of the Deacon.

The Board of Directors for Portico Benefit Services establishes annually the contribution amounts required to fund the Health and Dental, Disability, and Survivor Plans. Contribution rates for the next year are normally available in the fall. Since the contribution rates vary for health and dental according to geographical location and age, you should contact Portico Benefit Services directly for rate information. Phone: 800-352-2876; E-mail: mail@porticobenefits.org Website: <https://porticobenefits.org>

Portico Health Plan – 2022

To maintain the current level of health benefits for our Ministers, their families, and lay church workers, it is recommended that the congregations of the Southwestern Pennsylvania Synod offer to provide the Gold+ ELCA health plan option in 2022 for their Ministers and lay church workers. In some cases, Platinum, Silver+ and Bronze+ plans (with Health Savings Account contributions) may be more beneficial for Ministers and their families. Please be in conversation about these options and consult a Portico Representative for assistance in weighing options, especially for part-time Ministers.

For Deacons with less than a full-time call, it is recommended that congregations provide health, dental, disability and survivor insurance to be proportionately funded by the congregation and the Deacon. This is especially encouraged if the Deacon has no other health insurance. The cash salary could be appropriately adjusted to cover the insured's share of health insurance costs including the addition of family coverage.

CONDITIONS

Vacation: Four weeks, including Sundays, paid vacation is expected.

Continuing Education: Two weeks, including Sundays, per year are expected. An agreement to allow these two weeks to be carried over in a three-year period allows the Minister of Word and Service the opportunity for a more extended study leave.

Leave at Birth, Adoption or Foster Care, Sick Leave, Bereavement, and Family Illness:

Please refer to the "Family Leave Policy of the Southwestern Pennsylvania Synod." For a copy of the "Family Leave Policy" call the synod office at 412-367-8222 or download directly from the "Deacons" section of the synod's website <https://www.swpasynod.org/deacons>. We see it as best practice that all congregational leave policies be provided in writing at the time of call.

Sabbatical Leave: Please refer to the "Sabbatical Leave Policy which can be downloaded directly from the "Deacons" section of the synod's website <https://www.swpasynod.org/deacons>. We see it as best practice that all congregational leave policies be provided in writing at the time of call.

ELCA Rostered Couples: When a rostered couple both receive separate calls within the synod, the synodical bishop will assist the congregations in establishing equitable considerations to the rostered couple. Congregations should note, however, that 1) Portico Benefit Services establishes the annual rates for benefits (which considers rostered couple plan members) outside the control of local synods, and 2) a congregation or combined parish is expected to provide all parts of the established minimum compensation guidelines to extend an independent call to a rostered ELCA person.

INTERIM MINISTRY

PROVIDING CONTINUING PASTORAL CARE AND LEADERSHIP

IN THE “BETWEEN TIMES”

**Southwestern Pennsylvania Synod
Evangelical Lutheran Church in America**

2022

These Guidelines, established by the Southwestern Pennsylvania Synod Assembly, are provided in order to assist congregations in calling or entering into an agreement with an interim pastor.

BULLETIN OF REPORTS

Excerpts from the Model Constitution for Congregations of the ELCA (2016):

*C9.06. At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.

*C9.07. During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

*Required Article in Model Constitution for Congregations of the ELCA

TYPES OF INTERIM LEADERSHIP

Pastors who provide continuing Word and Sacrament ministries and leadership to congregations in the “between times” fall into one of five types of interim ministries as described below.

All interims not under call to a congregation are appointed by the bishop and sign contracts to which the congregation(s), the pastor and the bishop are all parties. The bishop may withdraw the appointment of an interim at any time.

Local Interim and Worship Supplies

- Local pastor under call in a neighboring congregation
- Congregation Council and pastor agree upon specific tasks
- Agreement is for an initial three month period
- Once agreement is renewed twice, congregation, pastor, and synod staff discuss future options
- In most settings, the pastor will serve 20 hours per month
- Compensation includes a monthly stipend and reimbursement at the IRS rate for miles driven while working (mileage from any site, including the rostered minister’s home, to and from any ministry site)
- Worship supplies will be assigned by synod and are to be paid according to rates adopted by Synod Assembly

Transitional Interim

- For congregations that expect to move through the call process as expediently as possible
- Pastor serves for an initial period of three months, renewable according to progress being made in the call process
- Pastor serves for 20 to 40 hours per week
- Pastor is not under call
- Compensation includes a monthly stipend, Social Security Tax allowance, reimbursement at the IRS rate for miles driven while working (mileage from any site, including the rostered minister’s home, to and from any ministry site), continuing education allowance up to \$250 every three months, and one week of paid vacation (including one Sunday) for every three months of service
- Congregations are to provide a proportionate subsidy for health insurance

Intentional Interim

- Appropriate following a period of conflict, following a long pastorate, or when a congregation is uncertain about its future

BULLETIN OF REPORTS

- Pastor serves the congregation for at least 12 months
- Pastor serves at least 20 hours per week and up to full time
- Pastor is either retired or called by Synod Council
- When under call, compensation package is based upon SWPA Synod Guidelines, pastor's years of experience, congregation's previous pastoral compensation, and responsibilities of the interim pastor
- When under agreement with Congregation Council, compensation includes a monthly stipend, Social Security Tax contribution, reimbursement at the IRS rate for miles driven while working (mileage from any site, including the rostered minister's home, to and from any ministry site), continuing education reimbursement up to \$250 every three months, and one week of paid vacation (including one Sunday) for every three months of service.
- Congregations are to provide a proportionate subsidy for health insurance.

Transitional Called Interim

- Initiated by synod staff based on availability of pastor who would fit the needs of the congregation
- Following an abbreviated call process, congregation issues a two year term call which will be followed by consideration of an open-ended call to that pastor; if the open-ended call is not extended, congregation moves to another interim situation at the end of the pastor's two year term
- Compensation package is based upon the SWPA Synod Guidelines, pastor's years of experience congregation's previous pastoral compensation, and responsibilities of the interim pastor
- If congregation does not issue an open-ended call after the first two years, a three month severance package must be given

Long Term Interim

- Appropriate when congregation is unable to call a pastor
- Pastor may be retired; In some circumstances the pastor may be called by the Synod Council at the request of the bishop; request for renewal must come annually from the Congregation Council to the synodical bishop
- When under call, compensation package is based upon SWPA Synod Guidelines, pastor's years of experience, congregation's previous pastoral compensation and responsibilities of the interim pastor
- When under agreement with Congregation Council, compensation includes a monthly stipend, Social Security Tax allowance, reimbursement at the IRS rate for miles driven while working (mileage from any site, including the rostered minister's home, to and from any ministry site), continuing education reimbursement up to \$250 every three months, and one week of paid vacation (including one Sunday) for every three months of service.
- In exceptional circumstances, a congregation may request less than 20 hours per week and compensation will be adjusted accordingly with the approval of the bishop
- Congregations are to provide a proportionate subsidy for health insurance

BULLETIN OF REPORTS

2022 COMPENSATION RATES

Compensation for pastors serving interims under agreement is based on a \$30/hour calculation. Any hours above the agreement are to be compensated at a minimum of \$30/hour.

Interims under Call - at 20 hours or more per week: Compensation based on synodical guidelines, including health, dental, disability, survivor, and pension benefits.

Interims under Agreement with Congregation Council - at 20 hours per week: \$2,400 monthly stipend plus an allowance for the church’s 50% share of the Social Security Tax (.08284 x \$2,400) and provide a proportionate subsidy for health insurance.

Local Interim - at 20 hours per month: \$600 monthly stipend.

Worship Supplies:

- \$130 for one Sunday service with
 - \$40 added for each additional service on Sunday morning;
 - \$60 additional same-weekend services on Saturday evening or Sunday evening.
- \$130 for Special services, including Ash Wednesday, Maundy Thursday, Good Friday, Thanksgiving, Christmas Eve, midweek services, etc.
 - \$40 additional service (i.e. Christmas Eve)
 - \$60 for additional services at a different time of day.

Mileage: Mileage is to be compensated at the IRS mileage rate for 2022. For interims under contract or supply worship leaders, mileage from any site, including the leader’s home, to and from any ministry site.

Because some Interim pastors serve under call and some serve by agreement with the Congregation Council, compensation standards vary.

- When a call is extended either by a congregation or by the Synod Council, the congregation(s) being served is expected to provide a compensation package that is based upon synodical guidelines and includes benefits. (This may be adjusted according to the hours of service agreed upon.)
- Those congregations served by interim pastors who are not under call are expected to provide at least a monthly stipend and travel reimbursement. The provision of health, dental, disability, survivor, and pension benefits is encouraged under these circumstances as well.
- Social Security Tax allowance, vacation, sick leave, and continuing education benefits are included in all cases except for Local Interim and Worship Supplies.

The selection of an interim pastor and their compensation package will be guided by the synodical bishop, who will strive to balance the requirements and abilities of the congregation with equitable considerations for the pastor.

BULLETIN OF REPORTS

DATA ON NOMINEES

Nominees were asked to provide the following:

Name:

Address: Phone Number(s): E-Mail:

Occupation:

Conference: Congregational Membership:

The following is included with the data on each nominee:

Biographical information such as service in local congregation, synod, churchwide, and community.

Why do you want to serve in this position?

**SYNOD COUNCIL REPRESENTATIVE - CONFERENCE FIVE
(Clergy [Pastor or Deacon], term exp. 2023)**

Nominees to be determined

**SYNOD COUNCIL REPRESENTATIVE - YOUTH
(Layperson - term exp. 2023)**

Nominees to be determined

**LUTHERAN SENIORLIFE – BOARD OF DIRECTORS
(Laypersons - 3-year term)**

Dr. Eric Kofmehl, PhD

1187 Windmill Lane, Pittsburgh, PA 15237; 412-860-1585; ekofmehl@yahoo.com

Retired Health Care Executive

Conference 2; St. John's of Highland, Pittsburgh (North Hills)

Position for which nominated: Lutheran SeniorLife Board, Layperson

Married, three grown children, three grandchildren. Member at St. John's where I serve as usher, deacon, Sunday school teacher, and on the finance committee, church council, President of Congregation, International Student Outreach (founder and facilitator), endowment committee). Have served on Lutheran SeniorLife Board for 22 of the last 32 years, Visiting Nurses Association Board of Directors for over seven (7) years, North Hills Community Outreach Board for ten (10) years, Synod Endowment for four (4) years, and the Lutheran Service Society Board of Directors.

I have had the privilege to serve my community, my church, and Lutheran SeniorLife. Being a health care executive, I feel I can contribute to the Board by knowing the western Pennsylvania health care community. Lutheran SeniorLife is a great organization in our faith-based health care community, and I believe my role in church and community is why I am here to "serve God". One of my goals is to serve three additional years on this board for a total lifetime service of 25 years.

