



# Bulletin of Reports

2021 SYNOD ASSEMBLY



**SOUTHWESTERN  
PENNSYLVANIA  
SYNOD** EVANGELICAL LUTHERAN  
CHURCH IN AMERICA

JUNE 10-12, 2021  
**34TH ANNUAL SYNOD ASSEMBLY**  
Online Assembly



# BULLETIN OF REPORTS

for the

**THIRTY-FOURTH SYNOD ASSEMBLY**

of the

**SOUTHWESTERN PENNSYLVANIA SYNOD**

of the

Evangelical Lutheran Church in America

to be held online on

June 10-12, 2021

**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 2020 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.

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**SOUTHWESTERN PENNSYLVANIA SYNOD  
SYNODICAL DIRECTORY  
2021**

**SYNOD OFFICE**

1014 Perry Highway, Suite 200; Pittsburgh, Pennsylvania 15237

Phone: (412) 367-8222

E-Mail Address: [office@swpasynod.org](mailto: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 daily, Monday through Friday, from 8:45 a.m. to 4:30 p.m.

The office is closed on the following holidays: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Day after Thanksgiving, Day before Christmas, Christmas Day, Day after Christmas. 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.

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**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

**OTHER SUPPORTED MINISTRIES** (located in our synod office)

Health and Wellness Ministry Coordinator ..... Patricia Davidson  
patricia.davidson@lutheranseniorlife.org  
Regional Gift Planner, ELCA Foundation ..... Ryan Ebner  
ryan.ebner@elca.org

**OFFICERS OF THE SYNOD**

Bishop            The Rev. Kurt F. Kusserow            Term expires 2025  
1014 Perry Highway, Suite 200; Pittsburgh, PA 15237  
(O) 412-367-8222            E-mail: kurt.kusserow@swpasynod.org  
Vice President    Mrs. Barbara Nugent            Term expires 2023  
8947 Harmony Drive, Pittsburgh, PA 15237  
(H) 412-366-0851            E-mail: barbara.nugent@swpasynod.org  
Secretary            The Rev. William A. Schaefer            Term expires 2023  
1325 Mission Road, Latrobe, PA 15650-2842  
(O) 724-537-7273            E-mail: bill.schaefer@swpasynod.org  
(cell) 724-664-4861  
Treasurer            Mr. Gary N. Teti            Term expires 2024  
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. Invest in improved communication throughout our synod
2. Create a culture in which vocation is discerned and affirmed
3. Rekindle a passion for the Gospel
4. Foster creativity and openness to change

#### SILT Members:

##### **Dr. Wendy Farone**

*Member of Bethlehem, Glenshaw*

##### **Tom Felmley**

*Member of Zion, Penn Hills*

##### **Pastor Sara Irwin**

*Pastor of St. John, Carnegie*

*Ecumenical Partner*

##### **Jim Needles**

*Member of Mt. Lebanon United*

##### **Deacon Deb Roberts**

*Executive Director of Lutherlyn*

##### **Pastor Jeff Schock**

*Senior Pastor of Trinity, Latrobe*

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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.

In addition to SILT, collaborators include:

**Ray Dittenhafer** (Worship Leader, St. Paul's, Carmichaels), **Ryan Ebner** (ELCA Foundation), **Janice Jeletic** (Communications Committee Chair), **Pastor Sarah Rossing** (Pastor of St. James, Youngstown; Church in Society Chair; Synod Representative for LAMPA), **Pastor Bill Schaefer** (Pastor of Prince of Peace, Latrobe; Executive Committee, Synod Council), **Jennifer Schaefer** (WELCA Representative) **Kelly Spaninger** (Glade Run Employee)

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: Jennifer Armstrong-Schafer (2021)  
 Vice President: Jeanne Christensen (2020)  
 Secretary: Rosemarie Henrickson (2020)  
 Treasurer: Donna Petrell (2021)

**BOARD MEMBERS**

Barb Guenther (2021)  
 Elvira (Vera) Harencame (2021)  
 Barb Martz (2021)  
 Theresa O’Malley (2020)  
 Patricia Pluck (2021)  
 Linda Reed (2020)  
 Helen Williams (2020)  
 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 2021*

Christina A. Hough (AL)	Bruce P. Nordeen (6)	Tricia Christman (1)	Noah Schaefer **
Robert J. Schaefer (4) +	Kimberly M. van Driel (2) +	Kathye Schaeffer (3)	John Webb (5)
		Jacob Zaffuto (AL)	Bob David (2)

*Terms expire in 2023*

James V. Arter III (3)	Kerri L. Clark (5)	Dr. Wendy Farone (2)	Myra L. Fozard (6)
Susan A. G. Irons (1)	Sarah R. Rossing (AL) +	Dennis T. Lane (AL) +	Fiona Lubold *
		Amy Schultz (4)	Kelly Spaninger (AL)

- ( ) Indicates the Conference Representatives to the Synod Council
- (AL) Member-at-Large Representatives to the Synod Council
- \* Young Adult Representative
- \*\* Youth Representative (Term expires 2021)
- + Indicates that the person is a member of the Executive Committee along with the four officers.

**AGENCIES AND INSTITUTIONS/SYNOD MEMBERS OF BOARDS**

**UNITED LUTHERAN SEMINARY**

61 Seminary Ridge; Gettysburg, PA 17325-1795  
Telephone: 717-334-6286  
The Rev. Dr. Guy Erwin, President  
Ms. Karen Arnold, Term expires 2024 (Board Secretary)

**THIEL COLLEGE**

75 College Ave.; Greenville, PA 16125-2181  
Telephone: 724-589-2000  
Susan Traverso, Ph.D., President  
The Rev. Brian Riddle, Campus Pastor

**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 2021  
Ms. Rachelle Fritz, Term expires 2021  
Mr. Gregory Furer, Term expires 2021  
The Rev. Brandon Johns, Term expires 2021

**Bethesda Board-appointed Member:**

Mr. Larry W. Fritz  
Synod Liaison: The Rev. Peter D. Asplin, Assistant to the Bishop

**GLADE RUN LUTHERAN SERVICES**

P. O. Box 70; Zelienople, PA 16063-0355  
Telephone: 724-452-4453  
Mr. Steven Green, President & Chief Executive Officer

**Synod Members of the Board of Directors:**

Mrs. Sylvia K. Lynn, Term expires 2021  
James Thompson, Term expires 2021  
Synod Liaison: The Rev. Peter D. Asplin, Assistant to the Bishop

**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\*:**

Mr. Ron Coombs, Term expires 2021  
Mr. Rob Hicks, Term expires 2021  
Ms. Gwen Steiner, Term expires 2021  
John Burlund, 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:**

Michael Sparlin, Term expires 2021 <sup>1</sup>  
Dr. Scott Celin, Term expires 2021 <sup>2</sup>  
The Rev. Margaret A. Suhr-Barkley, Term expires 2021  
Ms. Jeannette Christensen, Term expires 2021  
The Rev. Angela Smith, Term expires 2022  
Kurt Herbst, Term expires 2022  
Ms. Marilyn Landis, Term expires 2022

Synod Liaison: The Rev. Peter D. Asplin, Assist. to the Bishop  
<sup>1</sup> *appointed by Synod Council for one year; eligible to be a nominee in 2021.*  
<sup>2</sup> *appointed by Synod Council for one year; eligible to be a nominee in 2021.*

**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 2021\*  
The Rev. Jonathan ("JJ") Lynn, Term expires 2021  
The Rev. Allyn K. Itterly Term expires 2022  
The Rev. Brandon Johns, Term expires 2022

Synod Liaison: The Rev. Peter D. Asplin, Assist. to Bishop  
Ex-officio: The Rev. Gregory S. Clagg

\* *appointed by Synod Council for one year; eligible to be a nominee in 2021*

**CAMP AGAPÉ**

**(Ohio Valley Lutheran Bible Camp Association)**  
P. O. Box 115; Hickory, PA 15340 (72 Agapé Road)  
Telephone: 724-356-2308  
Deacon Rick Frederick, Executive Director

**Synod Members of the Board of Directors\*:**

Ms. Linda Broman (V.P.), Term expires 2023  
The Rev. Timothy Dawes, Term expires 2023  
Mr. Alex Covi, Term expires 2021  
The Rev. Paul Poerschke, Term expires 2021  
The Rev. Susan Irons, Term expires 2023  
Mr. R. Brandon James (Treas.), Term expires 2022

The Rev. Frank Zeman, Interim Pres., Term exp. 2021 <sup>1</sup>

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

<sup>1</sup> *Elected by the camp association board.*

\* *Synod council will appoint rather than elect members.*

BULLETIN OF REPORTS

**SYNOD ELECTED COMMITTEES**

**CONSULTATION COMMITTEE**

*Terms expire in 2023*

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

**COMMITTEE ON DISCIPLINE**

*Terms expire in 2021*

Pastor Jennifer R. P. McCurry  
Sandra A. Shaw  
Judith A. Rogers  
Pastor Kimberly M. van Driel

*Terms expire in 2023*

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

*Terms expire in 2025*

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

**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 2021  
Secretary: Andrew Sabol (6) 2021  
Synod Council Representative:  
Noah Schaefer 2021

*Terms expire in 2021*

Elizabeth Heckert (2) Christopher Atwood (3)  
Ben Scariot (2)

Resource Person: Pastor Christina A. Hough

Staff: Pastor Melissa L. Stoller

**COMMITTEE ON MINISTRY**

*Term expires:*

Chairperson: Pastor Beverly J. Banyay (2) 2021  
Secretary: Pastor Caroline Clifford (4) 2022  
Synod Council Representative:  
Tricia Christman (1) 2021

*Terms expire in 2021*

Pastor Tim Dawes (5) Herb Guenther (1)

*Terms expire in 2022*

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

*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: Bob David 2020

Staff: Pastor Melissa Stoller

BULLETIN OF REPORTS

**STANDING COMMITTEES (continued)**

**COMMITTEE ON OUTREACH**

*Term expires:*  
Chairperson: (vacancy)  
Secretary: (vacancy)  
Synod Council Representative:  
Pastor Christina Hough 2021

*Terms expire in 2021*

Pastor Jim Engel (5) Pat Hastings (4)  
Pastor Joseph Murdy (6)

Resource Person: Myra Fozard  
Staff: Pastor Melissa L. Stoller

**COMMITTEE ON CHURCH IN SOCIETY**

*Term expires:*  
Chairperson: Pastor Sarah Rossing (4) 2021  
Secretary: Pastor Linda Theophilus (4) 2023  
Synod Council Representative:  
Kelly Spanninger 2021

*Terms expire in 2021*

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

*Terms expire in 2022*

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

**COMMITTEE ON STEWARDSHIP AND FINANCIAL SUPPORT**

*Term expires:*  
Chairperson: Barbara Nugent (2) 2022  
Secretary: Pastor Susan Devine (1) 2022  
Synod Council Representative:  
Barbara Nugent 2023

*Terms expire in 2021*

Mary Anne Novak (5) Pastor Martin Galbraith (1)  
*Terms expire in 2023*

Pastor Nathaneil Christman (1) Pastor Jack Delk (3)  
Raymond Dittenhafer (5)  
*Terms expire in 2024*

Pastor Erin Jones (3)  
Staff: Pastor Melissa L. Stoller

**COMMITTEE ON COMMUNICATION SERVICES**

*Term expires:*  
Chairperson: Judi Rogers (4) 2024  
Secretary: Myra L. Fozard (1) 2021  
Synod Council Representatives:  
Pastor Bruce Nordeen (6) 2021  
Wendy Farone (2) 2023

*Terms expire in 2021*

Loran Bohman (5)

*Terms expire in 2024*

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

**COMMITTEE ON PROPERTY**

*Term expires:*  
Chairperson: Pastor Ronald Brown (2) 2021  
Secretary: (vacancy)  
Synod Council Representative:  
Pastor James Arter (3) 2023

*Terms expire in 2021*

Dennis Lane (2) Pastor Robert Gago (1)

Staff: Pastor Peter D. Asplin; Robert J. Cairns

BULLETIN OF REPORTS

**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 Robert Schaefer  
Pastor Kimberly van Driel

**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

**NOMINATING COMMITTEE**

Pastor Erin Evans, Chairperson (5) [2024]  
**2020 Committee:**  
Pastor Peggy Suhr-Barkley  
Pastor Christina Hough  
Pastor Ryan Pusch  
Pastor Roger Steiner  
Pastor Matthew Stabe  
Pastor Ann Schmid

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

**AUDIT COMMITTEE**

(vacancy), Chairperson  
(vacancy)  
Ex-officio: Gary Teti, Treasurer

**MUTUAL MINISTRY COMMITTEE**

Chairperson: Deacon Andrea L. Dubler (2021)  
Pastor Ronald A. Brown (2022)  
Pastor Brenda N. Henry (2023)

**SYNOD EVENT COMMITTEE**

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

**ASSEMBLY PLANNING COMMITTEE**

Chairperson: Pastor Robert J. Schaefer  
Registration: Pastor Ellen Lundie  
Worship: Pastor Brian Chaffee  
Elections: Pastor Paul M. Gruesu  
Minutes: Pastor Kara J. Propst  
Memorials: Pastor Susan Irons  
Reference and Counsel: Pastor Larry Kemp  
Bishop's Report: Deacon Andrea L. Dubler  
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  
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

**CREDENTIALS COMMITTEE**

Deacon Amy Santoriello (2023)  
Loran Bohman (2024) Jeannette Christensen (2025)  
Ex-officio: Secretary, Pastor William Schaefer

**COMMITTEE ON RESOURCE DEVELOPMENT**

Chairperson: James Cunningham (2022)  
Pastor Tara Lynn (2021) Pastor Paul Poerschke (2023)  
Pastor Amy Michelson (2022)

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

**ARCHIVES/HISTORY COMMITTEE**

Pastor David Hanssen, Chairperson (2021)  
Grace Hansmann (2022) Loran Bohman (2022)  
John Hutton  
Staff: Deacon Elizabeth Caywood  
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 Jean Chantz (2021)  
Pastor Jim Engel (2025)

Synod Staff: Bishop Kurt F. Kusserow  
Synod Staff: Pastor Peter Asplin  
ELCA Candidacy & Leadership Manager:  
Pastor Paul Baglyos

**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 (2021)  
Pr. Alina Kanaski (2021) Pr. Erin Jones  
Pr. Linda Theophilus (2021)

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 2021*

Phillip Elgin (Pres.) Eric Karell (Sec.)  
The Rev. Caroline Clifford

*Term expires in 2022*

Sam Sesti (VP)

*Terms expire in 2023*

Pastor Joseph Boomhower Wayne Franzen

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

**REPRESENTATIVES TO ECUMENICAL UNITS**

**LUTHERAN ADVOCACY MINISTRY IN  
PENNSYLVANIA**

900 S. Arlington Avenue, Suite 220B  
Harrisburg, PA 17109 • Telephone: 773-380-1700  
Tracey DePasquale, Director

**Synod Representatives**

Pastor Sarah Rossing (vice-chair, Policy Council), Term  
exp. 2022  
Pastor James Engel, Term exp. 2023

**SYNOD RESOURCE CENTER ADVISORY BOARD**

Pastor Paul Gruesu (2021) Pastor Ryan Kobert (2022)  
Pastor Kerri Clark (2022) Pastor Amy Michelson (2021)  
Pastor Michael Sourwine (2021)

Resource Persons:

Pastor Fred Schenker; Pastor Robert Hawk; Pastor Jeff Schock;  
Pastor Beth Siefert

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)  
Pr. Beverly J. Banyay (2021) Rolf Otterness (2021)  
Eric Kofmehl (2021) Philip A. Koch (2022)  
Pr. Jeffrey Schock (2024) Pr. Michael Sourwine (2022)

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**

Pr. 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

## ITEMS OF INFORMATION ABOUT ASSEMBLY

INFORMATION ABOUT THIS ASSEMBLY  
CAN BE FOUND ON THE SYNOD WEBSITE:

[www.swpasynod.org/assembly2021](http://www.swpasynod.org/assembly2021)

### **ASSEMBLY PLANNING COMMITTEE**

Chairperson: Pastor Robert J. Schaefer

Registration: Pastor Ellen Lundie

Worship: Pastor Brian Chaffee

Elections: Pastor Paul M. Gruesu

Minutes: Pastor Kara J. Propst

Memorials: Pastor Susan Irons

Reference and Counsel: Pastor Larry Kemp

Bishop's Report: Deacon Andrea L. Dubler

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

Holly Schmitt

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/assembly2020](http://swpasynod.org/assembly2020)

## 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.

BULLETIN OF REPORTS

2021 SYNOD ASSEMBLY - PROPOSED AGENDA  
Southwestern Pennsylvania Synod

**ON PURPOSE - FAITHFUL AND FULFILLING LIVES**

June 10 - 12, 2021, Online

**THURSDAY, JUNE 10, 2021**

6:30 p.m. to 7:30 p.m.

Gathering and Tech Check

7:30 p.m. to 8:20 p.m.

**PLENARY ONE**

7:30 p.m. to 7:40 p.m.

Worship  
Housekeeping  
Adoption of Agenda  
Appointment of Committees  
Review of Procedures  
Report of the Nominations Committee  
Presentation of the Budget  
BREAK (10 minutes)

8:30 p.m. to 9:30 p.m.

**PLENARY TWO**

SMO Videos, Chaplain and Housekeeping  
Report of the Bishop  
Report of the Committee on the Bishops' Report  
Reports of the Vice President and Secretary  
Friday Preview and Announcements

**9:00 P.M.**

**DEADLINE TO SUBMIT AMENDMENTS TO THE BUDGET  
OR OTHER ITEMS NOT ALREADY ON THE AGENDA**

**FRIDAY, JUNE 11, 2021**

Several enrichment opportunities will be available for participants to take advantage of "on their own," including **story-sharing podcasts; a movie watching guide; and a service project**. The links to these various opportunities will be shared on our synod website: <https://www.swpasynod.org/assembly2021>

**SATURDAY, JUNE 12, 2021**

8:00 a.m. to 9:00 a.m.

Gathering and Tech Check

9:00 a.m. to 9:50 a.m.

**PLENARY THREE**

9:00 a.m. to 9:10 a.m.

Worship  
SMO Videos, Chaplain, and Housekeeping  
FIRST GENERAL BALLOT  
BREAK (10 minutes)

10:00 a.m. to 10:50 a.m.

**PLENARY FOUR**

SMO Videos, Chaplain, and Housekeeping  
Report of the Treasurer  
Budget  
BREAK (10 minutes)

11:00 a.m. to 12:00 p.m.

**PLENARY FIVE**

SMO Videos, Chaplain, and Housekeeping  
Report on the First General Ballot  
SECOND GENERAL BALLOT  
Recognition of Ordinands, Seminarians, and Anniversaries

12:00 p.m. to 12:30 p.m.

LUNCH BREAK

*(continued on next page)*

## BULLETIN OF REPORTS

- 12:30 p.m. to 1:20 p.m.      **PLENARY SIX**  
SMO Videos, Chaplain, and Housekeeping  
Churchwide Representative  
Report on Second General Ballot  
THIRD GENERAL BALLOT  
BREAK (10 minutes)
- 1:30 p.m. to 2:20 p.m.      **PLENARY SEVEN**  
SMO Videos, Chaplain, and Housekeeping  
Report of the Synod Council  
Report of the Reference and Counsel Committee  
Report on the Third General Ballot  
FOURTH GENERAL BALLOT  
BREAK (10 minutes)
- 2:30 p.m. to 3:20 p.m.      **PLENARY EIGHT**  
SMO Videos, Chaplain, and Housekeeping  
Report on Fourth General Ballot  
FIFTH GENERAL BALLOT  
Synodical Reports  
BREAK (10 minutes)
- 3:30 p.m. to 4:20 p.m.      **PLENARY NINE**  
SMO Videos, Chaplain, and Housekeeping  
Report on Fifth General Ballot  
Memorials  
BREAK (10 minutes)
- 4:30 p.m. to 5:30 p.m.      **PLENARY TEN**  
SMO Videos, Chaplain, and Housekeeping  
Unfinished Business  
Resolutions Committee and Close of Assembly

**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.

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†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.

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- †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



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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;

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- 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

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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.

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- 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

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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.

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†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,

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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.
- a. 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*.
  - b. 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.
- a. **New congregations.** A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:
    - 1) 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.
    - 2) 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*.
    - 3) 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*.
  - b. **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

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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



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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

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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:

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- 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;

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- 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.

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### 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,

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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.

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**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.



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101.19 Except for items introduced by the Committee on Reference and Counsel, or items previously tabled, items 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 on the roster of the synod who are retired, on leave from call, or designated as disabled, and who are not undergoing discipline shall have the privilege of voice and vote at Synod Assemblies. Deacons on the roster of the synod who are retired, on leave from call, or designated as disabled, and who are not undergoing discipline, shall have the privilege of voice and vote at synod assemblies, consistent with †S7.21.c. With this provision, the membership of the Synod Assembly will comply with the requirement that at least 60% of the voting membership shall be composed of lay persons.

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.

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### 102.19 Criteria Applying to all Elections and Procedures

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

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 AND OTHER ORGANIZATIONS

#### 104.1 Committees Appointed by the Synod Council

##### 104.11 Executive Committee

The Synod Council shall have an Executive Committee composed of the synod officers and 4 members (2 lay and 2 clergy) of the Synod Council. The Executive Committee shall perform those functions of the Synod Council assigned to it by the Synod Council.

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### 104.12 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.

### 104.13 Committee on Constitutions and Bylaws

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

### 104.2 Standing Committees of the Synod

104.21 There shall be 9 Standing Committees of the Synod. These committees shall be Congregational Life, Youth Ministry, Global Mission, Ministry, Outreach, Communication Services, Church in Society, Stewardship and Financial Support, and Property. Sub-committees may be added if necessary. Each committee shall consist of a minimum of 9 and a maximum of 12 members, including one Synod Council representative, chairperson, secretary, and the remaining members-at-large.

104.22 Appointments to standing committees shall be as follows:

Synod Council shall appoint a chairperson, secretary, and Synod Council representative for each standing committee. They shall make appointments of committee members upon the approval of the Synod Council. Appointments should comply with the inclusiveness principle.

104.23 Appointment of committee members shall be for four-year terms with rotation every two years. No appointed member shall serve for more than two consecutive terms. A vacancy shall be filled by a person appointed by the committee chairperson upon approval of the Synod Council with parity being maintained. No one may serve on more than one standing committee at a time.