Ms. Jeannette Christensen

1344 Hillsdale Drive, Monroeville, PA 15146; 412-736-8583; jeannettechristensen5@gmail.com

Consultant

Conference 4; Zion Lutheran Church, Pittsburgh (Penn Hills)

Position for which nominated: Lutheran SeniorLife Board, Layperson

I have served the Synod in a variety of capacities including: Synod Secretary (2011-2019); Synod Council and Synod Council Executive Committee (2006S-2019), Lutheran SeniorLife Board of Directors and the Board's Executive Committee (2008-2014 and 2015-2021); Lutheran Service Society Board of Directors (2002-2006) and the Board's Executive, CEO Search, Ministry and Strategic Planning Committees; Consultation Committee, Ministry Committee, Synod Priority Group, and various other committees and task forces; Commissioned Aaron's Minister. I currently serve on the Synod's Committee on Discipline.

In my congregation I have served as council member and president, confirmation teacher and program coordinator, and Bible Bowl coach. I chaired pastoral call and lay parish worker search committees; and served on Mutual Ministry, Christian Education, Witness, Service and Stewardship Committees.

I have long been an advocate of the mission and programs of Lutheran SeniorLife, and I believe that my past experience on the board will be of value to the board in future years.

BULLETIN OF REPORTS

Mr. Donald W. Stoebe, BS in Chemical Engineering and French at Carnegie-Mellon, MBA at Georgia State

208 Hudson Avenue, Cranberry Township, PA 16066; 412-596-3944; dwstoebe@aol.com

Engineer, Vice President/General Manager of Avery Dennison; Current business owner of Acuity Finishing, a book bindery and print finishing business.

Conference 2; Oak Grove, Zelienople

Position for which nominated: Lutheran SeniorLife Board, Layperson

Throughout his adult life, Don has served in leadership roles in the churches he and his family attended. He has served as Council President and currently serves as a member of Council and the Finance Committee of Oak Grove Lutheran Church in New Sewickley Township, PA. Prior, he served as Treasurer of the American Protestant Church of the Hague, in the Netherlands; Financial Secretary of Valley Lutheran Church in Chagrin Falls, OH; and Council Member of Southminster Presbyterian Church in Mt. Lebanon, PA. Don also is serving as a board member for Ready Yourselves Youth Ranch, a local, faith-based equestrian ministry for children in need, with the mission to love the child and rescue the horse all in the name of Christ.

The mission of Lutheran Senior Life is essential for the well-being of many people in our community and I believe we are called to support this mission. I hope that my God given talents can be put to work in some way as a Board Member.

Mr. John Miller, BS in Pure Mathematics, BS in Applied Mathematics; AS in Computer Science; MBA - Business

8625 W. Barkhurst Drive, Pittsburgh, PA 15237; 412-789-3813; john@real-cio.com

Technology Consultant, CIO, and Executive

Conference 2; St. John's of Highland, Pittsburgh (North Hills)

Position for which nominated: Lutheran SeniorLife Board, Layperson

For the past three years, John has been a member of the Lutheran SeniorLife Board of Directors and for the last five years, John has been a member of the Innovation and Vision Committee of the Lutheran SeniorLife Board which provides innovative ideas and programs for Board and Staff consideration. Professionally, John is a senior technology executive with over forty-five years' experience, with twenty-five years in a Chief Information Officer (CIO) or executive role, leading organizational growth through excellence in technology deployment and support. In 2011, John was awarded the prestigious Pittsburgh Technology Council's Enterprise CIO of the Year for his role to Transform IT Teams from reactionary service providers into Strategic Business Partners with the Sr. Leadership Team. He is the Founder and CIO of Real-CIO Consulting, providing strategic technology consulting, performing technology assessments, developing strategic plans and providing interim CIO services. John also provides Technology Career mentoring to IT Professionals entering or advancing in their careers on a Pro Bono basis as a part of Real-CIO Consulting's mission to "Pay IT Forward". John is a keynote speaker and writer. He has several published articles on Technology and Leadership and has a recurring article titled "CIO Insights" in the Pittsburgh Technology Council's "Made in PA" and OnRamp magazines published quarterly.

John currently chairs three committees at St. John's Lutheran Church of Highland. John is the Director of Christian Education overseeing all activities associated with the Sunday School Programs, and Vacation Bible School. John also chairs the Church's Technology Committee to provide innovative, progressive usage of technology throughout all areas in the Church and is starting up a Mentoring Ministry to provide career and leadership mentoring to prepare future committee chairs to help guide and lead key roles in the church.

As mentioned above, Real-CIO Consulting's mission is to Pay IT Forward and give back to a career that has been so rewarding. This mission is also part of my personal beliefs that we all are indebted to those that came before us and mentored us to our own level of success. As our mentors age, we owe them an Abundant Life, which is Lutheran SeniorLife's motto. We also owe it to those coming after us to create a world where the youth can learn and flourish, and part of that learning is to observe how we care for our elderly and prepare for our own retirement years. Although I use capital letters for IT in Paying IT Forward, generically "Paying it forward" is a big part of my life's mission. Joining and driving innovative growth as a member of Lutheran SeniorLife's Board of Directors seems like a natural next step in my mission, and an honor.

LUTHERAN SENIORLIFE – BOARD OF DIRECTORS (Clergy [Pastor or Deacon] - 3-year term)

Pastor Robert Zimmerman, BA Education, MDiv

173 Fanker Road, Harmony, PA 16037; 412-585-1628; pastorbobz@zoominternet.net

Transitional Interim Pastor

Conference 2; St. John's, Pittsburgh (Perryville)

Position for which nominated: Lutheran SeniorLife Board, Clergy

Prior to ordination, I served as a Synodically Authorized Minister at St. John "Stone" Lutheran in Lancaster Township, Butler County while attending seminary. I received my MDiv. Degree from The Lutheran Theological Seminary at Gettysburg and was called to serve St. Luke's Evangelical Lutheran, Westview in 2007. In 2015 I was called to St. John Lutheran in Mars, PA until I retired in 2021. I currently serve as part time transitional interim pastor at St. John, Perryville. Over the past years, I have served three previous terms on the board of directors for Lutheran SeniorLife. For eight years I served

BULLETIN OF REPORTS

on the SWPA Synod Committee on Outreach, seven of those years as chairperson as we sought to provide resources and tools for congregational mission. In a previous career I was employed as District Executive of the Boy Scouts of America, and through this am familiar with non-profit agencies including their governance and financial support.

I have greatly enjoyed my participation on the Board. In my pastoral ministry to seniors and their families, I witnessed the importance of quality and affordable senior care that meets varied and changing needs. I found the advantage of close connections between congregation, community and our church's ministry to our area seniors, building relationships and support.

Pastor Angela Smith, A.S.B., B.S., M.Div

701 Tulip Drive, New Brighton, PA 15066; 724-774-8960; pr.angelasmith@gmail.com

Pastor

Conference 1; Redeemer, Monaca

Position for which nominated: Lutheran SeniorLife Board, Clergy

The Lutheran Church of the Redeemer in Monaca and Trinity Evangelical Lutheran Church in New Brighton called me as their pastor in May 2019 and during the pandemic the two churches combined as Redeemer Trinity Lutheran Church in the fall of 2020. As the pastor of this church my priorities are pastoral care, preaching and teaching the scriptures, and administering the sacraments. In addition, I serve as the Secretary of the Advisory Board for Beaver County Children and Youth Services, I work in collaboration with local pastors to raise money for local food banks by directing the Chase Away Hunger 5K and our church maintains a Little Free Food Pantry that is available 24/7 365 days a year. Prior to becoming their pastor, I had a 25-year career in technology serving my last 12 years at Children's Hospital of Pittsburgh, and I attended Oak Grove Lutheran Church in Zelienople. This is where my journey to ordained ministry began. My faith in God was nurtured by my mother as I was growing up, mostly outside the church, and for much of my life, I searched for a church where the faith I received in baptism and nurtured by my mother could continue to grow. My home congregation was a community where I could be involved, learn, and be connected to other Christians. During my time there I served as a Sunday School teacher, council officer, WELCA officer, and volunteer.

God created me to serve others. I feel particularly drawn to serve on the Board of Lutheran SeniorLife for all they do to help others to live their best life. I cared for my great-grandmother with my grandmother when I was 16 years old and have known from that very young age the challenges that families have when loved ones can no longer care for themselves without assistance. Most recently I cared for my grandmother as she declined both mentally and physically over the last year during the pandemic with all its anxieties until she passed of the virus in November. The challenges seniors face when they need assistance and don't have family to care for them is always present on my mind as I reflect on the care that I have provided. Lutheran SeniorLife addresses these issues in new and innovative ways and it is an organization that I would be proud to serve and hope that my skills could be used to meet a need.

LUTHERAN SERVICE SOCIETY – BOARD OF DIRECTORS (Clergy [Pastors or Deacons] or Laypersons, 3-year term)

Mrs. Karin Trauman, MS Human Resources Management, BA Business Administration and Organizational Communication

109 Saint Ives Way, Zelienople, PA 16063; 412-721-2873; ktrauman@reliancefinancial.net

Manager, Operations & Administration

Conference 2; St. John's of Highland, Pittsburgh (North Hills)

Position for which nominated: Board Member

Karin Trauman oversees the operations, administration, and client engagement for Reliance Financial Advisors, a family-owned and operated financial services business specializing in comprehensive financial planning, investments and tax services. Previously, Karin worked as a human resources professional for Federated Hermes (formerly Federated Investors), PricewaterhouseCoopers (formerly Coopers & Lybrand), Rivertown Trading Company, and Concordia College. She holds dual BA degrees in Business Administration and Organizational Communications from Concordia College in Moorhead, MN, and a Master's degree in Human Resources Management from La Roche University. Karin is a lifelong Lutheran and an active member of St. John's Lutheran Church of Highland in McCandless. She has served her faith community through the years in a multitude of ways, including enrichment programs for toddlers to teens, leadership roles on Church Council, and is a trained Stephen's Minister. Additionally, she has most recently served as a Board Member of Samaritan Counseling and Brooktree Business Park Association (Secretary). She and her husband Mark are longtime supporters of the missions of Lutheran SeniorLife and Lutherlyn, among others.

I have often been told that I have a servant's heart. I am the person who gladly provides a meal to an ill friend or new mother, a ride to an appointment, a wishlist item to a charity or foodbank, or simply a phone call/note/visit to someone in need. The mission of Lutheran Service Society to be life-giving in the services offered feels like this to me. Programs that offer services to the vulnerable in our community through foster care, adoption, meals, and care for our seniors are all important ways we take care of our neighbors in need. Serving on the Board of Lutheran Service Society will help ensure that their mission continues to support these programs.