104.24 All standing committees shall meet at least 2 times a year.

104.25 Each person serving on a standing committee must be a member of the synod. Pastors must be on the roster of the synod and laity must be a voting member of a congregation of the synod.

104.26 Standing committees and their areas of responsibilities:

A. CONGREGATIONAL LIFE—responsible for equipping and enabling congregations in the areas of worship, witness/evangelism, Christian education, spirituality, family life, and congregational social ministry.

B. YOUTH MINISTRY—responsible for enabling youth to assume their place as full participants in the life of the church by serving youth and adults working with youth.

C. GLOBAL MISSION—responsible for global mission education and advocacy, providing educational events and programs on Global Missions, and support for missions and missionaries.

D. MINISTRY—responsible for affirmation and support of pastors, deacons, and laity in their ministries; continuing education for pastors, deacons, and laity; candidacy preparation programs, and liaison to seminaries.

E. OUTREACH—responsible for leadership and support of the Church as it reaches out to witness in this synod through evangelism, support of urban, small and rural ministries, Mission Partners program, resource "healing teams" (parish peacemakers), development of new ministries and new congregations, and mission strategy development. This committee shall also relate to camps, campus ministries and educational institutions.

F. COMMUNICATION SERVICES—responsible for an overall communication strategy for this synod through providing informational services, programs for communication training and media education, and media programs.

G. CHURCH IN SOCIETY—responsible for listening to and speaking to society on behalf of the synod, for the monitoring of the Church's social statements; for peace and justice advocacy, for hunger concerns – domestic and global; for environmental stewardship; and for unemployment concerns. This committee shall be responsible for social ministry advocacy, mainly the ministry of the agencies and institutions supported by this synod. This committee shall be responsible for the review and monitoring of the Church's goal of inclusiveness within this synod and for providing resources and advocacy that will challenge dynamics of power and privilege that create barriers to participation and equity in this church and society — for women, people of color, minority ethnic groups, people with disabilities, people who are marginalized or living in poverty, and the LGBTQ community.

H. STEWARDSHIP AND FINANCIAL SUPPORT—responsible for stewardship programming and education and the planning and implementing approved special appeals.

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I. PROPERTY —responsible for the oversight, maintenance and use of synod property including land, buildings and other physical assets.

104.27 Any person having two or more unexcused absences within a year on any committee will no longer be a member of that committee. The secretary of the committee will be responsible for notifying the member that, because of the unexcused absences, that person is removed from committee membership.

### 104.3 Office of Ecumenical Affairs

104.3 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.

### 104.4 Organizations of the Synod

104.4 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
- 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

## BULLETIN OF REPORTS

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.

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Evangelical Lutheran Church in America  
Name and Address Summary Report as of December 31, 2019

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
<b>Conference: 01 One</b>									
06425 *	Faith	EN	100 Center Grange Rd	Aliquippa, PA		1954	62	62	17
06426 *	House Of Prayer	EN	2100 Irwin St	Aliquippa, PA	Michael J. Sourwine	1875	210	165	80
10262 *	Our Savior	EN	2147 Ridge Road Ext	Ambridge, PA	Jill E. McGregor	1938	243	177	26
06427 *	Zion's First	EN	798 Park Rd	Ambridge, PA		1904	153	73	21
06428 *	Christ Evangelical	EN	399 State St	Baden, PA	Jill E. McGregor	1858	349	349	34
06438 *	Rehoboth Evangelical	EN	2800 Conway Wallrose Rd	Baden, PA	Susan A. Irons	1876	273	37	73
06430	Holy Trinity	EN	1098 3rd St	Beaver, PA		1928	201	2	35
06431	Hope	EN	45 Maple Dr	Beaver, PA		1954	140	132	20
06439	St Paul	EN	307 Wayne Ave	Ellwood City, PA		1902	55	50	22
06440	Trinity	EN	207 Spring Ave	Ellwood City, PA	Margaret A. Suhr-Barkley	1894	560	428	94
07833	New Hope Evangelical	EN	200 2nd Ave	Freedom, PA	Martin J. Galbraith	1840	441	287	91
06449	Redeemer	EN	819 Washington Ave	Monaca, PA	Angela T. Smith	1868	133	126	37
06461 *	Vankirk	EN	106 Van Kirk Rd	Monaca, PA		1929	192	188	19
06452	Trinity Evangelical	EN	1001 10th Ave	New Brighton, PA	Angela T. Smith	1888	157	131	45
06394	Good Shepherd	EN	2323 Old Butler Rd	New Castle, PA		1970	238	182	33
06346 *	St John Evangelical	EN	2601 Highland Ave	New Castle, PA	David A. Snyder	1895	319	194	47
06585	First	EN GE	615 Grant St	Pittsburgh, PA	Brian A. Evans Jennifer R. McCurry	1837	693	507	303
06554 *	St James	EN	28 Pittsburgh St	Pittsburgh, PA		1907	49	45	20
07231	St Michael And All Angels'	EN	1308 Spring Garden Ave	Pittsburgh, PA		1888	424	213	29
06560	Trinity	EN	616 W North Ave	Pittsburgh, PA	John M. Cawkins	1860	368	179	23
10477 *	Trinity	EN	638 California Ave	Pittsburgh, PA		1894	212	155	39
06453	Grace Evangelical	EN	393 Adams St	Rochester, PA	Gregory S. Clagg	1854	684	561	125
06456 *	St Paul's	EN	616 Washington St	Sewickley, PA	Ryan D. Kobert	1907	522	404	97
06458	Oak Grove	EN	432 Harkins Mill Rd	Zelienople, PA	Nathaniel C. Christman	1873	639	259	74
<b>Conference Totals:</b>							<b>7,317</b>	<b>4,906</b>	<b>1,404</b>

Code Key: \* = 2019 data not available as of report run date, C = Congregation Under Development

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Evangelical Lutheran Church in America  
Name and Address Summary Report as of December 31, 2019

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	
<b>Conference: 02 Two</b>										
06566	Nativity	EN	4517 Mount Royal Blvd	Allison Park, PA		1966	231	183	62	
10261	St Paul Evangelical	EN	10301 Walters Rd	Allison Park, PA		1854	163	163	45	
06434	First English	EN	241 N Main St	Butler, PA	Kimberly M. Van Driel	1843	557	383	84	
06435	Grace @ Calvary Evangelical	EN	123 E Diamond St	Butler, PA	Tara R. Lynn	1890	516	1	76	
06436	Trinity	EN	120 Sunset Dr	Butler, PA	Joel A. Benson	1912	1,092	585	210	
30017	Holy Trinity	EN	2217 Chicora Rd	Chicora, PA	Joseph J. Boomhower	1848	1,048	751	143	
10331	St John	EN	100 Main St	Connoquenessing, PA		1886	70	64	28	
06441	Hope Evangelical	EN	8070 Rowan Rd	Cranberry Township, PA	Ronald A. Brown Amy E. Michelson	1916	1,415	1,170	406	
06442	St Peter	EN	202 Van Buren St	Evans City, PA	Brandon A. Johns	1849	427	298	87	
10372 *	Trinity	EN	3832 Gibsonia Rd	Gibsonia, PA	Anthony J. Schneck	1911	655	472	118	
06533	Bethlehem	EN	1719 Mount Royal Blvd	Glenshaw, PA	Daniel P. Smail Ellen S. Lundie	1930	1,104	893	230	
06445 *	St John (Stone)	EN	235 Stone Church Rd	Harmony, PA		1806	79	61	20	
06448 *	Zion	EN	557 Perry Hwy	Harmony, PA	Timothy M. Dawes	1842	283	207	55	
10409 *	St John	EN	420 Beaver St	Mars, PA	Robert F. Zimmerman	1897	247	183	56	
06537 *	Berkeley Hills	EN	517 Sangree Rd	Pittsburgh, PA	Heather R. Lubold Scott A. Bryte	1948	1,101	998	200	
06539	Christ	EN	917 Evergreen Ave	Pittsburgh, PA	Scott M. Olbert	1900	530	289	109	
06540 *	Christ	EN	157 Peony Ave	Pittsburgh, PA		1955	118	90	36	
06542 *	Emmanuel	EN	66 Grant Ave	Pittsburgh, PA	Jonathan J. Lynn	1900	428	263	55	
10402 *	Faith	EN	161 6th Ave	Pittsburgh, PA	David M. Littke	1930	165	125	51	
06544	First English	EN	125 N Main St	Pittsburgh, PA		1887	114	99	25	
06536	Good Shepherd	EN	1610 Powers Run Rd	Pittsburgh, PA	David A. Rike	1895	211	170	55	
10460	St John's	EN	920 Perry Hwy	Pittsburgh, PA	Michael H. Robinson	1867	790	601	152	
06555	St John's Lutheran Church Of Highland	EN	311 Cumberland Rd	Pittsburgh, PA	Kari B. Smail	1829	1,359	775	246	
06451 *	Emmanuel	EN	143 Church St.	Prospect, PA		1843	276	276	30	
06355 *	Rider	EN	189 Rider Church Rd	West Sunbury, PA		1843	108	84	38	
10549	St Luke's	EN	305 Center Ave	West View, PA		1907	39	39	19	
10550	Perry Highway	EN	11403 Perry Hwy	Wexford, PA		1952	1,059	693	130	
06561	Trinity	EN	2500 Brandt School Rd	Wexford, PA		1845	553	441	115	
06457	English	EN	200 E Grandview Ave	Zelienople, PA		1843	254	239	53	
06459 *	Seaman Memorial	EN	105 Burgess Dr	Zelienople, PA		1928	57	57	110	
10561	St Paul	EN	215 N Main St	Zelienople, PA	Timothy M. Dawes	1821	130	121	50	
							<b>Conference Totals:</b>	<b>15,179</b>	<b>10,774</b>	<b>3,094</b>

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CD150 Report  
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8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd
<b>Conference: 03 Three</b>									
06383	First	EN	214 N Pennsylvania Ave	Apollo, PA		1858	512	375	63
06414	Spring Church Evangelical Lutheran	EN	3623 Lutheran Church Rd	Apollo, PA		1841	69	69	33
06384	Calvary	EN	1721 Victoria Ave	Arnold, PA	Marsha A. Adams	1922	122	108	10
06418	Bethel	EN	119 Bethel Church Rd	Ford City, PA	Barbara E. Love	1846	180	170	25
06398	Emmanuel (Heilman)	EN	854 Garretts Run Rd	Ford City, PA	Eric D. Damon	1840	327	213	45
06388 *	St John	EN	1038 4th Ave	Ford City, PA		1889	162	139	30
06386	St Michael	EN	2264 Garretts Run Rd	Ford City, PA	Barbara E. Love	1806	263	260	20
06343 *	United Rockville	EN	720 State Route 2020	Ford City, PA	Barbara E. Love	1848	190	170	35
06389	Trinity	EN	323 5th St	Freeport, PA		1800	1,222	740	79
06393	First Evangelical	EN	358 Main St	Leechburg, PA	James V. Arter	1814	234	180	45
06396	Forks-Zion	EN	253 Forks Church Rd	Leechburg, PA		1817	327	245	58
06395	Hebron	EN	201 Main St.	Leechburg, PA	Ryan N. Pusch	1814	478	134	42
06404	Bethesda	EN	3084 Leechburg Rd	Lower Burrell, PA	Elaine M. Hower	1850	553	534	72
06399	Grace	EN	Water St	Manorville, PA	Eric D. Damon	1878	350	245	51
06649 *	Faith	EN	1500 Broadview Blvd	Natrona Heights, PA		1972	172	172	68
06405 *	First Evangelical	EN	221 Ridge Ave	New Kensington, PA		1891	458	351	71
06583 *	East Liberty	EN	5707 Penn Ave	Pittsburgh, PA	John J. Gropp Brenda N. Henry Susan K. Devine	1869	49	44	23
06589 *	Messiah	EN	1736 Jancey St	Pittsburgh, PA	Keith A. Josephson	1908	100	63	30
20251	St. Andrew	EN	304 Morewood Ave	Pittsburgh, PA	Ross I. Carmichael	1890	243	183	79
06415 *	St Mark	EN	600 Pittsburgh St	Springdale, PA		1867	102	100	28
06422	St Paul's Highfield	EN	1595 Dime Rd	Vandergrift, PA	Ryan N. Pusch	1870	852	481	60
06423 *	Evangelical	EN	134 W Main St	Worthington, PA		1847	382	268	56
<b>Conference Totals:</b>							<b>7,347</b>	<b>5,244</b>	<b>1,023</b>

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8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd
<b>Conference: 04 Four</b>									
06493 *	Hebron	EN	125 N Liberty St	Blairsville, PA		1827	361	359	39
06496	Salem	EN	301 E Pittsburgh St	Delmont, PA	Kara J. Propst	1850	273	230	78
06497	Trinity	EN	101 W 4th Ave	Derry, PA		1853	232	136	28
06498	Mount Zion	EN	194 Main St	Donegal, PA	Keith A. Deckinger	1792	339	310	47
06499	First	EN	246 S Main St	Greensburg, PA	Larry E. Kemp	1784	916	649	139
06500	Good Shepherd	EN	501 Fairfield Dr	Greensburg, PA	Frank S. Podolinski	1957	523	242	114
06504 *	Harrold Zion	EN	671 Baltzer Meyer Pike	Greensburg, PA	John M. Smaligo Caroline E. Clifford	1772	1,586	1,193	300
06503	St Matthias Evangelical	EN	100 Chapel View Dr	Greensburg, PA	Paul M. Gruesu	1956	182	149	50
06501	Zion's Evangelical	EN	140 S Pennsylvania Ave	Greensburg, PA	Brian B. Chaffee	1848	558	438	100
30750	Penn-Zion's	EN	3417 Route 130	Harrison City, PA	Roger L. Steiner	2007	377	311	82
06506 *	St Matthew	EN	407 Constitution Ave	Hunker, PA		1902	169	62	32
06511	Holy Trinity	EN	211 Gaskill Ave	Jeannette, PA		1890	391	370	50
06492 *	Bethel	EN	6.7 Mi SE of PA 982 on Bethel	Latrobe, PA		1879	511	359	60
06529	Prince of Peace	EN	1325 Mission Rd	Latrobe, PA	William A. Schaefer	1962	592	399	80
06514	Trinity	EN	331 Weldon St	Latrobe, PA	Jeffrey L. Schock	1865	2,220	1,504	339
06515 *	St James Evangelical	EN	300 W Main St	Ligonier, PA		1791	726	549	98
06575	Good Shepherd	EN	4503 Old William Penn Hwy	Monroeville, PA	Robert J. Schaefer	1955	450	410	58
06578 *	Christ's	EN	5330 Logan Ferry Rd	Murrysville, PA	Wayne G. Gillespie	1796	506	426	157
30340	Faith	EN	6810 Route 22 Hwy E	New Florence, PA		1822	359	296	45
06521 *	St Mark	EN	126 W. Pennsylvania Ave.	New Stanton, PA		1906	247	88	60
06571	St John's	EN	715 Lincoln Hwy	North Versailles, PA		1903	443	310	71
10470	Emmanuel Evangelical	EN	1229 Jefferson Heights Rd	Pittsburgh, PA	Linda C. Theophilus	1955	123	89	13
06588 *	Hope	EN	353 Ridge Ave	Pittsburgh, PA		1950	67	65	32
06595	Zion	EN	11609 Frankstown Rd	Pittsburgh, PA	Martha C. McCreight Amy B. Santoriello	1947	268	227	95
06339	Sons of Zebedee	EN	422 Salt St	Saltsburg, PA		1803	34	34	18
06526 *	St Mark	EN	324 Fairmont Ave	Trafford, PA		1911	103	27	16
06598	Trinity	EN	701 Allegheny River Blvd	Verona, PA	Patricia A. Schneck	1889	91	80	40
06527	St James	EN	4329 Route 982 South	Youngstown, PA	Sarah R. Rossing	1800	643	347	67
06528	St Luke's	EN	126 N 4th St	Youngwood, PA	Peter E. Nordby	1901	175	162	62
<b>Conference Totals:</b>							<b>13,465</b>	<b>9,821</b>	<b>2,370</b>

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<b>Conference: 05 Five</b>									
06464 *	Lynnwood	EN	900 Washington Rd	Belle Vernon, PA	Matthew C. Stabe	1949	214	204	34
06465 *	St. Andrew	EN	307 High St	Brownsville, PA		1926	201	201	13
06467	St Paul	EN	224 S Market St	Carmichaels, PA	Rebecca F. Dittenhafer	1948	146	144	36
06469 *	Christ	EN	601 Washington Ave	Charleroi, PA	Matthew C. Stabe	1901	188	188	29
06471	St John	EN	144 E South St	Connellsville, PA		1871	180	100	23
06472	Trinity	EN	126 E Fairview Ave	Connellsville, PA	Kerri L. Clark	1884	211	211	48
06569	Christ	EN	405 Kennedy Ave	Duquesne, PA	John J. Gropp Brenda N. Henry Susan K. Devine	1963	257	134	36
10375	Peace	EN	641 Zimmer Hill Rd	Greenock, PA	Erin E. Evans	1858	250	150	31
10385 *	St John Mark	EN	225 E 10th Ave	Homestead, PA		1874	261	161	33
06507	Brush Creek Evangelical	EN	177 Brush Creek Rd	Irwin, PA		1773	191	190	54
06508	Holy Trinity	EN	502 Main St	Irwin, PA	Clifton J. Suehr Sarah M. Lee-Faulkner	1874	1,359	809	185
06509	Immanuel	EN	612 Chestnut St	Irwin, PA		1872	53	46	25
06523 *	Paintertown	EN	1001 Government Rd	Irwin, PA		1946	377	243	41
06475 *	Jacob	EN	342 Lutheran Rd	Masontown, PA	Rebecca F. Dittenhafer	1773	117	117	19
06481	St Paul	EN	1317 Grand Blvd	Monessen, PA	Matthew C. Stabe	1903	102	102	40
06482	Grace	EN	911 Howard St	Monongahela, PA		1869	113	110	29
06646	Good Shepherd	EN	822 W Main St	Mount Pleasant, PA		1971	386	284	44
06517 *	St John's	EN	170 Hecla Rd	Mount Pleasant, PA		1793	14	14	10
06577	Messiah	EN	4300 Main St	Munhall, PA	Brenda N. Henry Susan K. Devine	1904	114	100	33
06510	The Lutheran Church Of Our Saviour	EN	1570 Clay Pike	North Huntingdon, PA	Brenda N. Henry Susan K. Devine	1952	413	325	28
06485	St Paul's	EN	600 Mulberry St	Scottsdale, PA	Daniel F. Clark	1890	265	200	30
06486	Hope Memorial	EN	Peer & 2nd St	Smithton, PA	Matthew C. Stabe	1904	123	116	12
06487 *	St Paul's Evangelical	EN	71 N Gallatin Ave	Uniontown, PA	Kevin E. Anderson	1885	763	763	118
05533	St Peter	EN	121 Walnut Hill Rd	Uniontown, PA	James C. Engel	1894	426	204	100
06489 *	Christ	EN	302 Vine St	West Newton, PA	Matthew C. Stabe	1830	155	154	30
06648	Faith	EN	1656 Lincoln Way	White Oak, PA	Michael E. Ryan	1972	245	232	65
30596 *	Holy Angels Evangelical	EN	201 Caldwell Ave	Wilmerding, PA	Michael L. Reed	2003	196	159	49
<b>Conference Totals:</b>									<b>1,195</b>
							<b>7,320</b>	<b>5,661</b>	<b>1,195</b>

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8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd	
<b>Conference: 06 Six</b>										
10292	Bethany	EN	5303 Madison Ave	Bethel Park, PA	Melba T. Dibble	1934	237	217	65	
10317	St Paul's	EN	210 N Jefferson Ave	Canonsburg, PA	Brenda N. Henry Susan K. Devine	1897	40	35	18	
10318	St John	EN	601 Washington Ave	Carnegie, PA	John J. Gropp	1882	456	332	113	
06530	St. Andrew Evangelical	EN	218 Alter St	Carnegie, PA	Brenda N. Henry Susan K. Devine	1910	88	60	26	
06564 *	St. Andrew	EN	987 Beaver Grade Rd	Coraopolis, PA	Larry F. Mort	1963	302	288	83	
10337 *	Zion	EN	1305 State Ave	Coraopolis, PA	Brenda N. Henry Susan K. Devine	1896	47	42	15	
10336 *	Grace	EN	1798 Broadhead Rd	Crescent, PA		1899	99	85	19	
06531	Ascension	EN	1290 Silver Ln	Mc Kees Rocks, PA	Joseph G. Murdy	1960	253	172	63	
07228 *	Good Shepherd	EN	618 Russellwood Ave	Mc Kees Rocks, PA	Patricia A. Bonds	1968	53	49	53	
06466	Our Redeemer	EN	105 Gateshead Dr	McMurray, PA	Ann E. Schmid Steven E. Broome	1960	789	580	208	
10380	Resurrection	EN	7600 Steubenville Pike	Oakdale, PA	Brenda N. Henry Susan K. Devine	1963	86	86	23	
10466	Bethany Evangelical	EN	3104 W Liberty Ave	Pittsburgh, PA	Brenda N. Henry Susan K. Devine	1917	61	47	16	
10319 *	Emmanuel	EN	935 Pine Ave	Pittsburgh, PA		1885	105	93	20	
06543 *	Faith	EN	80 Bartley Rd	Pittsburgh, PA	Ronald M. Weryha	1949	477	369	132	
10471	Good Shepherd	EN	1700 Bower Hill Rd	Pittsburgh, PA		1947	277	239	35	
10310	Grace	EN	6810 Hilldale Dr	Pittsburgh, PA		1906	75	64	20	
06546	Holy Trinity	EN	1516 Beechview Ave	Pittsburgh, PA	Sherry L. Hazuda	1907	35	32	23	
06548	Mount Lebanon United	EN	975 Washington Rd	Pittsburgh, PA	Douglas M. Heagy	1925	885	629	153	
06551	North Zion	EN	5100 Brownsville Rd	Pittsburgh, PA		1800	85	75	28	
06552	Prince Of Peace	EN	400 Old Clairton Rd	Pittsburgh, PA	Allyn K. Itterly	1953	569	484	67	
06565	Redeemer	EN	1628 Brownsville Rd	Pittsburgh, PA		1903	52	45	21	
10473 *	St Mark	EN	933 Brookline Blvd	Pittsburgh, PA	Karen Battle	1912	185	185	39	
06559 *	St Matthew's	EN	45 Steuben St	Pittsburgh, PA		1903	120	115	37	
10476 *	Stewart Avenue	EN	2810 Brownsville Rd	Pittsburgh, PA	Beth A. Clementson	1920	389	296	49	
20253	Trinity Evangelical	EN	601 Brownsville Rd	Pittsburgh, PA	Brenda N. Henry Susan K. Devine	1890	69	59	25	
06483	Bethlehem	EN	21 Church Rd	Scenery Hill, PA	William B. Henry	1791	546	395	69	
06484 *	Mount Calvary	EN	2128 E National Pike	Scenery Hill, PA		1885	58	49	14	
20254 *	St Paul	EN	775 N Main St	Washington, PA		1938	94	85	23	
							<b>Conference Totals:</b>	<b>6,532</b>	<b>5,207</b>	<b>1,457</b>