BULLETIN OF REPORTS

Pastor Beth Clementson, BA, MDiv

311 Cumberland Road, Pittsburgh, PA 15237; 4124910903; pastorbethc@gmail.com

Associate Pastor

Conference 2; St. John's of Highland, Pittsburgh (North Hills)

Position for which nominated: Lutheran Service Society

I currently serve as the Associate Pastor of St. John's Lutheran Church of Highland in the North Hills. I grew up here in the SWPA Synod, first as a member of New Hope in Freedom, then as a member of Berkeley Hills in the North Hills. I have a deep love and appreciation for the congregations that raised me. While in college, I moved with my parents to the Delaware-Maryland Synod. During my time there, I graduated from Thiel College and The Lutheran Theological Seminary at Gettysburg. I completed my Clinical Pastoral Education at Fairview Ebenezer Senior Living Center in Minneapolis, MN and my Pastoral Internship at Abiding Presence Lutheran Church in Burke, VA. After seminary, I was called to be the Associate Pastor of Zion Lutheran Church in Middletown, MD. I was then called to be the (Short-term) Interim Pastor of the Conococheague Lutheran Parish in Clear Spring, MD, before being called back to Pittsburgh to serve Stewart Avenue Lutheran Church. In February of 2022, I was called to be the Associate Pastor of St. John's of Highland. It is my great joy to be back in the area of Pittsburgh that I have always called home. I have a true appreciation for the work of the church on every level – congregational, synodical, and churchwide – and strive to be as involved as possible on each level and to share the importance of these interconnected facets of the church with my congregation.

I'd love the opportunity to serve on the board of Lutheran Service Society. I can bring youthful energy and leadership, ready to delve into all of the wonderful things they are doing in the community with excitement. I would be honored to serve in this capacity.

Mr. Lawrence J Nugent Jr.

8947 Harmony Dr, Pittsburgh, PA 15237; 412-897-0117; nugentboatersinpg1992@yahoo.com

Retired

Conference 2; Bethlehem, Glenshaw

Position for which nominated: Lutheran Service Society Board

I have lived in the Pittsburgh area all my life. I am a retired Draftsman in the Electrical & Mechanical design field from Sheet Metal Workers Local 12. I have served on various committees in my home congregation such as Council, Property, Evangelism and Social Ministry. For eight years I traveled annually to Appalachia repairing homes for low income families. I am currently managing the New Start Furniture Ministry out of Bethlehem Lutheran Church in Glenshaw. I served as a volunteer with the ministry for 12 years before stepping in to manage for the past 10 years. New Start provides hope for people in need by collecting donations of furniture and household furnishings and delivering them at no cost. I enjoy spending time with my wife, Barb, our five sons and two grandchildren. I also value time assisting my 93 year old Father-in-law with rides and just spending quality time together.

I believe my experiences in Appalachia as well as the everyday interactions with families in need through New Start has given me a better understanding of how some people living in poverty can be best served. Although I have not had the pleasure of the experience of adoption, my wife and I have a blended family.

Ms. Jody Removchik, MBA, BSBA, Associate Degree

1819 Willow Oak Drive Wexford, PA 15090; 724-980-9024; jody35242@yahoo.com

Retired

Conference 2; St. John's of Highland, North Hills

Position for which nominated: Lutheran Service Society Board

I have a diverse background within healthcare and the corporate world. I have experience as a Registered Nurse in a hospital setting in various departments, including medical surgical, critical care and pediatrics. I was not only a staff member, but also a team leader and charge nurse. This experience allowed me to segue to a 25+ year career in pharmaceutical sales. I was a successful representative with Bayer, winning President's Club my first year. Promotions included relocation to Connecticut to work in Bayer's corporate office, in the National Sales Training Department as a sales trainer. Other promotions included Senior Trainer and eventually Manager of the National Sales Training Department, Antibiotic division. I was not only an integral part of training 500+ new hires, but also developed curricula relevant to field support. Two and a half years later, I was promoted to division sales manager and accepted a relocation to Alabama, where I led a team of representatives to exceed sales goals. Two and a half years later, I accepted a promotion to a Specialty Sales Manager and a relocation back to my hometown of Pittsburgh. After 15 years with Bayer, I was laid off, but quickly was hired by Novo Nordisk as a district sales manager. I retired from Novo Nordisk in 2020 as an Executive Diabetes Care Sales Specialist.

During my years in management, I effectively coached direct reports, hired and developed top talent, and led well organized and motivational business planning meetings.

I am a graduate of Robert Morris University, where I earned my MBA and BSBA. I also earned a professional graduate level marketing certificate from Harvard University-Extension School. I also graduated from Westmoreland County Community College with an Associates Degree in Nursing.

I served on the American Diabetes Association Leadership Board as a Council Member for several years while working

BULLETIN OF REPORTS

at Novo Nordisk. I served as Novo Nordisk's local Team Leader for the ADA's Tour DeCure and assisted with fundraising.

After retirement, I worked at UPMC as an RN and vaccinated over 2,000 people during a 4 month period. This past year I started subbing as a teacher and school nurse in the North Allegheny School District.

I love the outdoors. I'm an avid hiker, cyclist, runner, kayaker, golfer and enjoy time in my yard. I have a 11 month old toy poodle named Millie which I spoil on a daily basis.

Based on my past work history in the field of nursing and my professional leadership experience, along with my church involvement, I feel I would be a good fit to serve in this position.

At my previous church, Faith Lutheran (Pastor Brian Evans) in White Oak, I served on church council for 3 years as well as the altar guild. I was also a lector. My current church is St. Johns of Highland, where I currently serve on the Mutual Ministry Committee and the Priscilla Altar Guild. Last year I was asked by my Pastor to be in charge of the altar guild. I am also a greeter and lector. Being part of these committees have helped me grow in my spirituality and faith. I'm a caring person who likes to help others, especially those less fortunate. I like to find solutions to problems.

Growing up I had a mentally challenged older brother. He was a huge blessing in my life. If you saw him, you would not know he had the mentality of a 3-5 year old. I learned so much from him. I learned early on about exclusion and not so kind words from others. He taught me everyone needs to feel loved and be accepted. He was always so happy and joyful and taught me regardless of what hand you may have been dealt, deal with it in a fun and upbeat way. Most of all he taught me patience.

I feel I can advocate for the mission of the organization and be a partner for the community.

BETHESDA LUTHERAN SERVICES - BOARD OF DIRECTORS

(Clergy [Pastor or Deacon], term exp. 2025)

Pastor Deborah Byrum, M.Div

869 Fairways Drive, Oakmont, PA. 15139; 412-607-1853; debbyrum@gmail.com

Retired chaplain

Conference 3; St. Andrew, Pittsburgh (Shadyside)

Position for which nominated: Bethesda Lutheran Services Board

I was ordained in 1992, and worked for 8 years as part of the Div. for Global Mission in Senegal, West Africa. Returning to the U.S. I served as pastor of East Liberty Lutheran Church for 3 years.

Following this, I was a hospice chaplain for 11 years. For 8 years I visited patients, and supported patients and families, offering presence and prayer as appropriate, leading memorial services, etc.; for 3 years I supported bereaved family members, via phone calls and visits, also leading memorial services. While working for hospice, I participated in weekly and/or biweekly meetings with other hospice workers.

For 2 years, I served as chaplain at Western Psychiatric Hospital, supporting patients and staff members, via listening support, empathy and affirmation of feelings, as well as heartfelt compassion, and prayer as desired. My experience of and knowledge about trauma was a great asset as I supported folks who had been through traumatic experiences.

For the past year, I have been retired, and volunteering - making bereavement support calls, visiting hospice patients and serving on two councils, and the Bethesda Board. My husband and I share 7 adult children and 2 grandchildren, and enjoy playing music together, spending time outdoors, traveling and spending time with our children and grandchildren.

I hope to continue to use my skills, experience and knowledge as a chaplain, especially working with youth at Western Psychiatric Hospital, to serve the Board of Bethesda Lutheran Services.

BETHESDA LUTHERAN SERVICES - BOARD OF DIRECTORS

(Layperson, term exp. 2025)

Mr. Scott Gettings, MS, BS

2405 Foxfield Dr Glenshaw Pa 15116; 4123032588; scottgettings@hotmail.com

Healthcare/Military

Conference 2; Bethlehem, Glenshaw

Position for which nominated: Bethesda Lutheran Services Board

Scott Gettings is a current member of Bethlehem Lutheran Church in Glenshaw, Pa. He has a family of 3 children. He has been an Occupational Therapist for 28 years, graduating from the University of Pittsburgh with a BS. He has served in the USAF for 37 years earning his MMOAS from the Air University. He currently holds the rank of Colonel. He has served on a Highmark board and has volunteered/belonged to the following: Community youth coaching-baseball, football, lacrosse; Rotary International-current active member.

Thank you for the opportunity; it is a calling.

BULLETIN OF REPORTS

BETHESDA LUTHERAN SERVICES - BOARD OF DIRECTORS

(Layperson, 4-year term)

Mr. David Piper, BA Biology and Philosophy, MA Ed. e-Education Adult Learning. MA ED Applied Behavior Analysis

116 Crest Drive; Delmont, PA 15626; 7243317184; dlpiper67@gmail.com

Parent/Educator Consultant Writer

Conference 4; Salem, Delmont

Position for which nominated: Bethesda Lutheran Services Board

David was born and raised at Salem Lutheran Church. He participated in Youth Choir, Bell Choir, and participated in Salem Cross Roads Christmas Pilgrimage. He was the first Eagle Scout Bronze Palm in over a decade at Delmont Troop #211, chosen to deliver the address at the Eagle Dinner where Rocky Bleier was the keynote speaker and was awarded the Pro Deo Patria. His project was card cataloging the Church Library. He was awarded Outstanding Youth by Delmont Lions Club, and received a Scholarship from the Industrial Arts Electronics Department for repairing a World War II vintage tube Oscilloscope that was given to the school.

David graduated from Indiana University of PA with a BA in Biology and Philosophy. Unable to find anyone to pay him to sit on a Rock and think about life, he accepted a position as Environmental Safety Inspector, and found himself working primarily in New York City and New Jersey. Not a fan of that area of the country, he accepted a position as a Data Analyst for a sub-contractor to the US Environmental Protection Agency where he oversaw a National Asbestos Database and approved Asbestos training programs, and helped analyze State Asbestos programs development through the ten EPA offices. He distributed and cataloged policy issues between EPA and State Programs. He spent over a decade doing Environmental Health Safety training Consulting, and course development that landed him in Kansas.