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Synod Totals: 57,160 41,613 10,543

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Language Codes:

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

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Evangelical Lutheran Church in America  
Form A - Congregation Finances as of December 31, 2019

CD160 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
<b>Conference: 01 One</b>								
06425*	Faith, Aliquippa	31,032	31,032	0	20,784	0	500	21,284
06426	House Of Prayer, Aliquippa	134,043	255,432	13,701	200,510	6,000	8,170	246,653
10262*	Our Savior, Ambridge	52,600	52,600	0	39,000	0	565	39,565
06427*	Zion's First, Ambridge	17,100	19,340	260	18,890	260	705	22,165
06428*	Christ Evangelical, Baden	106,500	106,500	0	104,500	0	20	104,520
06438*	Rehoboth Evangelical, Baden	95,547	95,547	0	113,870	0	0	113,870
06430	Holy Trinity, Beaver	53,513	107,965	23,333	65,094	0	1,576	123,753
06431	Hope, Beaver	38,047	175,004	0	68,570	290	1,733	70,593
06439	St Paul, Ellwood City	27,991	39,194	0	27,126	1,448	8,903	37,477
06440	Trinity, Ellwood City	196,288	231,489	208,003	178,547	13,783	3,959	442,596
07833	New Hope Evangelical, Freedom	163,295	632,708	0	184,560	40,809	23,437	304,687
06449	Redeemer, Monaca	113,242	113,242	0	99,934	0	0	99,934
06461*	Vankirk, Monaca	60,255	60,255	0	18,080	0	1,000	19,080
06452	Trinity Evangelical, New Brighton	71,271	124,492	0	95,126	12,000	4,502	115,633
06394	Good Shepherd, New Castle	96,263	108,792	0	91,270	1,347	2,603	101,263
06346*	St John Evangelical, New Castle	126,266	126,266	0	107,312	0	0	107,312
06585	First, Pittsburgh	690,120	1,035,970	0	632,712	68,000	33,195	1,096,363
06554*	St James, Pittsburgh	23,334	56,540	0	57,060	1,636	0	60,644
07231	St Michael And All Angels', Pittsburgh	36,402	56,656	0	35,489	0	0	49,418
06560	Trinity, Pittsburgh	44,727	96,254	57,000	50,150	250	0	57,400
10477*	Trinity, Pittsburgh	64,435	67,086	0	57,412	211	0	60,226
06453	Grace Evangelical, Rochester	194,674	261,907	0	303,155	0	20,895	324,050
06456*	St Paul's, Sewickley	139,800	141,900	0	145,547	5,400	1,105	152,052
06458	Oak Grove, Zellenople	119,275	145,654	0	116,943	9,129	10,786	136,858
<b>Conference Totals</b>		<b>\$2,696,020</b>	<b>\$4,141,825</b>	<b>\$302,297</b>	<b>\$2,831,641</b>	<b>\$160,563</b>	<b>\$123,654</b>	<b>\$3,907,396</b>
<b>Conference: 02 Two</b>								
06566	Nativity, Allison Park	164,268	185,718	0	141,117	14,405	5,664	166,438
10261	St Paul Evangelical, Allison Park	95,618	106,424	11,500	67,637	3,900	6,090	95,602
06434	First English, Butler	228,375	283,842	0	191,729	25,200	16,227	247,911
06435	Grace @ Calvary Evangelical, Butler	131,464	180,639	0	148,807	9,678	3,315	191,904
06436	Trinity, Butler	365,206	520,994	11,000	318,501	49,150	20,999	496,361
30017	Holy Trinity, Chicora	199,681	263,176	0	244,790	25,200	12,577	282,567
10331	St John, Connoquenessing	38,411	41,800	0	30,618	0	3,729	45,236
06441	Hope Evangelical, Cranberry Township	798,089	860,758	2,237,604	540,512	13,000	31,460	943,669

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CD160 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
06442	St Peter, Evans City	151,804	216,387	80,799	153,617	12,069	2,475	183,186
10372*	Trinity, Gibsonia	216,581	300,790	0	212,812	28,300	2,780	243,892
06533	Bethlehem, Glenshaw	450,895	504,460	317,778	284,295	49,008	9,944	404,075
06445*	St John (Stone), Harmony	26,007	31,753	0	28,043	0	3,331	31,374
06448*	Zion, Harmony	126,771	178,231	11,000	83,542	11,839	9,635	154,467
10409*	St John, Mars	146,985	259,818	0	157,942	7,432	10,798	176,172
06537*	Berkeley Hills, Pittsburgh	309,358	442,902	1,022,298	368,273	8,200	500	461,436
06539	Christ, Pittsburgh	146,565	418,121	0	94,241	0	11,080	349,655
06540*	Christ, Pittsburgh	47,503	57,385	0	51,191	3,730	0	54,921
06542*	Emmanuel, Pittsburgh	145,887	159,854	0	131,013	8,000	11,216	169,081
10402*	Faith, Pittsburgh	48,519	51,314	0	59,368	1,600	0	66,221
06544	First English, Pittsburgh	43,782	53,830	0	53,660	2,657	0	56,317
06536	Good Shepherd, Pittsburgh	191,073	191,073	0	255,805	0	0	255,805
10460	St John's, Pittsburgh	245,572	531,331	0	304,316	11,038	28,853	393,851
06555	St John's Lutheran Church Of Highland, Pittsburgh	943,524	979,520	285,557	503,869	92,500	7,713	1,161,122
06451*	Emmanuel, Prospect	47,172	75,477	0	58,468	1,932	500	60,900
06355*	Rider, West Sunbury	59,200	62,823	0	32,681	2,900	3,323	53,586
10549	St Luke's, West View	59,000	69,200	0	71,000	900	1,310	73,210
10550	Perry Highway, Wexford	233,934	233,934	0	313,967	0	0	313,967
06561	Trinity, Wexford	329,331	409,064	29,700	254,530	16,911	32,830	361,298
06457	English, Zelienople	123,320	266,283	0	177,487	7,920	10,319	197,555
06459*	Seaman Memorial, Zelienople	46,433	50,514	0	40,578	11,000	2,275	53,853
10561	St Paul, Zelienople	98,530	361,840	0	99,337	0	700	100,037
<b>Conference Totals</b>		<b>\$6,258,858</b>	<b>\$8,349,255</b>	<b>\$4,007,236</b>	<b>\$5,473,746</b>	<b>\$418,469</b>	<b>\$249,643</b>	<b>\$7,845,669</b>

Conference: 03 Three

06383	First, Apollo	117,526	169,814	0	146,681	0	5,577	175,892
06414	Spring Church Evangelical Lutheran, Apollo	57,871	84,534	0	48,723	3,221	1,343	55,087
06384	Calvary, Arnold	38,267	167,641	0	64,047	3,000	0	162,714
06418	Bethel, Ford City	54,954	282,782	0	48,058	3,145	0	51,203
06398	Emmanuel (Heilman), Ford City	79,552	90,080	0	73,152	8,938	3,909	87,414
06388*	St John, Ford City	33,241	51,478	15,929	28,407	781	332	43,565
06386	St Michael, Ford City	90,006	477,656	0	44,720	7,714	298	56,292
06343*	United Rockville, Ford City	42,714	47,148	0	42,167	1,421	0	43,588
06389	Trinity, Freeport	141,794	159,580	0	127,696	4,000	4,804	156,335
06393	First Evangelical, Leechburg	81,411	226,506	0	173,008	10,000	6,414	226,506
06396	Forks-Zion, Leechburg	110,470	176,538	0	111,473	10,000	4,654	158,016
06395	Hebron, Leechburg	48,507	165,172	0	152,645	8,100	5,363	166,108

Code Key: \* = 2019 data not available as of report run date, C = Congregation Under Development

BULLETIN OF REPORTS

Run Date 09/04/20  
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Evangelical Lutheran Church in America  
Form A - Congregation Finances as of December 31, 2019

CD160 Report

8B\_Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
06404	Bethesda, Lower Burrell	158,726	244,988	0	173,057	9,065	34,537	218,509
06399	Grace, Manorville	67,511	115,646	0	89,444	7,508	3,327	114,479
06649*	Faith, Natrona Heights	94,500	101,565	0	73,000	6,000	800	79,800
06405*	First Evangelical, New Kensington	136,905	164,101	1,033	94,086	16,746	0	129,451
06583*	East Liberty, Pittsburgh	55,264	69,220	87,902	88,750	1	70	92,834
06589*	Messiah, Pittsburgh	18,000	21,000	0	21,000	0	0	25,000
20251	St. Andrew, Pittsburgh	184,328	221,281	0	280,808	29,892	8,765	435,188
06415*	St Mark, Springdale	42,089	61,226	0	50,375	1,202	0	53,435
06422	St Paul's Highfield, Vandergrift	89,039	115,462	0	65,500	2,500	8,942	109,170
06423*	Evangelical, Worthington	65,120	123,754	0	85,112	0	0	125,997
<b>Conference Totals</b>		<b>\$1,807,795</b>	<b>\$3,337,172</b>	<b>\$104,864</b>	<b>\$2,081,909</b>	<b>\$133,234</b>	<b>\$89,135</b>	<b>\$2,766,583</b>
<b>Conference: 04 Four</b>								
06493*	Hebron, Blairsville	68,457	85,303	0	42,332	8,620	837	51,789
06496	Salem, Delmont	177,135	222,682	0	191,937	8,749	7,680	213,766
06497	Trinity, Derry	94,186	103,513	0	32,886	550	200	89,086
06498	Mount Zion, Donegal	97,107	101,082	0	98,829	5,230	5,890	125,310
06499	First, Greensburg	185,460	460,748	0	244,023	81,600	67,957	454,034
06500	Good Shepherd, Greensburg	198,959	280,912	0	273,163	212	2,645	276,020
06504*	Harold Zion, Greensburg	315,497	393,462	0	255,667	35,500	16,728	307,895
06503	St Matthias Evangelical, Greensburg	147,080	153,601	0	133,400	12,855	1,505	152,198
06501	Zion's Evangelical, Greensburg	182,067	188,206	0	210,891	19,500	8,681	239,072
30750	Penn-Zion's, Harrison City	101,975	171,420	0	99,889	6,000	2,185	113,231
06506*	St Matthew, Hunker	0	0	0	76,983	0	0	76,983
06511	Holy Trinity, Jeannette	100,556	119,615	4,700	93,641	2,185	0	106,373
06492*	Bethel, Latrobe	138,461	154,736	0	90,213	14,000	7,565	118,647
06529	Prince of Peace, Latrobe	128,813	156,054	10,833	122,737	12,308	939	153,699
06514	Trinity, Latrobe	512,322	713,619	150,923	738,428	86,000	36,619	1,131,071
06515*	St James Evangelical, Ligonier	133,145	154,646	0	153,100	9,600	0	192,283
06575	Good Shepherd, Monroeville	164,587	200,542	0	198,574	12,083	3,806	214,463
06578*	Christ's, Murrysville	258,844	283,285	193,375	236,079	20,000	12,845	303,976
30340	Faith, New Florence	76,267	88,816	96,000	42,772	7,500	0	68,278
06521*	St Mark, New Stanton	0	0	0	69,000	0	0	69,000
06571	St John's, North Versailles	185,129	204,754	52,886	168,382	20,200	3,705	206,407
10470	Emmanuel Evangelical, Pittsburgh	42,448	156,190	0	97,278	5,125	8,849	115,641
06588*	Hope, Pittsburgh	83,827	118,560	0	131,410	6,241	361	138,012
06595	Zion, Pittsburgh	254,136	362,966	23,332	275,380	26,735	17,700	411,820

Code Key: \* = 2019 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, 2019

CD160 Report  
8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
06339	Sons of Zebedee, Saltsburg	24,012	29,949	0	26,390	2,538	1,384	30,312
06526*	St Mark, Trafford	15,004	45,882	3,000	19,858	1,500	820	41,344
06598	Trinity, Verona	74,561	134,220	0	91,168	4,195	1,541	104,404
06527	St James, Youngstown	72,288	103,498	0	100,363	4,337	2,660	130,712
06528	St Luke's, Youngwood	72,805	95,211	17,800	66,998	10,000	3,459	98,735
	<b>Conference Totals</b>	<b>\$3,905,128</b>	<b>\$5,283,472</b>	<b>\$552,849</b>	<b>\$4,381,771</b>	<b>\$423,363</b>	<b>\$216,561</b>	<b>\$5,734,561</b>
<b>Conference: 05 Five</b>								
06464*	Lynnwood, Belle Vernon	56,366	89,362	0	54,311	2,040	4,453	65,954
06465*	St. Andrew, Brownsville	12,379	13,319	0	16,208	946	450	17,604
06467	St Paul, Carmichaels	51,381	63,926	11,842	52,443	3,608	5,234	67,475
06469*	Christ, Charleroi	0	0	0	0	0	0	0
06471	St John, Connellsville	36,080	78,272	0	73,942	1,906	0	75,848
06472	Trinity, Connellsville	75,637	150,448	0	131,547	4,108	4,018	150,448
06569	Christ, Duquesne	102,727	141,895	0	126,311	14,000	20,777	161,088
10375	Peace, Greenock	81,907	104,429	0	103,148	1,600	2,475	120,023
10385*	St John Mark, Homestead	78,039	83,323	0	86,342	6,500	1,940	94,782
06507	Brush Creek Evangelical, Irwin	86,610	112,425	9,154	97,896	1,100	941	99,937
06508	Holy Trinity, Irwin	323,542	400,402	2,500	291,378	22,516	16,366	417,084
06509	Immanuel, Irwin	61,941	63,726	0	34,409	2,386	200	36,995
06523*	Paintertown, Irwin	72,100	94,344	0	65,710	1,200	0	66,910
06475*	Jacob, Masontown	0	0	0	54,222	0	0	54,222
06481	St Paul, Monessen	118,828	118,828	0	93,832	7,222	0	101,054
06482	Grace, Monongahela	62,060	198,130	0	79,741	14,400	7,539	110,247
06646	Good Shepherd, Mount Pleasant	99,931	111,186	0	67,340	10,843	4,288	107,684
06517*	St John's, Mount Pleasant	13,359	13,359	0	9,461	2,227	200	12,113
06577	Messiah, Munhall	73,259	139,921	19,000	92,186	4,800	2,565	129,835
06510	The Lutheran Church Of Our Saviour, North Huntingdon	62,573	82,538	0	80,668	3,984	0	84,652
06485	St Paul's, Scottsdale	63,014	136,830	0	115,125	1,308	8,161	124,594
06486	Hope Memorial, Smithton	23,192	50,446	0	36,460	4,800	115	41,375
06487*	St Paul's Evangelical, Uniontown	212,119	275,826	0	244,711	36,000	2,039	286,283
05533	St Peter, Uniontown	156,444	197,736	0	194,664	19,474	5,290	219,428
06489*	Christ, West Newton	100,107	187,986	0	90,036	2,500	0	92,536
06648	Faith, White Oak	146,494	188,992	0	143,788	14,568	6,719	165,482
30596*	Holy Angels Evangelical, Wilmerding	63,000	86,000	0	95,000	3,000	0	99,000
	<b>Conference Totals</b>	<b>\$2,233,089</b>	<b>\$3,183,649</b>	<b>\$42,496</b>	<b>\$2,530,879</b>	<b>\$187,036</b>	<b>\$93,770</b>	<b>\$3,002,653</b>

Code Key: \* = 2019 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, 2019

CD160 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
<b>Conference: 06 Six</b>								
10292	Bethany, Bethel Park	120,254	132,455	0	105,468	1,034	282	119,874
10317	St Paul's, Canonsburg	51,943	52,719	0	52,795	3,100	3,582	59,652
10318	St John, Carnegie	228,736	254,066	0	228,226	4,693	13,778	260,053
06530	St. Andrew Evangelical, Carnegie	86,000	110,953	0	92,020	4,800	315	99,675
06564*	St. Andrew, Coraopolis	200,000	216,000	180,000	189,000	2,500	2,800	275,300
10337*	Zion, Coraopolis	63,360	63,430	0	77,200	700	0	77,900
10336*	Grace, Crescent	35,822	38,426	0	35,437	1,000	134	36,571
06531	Ascension, Mc Kees Rocks	128,624	135,488	0	133,741	6,786	0	141,673
07228*	Good Shepherd, Mc Kees Rocks	47,394	82,769	0	79,282	578	9,255	89,115
06466	Our Redeemer, McMurray	541,788	835,318	12,430	390,739	51,372	18,640	807,848
10380	Resurrection, Oakdale	52,500	52,500	0	49,700	0	0	49,700
10466	Bethany Evangelical, Pittsburgh	77,503	106,123	0	108,991	1,088	17,746	129,522
10319*	Emmanuel, Pittsburgh	44,958	84,513	0	72,971	3,750	0	76,721
06543*	Faith, Pittsburgh	257,202	302,774	174,785	241,095	0	15,687	302,101
10471	Good Shepherd, Pittsburgh	87,054	190,816	0	143,384	8,200	1,170	190,837
10310	Grace, Pittsburgh	37,795	108,531	0	110,536	1,385	790	113,134
06546	Holy Trinity, Pittsburgh	28,225	40,525	0	33,301	3,553	531	51,365
06548	Mount Lebanon United, Pittsburgh	290,140	450,742	0	339,123	33,000	2,903	379,020
06551	North Zion, Pittsburgh	44,650	53,000	3,600	44,075	500	245	53,070
06552	Prince Of Peace, Pittsburgh	141,099	253,066	0	249,280	4,793	2,581	267,195
06565	Redeemer, Pittsburgh	25,888	33,366	0	56,634	2,400	350	59,384
10473*	St Mark, Pittsburgh	101,811	118,118	0	141,622	18,091	3,047	162,760
06559*	St Matthew's, Pittsburgh	97,919	100,926	0	53,038	2,676	1,596	57,310
10476*	Stewart Avenue, Pittsburgh	120,111	122,386	0	85,362	6,000	25,650	125,912
20253	Trinity Evangelical, Pittsburgh	37,092	37,092	0	93,073	0	0	93,073
06483	Bethlehem, Scenery Hill	175,977	321,445	47,399	167,363	17,970	5,631	251,096
06484*	Mount Calvary, Scenery Hill	17,272	26,985	0	20,956	0	0	22,026
20254*	St Paul, Washington	53,266	60,566	0	58,000	0	0	58,000
<b>Conference Totals</b>		<b>\$3,194,383</b>	<b>\$4,385,098</b>	<b>\$418,214</b>	<b>\$3,452,412</b>	<b>\$179,969</b>	<b>\$126,713</b>	<b>\$4,409,887</b>
<b>Synod Totals</b>		<b>\$20,095,273</b>	<b>\$28,680,471</b>	<b>\$5,427,956</b>	<b>\$20,752,358</b>	<b>\$1,502,634</b>	<b>\$899,476</b>	<b>\$27,666,749</b>

Code Key: \* = 2019 data not available as of report run date, C = Congregation Under Development

Evangelical Lutheran Church in America  
Form A - Summary of Congregational Statistics as of 12/31/2019

CD170 Report

8B Southwestern Pennsylvania Synod, ELCA

Summary of Membership Statistics		2018	2019	Change	Percent	Statistical Analysis	
Totals -- End of Year						Averages per Congregation Reporting	
Congregations		163	161	-2	-1.23		
Congregations - Organized		163	161	-2	-1.23		
Congregations - Under Development		0	0	0	----		
Congregations - Filed Form A		118	102	-16	-13.56		
Baptized Members		58,542	57,160	-1,382	-2.36	Baptized Members (/161)	355
Confirmed Members		44,931	41,613	-3,318	-7.38	Confirmed Members (/161)	258

Analysis of Membership Gains and Losses

Vitality - Congregation Description (Averages) \*

Baptized Members -- Received		Vitality - Congregation Description (Averages) *	
By Baptism - Children Under Age 16	468	Worship Nurtures People's Faith	4.41
By Baptism - Adults Age 16 and Older	90	Clear Sense of Mission	3.76
By Affirmation of Faith	346	Excitement About the Future	3.56
By Transfer	504	Positive Force in the Community	4.09
From Other Sources and Stat Adjs	136	Ready to Try Something New	3.53
Baptized Members -- Total Received	1,544	Works for Social Justice/Advocacy	3.05
		Helps Deepen Relationship with God	4.05

Baptized Members -- Removed

Vitality - Congregation Strengths (Averages) \*

By Death	665	Building Member Relationships	4.05
By Transfer	256	Incorporating Newcomers	3.86
For Other Reasons and Stat Adjs	1,133	Seeking/Using Member Gifts	3.68
Baptized Members -- Total Removed	2,054	Equipping Members to Share Faith	3.23
		Addressing Social Concerns	4.11
Baptized Members Confirmed	241	Managing Disagreements	3.69
Active Participants	24,084	Interacting with Local Community	3.96
		Live Out Faith in Their Daily Lives	3.84

Analysis of Attendance

Total Weekly Worship Attendance	10,891		
Avg Attendance per Cong	66		
PCT Bapt Mbrs Attending Worship	18.60		

\* Congregation Description Averages Range: Hardly at All (1) - Very Well (5); Congregation Strengths Averages Range: Poor (1) - Great (5)

Evangelical Lutheran Church in America  
Form A - Summary of Congregational Statistics as of 12/31/2019

CD170 Report

8B Southwestern Pennsylvania Synod, ELCA

Summary of Financial Statistics

Totals -- End of Year	2018	2019	Change	Percent	Averages per Congregation Reporting	Statistical Analysis
Total Receipts	26,879,117	28,680,471	1,801,354	6.70	Total Receipts (/157)	182,678.16
Total Disbursements	27,110,897	27,666,749	555,852	2.05	Total Disburse (/160)	172,917.18
Total Indebtedness on Dec 31	6,545,338	5,427,956	-1,117,382	-17.07	Total Indebtedness (/35)	155,084.46
Projected Mission Support	1,426,777	1,390,979	-35,798	-2.51		
Average Total Giving / Bapt Member	388.37	401.43	13.06	3.36	Percent Congs With No Debt	78.75
Average Total Giving / Conf Member	506.02	551.41	45.39	8.97		

Detail of Financial Statistics - Receipts

Regular Giving by Members	19,875,481	20,095,273	219,792	1.11
Designated Giving by Members	2,860,700	2,850,368	-10,332	-0.36
Earned Income (any source)	1,663,080	2,966,871	1,303,791	78.40
Grants (any source)	175,971	213,924	37,953	21.57
All Other Receipts	2,303,885	2,554,035	250,150	10.86

Detail of Financial Statistics - Disbursements

Current Operating Expenses	21,662,010	20,752,358	-909,652	-4.20	Current Operating Expenses	75.06
Capital Improvements	1,022,930	2,419,432	1,396,502	136.52	Capital Improvements	8.75
Payments on Debts	1,078,354	1,416,204	337,850	31.33	Payments on Debts	5.12
Mission Support	1,540,856	1,502,634	-38,222	-2.48	Mission Support	5.44
Other Synod Benevolence	319,888	269,145	-50,743	-15.86	Other Synod Benevolence	0.97
Other CWO Benevolence	48,421	43,698	-4,723	-9.75	Other CWO Benevolence	0.16
Benevolence - Another Country	35,647	27,512	-8,135	-22.82	Benevolence - Another Country	0.10
Benevolence - Camps	25,209	26,777	1,568	6.22	Benevolence - Camps	0.10
Benevolence - Campus Ministry	9,210	9,983	773	8.39	Benevolence - Campus Ministry	0.04
Benevolence - Colleges	5,592	5,472	-120	-2.15	Benevolence - Colleges	0.02
Benevolence - Seminars	8,433	10,289	1,856	22.01	Benevolence - Seminars	0.04
Benevolence - Social Service	82,075	152,190	70,115	85.43	Benevolence - Social Service	0.55
Benevolence - Other Direct Recipient	381,749	354,410	-27,339	-7.16	Benevolence - Direct Recipient	1.28
Subtotal Non-Mission Supt Benev	916,224	899,476	-16,748	-1.83	Subtotal Non-Mission Supt Benev	3.25
Other Expenses & Realized Losses	870,422	657,134	-213,288	-24.50	Other Expenses & Realized Losses	2.38

8B Southwestern Pennsylvania Synod, ELCA

Congregations Reporting Ethnic Active Participants

Percent of Congregations Reporting Ethnic Active Participants

	2018	2019	Change	Percent	Percent of Congregations Reporting Ethnic Active Participants
African American/Black	34	36	2	5.88	African American/Black 22.36
African National/African Caribbean	7	7	0	0.00	African National/African Caribbean 4.35
American Indian/Alaska Native	3	4	1	33.33	American Indian/Alaska Native 2.48
Arab/Middle Eastern	7	6	-1	-14.29	Arab/Middle Eastern 3.73
Asian/Pacific Islander	25	26	1	4.00	Asian/Pacific Islander 16.15
Latino/Hispanic	15	22	7	46.67	Latino/Hispanic 13.66
Multiracial	35	31	-4	-11.43	Multiracial 19.25
White	154	154	0	0.00	White 95.65

Total Ethnic Active Participants

Percent Ethnic Active Participants

	2018	2019	Change	Percent	Percent Ethnic Active Participants
African American/Black	258	264	6	2.33	African American/Black 1.02
African National/African Caribbean	16	13	-3	-18.75	African National/African Caribbean 0.05
American Indian/Alaska Native	10	12	2	20.00	American Indian/Alaska Native 0.05
Arab/Middle Eastern	12	16	4	33.33	Arab/Middle Eastern 0.06
Asian/Pacific Islander	91	101	10	10.99	Asian/Pacific Islander 0.39
Latino/Hispanic	36	52	16	44.44	Latino/Hispanic 0.20
Multiracial	270	206	-64	-23.70	Multiracial 0.80
White	24,656	25,106	450	1.83	White 97.42

Evangelical Lutheran Church in America  
Form C - Summary of Congregational Information as of 12/31/2019

CD180 Report

8B Southwestern Pennsylvania Synod, ELCA  
(95 Congs Filed)

C30 Educational Ministry Provided

Christian Education

Yes	81	No	13	No Resp	0	C33 Engaged in Ministry with Migrants in the Community	Yes	No	No Resp
Students.....					2,535	C34 Teaches Children how to Share, Save, and Spend Money	34	59	2

Vacation Bible School

Yes	52	No	42	No Resp	0	C36 Personal Story Shared During Worship	58	36	1
Students.....					1,672	C37 Has an Organized Men's Ministry	18	76	1

C32 Disability Assistance Provided

Building Wheelchair Access.....	72	C38 Familiar with Lutheran Men in Mission or Project XII	16	77	2
Braille Worship Materials.....	1	C39 Type of Advocacy			
Large Print Worship Materials...	76	- Education/Conversation Around Issues Impacting Communities	43		
Assistive Hearing Devices.....	32	- Contacting Elected Decision-Makers	5		
Sign Language Interpreters.....	1	- Voter Registration Drives	9		
Mental Health Ministries.....	7	- Participation in Advocacy Network	10		
Developmental Disabilities.....	6	(none of the above selected)		48	
No Assistance Provided.....	4	C40 Has a Disaster Preparedness Plan	19	76	0

C31 Languages in which Liturgies are Regularly Conducted

Amharic.....	0	English.....	95	Lakotah.....	0	Slovak.....	0
Anyuak.....	0	Finnish.....	0	LaO.....	0	Spanish.....	0
Arabic.....	0	French.....	0	Latvian.....	0	Swahili.....	0
Batak.....	0	German.....	1	Maban.....	0	Swedish.....	0
Burmese.....	0	Haitian.....	0	Mandarin.....	0	Tagalog.....	0
Cambodian.....	0	Hmong.....	0	Norwegian.....	0	Taiwanese.....	0
Cantonese.....	0	Indonesian.....	0	Nuer.....	0	Tamil.....	0
Cherokee.....	0	Inupiat.....	0	Oromo.....	0	Telugu.....	0
Creole.....	0	Japanese.....	0	Portuguese.....	0	Thai.....	0
Danish.....	0	Korean.....	0	Sign.....	0	Tigrinya.....	0

BULLETIN OF REPORTS

Evangelical Lutheran Church in America  
Summary of Congregations That Did Not File 2019 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
2004	06423	Org	382		Evangelical	Worthington, PA		(724)297-3398
2007	06405	Org	458		First Evangelical	New Kensington, PA		(724)335-4004
2007	06484	Org	58		Mount Calvary	Scenery Hill, PA		(724)945-6776
2007	06589	Org	100		Messiah	Pittsburgh, PA	Keith A. Josephson	(412)661-4788
2007	10477	Org	212		Trinity	Pittsburgh, PA		(412)761-4010
2007	30596	Org	196		Holy Angels Evangelical	Wilmerding, PA	Michael L. Reed	(412)823-5175
2008	06515	Org	726		St James Evangelical	Ligonier, PA		(724)238-7242
2008	06540	Org	118		Christ	Pittsburgh, PA		(412)364-4954
2008	06554	Org	49		St James	Pittsburgh, PA		(412)761-1188
2008	10402	Org	165		Faith	Pittsburgh, PA	David M. Littke	(412)364-4044
2011	06456	Org	522		St Paul's	Sewickley, PA	Ryan D. Kobert	(412)741-8484
2012	20254	Org	94		St Paul	Washington, PA		(724)225-0225
2013	06445	Org	79		St John (Stone)	Harmony, PA		(724)865-2490
2013	06526	Org	103		St Mark	Trafford, PA		(412)372-4169
2014	06469	Org	188		Christ	Charleroi, PA	Matthew C. Stabe	(724)483-4908
2014	10336	Org	99		Grace	Crescent, PA		(724)457-7470
2015	06346	Org	319		St John Evangelical	New Castle, PA	David A. Snyder	(724)654-2642
2016	06465	Org	201		St. Andrew	Brownsville, PA		(724)785-3970
2016	06504	Org	1,586		Harrold Zion	Greensburg, PA	John M. Smaligo	(724)837-7327
2016	06517	Org	14		St John's	Mount Pleasant, PA		
2016	06542	Org	428		Emmanuel	Pittsburgh, PA	Jonathan J. Lynn	(412)781-2764
2017	06415	Org	102		St Mark	Springdale, PA		(724)274-5313
2017	06427	Org	153		Zion's First	Ambridge, PA		(724)266-8378
2017	06448	Org	283		Zion	Harmony, PA	Timothy M. Dawes	(724)452-8886
2017	06464	Org	214		Lynnwood	Belle Vernon, PA	Matthew C. Stabe	(724)929-4760
2017	06475	Org	117		Jacob	Masontown, PA	Rebecca F. Dittenhafer	(724)583-9040
2017	06506	Org	169		St Matthew	Hunker, PA		(724)925-9124
2017	06521	Org	247		St Mark	New Stanton, PA		(724)925-9216
2017	06559	Org	120		St Matthew's	Pittsburgh, PA		(412)921-1125
2017	06649	Org	172		Faith	Natrona Heights, PA		(724)224-5777
2017	10372	Org	655		Trinity	Gibsonia, PA	Anthony J. Schneck	(724)443-8110
2017	10385	Org	261		St John Mark	Homestead, PA		(412)461-1609
2017	10476	Org	389		Stewart Avenue	Pittsburgh, PA	Beth A. Clementson	(412)881-0171
2018	06343	Org	190		United Rockville	Ford City, PA	Barbara E. Love	(724)763-7071
2018	06355	Org	108		Rider	West Sunbury, PA		(724)282-4578
2018	06388	Org	162		St John	Ford City, PA		(724)763-9968
2018	06425	Org	62		Faith	Aliquippa, PA		(724)775-7030
2018	06428	Org	349		Christ Evangelical	Baden, PA	Jill E. McGregor	(724)869-7635
2018	06438	Org	273		Rehoboth Evangelical	Baden, PA	Susan A. Irons	(724)869-2806

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

Evangelical Lutheran Church in America  
Summary of Congregations That Did Not File 2019 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	06451	Org	276	Emmanuel	Prospect, PA		(724)865-2325	
2018	06459	Org	57	Seaman Memorial	Zelienople, PA		(724)452-3594	
2018	06461	Org	192	VanKirk	Monaca, PA		(724)775-7030	
2018	06487	Org	763	St Paul's Evangelical	Uniontown, PA	Kevin E. Anderson	(724)437-9000	
2018	06489	Org	155	Christ	West Newton, PA	Matthew C. Stabe	(724)872-7177	
2018	06492	Org	511	Bethel	Latrobe, PA		(724)593-2483	
2018	06493	Org	361	Hebron	Blairsville, PA		(724)459-8920	
2018	06523	Org	377	Paintertown	Irwin, PA		(724)863-1920	
2018	06537	Org	1,101	Berkeley Hills	Pittsburgh, PA	Heather R. Lubold	(412)486-4010	
2018	06543	Org	477	Faith	Pittsburgh, PA	Ronald M. Weryha	(412)835-4590	
2018	06564	Org	302	St. Andrew	Coraopolis, PA	Larry F. Mort	(412)264-4551	
2018	06578	Org	506	Christ's	Murrysville, PA	Wayne G. Gillespie	(412)795-1212	
2018	06583	Org	49	East Liberty	Pittsburgh, PA	John J. Gropp	(412)362-1712	
2018	06588	Org	67	Hope	Pittsburgh, PA		(412)242-4476	
2018	07228	Org	53	Good Shepherd	Mc Kees Rocks, PA	Patricia A. Bonds	(412)771-1993	
2018	10262	Org	243	Our Savior	Ambridge, PA	Jill E. McGregor	(724)266-1169	
2018	10319	Org	105	Emmanuel	Pittsburgh, PA		(412)531-1080	
2018	10337	Org	47	Zion	Coraopolis, PA	Brenda N. Henry	(412)264-6420	
2018	10409	Org	247	St John	Mars, PA	Robert F. Zimmerman	(724)625-1830	
2018	10473	Org	185	St Mark	Pittsburgh, PA	Karen Battle	(412)531-9575	

Synod Total: 59 Congregation(s)

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

BULLETIN OF REPORTS

**CONFERENCE CABINETS**  
**JUNE, 2019 - JUNE, 2021**

Conference 1 -Dean:	The Rev. Margaret A. Suhr-Barkley
Secretary:	The Rev. Susan A. G. Irons
Cabinet Members:	Mr. R. Brandon James The Rev. Angela T. Smith
Conference 2 -Dean:	The Rev. Christina A.Hough
Secretary:	The Rev. Brian O. Bennett
Cabinet Members:	The Rev. Tara R. Lynn Mr. Jacob "Jake" Zaffuto
Conference 3 -Dean:	The Rev. Ryan N. Pusch
Secretary:	Mr. John Wilver
Cabinet Members:	Mr. Christopher Atwood The Rev. Philip S. Ramstad
Conference 4 -Dean:	The Rev. Roger L. Steiner
Secretary:	The Rev. Robert J. Schaefer
Cabinet Members:	The Rev. Linda O. Theophilus Mr. Robert Errett
Conference 5 -Dean:	The Rev. Matthew C. Stabe
Secretary:	Deacon Andrea L. Dubler
Cabinet Members:	The Rev. Kerri L. Clark Ms. Sandy Bergman
Conference 6 -Dean:	The Rev. Ann E. Schmid
Secretary:	The Rev. Steven E. Broome
Cabinet Members:	Mr. David Hiles (vacancy)



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	06435	Butler	Grace @ Calvary
5	06436	Butler	Trinity
6	30017	Chicora	Holy Trinity
7	10331	Connoquenessing	St. John's
8	06441	Cranberry Township	Hope
9	06442	Evans City	St. Peter's
10	10372	Gibsonia	Trinity
11	06533	Glenshaw	Bethlehem
12	06448	Harmony (Middle Lancaster)	Zion
13	06445	Lancaster Township (Harmony)	St. John's Stone
14	10409	Mars	St. John
15	06542	Pittsburgh (Etna)	Emmanuel
16	06536	Pittsburgh (Fox Chapel)	Good Shepherd
17	10402	Pittsburgh (Laurel Gardens)	Faith
18	06539	Pittsburgh (Millvale)	Christ

BULLETIN OF REPORTS

**CONFERENCE 2** (Continued)

19	06537	Pittsburgh (North Hills)	Berkeley Hills
20	06555	Pittsburgh (North Hills)	St. John's of Highland
21	10460	Pittsburgh (Perrysville)	St. John's
22	06540	Pittsburgh (Ross Township)	Christ
23	10549	Pittsburgh (West View)	St. Luke's
24	06451	Prospect	Emmanuel
25	06355	West Sunbury	Rider
26	10550	Wexford	Perry Highway
27	06561	Wexford	Trinity
28	06457	Zelienople	English
29	06459	Zelienople	Seaman Memorial
30	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	06589	Pittsburgh (Morningside)	Messiah
19	20251	Pittsburgh (Shadyside)	St. Andrew
20	06415	Springdale	St. Mark's
21	06422	Vandergrift	St. Paul's Highfield
22	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	10337	Coraopolis	Zion
7	06531	McKees Rocks	Ascension
8	07228	McKees Rocks	Good Shepherd
9	06466	McMurray	Our Redeemer
10	10380	Oakdale	Resurrection
11	06551	Pittsburgh (Baldwin Boro)	North Zion
12	06546	Pittsburgh (Beechview)	Holy Trinity
13	10471	Pittsburgh (Bower Hill)	Good Shepherd
14	10473	Pittsburgh (Brookline)	St. Mark's
15	31131	Pittsburgh (Brookline)	Community Three For One*
16	10476	Pittsburgh (Carrick)	Stewart Avenue
17	10319	Pittsburgh (Castle Shannon)	Emmanuel
18	06559	Pittsburgh (Crafton)	St. Matthew's
19	10466	Pittsburgh (Dormont)	Bethany
20	06548	Pittsburgh (Mt. Lebanon)	Mt. Lebanon United
21	06552	Pittsburgh (Pleasant Hills)	Prince of Peace
22	10310	Pittsburgh (South Park)	Grace
23	06543	Pittsburgh (Upper St. Clair)	Faith
24	06483	Scenery Hill	Bethlehem
25	06484	Scenery Hill	Mt. Calvary
26	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 10, 2021**

**BULLETIN OF REPORTS**

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
Aliquippa	House of Prayer	Around the River Lutheran Parish 2100 Inwin 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	Kirk W. Bish (Retired - Transitional Interim)	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	Thomas E. Moog (Retired - Transitional Interim)	724-774-1413
Beaver (Brighton Township)	Hope	45 Maple Drive	Thomas E. Moog (Retired - Transitional Interim)	724-495-6820
Belle Vernon	Lynwood	Mid-Mon Valley Lutheran Parish 900 Washington Road	Matthew C. Stabe Frank L. Zeman (Retired, p/t)	724-929-4760
Bethel Park	Bethany	5303 Madison Ave.	Melba T. Dibble	412-835-9221
Blairsville	Hebron	125 North Liberty Street	John Smaligo (Retired - Transitional Interim)	724-459-8920
Brownsville	St. Andrew's	307 High Street	Kimberly M. van Driel	724-785-3970
Butler	First English	241 North Main Street	Joel A. Benson (Local Interim)	724-283-2378
Butler	Grace @ Calvary	123 East Diamond Street	Joel A. Benson	724-283-0830
Butler	Trinity	120 Sunset Drive	John J. Gropp; Brenda N. Henry; Susan K. Devine; Paul F. Koch (Retired)	724-287-1977
Canonsburg	St. Paul's	Pittsburgh Lutheran United Ministries 210 North Jefferson Avenue	John J. Gropp; Paul F. Koch (Retired)	724-745-5962
Carmichaels	St. Paul's	224 South Market Street	Rebecca F. Dittenhafer	724-966-7177
Carnegie	St. Andrew	Pittsburgh Lutheran United Ministries 218 Alter Street	John J. Gropp; Paul F. Koch (Retired) Brenda N. Henry; Susan K. Devine	412-279-3615
Carnegie	St. John	601 Washington Avenue	Sara H. Inwin (Episcopal)	412-279-2952
Charleroi	Christ	601 Washington Avenue	Joseph J. Boomhower	724-483-4908
Chicora	Holy Trinity	2217 Chicora Road	Daniel F. Clark (contracted)	724-445-3574
Connellsville	St. John's	P. O. Box 487 (location: 144 East South Street)	Joseph J. Boomhower	724-628-7184
Connellsville	Trinity	126 East Fairview Avenue	Kerri L. Clark	724-628-7920
Connoquenessing	St. John's	P.O. Box 136, 100 Main Street	Margarethe Galbraith-Cordes (OLFC - Transitional Int.)	724-789-7421
Corapolis	St. Andrew	987 Beaver Grade Road	Larry F. Mort	412-264-4551
Corapolis	Zion	Pittsburgh Lutheran United Ministries 1305 State Avenue	John J. Gropp; Brenda N. Henry; Susan K. Devine; Paul F. Koch (Retired)	412-264-6420
Cranberry Township	Hope	8070 Rowan Road	Susan K. Devine; Paul F. Koch (Retired)	724-776-3141
Delmont	Salem	301 East Pittsburgh Street	Ronald A. Brown; Amy E. Michelson	724-468-4189
Derry	Trinity	P. O. Box 324 (location: 101 West Fourth Avenue)	Kara J. Propst William A. Schaefer (contracted)	724-694-8390
Donegal	Mt. Zion	P.O. Box 144 (location: 194 Main Street)	Keith A. Deckinger	724-593-7600
Duquesne	Christ	Pittsburgh Lutheran United Ministries 405 Kennedy Avenue	John J. Gropp; Brenda N. Henry; Susan K. Devine; Paul F. Koch (Retired)	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	Brandon A. Johns	724-538-5810

**SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS**

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
Ford City	Bethel	Crooked Creek Cooperative Lutheran Ministries 2264 Garretts Run Road (location: 119 Beihel Church Road)	Barbara E. Love	724-763-2780
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	Crooked Creek Cooperative Lutheran Ministries 2264 Garretts Run Road (location: 720 State Route 2020)	Barbara E. Love	724-763-7071
Ford City (Brick Church)	St. Michael's	Crooked Creek Cooperative Lutheran Ministries 2264 Garretts Run Road	Barbara E. Love	724-842-8921
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. Schneek	724-443-8110
Glenshaw	Bethlehem	1719 Mt. Royal Boulevard	Daniel P. Smali; Ellen S. Lundie	412-486-0550
Greensock	Peace	P.O. Box 41 (location: 641 Zimmer Hill Drive)	Michael E. Ryan (Local Interim)	412-751-8073
Greensburg	First	246 South Main Street	Larry E. Kemp (Intentional Interim)	724-834-1457
Greensburg	Good Shepherd	501 Fairfield Drive	Frank S. Podolinski, Jr.	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	Cheryl Khyilep (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 (Intentional Interim)	724-863-7350
Irwin	Immanuel	Pittsburgh Lutheran United Ministries* 612 Chestnut Street c/o Debra Dyson, Treasurer;	John J. Gropp; Brenda N. Henry; Susan K. Devine; Paul F. Koch (Retired)	724-863-7009
Irwin	Paintertown	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)	Roger L. Steiner (contracted)	724-865-2490
Latrobe	Prince of Peace	1325 Mission Road	William A. Schaefer	724-537-7273
Latrobe (Stahlstown)	Bethel	647 Bethel Church Road	David W. Hanssen	724-593-2483
Latrobe	Trinity	331 Weldon Street	Paula J. Schmitt (Intentional Interim; Sr. Pastor)	724-537-4450
Leechburg	First	358 Main Street	David H. Clement (Retired - Transitional Int.; Assoc. Pastor)	724-845-7518
Leechburg	Forks-Zion	253 Forks Church Road	James V. Arter, III	724-845-6627
Leechburg	Hebron	201 Main Street	Jack Delk (Local Interim)	724-842-0801
Ligonier	St. James	300 West Main Street	Ryan N. Pusch	724-236-7242
Lower Burrell	Bethesda	3084 Leechburg Road	Jerry L. Nuernberger (Retired - Intentional Interim)	724-335-0559
Manorville	Grace	P.O. Box 122 (location: 610 Water Street)	James V. Arter, III (Local Interim)	724-763-9968
Mars	St. John	P.O. Box 411 (location: 420 Beaver Street)	Eric D. Damon	724-625-1830
Masontown	Jacob's	P.O. Box 688 (location: Lutheran Church Road)	Rebecca F. Dittenhafer	724-583-9040
McKeesport (White Oak)	Faith	1656 Lincoln Way	Michael E. Ryan	412-673-2296
McKees Rocks	Ascension	1290 Silver Lane	Joseph G. Murdy	412-859-3711
McKees Rocks	Good Shepherd	618 Russellwood Avenue	Ryan D. Kobert (Local Interim)	412-771-1993
McMurray	Our Redeemer	105 Gateshead Drive	Ann E. Schmid; Steven E. Broome	724-941-7467