While in KS he earned a MA in e-Education and Adult learning from the University of Phoenix and spent 4 years working for an Aircraft Instrument Manufacturer in the Engineering Department, and was appointed by the Governor to a Technical Review Committee for Professional licensure. He worked odd jobs that including Support Staff for Intellectually disabled/Autistic adults, retail, and hotel management. He returned to PA to care for Father dying with Alzheimers, and mother suffering from prefrontal Dementia.

Upon returning to Delmont, David worked 4 additional years in retail, 3 Years in a group home for Intellectually Disabled/ASD Adults, Therapeutic Support Staff, and retail. For the last 10 years he has been the primary stay at home parent of three Autistic Children ages 4.5, 7, and 10. In 2015 David self published a book on Creativity titled, "The Box: Thinking Creatively Inside and Out." In December of 2021, David completed his second Master's Degree in Applied Behavior Analysis.

David is Past President of Delmont-Salem Rotary, served two term as Assistant Governor, and was an Instructor in the Rotary Leader Training Institute. He is a Distinguished Toast Master who served as President of Greensburg Toast Master Club and District Governor. David also served a term as Councilman in Delmont Borough.

Although many circumstances have effected his actual attendance at services over the years, he has a very strong Spiritual connection with God and has read the Bible cover to cover in multiple translations. He has attended other denominational Bible studies, and wrote a paper about Religious tolerances while serving as a District Commisioner for Boy Scouts in KS. He served in Choir at St. Johns Lutheran Church in Martinsburg, WV when he lived there, and taught some Confirmation courses at Peace Lutheran Church in Andover, KS.

David, his wife Mary and three children currently live in Delmont and attend Salem Lutheran Church.

Having the entire Spectrum represented in my family, I have a strong desire to ensure Autistic people get the help they need to lead lives to their fullest potential.

Mr. Chris Jordheim, BS, Business Management

304 Stoneridge Ln, Mars PA 16046; 412-398-5621; cjordheim@verizon.net

Financial Advisor / Wealth Management

Conference 2; Bethlehem, Glenshaw

Position for which nominated: Bethesda Lutheran Services Board

Chairman of the Board - Lutheran SeniorLife, President - Teutonia Männerchor, Board member - Veterans Place on Washington Blvd, retired Air Force, father of 2

I want to help where I can. I volunteered at a Boys/Girls Club for 12 years and made a difference in young people's lives. I try to do the same with senior's lives with Lutheran SeniorLife. And we're making a difference with our veterans with Veterans Place. Bethesda Lutheran Services helps our youth through difficult life-situations and hopefully breaks the cycle for these people so they live productive, happy lives.

THIS PAGE INTENTIONALLY BLANK

BULLETIN OF REPORTS

REPORT OF THE SYNODICAL ORGANIZATION

REPORT OF WOMEN OF THE ELCA of SOUTHWESTERN PENNSYLVANIA - Addendum

Gathering – a definition of assembly or meeting, especially a social one or one held for a specific purpose.

Even through this pandemic, the women in our churches have been finding ways to *gather* – creatively using Zoom or seeing one another in area parks or other wide-open spaces. Their generosity has continued for the past 2 years as well, supporting our Designated Outreach for 2020 -2021, Blessed Bundles, with over \$11,000 in monetary donations, supplies & gift cards. This is a diaper ministry run out of Lutheran Church of Our Saviour in North Huntingdon, PA.

The previously postponed WELCA Triennial Convention for 2020 was held virtually this past August 3-5, 2021 as women from around the country *gathered* to do the business of the churchwide Women of the ELCA. Five women from our synod were in attendance as voting members. Changes were made to our constitution to now allow more business to be conducted virtually. Elections were held for all churchwide board members and Jennifer Armstrong-Schaefer from Prince of Peace Lutheran Church, Latrobe, PA was elected to the board.

This past year we *gathered* together on two Zoom cluster events. The first, held on November 13, 2021 was “Hope for a New Day” where we focused on gifts in gratitude for blessings. The second event was held on February 26, “Just Love”, with Minister Mandi from Chippewa United Methodist Church having a Bible study on the Bible verses from 1 John 4:19-21. We also had a craft of making paper heart weave baskets.

The leadership of the Women of the ELCA of SWPA *gathered* via Zoom with women from other synods in a virtual event on February 18-19, 2022 titled “Esther”. This event focused on our leadership “for such a time as this” (Esther 4:14). We had messages from Bishop Eaton and Linda Post Bushkofsky, the Women of the ELCA Executive Director.

SWPA WELCA Board members and delegates *gathered* again on May 21 and 22, 2022 at Good Shepherd Lutheran Church in Greensburg, PA for our first convention in 2 years. How wonderful to see the women in person! There certainly was a hum of excitement as the women greeted one another.

The Designated Outreach for the 2022 year is New Start Furniture Ministry from Glenshaw. The women from our churches continue to be generous in giving to these outreaches, and our first collection for New Start was held at our convention. Two large tables and the floor underneath the tables were overflowing with items for them. We also collected a Love Offering at the convention which included money and gift cards. Look for information in *Friends, Inc.* for more details on collection dates for New Start Furniture Ministry.

There will be another *gathering* of women at our annual women’s retreat at Camp Lutherlyn on September 16 & 17, 2022 where we join with our Sisters in Christ from Northwest PA for 2 days of fellowship, prayer, and song. This year’s theme is “Wrapped in Prayer” and we are all looking forward to this time together. The Bible verses are Matthew 6:9-15, the Lord’s Prayer. Workshops will be held on Saturday afternoon with choices of “How are You Wrapped?”, “Bereavement Services, Grief and Final Arrangements Wrapped in Prayer” and “Human Trafficking”. The latest *Friends, Inc* has more information about the retreat and a registration form.

The churchwide Women of the ELCA is now back to full-time status for all the staff, but we need to be aware that the majority of the funding for this organization comes from offerings collected at in-person meetings and Bible studies. We continue to ask for congregational units to send their offerings to our treasurer, Donna Petrell. We encourage the ladies to sign up for Faithful Friends of the Women of the ELCA at the website www.welca.org. By signing up to be a Faithful Friend, any amount given on a monthly basis will make a difference.

Respectfully submitted,

Barb Guenther, President (as of May, 2022)
Southwestern Pennsylvania Women of the ELCA

THIS PAGE INTENTIONALLY BLANK

**Southwestern Pennsylvania Synod
Evangelical Lutheran Church in America**

Financial Statements and
Supplementary Information

Years Ended January 31, 2022 and 2021
with Independent Auditor's Report

MaherDuessel

Pursuing the profession while promoting the public good©
www.md-cpas.com

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

YEARS ENDED JANUARY 31, 2022 AND 2021

TABLE OF CONTENTS

Independent Auditor's Report

Financial Statements:

Statements of Financial Position	1
Statement of Activities - 2022	2
Statement of Activities - 2021	3
Statement of Functional Expenses - 2022	4
Statement of Functional Expenses - 2021	5
Statements of Cash Flows	6
Notes to Financial Statements	7

Supplementary Information:

Detailed Statements of Operating Activities	26
Detailed Statements of Non-Operating Activities	30
Mission Endowment Fund - Statements of Support and Revenues - 2022 and 2021	31
Congregation Legacy Fund - Statements of Support and Revenues - 2022 and 2021	32
Ethel Verney Fund for Poverty Relief – Statements of Support and Revenues - 2022 and 2021	33
9625 Perry Highway Fund (Building Sale) – Statements of Support and Revenues - 2022 and 2021	34

Independent Auditor's Report

Synod Council

Southwestern Pennsylvania Synod Evangelical Lutheran Church in America

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the Southwestern Pennsylvania Synod Evangelical Lutheran Church in America (Synod), which comprise the statements of financial position as of January 31, 2022 and 2021, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Synod as of January 31, 2022 and 2021, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Synod and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Synod's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Synod's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Synod's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information listed in the table of contents is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the

responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information is fairly stated in all material respects in relation to the financial statements as a whole.

Maheer Duessel

Pittsburgh, Pennsylvania
June 10, 2022

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENTS OF FINANCIAL POSITION

JANUARY 31, 2022 AND 2021

	2022	2021		2022	2021
Assets					
Cash and cash equivalents:			Liabilities and Net Assets		
Without donor restrictions - undesignated	\$ 299,656	\$ 227,938	Liabilities:		
Without donor restrictions - internally designated	204,187	163,149	Accounts payable:		
Agency funds	17,148	15,567	Proportionate share due to ELCA	\$ 133,788	\$ 137,797
With donor restrictions	417,725	358,403	Designated gifts	142,143	93,670
	938,716	765,057	Agency payables	17,148	15,567
Total cash and cash equivalents			Other	18,838	75,836
			Total accounts payable	311,917	322,870
Investments:			Accrued expenses	15,300	15,300
Without donor restrictions - internally designated	2,114,736	755,000	Total Liabilities	327,217	338,170
With donor restrictions	5,607,645	5,358,096			
Total investments	7,722,381	6,113,096	Net Assets:		
Congregational remittances receivable	115,575	92,635	Without donor restrictions:		
Other receivables	81,771	83,319	Undesignated	(36,528)	(38,111)
Prepaid expenses	26,270	19,453	Property and equipment	26,215	36,455
Beneficial interest in perpetual trust	371,066	360,013	Internally designated	2,649,841	1,691,990
Assets held for sale	-	558,057	Total net assets without donor restrictions	2,639,528	1,690,334
Property and equipment:			With donor restrictions:		
Furnishings and equipment	159,362	159,362	Purpose restrictions	5,751,641	5,506,423
Accumulated depreciation	(133,147)	(122,907)	Restrictions that are perpetual in nature	563,608	493,158
Total property and equipment	26,215	36,455	Total net assets with donor restrictions	6,315,249	5,999,581
			Total Net Assets	8,954,777	7,689,915
Total Assets	\$ 9,281,994	\$ 8,028,085	Total Liabilities and Net Assets	\$ 9,281,994	\$ 8,028,085

See accompanying notes to financial statements.

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENT OF ACTIVITIES

YEAR ENDED JANUARY 31, 2022

(WITH COMPARATIVE TOTALS FOR YEAR ENDED January 31, 2021)

	Without Donor Restrictions	With Donor Restrictions	Totals	
			2022	2021
Support and Revenues:				
Operating support and revenues:				
Mission support from congregations and members	\$ 1,398,406	\$ -	\$ 1,398,406	\$ 1,361,555
ELCA deployed staff support	10,000	-	10,000	10,000
Event registrations and grants	20,205	-	20,205	30,771
Rental income	2,150	-	2,150	25,800
Interest and dividend income	186,868	-	186,868	20,036
Trust revenue	14,777	-	14,777	12,992
Grant income	-	-	-	88,795
Miscellaneous income	2,801	-	2,801	15,976
Total operating support and revenues	1,635,207	-	1,635,207	1,565,925
Non-operating support and revenues:				
Contributions and bequests	99,697	136,055	235,752	95,274
Investment return, net	(5,333)	435,687	430,354	656,616
Net assets released from restrictions	267,127	(267,127)	-	-
Revenue from closed congregations	96,874	-	96,874	50,000
Gain on disposal of property	987,575	-	987,575	-
Investment return designated for current operations	(167,671)	-	(167,671)	-
Restricted gain (loss) on beneficial interest in perpetual trust	-	11,053	11,053	17,549
Total non-operating support and revenues	1,278,269	315,668	1,593,937	819,439
Total support and revenues	2,913,476	315,668	3,229,144	2,385,364
Expenses and Losses:				
Operating expenses:				
Designated contributions:				
Evangelical Lutheran Church in America - proportionate share	675,988	-	675,988	680,151
Agencies and committees	245,085	-	245,085	259,389
Synod office	723,175	-	723,175	718,902
Total operating expenses	1,644,248	-	1,644,248	1,658,442
Non-operating expenses	320,034	-	320,034	312,030
Total expenses and losses	1,964,282	-	1,964,282	1,970,472
Change in Net Assets	949,194	315,668	1,264,862	414,892
Net Assets:				
Beginning of year	1,690,334	5,999,581	7,689,915	7,275,023
End of year	\$ 2,639,528	\$ 6,315,249	\$ 8,954,777	\$ 7,689,915

See accompanying notes to financial statements.

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENT OF ACTIVITIES

YEAR ENDED JANUARY 31, 2021

	Without Donor Restrictions	With Donor Restrictions	Total
Support and Revenues:			
<u>Operating support and revenues:</u>			
Mission support from congregations and members	\$ 1,361,555	\$ -	\$ 1,361,555
ELCA deployed staff support	10,000	-	10,000
Event registrations and grants	30,771	-	30,771
Rental income	25,800	-	25,800
Interest and dividend income	20,036	-	20,036
Trust revenue	12,992	-	12,992
Grant income	88,795	-	88,795
Miscellaneous income	15,976	-	15,976
	1,565,925	-	1,565,925
<u>Non-operating support and revenues:</u>			
Contributions and bequests	38,820	56,454	95,274
Investment return, net	110,815	545,801	656,616
Net assets released from restrictions	205,081	(205,081)	-
Revenue from closed congregations	50,000	-	50,000
Gain on disposal of property	-	-	-
Restricted gain on beneficial interest in perpetual trust	-	17,549	17,549
	404,716	414,723	819,439
Total support and revenues	1,970,641	414,723	2,385,364
Expenses and Losses:			
<u>Operating expenses:</u>			
<u>Designated contributions:</u>			
Evangelical Lutheran Church in America - proportionate share	680,151	-	680,151
Agencies and committees	259,389	-	259,389
Synod office	718,902	-	718,902
	1,658,442	-	1,658,442
Non-operating expenses	312,030	-	312,030
Total expenses and losses	1,970,472	-	1,970,472
Change in Net Assets	169	414,723	414,892
Net Assets:			
Beginning of year	1,690,165	5,584,858	7,275,023
End of year	\$ 1,690,334	\$ 5,999,581	\$ 7,689,915

See accompanying notes to financial statements.

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JANUARY 31, 2022

	Constitution and Call	Leadership Formation	Collaboration and Vitality	Mission and Service	Total Programs	Administration and General	Total
Synod grants	\$ -	\$ 315,329	\$ 265,279	\$ 547,964	\$ 1,128,572	\$ -	\$ 1,128,572
Compensation and benefits	131,180	50,670	104,156	32,091	318,097	244,906	563,003
Synod events and support	4,161	-	7,562	30,967	42,690	-	42,690
Education and training	-	16,154	3,064	1,800	21,018	-	21,018
Travel and meetings	4,620	2,696	4,844	1,671	13,831	8,120	21,951
Office operations	11,205	5,751	9,738	2,741	29,435	22,933	52,368
Occupancy and depreciation	19,985	7,720	15,868	4,889	48,462	40,787	89,249
Professional and administrative services	440	1,989	4,086	14,456	20,971	24,460	45,431
Total expenses	\$ 171,591	\$ 400,309	\$ 414,597	\$ 636,579	\$ 1,623,076	\$ 341,206	\$ 1,964,282

See accompanying notes to financial statements.

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JANUARY 31, 2021

	Constitution and Call	Leadership Formation	Collaboration and Vitality	Mission and Service	Total Programs	Administration and General	Total
Synod grants	\$ -	\$ 319,216	\$ 261,015	\$ 536,739	\$ 1,116,970	\$ -	\$ 1,116,970
Compensation and benefits	101,557	59,727	99,119	26,484	286,887	267,163	554,050
Synod events and support	12,998	-	3,522	250	16,770	7,000	23,770
Education and training	-	8,512	6,084	-	14,596	-	14,596
Travel and meetings	3,023	1,856	4,098	777	9,754	7,833	17,587
Office operations	10,036	5,902	9,795	2,617	28,350	48,274	76,624
Occupancy and depreciation	17,227	10,131	16,814	4,492	48,664	60,236	108,900
Professional and administrative services	571	1,486	2,790	10,000	14,847	43,128	57,975
Total expenses	<u>\$ 145,412</u>	<u>\$ 406,830</u>	<u>\$ 403,237</u>	<u>\$ 581,359</u>	<u>\$ 1,536,838</u>	<u>\$ 433,634</u>	<u>\$ 1,970,472</u>

See accompanying notes to financial statements.

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENTS OF CASH FLOWS

YEARS ENDED JANUARY 31, 2022 AND 2021

	2022	2021
Cash Flows From Operating and Non-Operating Activities:		
Cash received from congregations	\$ 1,385,466	\$ 1,350,979
Cash received from registration fees and grants	20,205	30,771
Payments for designated contributions	(679,997)	(689,499)
Payments for agencies and committees	(245,085)	(259,389)
Payments to employees	(581,669)	(571,417)
Payments for facilities, equipment, and operations	(123,623)	(123,900)
Funds received from congregations for agency transactions	388,779	260,781
Funds remitted to ELCA and other agencies	(338,725)	(261,864)
Cash received from interest and trust revenue	324,833	280,461
Contributions and bequests	235,752	95,274
Other receipts	103,373	169,164
Other (payments)	(397,856)	(250,137)
	91,453	31,224
Cash Flows From Investing Activities:		
Purchase of property and equipment	-	(26,490)
Proceeds from sale of property	1,545,632	-
Proceeds from sale of investments	97,754	126,500
Purchase of investments	(1,561,180)	(2,430)
	82,206	97,580
Net cash provided by (used in) investing activities	82,206	97,580
Net Increase (Decrease) in Cash and Cash Equivalents	173,659	128,804
Cash and Cash Equivalents:		
Beginning of year	765,057	636,253
End of year	\$ 938,716	\$ 765,057
Reconciliation of Change in Net Assets to Net Cash Provided by (Used in) Operating and Non-Operating Activities:		
Change in net assets	\$ 1,264,862	\$ 414,892
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	10,240	24,836
(Gain) or loss on disposal of fixed assets	(987,575)	2,208
Net (gain) loss on investments	(145,859)	(395,769)
Net (gain) loss in perpetual trust	(11,053)	(17,549)
Change in:		
Receivables	(21,392)	(31,983)
Prepaid expenses	(6,817)	(7,365)
Accounts payable and accrued expenses	(61,007)	43,037
Total adjustments	(1,223,463)	(382,585)
Agency transactions:		
Funds received from congregations	388,779	260,781
Funds remitted to ELCA and other agencies	(338,725)	(261,864)
Net cash provided by (used in) agency transactions	50,054	(1,083)
Net cash provided by (used in) operating and non-operating activities	\$ 91,453	\$ 31,224

See accompanying notes to financial statements.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

1. Organization

The Southwestern Pennsylvania Synod Evangelical Lutheran Church in America (Synod), in partnership with the churchwide organization, bears the primary responsibility for the oversight of the life and mission of the Evangelical Lutheran Church in America (ELCA) on the territory of this Synod. The primary financial support for the Synod comes from the benevolent contributions from its congregations. Since the congregations, Synod, and churchwide organization are interdependent units that share responsibility in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support of the whole church. The gifts and offerings of the members of the ELCA are given to support all parts of the ELCA.

The Synod oversees the congregations in Southwestern Pennsylvania. The territory of the Synod includes the Counties of Allegheny, Beaver, Butler, Fayette, Greene, Lawrence, Washington, Westmoreland, a major part of Armstrong, and a minor part of Indiana.

For the years ended January 31, 2022 and 2021, the proportionate share of congregation remittances received for mission support and transmitted to the ELCA was 48.6% and 50.0%, respectively.

2. Significant Accounting Policies

Basis of Accounting

The financial statements of the Synod have been prepared on the accrual basis. Revenues are recognized when earned and expenses are recognized when incurred.

Basis of Presentation

Resources are classified for accounting and reporting purposes into two classes of net assets (without donor restrictions and with donor restrictions) established according to their nature and purpose. Separate accounts are maintained for individual funds; however, for financial reporting purposes, funds that have similar characteristics have been combined into net asset classes.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

The assets, liabilities, and net assets of the Synod are reported in net asset classes as follows:

- *Net assets without donor restrictions* – Net assets that are not subject to any donor-imposed stipulations.
- *Net assets with donor restrictions* – Net assets that are subject to donor-imposed or other legal restrictions on the use of the assets that may be met either by actions of the Synod or the passage of time. The Synod also has net assets subject to donor-imposed or other legal restrictions in which the principal must be maintained permanently by the Synod.

The Synod reports contributions of cash and other assets as donor-restricted contributions if they are received with donor stipulations that limit the use of the donated assets. Expiring donor restrictions result in net assets with purpose or time restrictions being reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions. Conditional promises to give, those with a measurable performance or other barrier and a right of return, are not recognized until the conditions on which they depend on have been met. The Synod had no conditional promises to give at January 31, 2022 and 2021.

Operating Activities

Operating transactions in the statements of activities are budgeted by the Synod Council and are activities considered to be ongoing, major, or central to the routine operations of the Synod. Other peripheral or incidental transactions are reported as non-operating. The Synod has designated investment income earned on certain bank accounts as income from operations.