\* one-year trial - PLUM

BULLETIN OF REPORTS

SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
Monaca	Redeemer	819 Washington Avenue	Angela T. Smith	724-774-8960
Monaca (Center Township)	Van Kirk	Around the River Lutheran Parish	Susan A. G. Irons; Michael J. Sourwine;	724-775-7030
Monessen	St. Paul's	106 Van Kirk Road	Jocelyn Johnston	
Monongahela	Grace	Mid-Mon Valley Lutheran Parish	Matthew C. Stabe	724-684-6565
Monroeville	Good Shepherd	Mid-Mon Valley Lutheran Parish	Matthew C. Stabe	724-258-4505
Mount Pleasant	Good Shepherd	911 Howard Street	Frank L. Zeman (Retired, p/t)	
Mount Pleasant	St. John's	4503 Old William Penn Highway	Frank L. Zeman (Retired, p/t)	
		822 West Main Street	Robert J. Schaefer	412-372-2934
		c/o Kathy Lowstetter, Treasurer;	Peter Nordby (Local Int.); Michelle Kurkle (contracted)	724-547-5941
		250 Iowa Street; Greensburg, PA 15601	Robert Kruehl (UCC)	724-837-1720
		(location: 170 Hecla Road, Mount Pleasant)	(Treasurer's phone)	
Munhall	Messiah	Pittsburgh Lutheran United Ministries	John J. Gropp; Brenda N. Henry;	412-461-6958
		4300 Main Street	Susan K. Devine; Paul F. Koch (Retired)	
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	Steven J. Myers (Retired - Transitional Interim)	724-925-9216
		P.O. Box 236 (location: 126 West		
		Pennsylvania Avenue)		
North Huntingdon	Our Saviour	Pittsburgh Lutheran United Ministries	John J. Gropp; Brenda N. Henry;	724-863-2591
		1570 Clay Pike	Susan K. Devine; Paul F. Koch (Retired)	
North Versailles	St. John's	715 Lincoln Highway	Martin J. Rafanan (Retired - Local Interim)	412-824-0277
Oakdale	Resurrection	Pittsburgh Lutheran United Ministries	John J. Gropp; Brenda N. Henry;	412-788-4513
		7600 Steubenville Pike	Susan K. Devine; Paul F. Koch (Retired)	
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	Randall J. Marburger (Retired - Transitional Interim)	412-531-9575
Pittsburgh (Carrick)	Stewart Avenue	2810 Brownsville Road	Beth A. Clementson	412-881-0171
Pittsburgh (Castle Shannon)	Emmanuel	935 Pine Avenue	Douglas M. Heagy (Local Interim)	412-531-1080
Pittsburgh (Craffon)	St. Matthew's	45 East Steuben Street	Sherry Hazuda (Local Interim)	412-921-1125
Pittsburgh (Dormont)	Bethany	Pittsburgh Lutheran United Ministries	John J. Gropp; Brenda N. Henry;	412-531-9363
		3104 West Liberty Avenue	Susan K. Devine; Paul F. Koch (Retired)	
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	John J. Gropp; Brenda N. Henry;	412-362-1712
		5707 Penn Avenue	Susan K. Devine; Paul F. Koch (Retired)	
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*	Susan K. Devine; Paul F. Koch (Retired)	412-242-4476
		353 Ridge Avenue		
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 (Morningside)	Messiah	1736 Jancey Street	Keith A. Josephson	412-661-4788
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. Small	412-364-1606

\* one-year trial



BULLETIN OF REPORTS

SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
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	Michael H. Robinson	412-364-6626
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 (Shady Side)	St. Andrew	304 Morewood Avenue	Ross I. Carmichael	412-682-3342
Pittsburgh (South Park)	Grace	6810 Hilldale Drive		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)	Margarethe Galbraith-Cordes (OLFC - Transitional Int.)	724-865-2325
Rochester	Grace	393 Adams Street	Gregory S. Clagg	724-774-3792
Salisbury	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		724-945-6776
Scottdale	St. Paul's	600 Mulberry Street	Daniel F. Clark	724-887-6526
Sewickley	St. Paul's	616 Washington Street	Ryan D. Kobert	412-741-8484
Smithton	Hope Memorial	Mid-Mon Valley Lutheran Parish P.O. Box 771 (location: Peer Street)	Matthew C. Stabe	724-872-8050
Springdale	St. Mark's	600 Pittsburgh Street	Frank L. Zeman (Retired, p/f)	724-274-5313
Uniontown	St. Paul's	71 North Gallatin Avenue	Alfred Petril (Retired - Local Interim)	724-437-9000
Uniontown	St. Peter	121 Walnut Hill Road	Kevin E. Anderson	724-439-4730
Vandergrift	St. Paul's Highfield	1595 Dime Road	James C. Engel	724-567-7462
Verona	Trinity	701 Allegheny River Boulevard	Ryan N. Pusch	412-828-7799
Washington	St. Paul's	775 North Main Street	Patricia A. Schneck	
West Newton	Christ	Mid-Mon Valley Lutheran Parish 302 Vine Street	Matthew C. Stabe Frank L. Zeman (Retired, p/f)	724-872-7177
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	Douglas E. Gebhard (PCUSA - Intentional 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)		724-297-3398
Youngstown	St. James	P.O. Box 356 (location: South Latrobe Street)	Sarah R. Rossing	724-539-7880
Youngwood	St. Luke's	126 North Fourth Street	Peter E. Nordby; Michelle Kunkle (contracted)	724-925-3321
Zelienople	English	200 East Grandview Avenue	Jack A. Delk (OLFC - Transitional Interim)	724-452-8110
Zelienople	Oak Grove	432 Harkins Mill Road	Nathaniel C. Christman	724-774-6410
Zelienople	Seaman Memorial	105 Burgess Drive	Freda A. Snyder	724-452-3594
Zelienople	St. Paul	215 North Main Street	Timothy M. Dawes	724-452-8832

SYNODICALLY AUTHORIZED WORSHIPPING COMMUNITIES (SAWC)

CITY/TOWN	CONGREGATION	MAILING ADDRESS	LEADERSHIP	PHONE
Pittsburgh (Brookline)	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) Beth A. Clementson (contracted through PCUSA)	412-531-9575

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BULLETIN OF REPORTS

MINISTERS OF WORD AND SACRAMENT OF THE SOUTHWESTERN PENNSYLVANIA SYNOD

Listing as of May 20, 2021

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
<b>ACKERMAN, ARTHUR B., JR. (Lois)</b> 1203 Summit Street; McKeesport, PA 15131-1714 (H) 412-664-9135	1959	5	Retired	
<b>ADAMS, MARSHA A.</b> <b>(The Rev. Keith A. Deckinger)</b> 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
<b>ALTENBURGER, JANICE D., M.Ed., Ph.D.</b> 118 Crystal Creek Drive; Ligonier, PA 15658 (H) 724-995-8451 E-Mail: RevJan04@gmail.com	2004	5	Retired	
<b>ANDERSON, KEVIN E., S.T.M. (Rhonda)</b> 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
<b>ARTER, JAMES V., III (The Rev. Elizabeth)</b> 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
<b>ASPLIN, PETER D. (Kristen)</b> 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	
<b>AUPKE, JOHN C., CH. (Maj.) (Gabriele)</b> 224 Gass Road; Pittsburgh, PA 15229 (cell) 502-498-4221 E-Mail: john.aupke@mindspring.com	1975		Retired	
<b>BANYAY, BEVERLY J., M.S.W., M.Ed.</b> 2000 May Drive, Apt. 216; Zelienople, PA 16063 (H) 724-453-5411 E-Mail: bjbanyay@juno.com	2001	2	Retired	
<b>BAUGHMAN, BARRY J., LCDR, CHC, USN (Kimberly)</b> 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	
<b>BECKER, RUTH BOSCH (John)</b> Sherwood Oaks 340 Norman Drive; Cranberry Township, PA 16066-4237 (H) 724-776-8340 E-Mail: ruthbbfoof@gmail.com	1981	1	Retired	
<b>BENNETT, BRIAN O. (Mary Lynne)</b> 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
<b>BENSON, JOEL A. (Mindy)</b> 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
<b>BISH, KIRK W.</b> 681 Wyngold Drive; Pittsburgh, PA 15237-4207 (H) 412-364-1746 E-Mail: kirk.bish@verizon.net	1967	2	Retired	
<b>BONDS, PATRICIA A.</b> 3175 Ashlyn Street; Pittsburgh, PA 15204 (H) 412-331-3852 E-Mail: pbonds1@verizon.net	1989		Retired	
<b>BOOMHOWER, JOSEPH J.</b> 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
<b>BOWSER, MONT O. (Eileen)</b> 6 Garden Center Drive; Greensburg, PA 15601 (H) Phone number unknown at this time E-Mail: montbowser@gmail.com	1951	4	Retired	
<b>BREWER, WILLIAM W., JR. (Joy)</b> 219 South Pittsburgh Street; Zelienople, PA 16063 (H) 724-473-0800 E-Mail: wwbrewer@hotmail.com	1970	2	Retired	
<b>BROOME, STEVEN E. (The Rev. Ann E. Schmid)</b> Our Redeemer Lutheran Church 105 Gateshead Drive; McMurray, PA 15317-3101 (C) 724-941-7467 (cell) 724-554-6015; Fax: 724-941-3262 E-Mail: pastorbroome@comcast.net	1985	6	Associate Pastor McMurray	Our Redeemer
<b>BROWN, RONALD A. (Brenda)</b> 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
<b>BRUNK, ROBERT K. (Lori)</b> 2345 Berkshire Drive; Pittsburgh, PA 15241-2445 (H) 412-831-0727 E-mail: rkbrunk@comcast.net	1954	6	Retired	
<b>BRYTE, SCOTT A. (Kathleen)</b> 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
<b>BYRUM, DEBORAH M. (David McLaughlin)</b> 869 Fairways Drive; Oakmont, PA 15139 (cell) 412-607-1853 E-Mail: debbyrum@gmail.com	1992	3	Roster status TBD	
<b>CAMBERG, LAWRENCE R. (Susan)</b> 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
<b>CARLSSON, ANDREW E.</b> 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	
<b>CARMICHAEL, ROSS I. (Laura Reynolds)</b> 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
<b>CAWKINS, JOHN M. (Jaye)</b> 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
<b>CHAFFEE, BRIAN B. (Lisa)</b> 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
<b>CHRISTMAN, NATHANEIL C. (Tricia)</b> 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
<b>CLAGG, GREGORY S. (Kathleen)</b> 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
<b>CLARK, DANIEL F. (The Rev. Kerri)</b> St. Paul's Lutheran Church 600 Mulberry Street; Scottsdale, PA 15683 (C) 724-887-6526 (cell) 724-961-3125 E-Mail: dniclark22@gmail.com	2014	5	<i>Under call:</i> Scottdale <i>Under contract:</i> Connellsville	St. Paul's  St. John's
<b>CLARK, KERRI L. (The Rev. Daniel)</b> Trinity Lutheran Church 126 East Fairview Avenue; Connellsville, PA 15425 (C) 724-628-7920 (cell) 724-603-5589 E-Mail: rev.kerri.clark@gmail.com	2014	5	Connellsville	Trinity
<b>CLEMENT, DAVID H. (Tanya)</b> 437 Flagstaff Drive; Greensburg, PA 15601-6030 (H) 724-832-7235 E-Mail: revdhclement@gmail.com	1966	4	Retired	
<b>CLEMENTSON, BETH A.</b> Stewart Avenue Lutheran Church 2810 Brownsville Road; Pittsburgh, PA 15227 (C) 412-881-0171 (cell) 412-491-0903 E-Mail: pastorbethc@gmail.com	2016	6	Pittsburgh (Carrick)	Stewart Avenue
<b>CLIFFORD, CAROLINE E.</b> Harrold Zion Lutheran Church 671 Baltzer Meyer Pike; Greensburg, PA 15601 (C) 724-837-7327 E-Mail: pastorcarolinehzc@gmail.com	2018	4	Assistant Pastor Greensburg	Harrold Zion
<b>DAMON, ERIC D. (Sandra)</b> 854 Garretts Run Road; Ford City, PA 16226 (cell) 724-708-4142 eric_damon@hotmail.com	2019	3	Ford City Manorville	Emmanuel (Heilman) Grace

## BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
<b>DAWES, TIMOTHY M. (Jo Ann)</b> 712 Berkley Manor Drive; Cranberry Township, PA 16066 (cell) 724-709-0475 E-Mail: tdawes@live.com	1986	2	Harmony Zelienople	Zion St. Paul's
<b>DECKINGER, KEITH A. (The Rev. Marsha A. Adams)</b> Mt. Zion Lutheran Church P. O. Box 144; Donegal, PA 15628 (C) 724-593-7600 (H) 724-593-3210 E-Mail: deckadam@lhtot.com	1997	4	Donegal	Mt. Zion
<b>DELK, JACK A. (Donna)</b> 316 Meadow View Lane; Butler, PA 16001 (H) 724-448-4231 E-Mail: pastor:jackd@gmail.com	2011	3	On Leave from Call	
<b>DEVINE, SUSAN K.</b> 1107 Tyndale Street; Pittsburgh, PA 15204-2336 (cell) 412-496-4889 E-Mail: skdkod81@gmail.com	2020	6	Pittsburgh Lutheran United Ministries (Shared Ministry) <sup>2</sup> PLUM congregations listed at end of Pastors' roster	
<b>DIBBLE, MELBA (Peter)</b> 1443 Stoltz Road; Bethel Park, PA 15102 (cell) 412-212-8794 E-Mail: mtdibble@gmail.com	2012	6	Pittsburgh Lutheran United Ministries (Shared Ministry) <sup>2</sup> PLUM congregations listed at end of Pastors' roster	
<b>DITTENHAFFER, REBECCA F. (Raymond)</b> Hatfield Ferry Lutheran Parish (St. Paul's and Jacob's) 224 South Market Street; Carmichaels, PA 15320 (C) 724-966-7177 (cell) 724-812-6251 E-Mail: mzsdiitts@gmail.com	2012	5	Carmichaels Masontown	St. Paul's Jacob's
<b>DOLLHOPF, JAMES W. (Jane)</b> 215 Filbert Road; Butler, PA 16001 (H) 724-285-8212 E-Mail: jstarbiker@zoominternet.net	1974	2	Retired	
<b>DOROW, JAMES P. (Lenora)</b> 59 Pacific Boulevard; Monessen, PA 15062-1304 (H) 724-684-5286	1964	5	Retired	
<b>EISENBRANDT, NOLA M. (The Rev. Arlyn)</b> 102 Woods Road; Absecon, NJ 08201 (H) 724-543-5717 E-Mail: kidzmom2004@yahoo.com	1989	3	Continuing Disability	
<b>ENGEL, JAMES C. (Erica)</b> 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
<b>ESSECK, MARSELLA R.</b> 112 Burgess Drive; Zelienople, PA 16063-1580 (H) 724-473-0181 E-Mail: noahsarkrev@zoominternet.net	1988	2	Retired	
<b>EVANS, BRIAN A. (The Rev. Erin)</b> 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

## BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
<b>EVANS, ERIN E. (The Rev. Brian)</b> 1455 Penn Avenue; Pittsburgh, PA 15221 (cell) 412-580-7773 E-Mail: erineboyer3@gmail.com	2008	5	Intentional Interim Pittsburgh (Millvale)	Christ
<b>FAHRION, CLETUS W.</b> 1000 Masonic Dr.; Star Points Building, 2108 Magnolia; Sewickley, PA 15143 (H) 412-741-0270	1961	1	Retired	
<b>FISCHER, ROGER R., D.Min., D.D. (Catherine)</b> 975 Overlook Drive; Washington, PA 15301-5925 (H) 724-222-5216 E-Mail: rrfischer@comcast.net	1990	6	Retired	
<b>GAGO, ROBERT A.</b> 524 Madison Blvd.; Freedom, PA 15042 (H) 724-709-8390 E-Mail: rgago@comcast.net	1978	2	Retired	
<b>GALBRAITH, MARTIN J.</b> <b>(The Rev. Margarethe Galbraith-Cordes)</b> 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
<b>GALBRAITH-CORDES, MARGARETHE D., D.Min.</b> <b>(The Rev. Martin Galbraith)</b> 150 Andrus Road; Freedom, PA 15042 (H) 724-869-1175 E-Mail: pastor.galbraithcordes@gmail.com	1990	2	On Leave from Call	
<b>GARRETT, RONALD (Carolyn)</b> 2670 Thoroughbred Court, Unit 813; Allison Park, PA 15101 (H) 412-613-9647 E-Mail: pagrandpa6@yahoo.com	1968	2	Retired	
<b>GILLESPIE, WAYNE G. (Laurel)</b> 721 Blue Ridge Road; Pittsburgh, PA 15239 (C) 412-795-1212 (H) 724-519-8255 E-Mail: revwaynegillespie@gmail.com	1988	4	Murrysville	Christ's
<b>GOETZE, WILFRED K. (Sandra)</b> 416 East New Castle Street; Zelienople, PA 16063 (H) 724-452-4279 E-Mail: wgoetze@zoominternet.net	1977	2	Retired	
<b>GRANCE, RICHARD P. (Barbara)</b> 513 Keystone Drive; New Kensington, PA 15068-4666 (H) 724-335-7262 E-Mail: RPGrance@yahoo.com	1964	3	Retired	
<b>GREEN, DONALD B., D.Min. (Kathy)</b> 800 Village Drive, Apt. 102; Pittsburgh, PA 15237 (H) 412-366-3894 E-Mail: greendb83@gmail.com	1974	2	Retired	

## BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
<b>GROPP, JOHN J. (Colleen)</b> 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) <sup>2</sup> PLUM congregations listed at end of Pastors' roster	
<b>GRUESU, PAUL M. (Dana)</b> 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
<b>HALL, NATALIE L. G. (The Rev. Daniel)</b> 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	
<b>HANSSEN, DAVID W.</b> 661 Bethel Church Road; Latrobe, PA 15650 (O) 724-593-2483 (H/cell) 914-589-7474 E-Mail: rev.hanssen@gmail.com	2014		Latrobe	Bethel
<b>HARMAN, JOHN P., M.A. (Stephanie)</b> 607 Rial Lane; Greensburg, PA 15601-4636 (H) 724-834-3081 E-Mail: johnpharman@aol.com	1962	4	Retired	
<b>HARTBAUER, CHARLES J. (Pennie)</b> 220 East Edgewood Drive; McMurray, PA 15317-3347 (H) 724-942-0735 E-Mail: revcjh@hotmail.com	1965	6	Retired	
<b>HAUSER, WILLIAM L. (Patricia)</b> 26 Winding Way; Verona, PA 15147 (H) 412-826-5993 E-mail: wlh40pa@yahoo.com	1966	4	Retired	
<b>HAWK, ROBERT C. (Arleen)</b> 14 Windihill Drive; Greensburg, PA 15601-1043 (H) 724-836-2126 E-mail: rchawk@inbox.com	1968	4	Retired	
<b>HAZUDA, SHERRY</b> Holy Trinity Lutheran Church 1516 Beechview Avenue; Pittsburgh, PA 15216-3368 (O) 412-343-9370 sherryhazuda@gmail.com	2019	6	Pittsburgh (Beechview)	Holy Trinity
<b>HEAGY, DOUGLAS M., D.Min. (Barbara)</b> 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
<b>HEITZENRODER, FREDERICK C. (Wendy)</b> 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
<b>HENRY, BRENDA N.</b> 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) <sup>2</sup> PLUM congregations listed at end of Pastors' roster	
<b>HENRY, WILLIAM B., JR. (Debra)</b> 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
<b>HESS, CRAIG T., M.S.Ed. (Ghislaine)</b> 33 Oakhill Avenue; Greensburg, PA 15601-3183 (H) 724-832-9367 E-Mail: balding1@comcast.net	1975	4	Retired	
<b>HIGGINS, JAMES A. (Carolyn)</b> 177 Bear Creek Road; Sarver, PA 16055 (H) 724-353-8131 E-Mail: jamesarthurhiggins@gmail.com	1977	2	Retired	
<b>HOUGH, CHRISTINA A. (Tom)</b> 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	
<b>HOWER, ELAINE M. (Robert)</b> 111 Lucca Ln.; Oakmont, PA 15139 (H) 412-435-6176 E-Mail: elainehower@yahoo.com	1998	3	Retired	
<b>HOWER, WILLIAM A.</b> RoseCrest 1000 Graham Way, Suite 214; Mars, PA 16046 (cell) 412-992-0545 E-Mail: whower954@comcast.net	1963	6	Retired	
<b>HUHN, C. GERALD (Lana)</b> 2031 Winchester Court; Renfrew, PA 16053-9253 (H) 724-789-7588 E-Mail: lanajerryh@zoominternet.net	1966	2	Retired	
<b>HURNYAK, S. CYRIL, M.Ch.M. (Christina)</b> 2006 Lavale Court; Murrysville, PA 15668 (H) 724-733-5470 E-Mail: revcyril@aol.com	1971	1	Retired	
<b>IRONS, SUSAN AUGUSTA GAYLE</b> 1221 Blaine Road; Monaca, PA 15061-1025 (H) 724-775-7089 (C) 724-869-2806 E-Mail: tubarev@gmail.com	1994	1	Around the River Lutheran Parish (Shared Ministry) <sup>3</sup> Congregations of parish listed at end of Pastors' roster	
<b>ITTERLY, ALLYN K. [Cyndi Clinton]</b> 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
<b>JOHNS, BRANDON A. (Christine)</b> 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
<b>JOHNSON, TORREY O., CH.</b> 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)	
<b>JOHNSTON, JOCELYN</b> 1158 Davis Avenue, Apt. 1; Pittsburgh, PA 15212 (cell) 216-926-3841 (church) 724-375-2033 E-Mail: jxjohnston2010@gmail.com	2010	1	Around the River Lutheran Parish (Shared Ministry) <sup>3</sup> Congregations of parish listed at end of Pastors' roster	
<b>JONES, ERIN (Timothy)</b> 30 South Linwood Avenue; Pittsburgh, PA 15205 (cell) 951-347-7983 E-Mail: earmstrong38@gmail.com	2016		Pastor Hot Metal Bridge Community Presbyterian U.S.A./United Methodist	
<b>JOSEPHSON, KEITH A. (Cristina)</b> Messiah Lutheran Church 1736 Jancey Street; Pittsburgh, PA 15206-1146 (C) 412-661-4788 (H) 412-661-4080 E-Mail: keith.josephson@gmail.com	1984	3	Pittsburgh (Morningside)	Messiah
<b>KANTZ, FRANK A. (Grace)</b> 803 Burgess Drive; Zelienople, PA 16063 (H) 724-452-3602 E-Mail: revfak70@zoominternet.net	1970	1	Retired	
<b>KEEFER, EDWARD C., JR. (Donna)</b> 3616 Equestrian Drive; Dover, PA 17315-3722 (H) 717-292-4730 E-Mail: padre50@comcast.net	1968		Retired	
<b>KEMP, LARRY E., J.D. (Joyce)</b> 1509 Grandin Avenue; Pittsburgh, PA 15216 (Home/Cell) 412-302-6988 E-Mail: pastor125kemp2@verizon.net	1997	4	Intentional Interim Greensburg	First
<b>KOBERT, RYAN D. (Cindy)</b> 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
<b>KOCH, PAUL F., D.Min. (Sharon)</b> 1500 Cochran Road, Unit 402; Pittsburgh, PA 15243 (cell) 773-848-1470 E-Mail: koch.paul8@comcast.net	1970	3	Retired	
<b>KUSSEROW, KURT F. (Pamela)</b> 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	
<b>KUSSEROW, RALPH F. (Carol)</b> 2000 May Drive, Apt. 411; Zelienople, PA 16063 (H) 724-452-3411 E-Mail: kusserow36@outlook.com	1963	2	Retired	
<b>LARSEN, LEONARD J.</b> 1521 Chestnut Ridge Drive; Pittsburgh, PA 15205 (cell) 412-215-8359	1968	1	Retired	
<b>LEE-FAULKNER, SARAH M. (Tim Paul)</b> 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	Intentional Interim Irwin	Holy Trinity

## BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
<b>LITTKE, DAVID M., D.Min. (Nancy)</b> 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
<b>LOCKWOOD, CHARLES T., M.A., Ed.D.</b> 221 Vickerman Road; Mercer, PA 16137 (cell) 412-576-6776 E-Mail: 221sanctuary@gmail.com	1975	2	Retired	
<b>LOVE, BARBARA E.</b> 718 Bonniebrook Road; Butler, PA 16002 (H) 724-841-0380 (cell) 724-841-1248 E-Mail: revlove@zoominternet.net	2001	2	Crooked Creek Cooperative Lutheran Ministries: Ford City Ford City Ford City	Bethel St. Michael's (Brick Church) United Rockville
<b>LUBOLD, HEATHER SCHAFFER (The Rev. Paul)</b> 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
<b>LUBOLD, PAUL L. (The Rev. Heather)</b> 517-A Sangree Road; Pittsburgh, PA 15237 (H) 412-486-1338 E-Mail: plubold@msn.com	1989	2	Retired	
<b>LUNDIE, ELLEN S.</b> 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
<b>LUTTNER, SUSAN L.</b> 331 Birkdale Drive; Greensburg, PA 15601-7409 (H) 724-832-6799 E-Mail: saaaml@verizon.net	1988	4	Continuing Disability	
<b>LYNN, JONATHAN [J.J.] (The Rev. Tara)</b> 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
<b>LYNN, TARA R. (The Rev. Jonathan)</b> 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
<b>MARBURGER, RANDALL J. (P. Diane)</b> 3100 Main Street; Munhall, PA 15120 (H) 717-364-9971 E-Mail: rajoma69@gmail.com	1985	5	Retired	
<b>MATTHEWS, DAVID, JR., Th.M., M.P.A. (Barbara)</b> 115 Jackson Street; Glenshaw, PA 15116-1417 (H) 412-487-5469 (cell) 412-848-2165 E-Mail: matville3@gmail.com	1967	2	Retired	
<b>MAYFORTH, ELIZABETH (David)</b> 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
<b>McCOID, DONALD J., D.D. (Saundra)</b> 8696 West Barkhurst Drive; Pittsburgh, PA 15237 (H) 412-366-8278 E-Mail: dmccoid@verizon.net	1968	2	Retired	
<b>McCREIGHT, MARTHA C.</b> 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
<b>McCULLOUGH, KATHERINE M. (Todd)</b> 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	
<b>McCURDY, THOMAS A. (Delores)</b> 268 Maidenblush Drive; New Wilmington, PA 16142 (H) 724-946-2633 E-Mail: prthom621@aol.com	1981	1	Retired	
<b>McCURRY, JENNIFER R. PETERS (Jeff)</b> 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
<b>McGREGOR, JILL E.</b> 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
<b>MENDIS, CAROLINE M.</b> 1220 Milton Street; Pittsburgh, PA 15218 (cell) 412-915-6350 E-Mail: RevsMendis@msn.com	1974	1	Retired	
<b>MERKNER, RICHARD L. (Susan)</b> 54 Hiland Avenue; Pittsburgh, PA 15202 (cell) 412-600-0492 E-Mail: dickmerkner@comcast.net	1970	6	Retired	
<b>MESSINGER, LEWIS R., CH. (LTC)</b> Religious Services, FCI Schuylkill P. O. Box 700; Minersville, PA 17954 (O) 570-544-7192 E-Mail: lmessinger@bop.gov	1996		Military Chaplain	
<b>MICHELSON, AMY E. (Jay)</b> Hope Lutheran Church 8070 Rowan Road; Cranberry Township, PA 16066-3614 (O) 724-776-3141 (cell) 608-445-4030 E-Mail: pastoram@hlc.church	2017	2	Associate Pastor Cranberry Township	Hope
<b>MOOG, THOMAS E. (Carmen)</b> 1848 Zehnder Road; Ambridge, PA 15003 (H) 724-318-8109 E-Mail: revmoog@gmail.com	1976	1	Retired	

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Name	Yr. Ordained	Conf.	Location	Congregation
<b>MORGAN, BLAIR W., D.Min. (Fay)</b> 10258 Highland Drive; Brecksville, OH 44141 (cell) 412-996-7302 E-Mail: blairwm24@gmail.com	1978	2	Retired	
<b>MORT, LARRY F. (Deborah)</b> 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
<b>MURDY, JOSEPH (Amanda)</b> 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
<b>MUSSER, ROBERT L. (Paulette)</b> 245 Sweet Gum Road; Pittsburgh, PA 15238-1353 (H) 412-828-1628 E-Mail: robmusser@comcast.net	1973	2	Retired	
<b>MYERS, STEVEN J. (Patricia)</b> 102 Eade Avenue; Glenshaw, PA 15116-1437 (H) 412-486-7290 E-Mail: past21217@comcast.net	1966	2	Retired	
<b>NAGY, Z. LOUIS (Fran)</b> 340 Long Drive; Pittsburgh, PA 15241-1314 (H) 412-831-7977	1960	6	Retired	
<b>NETHING, NORMAN E., JR.</b> 10784 Airview Drive; North Huntingdon, PA 15642-4285 (H) 724-863-4025	1967	5	Retired	
<b>NEUMANN, RICHARD T. (Linda Kay)</b> 239 Parker Street; Pittsburgh, PA 15223-1614 (H) 412-822-7652 E-Mail: manyneumanns@gmail.com	1981	2	Retired	
<b>NORDBY, PETER E. (Lisa)</b> 912 Clayton Street; Greensburg, PA 15601-4993 (C) 724-925-3321 (H) 724-219-3682; Fax: 724-837-4703 E-Mail: plesnordby@comcast.net	1993	4	Youngwood	St. Luke's
<b>NORDEEN, BRUCE P. (Barbara)</b> 1933 Broadway Ave.; Pittsburgh, PA 15216-3170 (cell) 412-654-4685 E-Mail: bnordeen@mac.com	1983	6	Retired	
<b>NUERNBERGER, JERRY L. (Kate)</b> P. O. Box 152; 850 Bridle Lane; Stahlstown, PA 15687 (H/cell) 605-759-6241 E-Mail: illininurn@gmail.com	1983	4	Retired	
<b>OFSLAGER, KENNETH H., M.Div., S.T.M. (Rosa Beth)</b> 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	
<b>OLBERT, SCOTT M. (Deb)</b> 742 Perry Highway; Pittsburgh, PA 15229 (H) 309-838-7355 E-mail: olberto@msn.com	1979	2	Retired	

## BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
<b>ORSEN, DENNIS THEOPHILUS, D.Min.</b> (The Rev. Linda O. Theophilus) 420 Nike Drive; Pittsburgh, PA 15235-4810 (H) 412-824-5945 E-Mail: orsentheophilus@prodigy.net	1967	4	Retired	
<b>PEDERSEN, BRUCE J.</b> 98/11 Moo 13 Nongprue Banglamung Chonburi, Thailand 20150 E-Mail: bjpthailand@hotmail.com	1973	6	Retired	
<b>PEISCHL, VICTOR C., M.P.S., D.D. (Janice)</b> 8244 Coach Court; Allison Park, PA 15101-3324 (H) 412-367-4546 E-Mail: peischl@comcast.net	1965	2	Retired	
<b>PETRILL, ALFRED S.</b> 315 Altaview Drive; Monroeville, PA 15146 (Cell) 412-699-0976 E-Mail: felcnc@comcast.net	1989	3	Retired	
<b>PFATTEICHER, PHILIP H., Ph.D.</b> 15 Boardman Avenue; Melrose, MA 02176 (H) 412-656-3415 E-Mail: philipp2@earthlink.net	1960		Retired	
<b>PODOLINSKI, FRANK S., Jr. (Alice)</b> Good Shepherd Lutheran Church 501 Fairfield Drive; Greensburg, PA 15601-6101 (C) 724-834-1940 (cell) 724-858-7816; Fax: 724-853-9683 E-Mail: PilotandGod1@gmail.com	2001	4	Greensburg	Good Shepherd
<b>POERSCHKE, PAUL D. (Kristin)</b> 3923 Gibsonia Road; Gibsonia, PA 15044 (cell) 724-255-5179 E-Mail: poerschke@verizon.net	1981	2	Retired	
<b>PROPST, KARA J.</b> 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
<b>PUSCH, RYAN N.</b> 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
<b>RADEMACHER, RONALD J. (Nancy)</b> 481 Cherry Court; Pittsburgh, PA 15237-2607 (H) 412-366-6768S E-Mail: ronal dj9@msn.com	1967	2	Retired	
<b>RAFANAN, MARTIN J. (Solveig Paulson)</b> 547 Roberts Street; Pittsburgh, PA 15219 (cell) 314-258-0452 E-Mail: mjr9201@gmail.com	1978	3	Retired	
<b>RAMSTAD, PHILIP S., D. Min.</b> 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
<b>RAPCZAK, KIMBERLY A.</b> 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	
<b>REED, MICHAEL L.</b> 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
<b>RIETHMILLER, ALLEN R. (Karen)</b> 330 Laurentz Lane; Greensburg, PA 15601 (H) 724-205-6261 E-Mail: allen.riethmiller@gmail.com	1977	4	Retired	
<b>RIGG, ROBERT R. (Ardyce)</b> 1467 River Road; Cooksburg, PA 16217-1517 (H) 814-927-5271 E-Mail: flyfisherr3@gmail.com	1967		Retired	
<b>RIKE, DAVID (Tonya)</b> 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
<b>ROBINSON, MICHAEL H. (Annette)</b> St. John's Lutheran Church 920 Perry Highway; Pittsburgh, PA 15229-1130 (C) 412-364-6626 (H) 724-444-6314; Fax: 412-364-4710 E-Mail: prmikerobinson@aol.com	1985	2	Senior Pastor Pittsburgh (Perrysville)	St. John's
<b>ROSSING, SARAH R.</b> 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
<b>ROTELLA, CHRISTINE A. (Mark)</b> 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	
<b>ROTH, GARY (Eleanore)</b> 101 Shawnee Lane; Emlenton, PA 16373 (H) 724-717-8079 E-Mail: garyroth142@gmail.com	1979		Retired	
<b>RYAN, MICHAEL E.</b> 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
<b>SCANLON, E. ALLEN (Cynthia)</b> 409 Eton Drive; Greensburg, PA 15601-7420 (H) 724-216-5490 E-Mail: acscan@comcast.net	1969	4	Retired	
<b>SCHAEFER, ROBERT J. (Dr. Gretchen Underwood)</b> 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

## BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
<b>SCHAEFER, WILLIAM A. (Jennifer)</b> 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: <a href="mailto:pastorbill@princeofpeaceatlatrobe.com">pastorbill@princeofpeaceatlatrobe.com</a>	2000	4	Latrobe <i>under contract:</i> Derry	Prince of Peace  Trinity
<b>SCHENKER, FREDERICK P., M.S. Ed., M.A., D.Min. (Joan)</b> 2365 Willow Run Court; Gibsonia, PA 15044 (H) 724-939-7793 (cell) 412-616-7786 E-Mail: <a href="mailto:pastorfred321@gmail.com">pastorfred321@gmail.com</a> ; <a href="mailto:4schenkers@comcast.net">4schenkers@comcast.net</a>	1979	2	Retired	
<b>SCHLOTTER, ROBERT C. (Carol)</b> 1010 Trailside Court; Jeannette, PA 15644-4738 (H) 724-327-9413 E-Mail: <a href="mailto:cbschlott1010@comcast.net">cbschlott1010@comcast.net</a>	1964	4	Retired	
<b>SCHMID, ANN E., D.Min. (The Rev. Steven E. Broome)</b> 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: <a href="mailto:pastorschmid@comcast.net">pastorschmid@comcast.net</a>	1985	6	Senior Pastor McMurray	Our Redeemer
<b>SCHMITT, PAULA J.</b> Trinity Lutheran Church 331 Weldon Street; Latrobe, PA 15650 (O) 724-537-4450 E-Mail: <a href="mailto:pastorpaula@trinitylatrobe.com">pastorpaula@trinitylatrobe.com</a>	2008	4	Intentional Interim Latrobe	Trinity
<b>SCHNECK, ANTHONY J. (The Rev. Patricia)</b> Trinity Lutheran Church 3832 Gibsonia Road; Gibsonia, PA 15044 (C) 724-443-8110 (H) 412-486-4203; Fax: 412-486-0551 E-Mail: <a href="mailto:tschneck@consolidated.net">tschneck@consolidated.net</a>	1995	2	Gibsonia	Trinity
<b>SCHNECK, PATRICIA A. (The Rev. Anthony)</b> Trinity Lutheran Church 701 Allegheny River Boulevard; Verona, PA 15147 (C) 724-274-5313 (H) 412-486-4203 E-Mail: <a href="mailto:tricia.schneck@yahoo.com">tricia.schneck@yahoo.com</a>	2002	4	Verona	Trinity
<b>SCHOCK, JEFFREY L. (Pamela)</b> 1104 Raymond Drive; Oakdale, PA 15071 (cell) 412-610-9252 E-Mail: <a href="mailto:pjschock@verizon.net">pjschock@verizon.net</a>	1983	4	Retired	
<b>SCHWARTZ, SUSAN C.</b> 1831 Ardmore Blvd.; Pittsburgh, PA 15221 (H) 412-241-6668 Email: <a href="mailto:scs1249@aol.com">scs1249@aol.com</a>	1980	4	Retired	
<b>SHEEHAN, EDWARD F. (Nancy)</b> 671 Blue Ridge Drive; Pittsburgh, PA 15239 (cell) 724-448-3186 E-Mail: <a href="mailto:edsheehan81@gmail.com">edsheehan81@gmail.com</a>	1981	4	Retired	
<b>SIEFERT, BETH L.</b> 4420 West 28th Street; Erie, PA 16506 (cell) 412-999-9749 E-Mail: <a href="mailto:blsiefert@gmail.com">blsiefert@gmail.com</a>	1980		Retired	
<b>SMAIL, DANIEL P. (The Rev. Kari)</b> 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: <a href="mailto:d.smail@belc.org">d.smail@belc.org</a>	2001	2	Senior Pastor Glenshaw	Bethlehem



## BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
<b>SMAIL, KARI B. (The Rev. Daniel)</b> 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	Associate Pastor Pittsburgh (North Hills)	St. John's of Highland
<b>SMALIGO, JOHN M. (Mary)</b> 1124 Brookside Drive; Greensburg, PA 15601 (H) 724-691-0178; (cell) 724-610-1441 E-mail: jmsmaligo@gmail.com	1981	4	Retired	
<b>SMITH, ANGELA T. (Richard)</b> 701 Tulip Drive; New Brighton, PA 15066-3674 (cell) 814-688-8525 pr.angelasmith@gmail.com	2017	1	Monaca	Redeemer
<b>SMITH, ROBERT (Nancy)</b> 27 Surrey Drive; Greensburg, PA 15601-9384 (H) 724-834-5936 E-Mail: rsmith27@comcast.net	1959	4	Retired	
<b>SNYDER, DAVID A. (The Rev. Freda)</b> 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
<b>SNYDER, FREDA A. (The Rev. David)</b> 469 Wurtemberg Road; Ellwood City, PA 16117 (cell) 724-987-8934 E-Mail: fasnyder42@gmail.com	2005	1	Chaplain; Passavant Retirement Community Pastor; Zelienople	Seaman Memorial
<b>SOURWINE, MICHAEL J. (Stacey)</b> 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) <sup>3</sup> Congregations of parish listed at end of Pastors' roster	
<b>STABE, MATTHEW C.</b> P. O. Box 154; Monessen, PA 15062 (C) 724-258-4505 (H) 724-314-3595 (cell) 724-858-5631 E-Mail: mstabe@comcast.net	1997	5	Mid Mon Valley Lutheran Parish (Shared Ministry) <sup>1</sup> MMVLP congregations listed on page 18	
<b>STAFFA, JEAN R. (George)</b> 208 Rieger Road; Butler, PA 16001-0260 (H) 724-306-1020 E-Mail: jstaffa@zoominternet.net	1989	2	Retired	
<b>STEINER, ROGER L. (Gwendolyn)</b> 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
<b>STENNETT, THOMAS R. (Judith)</b> 216 Lexington Avenue; Pittsburgh, PA 15215-3221 (H) 412-781-3921 E-Mail: jstenn2@aol.com	1958	2	Retired	
<b>STOLLER, MELISSA L. (Eric)</b> 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	

## BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
<b>STORM, RALPH W.</b> 112 Marwood Road, Apartment 4314 Cabot, PA 16023-2239 (H) 724-352-3993 E-Mail: ralfannita@gmail.com	1954	2	Retired	
<b>STROBEL, ROBERT W. (Joyce)</b> 332 Tadmar Avenue; Pittsburgh, PA 15237-1822 (H) 412-366-0074 E-Mail: strobelbj@icloud.com	1962	2	Retired	
<b>SUEHR, CHRISTOPHER J. (Angela)</b> 542 Grant Drive; Gettysburg, PA 17325 (cell) 724-433-2312 E-Mail: cjsuehr@gmail.com	2013		On Leave from Call for Study	
<b>SUEHR, CLIFTON J., M.S.Ed., D.Min. (Jeanne)</b> 1034 Johnson Drive; Gettysburg, PA 17325 (H) 724-861-6765 E-Mail: pastorsuehr@yahoo.com	1979	5	Retired	
<b>SUHR-BARKLEY, MARGARET ANN (Dennis Barkley)</b> 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
<b>THEOPHILUS, LINDA ORSEN (The Rev. Dennis T. Orsen)</b> 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
<b>THOMPSON, CURTIS L. (Kathryn)</b> 19 Shady Avenue; Greenville, PA 16125-1822 (H) 724-588-9580 E-Mail: cthompson@thiel.edu	1974		Retired	
<b>URSIN, RAYMOND A.</b> 6413 Union Avenue; Finleyville, PA 15332 (H) <i>none available</i>	1973	5	Retired	
<b>van DRIEL, KIMBERLY M. (The Rev. Edwin)</b> 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
<b>VAN ECK, DONA M., D.Min.</b> 1723 Rialto Street; Pittsburgh, PA 15212-3622 (cell) 412-780-5697 E-Mail: IconCollector2@aol.com	1981	3	Retired	
<b>WEIDENHAMER, W. WESLEY, M.S.W. (Anne)</b> 71 Forest Road; Bradford Woods, PA 15015 (cell) 412-585-2319 E-Mail: walt.w@zoominternet.net	1968	2	Retired	
<b>WERYHA, RONALD M., M.Ed. (Lori)</b> 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

## BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
<b>WEST, JAMES. E. (MaryBeth)</b> 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
<b>WILLIAMS, PHILIP W. (Nancy)</b> 3305 Cramlington Drive; Gibsonia, PA 15044-8249 (H) 724-443-2959 E-Mail: philipw@consolidated.net	1967	2	Retired	
<b>WINZELER, WILLIAM C. (Carol Ann)</b> 304 Blackstone Road; Moon Township, PA 15108-3112 (H) 412-375-7392 E-Mail: w.winzeler@comcast.net	1968	6	Retired	
<b>WOODMAN-HOWE, ANNETTE M., D.Min.</b> P. O. Box 404; Perryopolis, PA 15473 (cell) 724-797-5020 E-Mail: pranne1192@yahoo.com	1990	4	Retired	
<b>WORTH, DONALD S., S.T.M., M.A. (The Rev. Dorothy)</b> 4175 Ivanhoe Drive, Apt. 313; Monroeville, PA 15146 (cell) 412-491-5216 E-Mail: dsworthy@verizon.net	1974		Retired	
<b>WORTH, DOROTHY J. (The Rev. Donald)</b> 4175 Ivanhoe Drive, Apt. 313; Monroeville, PA 15146-4822 (cell) 412-491-5216 E-Mail: dsworthy@verizon.net	1996		Retired	
<b>YEDLICKA, JOHN F. (Sandra)</b> 192 Friar Lane; McMurray, PA 15317-3356 (H) 724-941-8183 E-Mail: jack72340@aol.com	1965	6	Retired	
<b>YODER, DAVID A. (Pamela)</b> 80 North Main Street; Fairchance, PA 15436 (cell) 724-561-3907 E-Mail: pastoryoderda@yahoo.com	1982	1	Retired	
<b>ZEMAN, FRANK L., D.Min. (Judy)</b> 2801 Jenny Lind Street; McKeesport, PA 15132-5041 (H) 412-678-1340 E-Mail: FZeman9785@aol.com	1966	5	Retired	
<b>ZIKELI, FREDERICK B.</b> 610 Susan Drive; North Huntingdon, PA 15642-3126 (H) 724-863-7304 E-Mail: fbbjzeke@aol.com	1963	5	Retired	
<b>ZIMMERMAN, ROBERT F. (Carol)</b> 173 Fanker Road; Harmony, PA 16037 (cell) 412-585-1628 E-Mail: pastorbobz@zoominternet.net	2007	2	Retired	

**<sup>2</sup> Congregations of Pittsburgh Lutheran United Ministries (PLUM) (Conference #):**

- St. Pauls, Canonsburg (6)
- St. Andrew, Carnegie (6)
- Zion, Coraopolis (6)
- Christ, Duquesne (5)
- Immanuel, Irwin (5) [one-year trial]
- Messiah, Munhall (5)
- Our Savior, North Huntingdon (5)
- Resurrection, Oakdale (6)
- Bethany, Pittsburgh (Dormont) (6)
- Hope, Pittsburgh (Forest Hills) (4) [one-year trial]
- East Liberty, Pittsburgh (East Liberty) (3)

**<sup>1</sup> 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

**<sup>3</sup> 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)

BULLETIN OF REPORTS

MINISTERS OF WORD AND SERVICE OF THE  
SOUTHWESTERN PENNSYLVANIA SYNOD

Listing as of May 7, 2021

	Year Consecrated or Commissioned	Congregation, Agency or Institution	Conf.
<b>DEACONESES</b>			
<b>McCRACKEN, SISTER MILDRED Y.</b> 700 South Green Lane, Apartment 313; Zelienople, PA 16063 (home/cell) 412-736-3244 E-Mail: sistermildred40@icloud.com	2003	Retired	2
<b>DEACONS</b>			
<b>BRIGAMAN, LINDA B. (William)</b> 204 Denali Drive; Latrobe, PA 15650 (H) 724-446-5209 E-Mail: wbrig@yahoo.com	2001	Retired	4
<b>CAYWOOD, ELIZABETH A. (Terry)</b> 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
<b>DUBLER, ANDREA L.</b> 406 South 12th Street; Connellsville, PA 15425 (H) 724-603-2616 E-Mail: Herb65Andrea@gmail.com	1987	Retired	5
<b>FREDERICK, RICHARD A. (Deanna)</b> Camp Agape P. O. Box 115; Hickory, PA 15340 (O) 724-356-2308 (cell) 859-644-8626 E-Mail: executivedirector@campagape.org	1989	Executive Director Camp Agape (Ohio Valley Lutheran Bible Camp Assoc.)	
<b>HEGEMANN, DENISE A.</b> 134 Pershing Circle; Latrobe, PA 15650-9012 (H) 724-537-3053 E-Mail: dah13459@gmail.com	1978	Retired	4
<b>KUNKLE, MICHELLE A. (Jerry)</b> 631 East Street, Box 208; Arona, PA 15617 (H/cell) 724-493-1910 E-Mail: jmkunkle@aol.com	2012	On Leave from Call/ contracted to St. Luke's, Youngwood & Good Shepherd, Mt. Pleasant	5
<b>MONTELARO, DR. JANET (Dr. Ronald)</b> 200 Independence Way; Sewickley, PA 15143 (H) 412-259-8744 E-Mail: jmontelaro@live.com	2010	Retired	2
<b>NURNBERGER, MARK C. (Beth)</b> 1305 Orvis Avenue; Pittsburgh, PA 15223-1141 (cell) 412-487-8321 E-Mail: mnurnberger53@gmail.com	1987	Retired	2
<b>PERMAR, PHYLLIS J.</b> 109 Jomat Drive; McMurray, PA 15317-3038 (H) 724-941-5944 E-Mail: ejpermar@verizon.net	1984	Retired	6
<b>ROBERTS, DEBRA LYNN (Jeffrey)</b> 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

## BULLETIN OF REPORTS

	Year Consecrated or Commissioned	Congregation, Agency or Institution	Conf.
<b>SANTORIELLO, AMY B. (Nicholas Harkins)</b> 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
<b>SONTAG, JEAN M. (Raymond)</b> 100 White Hampton Lane, #602; Pittsburgh, PA 15236-1542 (H) 412-881-7302 E-Mail: jmlsontag@verizon.net	1985	Retired	6
<b>WENTZ, DIANNA S., B.C.C.</b> 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

### LOCAL ECUMENICAL FULL COMMUNION PARTNERS

#### **The Episcopal Diocese of Pittsburgh**

*The Episcopal Church, U.S.A.*  
 Bishop Dorsey McConnell  
 325 Oliver Avenue, Suite 300  
 Pittsburgh, PA 15222  
 (Phone) 412-721-0853, x. 251  
 Contact: Judith J. Rogers, Executive Assistant  
 E-Mail: jrogers@episcopalpgh.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

#### **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

#### **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: Vivian Shaeffer, Administrative Assistant  
 E-Mail: vcshaeffer@kiskipby.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

#### **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

#### **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, Nancy Youmans  
 E-Mail: office@washingtonpresbytery.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 7, 2021**

List of Ministers	Conf.	Location	Congregation
<b>GEBHARD, THE REV. DOUGLAS E.</b> 843 Nevin Avenue; Sewickley, PA 15143 (cell) 910-384-4507 E-Mail: doug.gebhard@mac.com	2	Wexford (Presbyterian USA) [Interim]	Trinity
<b>HALL, THE REV. DANIEL, M.D.</b> 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
<b>IRWIN, THE REV. SARA H.</b> St. John Lutheran Church 601 Washington Avenue; Carnegie, PA 15106 (O) 412-279-2952 E-Mail: pastor@saintjohnncarnegie.com	6	Carnegie (Episcopal Priest)	St. John
<b>KANASKI, THE REV. ALINA</b> 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
<b>KHYLLEP, THE REV. CHERYL LYNN</b> St. John Mark Lutheran Church 225 East 10th Avenue; Homestead, PA 15120 (O) 412-461-1609 E-Mail: cheryllynnkhylllep@gmail.com	5	Homestead (Presbyterian USA) [Interim]	St. John Mark
<b>KRUEL, THE REV. ROBERT</b> 8 Painter Street; Grapeville, PA 15634-9714 (C) 724-834-7252 (H) 724-527-3488 E-Mail: Rkruel1@verizon.net	5	Mt. Pleasant (United Church of Christ)	St. John's
<b>McCUTCHEON, THE REV. KEITH</b> 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
<b>SEBASTIAN, THE REV. MARSHA</b> 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)
<b>WIERMAN, BETH</b> 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 7, 2021

Name and Address	Widow or Widower of	Conference
<b>ADAM, DOROTHY</b> 13 Kingswood Road; Danbury, CT 06811-2810; (H) 203-746-5318	<b>JOHN</b> (1928-2005)	NA
<b>ANDERSON, CAROLINE</b> 555 Georgetowne Village; Indiana, PA 15701-2477; (H) 724-465-7811	<b>E. EARL</b> (1928-2015)	NA
<b>BANDLE, JANET</b> 1063 Duncan Lane; Pittsburgh, PA 15236; (H) 412-882-1230	<b>HORST H.</b> (1936-2020)	6
<b>BANNERMAN, THE REV. JENNIFER</b> 95 Manor Drive; Palmerton, PA 18071	<b>GORDON HILLS</b> (1949-2020)	NA
<b>BATESON, KAREN</b> 1505 Greentree Road; Pittsburgh, PA 15220; (H) 412-561-1678	<b>JOHN</b> (1949-2014)	6
<b>BLACK, BONNIE A.</b> c/o Heather Abebe; 1569 Arran Way; Dresher, PA 19025-1205; (H) 215-654-1236	<b>GEORGE E.</b> (1940-1985)	6
<b>BRUNKHORST, KATHARINE (KITTY)</b> 7406 Trevanion Ave.; Pittsburgh, PA 15218; (H) 412-371-6724	<b>BRUCE H.</b> (1945-2021)	6
<b>DAHLBERG, SONDRAL L.</b> (No contact information available)	<b>CHRISTIAN F.</b> (1946-2007)	6
<b>DUBLER, ANDREA L.</b> 406 South 12th Street; Connellsville, PA 15425; (H) 724-603-2616	<b>HERBERT D.</b> (1934-2017)	5
<b>ERVIN, DOROTHY</b> 1500 Graham Way, Apt. 301; Mars, PA 16046; (H) 724-625-4135	<b>WILLIAM E.</b> (1929-2001)	5
<b>FINKENBINE, RUTH</b> Apartment 712; 841 California Avenue; Pittsburgh, PA 15202-2759; (H) 412-761-0367	<b>RUSSELL</b> (1921-1981)	1
<b>FLOCK, BARBARA</b> 337 Elm Drive; Greensburg, PA 15601; (H) 724-850-8882	<b>RICHARD H.</b> (1935-2020)	4
<b>FREE, BONNY</b> 5018 Eagle Point Drive; Greensburg, PA 15601-1112; (H) 724-834-5283	<b>ROBERT A.</b> (1949-2019)	4
<b>FRUTH, DOLORES H.</b> 103 Burgess Drive, Unit 2003; Zelenople, PA 16063 (H) 724-452-3505	<b>WILLIAM E.</b> (1920-2004)	1
<b>GIBSON, ANN</b> 302 Leafwood Road; Tarpon Springs, FL 34689-3812; (H) 727-842-9774	<b>BRUCE A.</b> (1932-2002)	NA
<b>GLEASON, JOYCE M.</b> 32257 Bayshore Drive; Millsboro, DE 19966-9056	<b>DAVID P.</b> (1947-2017)	NA
<b>GULLICKSON, TRACY</b> 101 Troll Creek Lane; Butler, PA 16001; (H) 724-865-9611	<b>RANDAL K.</b> (1951-2019)	2
<b>HAEBERLE, FRANCES</b> 8408 Allison Lane; Baltimore, MD 21237	<b>JOHN F.</b> (1934-2013)	2
<b>HANNA, ELEANOR J.</b> 615 North Pike Road; Cabot, PA 16023-2215; (H) 724-352-2306	<b>KAMAL J.</b> (1923-2008)	2
<b>HANSON, EDWINA H.</b> Apartment 11; 620 Chestnut Street; Greensburg, PA 15601-4079 (H) 724-837-4790 (cell) 724-610-1270	<b>T. PAINTER</b> (1914-1981)	4
<b>HAUSELE, VIRGINIA</b> 112 Marwood Road, #4225; Cabot, PA 16023	<b>RAYMOND E.</b> (1933-2015)	2
<b>HEBRANK, SANDRA</b> 390 South Palm Street; Washington, PA 15301; (H) 724-993-4127	<b>DONALD E.</b> (1934-2017)	
<b>HEIDE, SUSAN D.</b> 8355 Whisper Trace Way, Unit 204; Naples, FL 34114-9469; (H) 239-793-1948	<b>AUGUST W.</b> (1931-1973)	NA
<b>HERNSTROM, NANCY</b> 5700 Bunkerhill Street, Apt. 1207; Pittsburgh, PA 15206; (H) 412-849-9036	<b>JACK E.</b> (1948-2020)	2

## BULLETIN OF REPORTS

Name and Address	Widow or Widower of	Conference
<b>HOUSER, BARBARA W.</b> 5003 Clifton Drive; Aliquippa, PA 15001; (H) 724-375-4011	<b>J. RAY, JR.</b> (1925-2008)	1
<b>HUGHES, CAROL</b> 651 Swansea Road; Newark, OH 43055-1515; (H) 740-344-8378	<b>JAMES P.</b> (1940-2018)	
<b>KANE, ELIZABETH ANN</b> 102 Westminster Drive; Pittsburgh, PA 15229; (H) 412-931-0526	<b>PAUL J.</b> (1943-2013)	1
<b>KAPPELER, SHIRLEY S.</b> 276 Norman Drive; Cranberry Township, PA 16066-4204; (H) 724-776-8276	<b>EDWARD R.</b> (1931-2005)	2
<b>KURZ, JOAN</b> 346 Breezy Drive; Wheeling, WV 26003; (H) 304-242-6108	<b>WILLIAM H.</b> (1928-2012)	NA
<b>LONG, GENEVIEVE</b> 6101 Stanton Avenue; Pittsburgh, PA 15206-2265; (H) 412-363-4688	<b>PHILIP D.</b> (1940-2000)	3
<b>MAIER, ELMA</b> 5 Genkinger Drive; Zelienople, PA 16063	<b>PATRICK A. L.</b> (1933-2011)	2
<b>MENDIS, CAROLINE</b> 1220 Milton Street; Pittsburgh, PA 15218; (cell) 412-915-6350	<b>GEORGE W.</b> (1950-2016)	1
<b>MEYER, ROSEMARY</b> 6056 Meadow Lane; Bakerstown, PA 15007; (H) 724-443-4937	<b>RALPH L.</b> (1935-2021)	2
<b>MILLER, SANDY</b> 141 Blacks Hill Road; Irwin, PA 15642-8003; (H) 724-354-2476	<b>EDWARD M., JR.</b> (1941-2001)	5
<b>MOEHRING, JOREEN M.</b> Apartment 206; 101 Burgess Drive; Zelienople, PA 16063; (PRC) 724-452-2356	<b>THEODORE F.</b> (1923-2008)	2
<b>MULL, LINDA L.</b> 1208 Tenth Avenue; Natrona Heights, PA 15065-1122; (H) 724-224-3866	<b>R. LEE</b> (1932-1998)	3
<b>NAUMANN, JOAN G.</b> 4235 Greenridge Road; Pittsburgh, PA 15234-1170; (H) 412-854-0656	<b>EDWARD J.</b> (1935-1994)	6
<b>NEWELL, CAROL JEAN</b> No contact information available	<b>EUGENE W.</b> (1927-2004)	NA
<b>NEWPHER, SUZANNE</b> 108 Rana Lane; Gibsonia, PA 15044; (H) 724-443-8519	<b>ROBERT J.</b> (1947-2021)	2
<b>NYBLADE, JUNE</b> 1075 Old Harrisburg Rd., #192; Gettysburg, PA 17325; (H) 717-334-0370	<b>ORVILLE W.</b> (1926-2020)	
<b>ORR, JOAN</b> 203 South Fifth Street; Youngwood, PA 15687-1213; (cell) 724-420-7864	<b>THOMAS J.</b> (1934-2010)	4
<b>PITTAVINO, DOLORES R.</b> 120 Skyline Drive; Smithton, PA 15479 (H) 724-872-8747	<b>ROBERT G.</b> (1923-2008)	5
<b>PRICE, CAROL</b> 1222 Fourth Street; Monongahela, PA 15063; (H) 724-258-9568	<b>RICHARD F.</b> (1930-2015)	5
<b>RAVENSTAHL, BARBARA A.</b> 14 Bell Avenue; Pittsburgh, PA 15205; (H) 412-922-6055	<b>HOWARD M.</b> (1938-2011)	5
<b>RAY, COLLEEN</b> 3110 McClure Lane; White Oak, PA 15131-2110; (H) 412-443-6777	<b>GORDON P.</b> (1942-2019)	5
<b>SANDERS, SHIRLEY</b> 3012 Wallace Street; Lower Burrell, PA 15068; (H) 724-334-1204	<b>GERALD J., JR.</b> (1953-2015)	3
<b>SCHULTZ, MARY THERESA</b> ( <i>No contact information available</i> )	<b>THEODORE E.</b> (1917-1999)	2
<b>SCHWEITZER WALLIS, MARY V.</b> 16108 Little Cooley Road; Townville, PA 16360; (H) 814-967-2505	<b>GLENN C.</b> (1930-1975)	2
<b>SOULDERS, CHRISTIE</b> 10534 Abbey Lane; Wexford, PA 15090-7393; (H) 724-935-2536	<b>HARRY G.</b> (1942-2015)	2



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**Name and Address**

**TAYLOR, TRUDY**

110 South 14th St.; Indiana, PA 15701; (H) 724-464-0676

**UPTON, JEAN B.**

3628 Sunset Drive; Munhall, PA 15120-3038; (H) 412-461-4958

**VOIGT, KARL E.**

1669 Galetton Drive; Verona, PA 15147-2826; (H) 412-793-4619

**von HEFTY, CATALINA**

Avenida Nazca 2538, PB "C"; 1417 Buenos Aires; ARGENTINA; (H) 011-541-14-503-3736

**von WALDOW, BRIGITTE H.** *(No contact information available)*

**WENTE, HELGA**

3 Oregon Trail; Bethel Park, PA 15102-1919; (H) 412-851-1659

**Widow or Widower of      Conference**

**VAUGHN E.** (1937-2020)

**WARREN E.** (1925-1994)      5

**CHARLOTTE E.** (1935-2003)      1

**LESLIE S.** (1930-1993)      NA

**H. EBERHARD** (1923-2007)      2

**JAMES H.** (1932-2018)      6

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**ORDINATIONS (none since February, 2020)**

**INSTALLATIONS OF MINISTERS**

April 18, 2021: *The Rev. Jocelyn Johnston* was installed as Pastor of House of Prayer Lutheran Church, Aliquippa, Pennsylvania (Around the River Lutheran Parish\*).

**MINISTERS REMOVED FROM THE ROLL OF THE SYNOD**

**Those who have left the synod (since November, 2020)**

November 13, 2020: *David P. von Schlichten* resigned from the roster of the Evangelical Lutheran Church in America.

December 11, 2020: *The Rev. Robert A. Keplinger* resigned from the roster of the Evangelical Lutheran Church in America.

February 2, 2021: *The Rev. Karen L. Battle* transferred to the North Carolina Synod.

February 5, 2021: *The Rev. Joan S. Armstrong* transferred to the Southern Ohio Synod.

May 15, 2021: *J. Gary Brown* was removed from the roster of the Evangelical Lutheran Church in America.

**Removed because of death (since November, 2020)**

November 13, 2020: The Rev. Richard H. Flock

December 16, 2020: The Rev. Orville W. Nyblade

February 24, 2021: The Rev. Bruce H. Brunkhorst

February 24, 2021: The Rev. Ralph L. Meyer

March 26, 2021: The Rev. John R. Cochran

April 4, 2021: The Rev. Robert J. Newpher

\* Congregations of Around the River Lutheran Parish: House of Prayer Lutheran Church, Aliquippa, PA; Rehoboth Lutheran Church, Baden, PA; Faith Lutheran Church, Aliquippa (Center Township), PA; Van Kirk Lutheran Church, Monaca (Center Township), PA

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### **ELCA REPRESENTATIVE**

### **COORDINATOR OF COACHING MINISTRIES EVANGELICAL LUTHERAN CHURCH IN AMERICA**

Jill has been a church professional for 27 years and has served at every expression of church. She is a Professional Certified Coach with the International Coaching Federation (PCC-ICF). Jill's Coaching Specialties are grief & loss, stewardship, spiritual disciplines, and mission development & congregational vitality. She received 125 hours of coach-specific training and has over 600 hours of experience. Her experience includes team/group facilitation, visitation ministry, Bible study, generosity projects, faith formation, and community engagement.

Jill served from 2002 until 2010 as Youth Minister of St. Paul Lutheran Church, Neenah, Wisconsin, and she served as the Minister of Congregational Life at St. Paul from 2011-2017. She has served as the ELCA Coordinator of Coaching Ministries since 2017, and is currently also the Faith+Lead Coaching Liaison to Lutheran Seminary.

Coaching has been a true lifeline for Jill and became an invaluable tool for moving forward following the death of her youngest son in 2013. She views coaching as a gift that offers a safe space for individuals to live into their identity as beloved of God, gifted by God and invited by God into God's work of loving and healing the world.

Jill lives in Appleton, WI, with her husband Dave and near their adult son, Andy. She loves her family, friends, faith community & nature

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### REPORT OF THE PRESIDING BISHOP, EVANGELICAL LUTHERAN CHURCH IN AMERICA

*“For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope” (Jeremiah 29:11).*

We’ve learned over the past year how resilient we are as church and as people of God. It’s been a time of pain, loss, injustice and uncertainty. It has also been a time of learning, listening and trying new things — stepping out of our comfort zones and into a more digital world. This church persevered in so many ways.

The churchwide organization has been working alongside all expressions and ministries of the ELCA and our partners to provide resources, share stories, engage members and keep our programs alive as we’ve shifted our focus to responding to the pandemic.

For the generosity of this church through its COVID-19 Response Fund, for the remarkable ways in which we connected to one another, and for the innovative approaches so many of you took to engaging your communities in the gospel, I want to say thank you. Thank you for your ingenuity, and for knowing that God has a plan for us and it’s one filled with hope.

As we look to the future, I invite you to dream with me for a moment.

Imagine more people knowing Jesus. Imagine creating communities of love and justice online and in real life. Imagine our online communities and pews filled with new, young and diverse members. Imagine spending more of your time collaborating with others to have a bigger impact in our neighborhoods and in the world.

That is the future I want to build with you. We’ve all experienced God’s ability to see us through challenging times and through new seasons of life. This is an invitation to be part of something that God is doing with and through us. There’s never been a better moment to share the way of Jesus and introduce more people to community, justice and love.