Agency Transactions

The Synod acts as an agent for specific collections of funds for various agencies. These funds are then forwarded to the ELCA and other agencies and institutions for distribution. Funds received or committed from congregations in which the Synod acts as an agent are reported as increases in cash or receivables and increases in payables. Distributions are reported as decreases in cash and payables. The funds received and distributed for the fiscal year are shown in the statements of cash flows.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

The Synod has fiduciary responsibilities for the Tri-Synod Archives Endowment Fund, a joint effort of three regional Synods. Receipts and disbursements of the Tri-Synod Archives Endowment Fund are reflected as agency transactions.

During the fiscal year ended January 31, 2015, by mutual agreement of the parties involved, the remaining balance of the Lutheran Planned Giving Partnership (a partnership of the churchwide organization, three synods and their related agencies and institutions), was transferred to Faith Works, a joint effort of ten Lutheran ministry organizations, to help congregation donors directly with the funding of their ministries. Faith Works was enacted in March of 2013 by Synod Council action to replace the Calendar of Causes and was a Pilot Program for the next two years. The Faith Works program was launched in the spring of 2014, and the Pilot Program came to an end in 2016. The Calendar of Causes was begun again in 2017. There continues to be some agency income received through the Faith Works program, and some of the partners are engaged in conversation about its future form. The Synod continues its fiduciary responsibilities for the balance of the Faith Works funds; the receipts and disbursements of the Faith Works program are reflected as agency transactions.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, cash in banks, and money market accounts, as well as all short-term highly liquid investments with maturities from the date of purchase of three months or less.

Investments

Investments consist of mutual funds, ELCA pooled trust funds, and a Thrivent managed portfolio. Investments are presented in the financial statements at fair value.

The Synod's investments are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that significant changes in risks in the near-term may materially affect the amounts reported in the financial statements.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

Receivables

Receivables consist principally of benevolent contributions receivable from congregations and loans made to churches. Such receivables and loans are considered to be fully collectible by management; accordingly, no allowance for doubtful accounts has been provided.

Fixed Assets and Depreciation

Property and equipment are carried on the basis of cost for purchased items and at fair value at the date of donation for donated items. Depreciation of equipment is provided over the estimated useful lives of the respective assets on a straight-line basis.

During fiscal year 2021, the Synod entered into an agreement to sell the building. The building was sold for approximately \$1.55 million in February 2021. At January 31, 2021, the net book value of the building was reflected as assets held for sale in the statement of financial position.

Income Taxes

Income taxes are not provided, as the Synod is exempt under Section 501(c)(3) of the Internal Revenue Code as other than a private foundation, within a group ruling for the ELCA.

Uses of Estimates in the Preparation of Financial Statements

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Severance Benefits

In March 1990, the Synod Council adopted the "Synod Severance Benefits for Synod Bishops and Executive Staff" policy approved by the Church Council of the ELCA.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

Severance benefits are provided for the Bishop and executive staff members whose office or employment by the Synod is involuntarily terminated due to action of the Synod or resignation upon the request of a newly elected Bishop. The benefit recipient must have served at least one full term as Bishop or a term co-terminal with that of the Bishop. Benefit amounts are equal to three months of the benefit participant's most recent monthly compensation (including salary, housing, and FICA reimbursement, if applicable). No severance benefits were paid or accrued during the years ended January 31, 2022 and 2021.

Concentration of Risk Factors

The Synod's main source of revenue is earned through mission support from congregations and members in the southwestern Pennsylvania area. Thus, congregation membership, ELCA mission and principles, and economic influences in the southwestern Pennsylvania area have a substantial effect on the Synod's operations.

Pending Accounting Standards Updates

The Financial Accounting Standards Board (FASB) has issued Accounting Standards Updates (individually and collectively, ASU) that will become effective in future years as outlined below. Management has not yet determined the impact of these updates on the financial statements.

ASU 2016-02, "*Leases (Topic 842)*," is effective, as delayed, for the financial statements for the year beginning after December 15, 2021. This amendment and related amendments will require lessees to recognize assets and liabilities on the statement of financial position for the rights and obligations created by all leases with terms of more than twelve months. Disclosures also will be required by lessees to meet the objective of enabling users of financial statements to assess the amount, timing, and uncertainty of cash flows arising from leases.

ASU 2016-13, "*Financial Instruments-Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments*," is effective, as delayed, for the financial statements for the year beginning after December 15, 2022. This amendment and related amendments require a financial asset (or a group of financial assets) measured at amortized cost basis to be presented at the net amount expected to be collected. This includes loans, debt securities, trade receivables, net investments in leases, off-balance-sheet credit exposures, reinsurance receivables, and any other financial assets not excluded from the scope that have the contractual right to receive cash.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

ASU 2020-07, *“Not-For-Profit Entities (Subtopic 958): Presentation and Disclosures by Not-For-Profit Entities for Contributed Nonfinancial Assets,”* is effective for reporting periods beginning after June 15, 2021. The amendments in this update address presentation and disclosure of contributed nonfinancial assets.

Expense Allocation

Expenses directly related to a specific program are charged to that program. The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. Allocations are based on the estimated time and effort spent related to each function.

Programmatic categories were created by synod staff based on the constitutional purposes of a synod (†S6.03), the daily activities of the staff in our shared pursuit of those purposes, and the ministries supported by the financial contributions of our people.

Subsequent Events

Subsequent events have been evaluated through the Independent Auditor's Report date, which is the date the financial statements were available to be issued.

3. Cash and Cash Equivalents

As of January 31, 2022 and 2021, the book balances for total cash and cash equivalents are \$938,716 and \$765,057, respectively, and bank balances are \$1,043,785 and \$857,020, respectively, of which \$572,090 and \$496,032, respectively, were FDIC insured. The Synod has not experienced any losses from maintaining cash accounts in excess of federally insured limits. It is the opinion of management that the solvency of the financial institutions involved, as well as the ELCA Mission Investment Fund, is not of particular concern at this time.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

4. Investments

Investments at January 31, 2022 and 2021 consist of:

	2022	2021
ELCA endowment fund A pooled trust	\$ 6,745,909	\$ 6,065,235
Mutual funds - Thrivent Income Fund A	46,476	47,861
Mutual funds - Thrivent managed portfolio	929,996	-
	\$ 7,722,381	\$ 6,113,096

Investment income at January 31, 2022 and 2021 consists of:

	2022	2021
Interest and dividends	\$ 318,045	\$ 280,883
Unrealized gain (loss)	131,506	395,769
	\$ 449,551	\$ 676,652

Beneficial Interest in Perpetual Trust

During 1990, Holy Spirit Lutheran Church (Holy Spirit) became the beneficiary of a perpetual charitable trust (trust). Under the trust agreement, Holy Spirit was to receive 5% of the income generated by the trust. As a result of legal proceedings, the Synod has been named the legal successor of Holy Spirit and, accordingly, is receiving the income distributions from the trust since Holy Spirit's closing in June 2006. The Synod Council has voted to forward all income received from the trust to the operating fund. These investments held in trust by others at January 31, 2022 and 2021 were valued at \$371,066 and \$360,013, respectively.

Fair Value Hierarchy

Fair values for Level 1 investments are determined by reference to quoted market prices and other relevant information generated by market transactions. Fair values for Level 2 investments are determined by reference to quoted prices for similar investments in active markets. Level 3 investments have significant unobservable inputs, as they trade infrequently or not at all. Fair values for Level 3 financial instruments are determined by significant unobservable inputs.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes from previous years in the methodologies.

Beneficial Interest in Perpetual Trust: Valued at 5% of the assets held in trust, reported by the trustee, as of January 31, 2022 and 2021. The Synod considers the measurement of its beneficial interest in the perpetual charitable trust to be a Level 3 measurement within the fair value measurement hierarchy because the Synod's interest in the trust is considered to be the unit of account, and even though that measurement is based on the unadjusted fair value of trust assets reported by the trustee, the Synod will never receive those assets or have the ability to direct the trustee to redeem them.

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Synod are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Synod are deemed to be actively traded.

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following is a description of the valuation methodologies used for assets for which fair value is measured using the NAV per share practical expedient as of January 31, 2022 and 2021, respectively.

ELCA Endowment Fund A Pooled Trust (Trust): Valued at the NAV of units of a collective trust as reported to the Synod, as of January 31, 2022 and 2021. The Trust seeks to achieve long-term return objectives within prudent risk constraints by investing the Trust's assets in a diversified portfolio that places a greater emphasis on equity-based and fixed-income investments. Investments are selected in accordance with the criteria of social responsibility that is consistent with the values and programs of the ELCA. The Trust's investments are invested in investment pools. The fair value of each of the Trust's portfolios is measured using the same unitization method, with values differing according to the underlying securities of each pool. On the first business day of each month, the Trust

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

may purchase or redeem units in the investment pools based on the pools' prior month-end closing unit prices. Prices for underlying securities in the investment pools are based on quotes that are obtained from an independent pricing service. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the Trust's net assets divided by the total of all participants' units. The value of the assets of the trust, as well as the value of a unit in the trust, is determined on the last business day of each month. Participant contributions or withdrawals may occur at any time but are based upon the most recent value as of the last business day of the previous month. Closing withdrawals can only be made at the last business day of the month. There were no unfunded commitments as of January 31, 2022 or 2021.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of the future fair values. Furthermore, although the Synod believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in fair value measurement at the reporting date.

Fair values of assets measured on a recurring basis as of January 31, 2022 are as follows:

Description	1/31/22	Fair Value Measurements at Reporting Date Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Other Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Beneficial interest in perpetual trust	\$ 371,066	\$ -	\$ -	\$ 371,066
Mutual funds:				
Thrivent managed portfolio	929,996	929,996	-	-
Fixed income funds	46,476	46,476	-	-
Total assets in fair value hierarchy	1,347,538	<u>\$ 976,472</u>	<u>\$ -</u>	<u>\$ 371,066</u>
Investments measured at net asset value *	<u>6,745,909</u>			
Investments at fair value	<u>\$ 8,093,447</u>			

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

Fair values of assets measured on a recurring basis as of January 31, 2021 are as follows:

Description	1/31/21	Fair Value Measurements at Reporting Date Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Other Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Beneficial interest in perpetual trust	\$ 360,013	\$ -	\$ -	\$ 360,013
Mutual funds:				
Fixed income funds	47,861	47,861	-	-
Total assets in fair value hierarchy	407,874	\$ 47,861	\$ -	\$ 360,013
Investments measured at net asset value *	6,065,235			
Investments at fair value	\$ 6,473,109			

* In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net position.

Level 3 assets are the beneficial interest in perpetual trust, which is described above. All unrealized gains (losses) are reflected in the accompanying statements of activities as investment income (loss) as of January 31, 2022 and 2021, respectively, and are related to assets still held at the statements of financial position date.

5. Retirement Benefits

The called staff, support staff, and grant supported staff of the Synod participate in a defined contribution pension plan (plan) sponsored by the ELCA. Contributions to the plan are based on a percentage of the plan participants' compensation. Total contributions by the Synod to the plan during the years ended January 31, 2022 and 2021 amounted to \$47,475 and \$46,283, respectively.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

6. Net Assets with Donor Restrictions

Net assets with donor restrictions subject to expenditure for a specified purpose as of January 31, 2022 and 2021 are available for use for the following purposes and programs:

	2022	2021
Mission endowment	\$ 46,873	\$ 42,344
Support for congregations	83,950	77,659
Local disaster relief	14,364	14,344
New sanctuary construction	207,676	207,676
Property maintenance	3,724	3,078
Seminary training	91,559	90,157
Special ministry/events	77,272	77,839
Companion Synod - Madagascar	71,354	16,981
Support for professional leaders	32,281	35,400
Office equipment and training	8,927	8,877
Youth programs	15,595	16,975
LDR disaster response work teams	18,119	18,085
Synod Resource Center	5,624	7,087
Ethel Verney Fund for Poverty Relief	5,074,323	4,889,555
Abiding Missions	-	366
	\$ 5,751,641	\$ 5,506,423

During the fiscal year ended January 31, 2015, the SWPA Synod, ELCA became the recipient of a bequest from the Ethel L. Verney estate. Her will has directed that these funds are *“for the benefit of the Southwestern Pennsylvania Synod, to be used in its programs to provide relief and support for people living in poverty in the area it serves.”* This fund is administered by the Synod’s Mission Endowment Board and is invested in the ELCA Endowment Fund Pooled Trust A.

During the years ended January 31, 2022 and 2021, \$267,127 and \$205,081, respectively, of net assets were released from donor restrictions by incurring expenses that satisfied the restricted purpose.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

Net assets with donor restrictions that are restricted as to investment in perpetuity, the income from which is available to support the following activities:

	2022	2021
Howard Miller Charitable Trust - operations	\$ 371,066	\$ 360,013
Scholarships for seminary students	10,319	10,319
Education related to church service	5,000	5,000
Mission Endowment Fund principal	177,223	117,826
	\$ 563,608	\$ 493,158

7. Net Assets Without Donor Restrictions - Designated

Net assets without donor restrictions that are internally designated as of January 31, 2022 and 2021 are available for the following purposes and programs:

	2022	2021
Congregation Legacy Fund	\$ 817,060	\$ 693,949
9625 Perry Highway Fund (Building sale)	1,380,916	-
Synod office building held for sale	-	558,057
Support for congregations and pastors	102,049	102,123
Special events and Synod programs	234,857	213,412
Property maintenance and equipment purchases	34,677	37,861
Mission endowment	69,979	78,815
Support for professional staff	10,303	7,773
	\$ 2,649,841	\$ 1,691,990

In May 2009, Synod Council consolidated the residual assets received from the congregations that have closed since the 1987 constituting convention of the ELCA into the Congregation Legacy Fund to honor and preserve the ministries of those congregations. Previously these assets and the earnings from them were designated by Council for various ministries. Distributions from the Fund are determined each year by the Office of the Bishop and Synod Council. The Fund distributed \$54,158 and \$112,467 in 2022 and 2021, respectively, to the Operating Fund to help underwrite the operating deficit. The Congregation Legacy Fund is managed by the Budget and Finance Committee and holds assets in various institutions including the ELCA Mission Investment Fund and the ELCA

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

Foundation's Pooled Trust A. For further detail, see the Congregation Legacy Fund Statements of Support and Revenues on page 32.

8. Endowment Disclosures

The Synod's Mission Endowment was established for witness ministry so that future generations will know the story of God's love in Jesus Christ. Its endowment includes both donor-restricted endowment funds and funds designated by the Synod Council to function as endowments.

The Board has designated that the income earned on the Anna Hochheimer Fund be allocated to the Mission Endowment Fund Board, as the donor has specified that it is not to be used in operating expenses. The income from the Mehalov Memorial Fund is to be used for scholarships for seminary students. The income from the Ida Mae Mehalov Fund is to be used for persons wishing to further their education in religious training. The principal of all three endowments are to be held in perpetuity. The Howard Miller Trust is to be held in perpetuity by the trustee and income is distributed to the Synod.

As required by accounting principles generally accepted in the United States of America, net assets associated with endowment funds, including funds designated by the Synod Council to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

Interpretation of Relevant Law

The Synod Council has interpreted Pennsylvania State Act 141 of 1998 (Act) as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Synod classifies as net assets with donor restrictions that are perpetual in nature (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not classified in net assets with donor restrictions that are perpetual in nature is classified as net assets with donor restrictions for

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

a specified purpose until those amounts are appropriated for expenditure by the organization in a manner consistent with the standard of prudence prescribed by the Act.

Endowments Net Asset Composition by Type of Fund at January 31, 2022:

	Without Donor Restrictions	With Donor Restrictions	Total
Board-designated:			
Mission Endowment Fund	\$ 69,979	\$ -	\$ 69,979
Donor-restricted:			
Mission Endowment Fund	-	224,096	224,096
Mehalov Memorial Fund	-	10,319	10,319
Ida Mae Mehalov Fund	-	5,000	5,000
Donor-restricted, held by others:			
Howard Miller Trust	-	371,066	371,066
Total funds	<u>\$ 69,979</u>	<u>\$ 610,481</u>	<u>\$ 680,460</u>

Changes in Endowments Net Assets for the fiscal year ended January 31, 2022:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowments Net Assets, Beginning of Year	\$ 78,815	\$ 535,502	\$ 614,317
Investment return:			
Investment income	13,054	4,635	17,689
Net appreciation (depreciation) (realized and unrealized)	<u>5,060</u>	<u>13,142</u>	<u>18,202</u>
Total investment return	<u>18,114</u>	<u>17,777</u>	<u>35,891</u>
Contributions	-	101,880	101,880
Appropriation of endowment assets for expenditure	<u>(26,950)</u>	<u>(3,500)</u>	<u>(30,450)</u>
Board-designated transfers	-	<u>(41,178)</u>	<u>(41,178)</u>
Endowments Net Assets, End of Year	<u>\$ 69,979</u>	<u>\$ 610,481</u>	<u>\$ 680,460</u>

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

Endowments Net Asset Composition by Type of Fund at January 31, 2021:

	Without Donor Restrictions	With Donor Restrictions	Total
Board-designated:			
Mission Endowment Fund	\$ 78,815	\$ -	\$ 78,815
Donor-restricted:			
Mission Endowment Fund	-	160,170	160,170
Mehalov Memorial Fund	-	10,319	10,319
Ida Mae Mehalov Fund	-	5,000	5,000
Donor-restricted, held by others:			
Howard Miller Trust	-	360,013	360,013
Total funds	\$ 78,815	\$ 535,502	\$ 614,317

Changes in Endowments Net Assets for the fiscal year ended January 31, 2021:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowments Net Assets, Beginning of Year	\$ 79,405	\$ 510,389	\$ 589,794
Investment return:			
Investment income	12,631	3,490	16,121
Net appreciation (depreciation) (realized and unrealized)	7,328	24,436	31,764
Total investment return	19,959	27,926	47,885
Contributions	-	437	437
Appropriation of endowment assets for expenditure	(20,549)	(3,250)	(23,799)
Board-designated transfers	-	-	-
Endowments Net Assets, End of Year	\$ 78,815	\$ 535,502	\$ 614,317

Return Objectives and Risk Parameters

Endowment assets include those assets of donor-restricted funds that the organization must hold in perpetuity or for a donor-specified period(s) as well as board-designated funds. The Synod has adopted policies and guidelines for endowment and restricted funds.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

To satisfy its long-term rate-of-return objectives, the Synod relies on returns in excess of the rate of inflation. The Synod targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

The Synod has a policy of appropriating for distribution each year, between 3% and 8% of the market value of the Mission Endowment Fund balance as of the most recent December 31 portfolio valuation. In setting the actual distribution amount, the Synod Council will take into consideration the historical and recent investment performance and the long-term goal of the investment policy to preserve the principal amount of gifts to the Mission Endowment Fund.

The Synod receives a quarterly income distribution from the Howard Miller Trust of 4.5%. The distribution is calculated on the average fair market value of the trust on the last business day of each of the last three calendar years. The remaining endowments are invested in current income investments with the goal of preserving the principal of the endowments.

9. Liquidity and Availability

The Synod manages its liquid resources by employing a variety of measures. The Synod focuses on generating sufficient contributions to cover the costs of its activities. In addition, the Synod invests excess cash in investments to maximize return, taking into consideration the Synod's low tolerance for investment market risk. The Synod also monitors costs closely.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

The following reflects the Synod's financial assets as of January 31, 2022 and 2021, reduced by amounts not available for general use within one year of the statement of financial position date because of contractual or donor-imposed restrictions:

	2022	2021
Cash and cash equivalents (less agency funds and designated gifts)	\$ 779,425	\$ 655,823
Investments	7,722,381	6,113,096
Congregational remittances receivable	115,575	92,635
Other receivables	81,771	83,319
Financial assets, at year-end	8,699,152	6,944,873
Less: those unavailable for general expenditures within one year, due to:		
Internal designation (less assets held for sale)	(2,649,841)	(1,133,933)
Contractual or donor-imposed restrictions:		
Restricted by donor with time or purpose restrictions	(5,751,641)	(5,506,423)
Investments held in perpetuity	(192,542)	(133,145)
Financial asset available to meet cash needs for general expenditures within one year	\$ 105,128	\$ 171,372

Net assets without restriction with internal designation, as further described in Note 7, have been excluded from the financial assets above, as the Synod does not intend to spend these funds for general expenditures in the next fiscal year.

10. Closed Congregations

If any congregation of the Synod has disbanded or is subject to constitutional provisions, it is necessary for the Synod Council to protect the congregation's property from deterioration. The Synod Council may take charge of and control the property on behalf of the Synod. The congregation shall have the right to appeal the decision to the Synod Assembly (Synod Constitution S.13.24). Messiah Lutheran Church in Morningside closed in December 2021. The Synod did not hold any property from closed congregations as of January 31, 2022. During the fiscal year ended January 31, 2022, the Synod received proceeds from the closure of the former Grace Lutheran Church in Crescent Township and the proceeds from a trust from the former Christ's Lutheran Church in Beaver Falls.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

11. Lease Commitments

The Synod leases vehicles and equipment under various operating leases. Beginning in November 2020, the Synod also entered into a lease agreement for office space for a five-year term. Lease expense was approximately \$83,000 and \$85,000 in 2022 and 2021, respectively.

At January 31, 2022, future minimum lease payments under long-term noncancelable operating leases are as follows:

Year Ending January 31,	Amount
2023	\$ 68,383
2024	67,276
2025	65,959
2026	48,972
	<u>\$ 250,590</u>

12. Camp Lutherlyn

The Synod jointly has interest in properties with the Northwestern Pennsylvania Synod. These properties are owned by Camp Lutherlyn, a nonprofit organization, which receives grants from the Synod in addition to congregational contributions. In the event of the dissolution of this nonprofit organization, three-fourths of any assets remaining after paying liabilities of the nonprofit organization shall be transferred to the Synod.

13. Net Assets Without Donor Restrictions - Undesignated

After many years of Operating Fund losses, the net assets without donor restrictions that are undesignated have reached a negative balance of \$36,528. Management plans to look at increasing giving from congregations, cutting expenses, and/or removing some of the internal designations of net assets.

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2022 AND 2021

14. Grant Income

In April 2020, the Synod entered into a Paycheck Protection Program (PPP) Loan agreement in the amount of \$88,795. Forgiveness of the Synod's obligation to repay principal and/or interest was determined in accordance with the PPP Program guidelines and procedures.

The Synod spent the proceeds on qualifying expenses as of January 31, 2021 and the loan was fully forgiven in February 2021. Therefore, the Synod has determined this funding will be reported in accordance with conditional grant accounting and is recognized as revenue for the year ended January 31, 2021.

SUPPLEMENTARY INFORMATION

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2022 AND 2021

	2022	2021
Net Assets Without Donor Restrictions:		
Operating support and revenues:		
Mission support from congregations and members	\$ 1,390,921	\$ 1,360,341
Synod restricted benevolence	7,485	1,214
ELCA deployed staff support	10,000	10,000
Event registrations and grants *	20,205	30,771
Rental income	2,150	25,800
Interest income	39	86
Trust revenue	14,777	12,992
Congregation Legacy revenue **	54,158	19,950
Board Designated revenue **	132,671	-
Grant income	-	88,795
Miscellaneous income	2,801	15,976
Total operating support and revenues	1,635,207	1,565,925
Operating expenses:		
Designated contributions:		
Evangelical Lutheran Church in America - proportionate share (48.6% and 50.0%, respectively)	675,988	680,151
Agencies and committees:		
Congregational Life:		
Committee ministries	4,824	1,681
	4,824	1,681
Youth Ministry:		
Programs and events	1,391	-
	1,391	-

(Continued)

* For budgetary purposes, the Synod considers event registrations and grants to be a reduction of the related expense (Synod Assembly, Youth Ministry, Congregational Life, Resource Center, Church in Society, Ministry Events, and Stewardship)

** For budgetary purposes, the Synod considers a portion of the earnings on the Congregation Legacy Fund and Board Designated Fund investments to be an operating revenue.

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2022 AND 2021

(Continued)

	2022	2021
Ministry:		
United Lutheran Seminary	89,000	89,000
Student grants	-	5,000
Candidacy committee	417	145
Leadership development grants	7,811	2,600
First Call Theological Education	269	770
Lay education	5,355	-
Career development services	1,989	1,446
	104,841	98,961
Outreach:		
New & Revitalized Ministries grants	10,774	-
Campus ministries	75,000	75,000
Thiel College	1,000	3,500
Camp Agape	1,000	1,200
Camp Lutherlyn	1,000	6,000
	88,774	85,700
Church in Society:		
Lutheran Service Society	-	3,500
Lutheran SeniorLife	1,000	3,500
Glade Run Lutheran Services	1,000	3,500
Bethesda Lutheran Services	1,000	1,500
Lutheran Advocacy Ministry in PA	5,000	4,500
Lutheran Disaster Response	10,000	18,000
Committee ministries	-	250
	18,000	34,750

(Continued)

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2022 AND 2021

(Continued)

	2022	2021
Ecumenical Affairs:		
Christian Associates of SWPA	9,000	8,500
Committee ministries	-	566
	9,000	9,066
Communication Services:		
Committee ministries	2,011	738
	2,011	738
Stewardship/Financial Support:		
ELCA regional gift planner	10,000	10,000
	10,000	10,000
Synod Council/Conferences:		
Synod Assembly proceedings	3,973	5,248
Hospitality	271	175
	4,244	5,423
Contingency:		
Bishop's emergency support/counseling	-	440
Support to congregations	-	7,500
	-	7,940

(Continued)

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2022 AND 2021

(Continued)

	2022	2021
Synod Resource Center:		
Event registrations	-	15
Resources	-	654
Office and building supplies	-	55
Ministries	-	986
	-	1,710
Director - Evangelical Mission:		
Administrative support	2,000	2,000
Director continuing education	-	185
Event registrations	-	1,235
	2,000	3,420
Total agencies and committees	245,085	259,389
Synod Office:		
Facilities	75,534	69,149
Operations	48,089	54,751
Staff compensation and benefits	563,003	554,050
Staff travel	18,666	17,367
Legal and auditing	17,883	22,285
Synod archives	-	1,300
	723,175	718,902
Total operating expenses	1,644,248	1,658,442
Change in Net Assets Without Donor Restrictions From Operations Before Transfer	(9,041)	(92,517)
Transfer in from internally designated funds	10,000	92,517
Change in Net Assets Without Donor Restrictions From Operations After Transfer	\$ 959	\$ -

(Concluded)

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

DETAILED STATEMENTS OF NON-OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2022 AND 2021

	2022	2021
Non-operating support and revenues:		
Contributions and bequests	\$ 99,697	\$ 38,820
Interest, dividends, investment income (loss)	(5,333)	110,815
Net assets released from restrictions	267,127	205,081
Revenue from closed congregations	96,874	50,000
Gain from sale of building	987,575	-
	<u>1,445,940</u>	<u>404,716</u>
Non-operating expenses:		
Depreciation expense	10,240	24,836
Continuing education programs	6,092	2,209
Special ministry programs	4,830	2,317
Support for professional leaders	1,746	955
Property maintenance and equipment	3,476	62,592
Support for congregations	2,445	2,000
Youth programs	2,738	-
Mission Endowment grants	30,450	23,799
Abiding Missions	367	-
Health and wellness programs	440	-
Poverty relief programs	235,634	193,322
Companion synod	15,000	-
Investment fees	6,576	-
	<u>320,034</u>	<u>312,030</u>
Change in Net Assets Without Donor Restrictions From Non-operating Activities Before Transfer	1,125,906	92,686
Transfer to operating fund *	<u>(177,671)</u>	<u>(92,517)</u>
Change in Net Assets Without Donor Restrictions From Non-operating Activities After Transfer	<u>\$ 948,235</u>	<u>\$ 169</u>

* Transfer includes \$167,671 of budgeted earnings on the Congregation Legacy Fund and Board Designated Fund investments included in operating revenue.

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

MISSION ENDOWMENT FUND

STATEMENTS OF SUPPORT AND REVENUES

YEARS ENDED JANUARY 31, 2022 AND 2021

	Without Donor	With Donor Restrictions		Totals
	Restrictions	Purpose	Perpetual	
	Board-	Restriction	Restriction	
	Designated			2022
Support and Revenues:				
Contributions and bequests	\$ -	\$ -	\$ 59,398	\$ 59,398
Interest, dividends, and investment income (loss)	18,114	8,028	-	26,142
Total support and revenues	18,114	8,028	59,398	85,540
Expenses:				
Grants	26,950	3,500	-	30,450
Change in Net Assets	(8,836)	4,528	59,398	55,090
Net Assets:				
Beginning of year	78,815	42,345	117,825	238,985
End of year	\$ 69,979	\$ 46,873	\$ 177,223	\$ 294,075
	Without Donor	With Donor Restrictions		Totals
	Restrictions	Purpose	Perpetual	
	Board-	Restriction	Restriction	
	Designated			2021
Support and Revenues:				
Contributions and bequests	\$ -	\$ -	\$ 437	\$ 437
Interest, dividends, and investment income (loss)	19,959	10,377	-	30,336
Total support and revenues	19,959	10,377	437	30,773
Expenses:				
Grants	20,549	3,250	-	23,799
Change in Net Assets	(590)	7,127	437	6,974
Net Assets:				
Beginning of year	79,405	35,218	117,388	232,011
End of year	\$ 78,815	\$ 42,345	\$ 117,825	\$ 238,985

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

CONGREGATION LEGACY FUND

STATEMENTS OF SUPPORT AND REVENUES

YEARS ENDED JANUARY 31, 2022 AND 2021

	Without Donor Restrictions	
	Board-Designated	
	2022	2021
Support and Revenues:		
Contributions and bequests	\$ 35,000	\$ 36,000
Interest, dividends, and investment income (loss)	46,201	58,620
Revenue from closed congregations	96,874	50,000
Total support and revenues	178,075	144,620
Expenses:		
Congregation Legacy expenses	806	-
Change in Net Assets Before Transfers	177,269	144,620
Transfer to operating fund	(54,158)	(112,467)
Change in Net Assets	123,111	32,153
Net Assets:		
Beginning of year	693,949	661,796
End of year	\$ 817,060	\$ 693,949
Net Asset Breakdown:		
Congregation Legacy Fund	\$ 737,719	\$ 614,943
Ethel Verney insurance proceeds	79,341	79,006
	\$ 817,060	\$ 693,949

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

ETHEL VERNEY FUND FOR POVERTY RELIEF

STATEMENTS OF SUPPORT AND REVENUES

YEARS ENDED JANUARY 31, 2022 AND 2021

	With Donor Restrictions	
	Purpose Restriction	
	2022	2021
Support and Revenues:		
Interest, dividends, and investment income (loss)	\$ 420,402	\$ 520,859
Expenses:		
Grants	235,634	190,822
Change in Net Assets	184,768	330,037
Net Assets:		
Beginning of year	4,889,555	4,559,518
End of year	\$ 5,074,323	\$ 4,889,555

**SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

9625 PERRY HIGHWAY FUND (BUILDING SALE)

STATEMENTS OF SUPPORT AND REVENUES

YEARS ENDED JANUARY 31, 2022 AND 2021

	Without Donor Restrictions	
	Board-Designated	
	2022	2021
Support and Revenues:		
Proceeds from sale of building	\$ 1,545,011	\$ -
Interest, dividends, and investment income (loss)	(14,848)	-
	1,530,163	-
Expenses:		
Investment fees	6,576	-
Change in Net Assets Before Transfers	1,523,587	-
Transfer to operating fund	(142,671)	-
Change in Net Assets	1,380,916	-
Net Assets:		
Beginning of year	-	-
End of year	\$ 1,380,916	\$ -