In peace,

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

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### REPORTS OF THE SYNOD OFFICERS AND STAFF

#### REPORT OF THE BISHOP

*For we are what God has made us,  
created in Christ Jesus for good works,  
which God prepared beforehand to be our way of life.  
Ephesians 2:10*

This year in our assembly we lift up the theme of vocation. That is, the many and various ways in which God has called us into being as individuals and as the Church, and has given us a particular way of life to be our identity and purpose. This theme reflects one of our Synod Council's strategic initiatives, to "create a culture in which vocation is discerned and affirmed."

From humanity's earliest calling to bear the image of God in the created order to our most recent daily discernment, "What is God calling me into today?" we trust and believe that God provides both clarity of purpose and freedom with which to pursue our various callings in the ever-evolving experiences of life. As Church, we seek to live out our collective identity of bearing witness to Jesus in every time and place.

The global pandemic has posed a great challenge to the Church here and around the world because we have come to regard the public, communal and liturgical acts of gathering, reading and hearing the Word, celebrating the Meal, and being sent out in service, as our primary expression of Christian vocation. So in a year when in-person gatherings were severely curtailed, we have had to learn other ways to live out our baptismal vocation.

Just exercising the creativity to adapt and grow is already one example of living into a vocation that God gave humanity long ago, according to the earliest narratives in Genesis. The command to "be fruitful and multiply and fill the earth" (Genesis 1:28 and 9:1) may be understood to be more than procreation only, but also as human growth in imagination and ability, manifest in creative response to the contexts of every corner of the earth.

Here are a few more examples of how we have lived into our various vocations this last year:

- We rushed to provide online services of worship, and then continuously improved and expanded upon our first attempts. This reflects our faith commitment to remain in relationship as communities of Jesus and our human capacity to adapt and evolve.
- We distributed Churchwide COVID grants through the synod to ministries of feeding as an expression of care for the neighbor.
- We responded to the public murder of George Floyd with a renewed pursuit of civil rights and a growing determination to overcome systemic racism in our country and in our church.
- We also sold and moved the synod office, which may simply reflect good stewardship of resources as much as any deeper vocational identity. And yet, as our net revenue turned out to be a little higher than we expected at the very time that our domestic partner synod (Northern Texas-Northern Louisiana) was suffering catastrophic damages from power and water failures, we were able to live out the vocation of sharing blessings within the Body of Christ.

Far beyond this short list are countless other examples in each of our ministry sites and in the lives of all our people, who are making their way of life the good works that God has prepared ahead of time for us.

So, where to now? For several years we have been living into a set of four strategic initiatives:

- 1) to invest in improved communication throughout our synod,
- 2) to create a culture in which vocation is discerned and affirmed,
- 3) to rekindle a passion for the Gospel, and
- 4) to foster creativity and openness to change.

We have made measurable progress in some respects, but we see continuing challenges and opportunities that lie ahead of us. We continue to experience the decline and closing of congregations. Toward this end our synod has engaged the Anchor Church models of collaboration, and we have just been accepted as a pilot synod in the Holy Innovation project of the churchwide Life of Faith Initiative. These efforts seek to renovate the life and ministry of our existing congregations and open the door to new and sustainable ministry sites.

We are working to refresh our synod's committee structure so that it will better match and support the shape of our work today and be flexible enough to evolve with our ministry needs into the future.

We have yet to balance our synod's desire to provide generous support to our ministry partners with our synod's ability to fund that desire through mission support. As Jesus said, "the spirit indeed is willing, but the flesh is weak." (Matthew 26:41) At the same time, our synod continues to be blessed with end-of-life gifts that are increasing our capacity to fund creative and valuable ministries within our synod through the Mission Endowment Fund.

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At this moment in our history we are making our way out of the pandemic that has imposed severe restrictions on gathering in person for more than a year. The steady increase of vaccinations promises relief from at least some of these burdens in the months to come. But we do not see our primary goal to be a return to how things were before. Rather, with a recently increased repertoire of interest and ability, we ask, once again, “Where is God leading us now?” Our answer will continue to be our best effort to live into the vocations God has given us, individually and as communities of Jesus.

I am grateful for the synod staff who daily engages this synod’s mission with me: for Sandy DeLorenze, my Executive Assistant; for Bob Cairns, our Synod Accountant; for Carol Ruckert, our Receptionist and Administrative Assistant; and for Marty Burkett, who provides additional administrative support. For Lauren Wolcott, our Synod Communicator and for Patty Davidson, our Wellness Coordinator and liaison to Lutheran SeniorLife. And for our called staff, Deacon Beth Caywood, Director of our Synod Resource Ministry; Pastor Peter Asplin, Assistant to the Bishop; and Pastor Melissa Stoller, Assistant to the Bishop and Director for Evangelical Mission.

Throughout the pandemic I have seen these people work together to overcome obstacles, to lead ministries, to provide creative solutions, to work long hours with little rest, to bear others’ burdens, to lift faltering spirits, to hold our processes accountable, to rejoice in the Lord, and in every other respect to live out the variety of vocations God has given to them for your sake. Please join me in a prayer of thanksgiving for their lives, and for all the synod:

Eternal God, our life and our hope, you have called us to ventures of which we cannot see the ending, by paths as 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. Amen. (ELW p. 317, adapted)

With you in Christ,  
Kurt F. Kusserow, Bishop

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

There is not much that can be stated about 2020 that has not already been asserted, yet we know the effects of this past year will unfold for years to come. As we continue to live in these liminal times, the theme of the online 2021 Youth Ministry Network Extravaganza conference continues to ground my ministry:  *Holding Loosely* . While there are many passages in scripture that remind us to set our focus on the realm of God rather than the world around us, it is Proverbs 16:9, scribbled on a sheet of paper above my home office desk, that gently chides me: “The human mind plans the way, but the Lord directs the steps.”

As my son and I often discuss, the pandemic is not punishment for humanity and the sins we have waged, but it has shown us the places where we have not cared for our neighbor and God’s creation in the way we have been commanded to do so. We have begun to see, on a local, national and global scale, the effects of economic disparity, environmental degradation, explicit and passive racism that are woven throughout our society and our behaviors. And so, we have an opportunity to learn from the lessons we have been taught this past year, to respond to the injustice that surrounds us, to love our neighbor – even when it is difficult or inconvenient, and to follow God’s call to be church in new and challenging ways.

The Covid19 virus has taken many things from us, and at the most fundamental level, it has taken lives. Many of our loved ones have died from Covid19 related illness. The grief that surrounds these losses - the inability to gather to comfort one another in our grief and the isolation that many face in these times - have taught us how precious our communities, families and friends are to us. This pandemic time has shown us the stark realities of many who face food, housing and employment insecurities and just how much we rely on schools, medical facilities and all who work food and grocery services – many of whom are not paid a living wage. And while many congregations closed their buildings or limited the number of people who could be inside, the church never closed. We re-learned the essential nature of the Gospel: to share the Good News of Jesus Christ in every time, place and situation. The church continued to share this good news and responded to the very basic needs of our neighbors: providing meals, food distributions, child care, safe and warm care and Wi-Fi for remote learning, mental health services and vaccine clinics. We learned that the church can leave the building and the Spirit can grow our ministry in new ways.

We learned that loving our neighbor means sharing signs of peace from 6 feet away, wearing masks and singing silent night with a computer at home instead of in a pew. Loving our neighbor means stewarding our resources in careful ways, leading online bible and book studies, meeting via zoom for council meetings, drive through communion and careful consideration of those who are most vulnerable in our congregations as we plan to return to in-person gatherings. Loving our neighbor has meant zoom weddings, socially distant grave side services, and welcoming new members to a congregation who have never set foot in the building. Loving our neighbor this past year has had us returning to letter writing, phone calls and asking the question: how are you – and really taking the time to listen to the response.

We are learning that loving our neighbor challenges us to listen, learn and respond in different and important ways to our sisters and brothers of color as they share experiences of racism in our country. As we prepared for the 5th anniversary

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of the murder of the Emanuel 9 in Charleston, SC by an ELCA member, we shared liturgies of repentance, conversations about white privilege. We renewed our commitment to justice as our society awakened again to the oppression of our African Descent, Native American, Latinx, Asian and Pacific Islander brothers and sisters. The work of the Authentic Diversity and Justice team works to acknowledge the complicity of Lutherans in the sin of racism and name it as we take steps toward healing and equity. The working group continues to provide resources for congregations in the form of books, movies and curriculum for individual and congregations to do this work as well.

We have learned from an early age the church reformed is always reforming, and so we see this happening all around us in these days. As we seek to follow where God's Spirit is leading us, we hold loosely to the plans of this world, turning our focus to the gifts of God that have been made known in Jesus Christ. While we cannot escape the pain and grief of this past year, nor can we pretend the way ahead will be straightforward and painless, we trust the one who claims, calls, gathers and sends us – even online! God's Spirit will guide us as we live into this uncertain future.

As the prayer at the close of our Vespers service offers:

*O God, you have called your servants to ventures of which we cannot see the ending, by paths as 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. Amen.*

It continues to be an honor to serve as your Director for Evangelical Mission and Assistant to Bishop Kusserow in these liminal, learning and reforming times.

Respectfully submitted,

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

### REPORT OF ASSISTANT TO THE BISHOP

<sup>3</sup>Blessed be the God and Father of our Lord Jesus Christ! By his great mercy he has given us a new birth into a living hope through the resurrection of Jesus Christ from the dead, <sup>4</sup>and into an inheritance that is imperishable, undefiled, and unfading, kept in heaven for you, <sup>5</sup>who are being protected by the power of God through faith for a salvation ready to be revealed in the last time. <sup>6</sup>In this you rejoice, even if now for a little while you have had to suffer various trials, <sup>7</sup>so that the genuineness of your faith -- being more precious than gold that, though perishable, is tested by fire -- may be found to result in praise and glory and honor when Jesus Christ is revealed. <sup>8</sup>Although you have not seen him, you love him; and even though you do not see him now, you believe in him and rejoice with an indescribable and glorious joy,

(1 Peter 1:3-8 NRSV)

2020 did not go as I had planned. Nor, I'm sure, did it go as any of us had planned. But 2020 was the year we were given, and despite the reality of 346,000 fellow US citizens dying due to COVID-19. Despite the reality of political chaos and hate. Despite the pain of separation from loved ones for weeks and months. Despite the loss of jobs and hope for so many. Despite all the pain and suffering and hopelessness of 2020, it was still the year we were given. And as Peter challenges us in the beginning of his letter, despite the trials of the days we just lived through, we nonetheless rejoice in the hope of the Gospel, the hope of the Resurrection of Jesus.

I found, during 2020, stuck in the house with my family and my books and my dog, that hope in the Lord was one of the few things I could positively lean into. For the world is always focused on scarcity, fear and death. The world is always focused on reality. But in the face of reality, in the face of death, the church proclaims the hope of the resurrection.

As a person on Synod staff, the reality of 2020 began in a huge building at the corner of Ingomar and Perry Highway, but an office staff that had been steadily reduced in force over the seventeen years I've lived in Pittsburgh. By the end of the year that building was *almost* sold, the contents had been moved, or sold, or given away, or filed, or recycled or landfilled. My books had been boxed and moved and moved and unboxed, and my office reconfigured. While the world might see a loss of a legacy of 60 years, we nonetheless found hope and a view to the future thanks to the work of Bishop Kusserow and Bob, Sandy, Carol, Pr. Sheehan, and Pr. Hauser in our new office in Perrysville (though we certainly haven't used it as much as we had hoped).

The work of the call process seemed, throughout 2020, to be a challenge. The year began with active call processes for three congregations, with two just about ready to begin interviewing. In fact, interview training was among the first zoom meetings I led for congregations after lockdown. Once lockdown hit, the congregations agreed that we would hold off interviews for a while, in the (now clearly understood as vain) hope that things would soon be back to normal. As we approached the end of summer, the congregations and I agreed to re-open the call processes, yet found that there were few available candidates, and fewer who were good matches for our congregations. The struggle of scarcity often overwhelmed my thoughts as I worked with congregations anxious and hopeful, fearfully and wonderfully trying to look to the future, and to the promise of resurrection in the midst of pandemic. Things have continued to move slowly,

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but the new year has brought new activity in the mobility process across the ELCA, and new hope for the process in our congregations.

The process of candidacy was, of course, significantly impacted by the pandemic – although many candidates were already pursuing masters degrees that were integrated programs with significant online portions. We found that our ELCA seminaries were quite well prepared for the exigencies of the pandemic and cared for the candidates and seminarians well. Our interns this year faced huge challenges, as we all did. Walking with them as they worked through, thought through and prayed through this year was a privilege.

One of the side effects of the pandemic has been struggles for individual congregations around the synod. It has been a privilege to walk with congregations and pastors in difficult and challenging moments. My regular work with the ELCA's Family Systems Academy has strengthened my response to those challenges. I'm thankful to Bishop Kusserow for the challenge of that education effort, as it's provided deep wells of support for our work as a staff.

Our synod staff was the greatest gift to me, personally, in the midst of this ministry in 2020. Working with Bishop Kusserow, Pastor Stoller, Deacon Caywood, Lauren, Sandy, Bob, Carol and Marty was a bright spot even if our regular contact was a Google Meet on Mondays and Wednesdays. I thank them for their support, and for their challenges, during this once-in-a-century event.

Thanks also to Synod Council and the synod assembly team for their hard work throughout the year providing leadership to all the congregations of our synod.

Together, we remember that it is the hope of the resurrection that unites us, guides us, supports us and provides us with the "incredible joy" that Peter focuses on in his letter – and it is in that resurrection hope that I look to the next year of ministry in the Synod.

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*

Most everyone would agree, 2020 proved to be a challenging year. While 2021 finds us still dealing with many pandemic concerns, we also are hopeful that vaccines will begin to calm the spread of Covid. Since our most recent (online) Synod Assembly last November, the synod office and grounds were sold, and we moved into newly renovated space in an office building not far from our former location. Packing and moving was no small effort for any of the staff and moving coordinators Pr. Ed Sheehan and Pr. Bill Hauser! I would especially like to thank the Resource Advisory Team that helped with that transition. Literally thousands of resources were greatly condensed to conform to our new resource space. While it might appear a miniature version of our former resource center, it more than adequately accommodates our needs moving into the next exciting version of resource ministry in our synod. Over the twelve years of this ministry, we have always made every effort to stay fluid and innovative to advance the mission of our congregations and enhance leadership skills. This will not change in this new space. Even with the changes made to physical space, you will continue to receive all benefits offered through this ministry.

We continue to nurture the partnership with our publishing house, 1517 Media, and our ELCA resource ministry connections. The ongoing emphasis to grow relationships with additional publishers and our ecumenical partners will also remain important. Working together with our synod membership and others provides expanded opportunities to bring you new and creative resources, while retaining our emphasis on supplying trusted, vetted sources. One of the most efficient ways for you to connect with these diverse recommendations is on the Resource Ministry's Facebook page. It can be found at Resource Ministry-SWPA Synod ELCA. Whether you are a pastor or deacon, director of Christian education or committee chairperson (or simply want to be in-the-know), I encourage you to join the group and have direct access to the daily updates of varied resources. As always, you may contact me directly for consultation with your specific needs in your context.

As stated in my November report, we are also placing a renewed emphasis on ELCA Coaching and coaching in general. Myra Fozard has steadfastly kept this effort alive for many years, and we are very grateful for her dedication and commitment! Myra has stepped back from the oversight role but will continue to be part of our synod's renewed emphasis on coaching. I was asked to serve as our coaching coordinator, and look forward to helping to revitalize a healthy, vibrant coaching culture in our synod. The first step in that process has been to take part in a coaching coordinator cohort consisting of east coast synods. This is the second group that the ELCA has engaged to lift up the value of coaching in our synods, in ways that are unique to each individual synod. My initial attention has been directed at implementing new guidelines and best practices.

The ELCA offers training for Level 1 & Level 2 coaches. Launch Training (Level 1) teaches a general knowledge of the coaching process. Level 2 coaches are trained further in the use of coaching in different ministry "specialties" such as stewardship, discipleship, care of creation, mission development, and congregation vitality. Some coaches choose



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to continue to take advanced training toward a professional credential. As we ramp up our plans you will begin to hear much more about the coaching opportunities available to you. Please contact me directly if you are interested in learning more about coaching, or to work with a coach.

On a personal note, I have completed the International Coaching Federation's (ICF) credentialing process to earn an ACC (Associate Certified Coach) status. I have decided to pursue the next higher level of coaching recognition through the ICF and fine tune my coaching niche. I will begin that training in April with CoachNet, an ICF accredited training program.

We all look forward to transitioning to more in-person gatherings. As these activities become more commonplace, we will begin to utilize the new synod space more frequently. We have found, however, that the pandemic "forced" many congregations and their leadership to become rapidly better acquainted with online opportunities and technology. All research points to the need to continue hybrid ministry into the future. As we all share our gifts and grow into that future, know there are many resources available to you—whether your needs require hands-on materials and/or people resources, let this ministry benefit you, so that God may indeed be glorified in all things through Jesus Christ.

My thanks for the partnership of our staff and support staff, who navigated the many challenges this past year with skill, grace and humor.

Thanks, also, to my support team in Resource Ministry who willingly give of their time and share their gifts and inspiration:

### **Advisory Board Members:**

The Rev. Kerri L. Clark

The Rev. Paul M. Gruesu

The Rev. Michael L. Sourwine

The Rev. Ryan D. Kobert

The Rev. Amy Michelson

### **Consulting:**

The Rev. Beth L. Siefert

The Rev. Robert C. Hawk

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

## **REPORT OF THE VICE PRESIDENT**

As I reflect back on this past year my first action is to praise God for the direction He has taken our Synod. I am thankful for the strong, healthy, adaptive leadership within our synod. The moving of our synod offices down the road to a healthier environment, has created the opportunity to focus more on our mission together. This move alone has created multiple opportunities. The sale of our aging building to a happy buyer was a blessing in many ways. The proceeds from the sale of the building has been invested in the ELCA Endowment Fund Pooled Trust that will help to support synods and congregations across the country while giving us an income to cover our rent. The Resource Center and conference room is separate from our offices, freeing the need for staff to always be on site during evening meetings. These are just a few of the benefits.

I have experienced the grace filled conversations around race, politics and other difficult topics that is bringing our Synod closer together. The availability of virtual gatherings has allowed for greater participation and collaboration.

Due to the pandemic we were forced to move to a virtual Synod Assembly. Although it lacked the human need to bond with each other, it served the purpose of the business at hand and allowed for our partners to share more of their stories. In seeking to focus on our Mission Statement and the initiatives adopted in 2020, our budget presented to the 2020 Assembly in November had a new look and will continue to focus on that goal. A task force was also created to look at how committees and their structure can better serve our synod. The hope is to create more flexibility as move into a new way of being church.

In collaboration with both the synods of Region 8 and the Vice Presidents of the ELCA, I have found tremendous resources. The virtual meeting has created the opportunity to have more conversations and bring more people together that will certainly enhance the work of our church.

I am no longer looking forward to getting back to normal but looking forward to the new normal. What a blessing we have had in forcing us away from the way we always did this... Thank you for your continued prayers and support.

Together in Christ,

Barbara Nugent, Synod Vice President

## BULLETIN OF REPORTS

### REPORT OF THE SECRETARY

This has been 18 months that have changed the way I live my life. From the beginning of 2020 up to today, I have had to rethink how I do almost everything. I am sure that you have felt something similar. This feeling is no different with my duties as the Secretary of the Synod. As Secretary, I have had to find ways to rethink how the work of this office is done and what changes have been needed to bring the office into this new age and way of thinking.

Before the pandemic hit, I approached Sandy DeLorenze with questions about how to streamline and digitize the Bulletin of Reports. All the information contained in this document is needed and much of it is required, but the cost of printing a bound paper document has continued to increase and was beginning to come to a place where it was becoming cost prohibitive to publish. We were looking for better solutions for how to distribute the Bulletin of Reports when we were forced to quickly change our way of thinking and make this document a fully digital document for the 2020 Synod Assembly. After seeing the success of having a digital only document and the fact that this year's assembly is a virtual Zoom assembly as well and through the creativity of Sandy and Lauren Wolcott, we will continue to move forward with this format and only publish a digital document in the future. You will be free to download and print a copy for yourself if you would like. This may not be the best option for everyone, but the logistical and financial implications needed to be considered. If you have questions, thoughts or suggestions about this new process for the Bulletin of Reports, please do not hesitate to reach out to me via email at [bill.schaefer@swpasynod.org](mailto:bill.schaefer@swpasynod.org) or call the synod office and the staff will forward your message to me and I will call you to discuss your ideas further.

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 November of 2020, the Synod Council has met 3 times (January 23, March 20, and May 15). The Executive Committee has also met 3 times (January 14, March 11, and May 5). 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.

This year, the terms of 10 members of the Synod Council will come to an end and others will be elected to take their place on the Council. I want to name and give thanks for those who are leaving the Synod Council at the end of the Synod Assembly after serving the synod in this role for the last 4 years. I give thanks for the work and service of Tricia Christman, Bob David, Rev. Christina A. Hough, Rev. Bruce P. Nordeen, Noah Schaefer, Rev. Robert J. Schaefer, Kathye Schaeffer, Kimberly M. van Driel, John Webb, and Jacob Zaffuto. Each of these individuals brought wonderful gifts to the Council that have helped us to look at the issues of our synod with a variety of perspectives and helped us to think in new ways of how the synod is called to ministry. We have been blessed as a synod by their leadership and thank them for all their work.

The 2021 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 2020 Synod Assembly, the Synod's Constitution and Bylaws (as amended by the 2020 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 157 as two of our congregations closed since the last Synod Assembly. Those congregations are: Trinity Lutheran Church, New Brighton, closed on December 4, 2020; and First English Lutheran Church, Pittsburgh (Sharpsburg), closed on April 4, 2021. We give thanks for their many years of service to the Gospel of Jesus Christ and their communities.

Currently 44 congregations in our synod (28%) are served by interim pastors, and 8 congregations (5%) are served with less than full-time called pastoral ministry; those congregations are listed in Appendix A. The 54 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 and the love and care that they have for our synod, its congregations and rostered leaders.

As I continue to learn and grow into 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

<b>APPENDIX A</b> <i>as of May 20, 2021</i>	
<b>Congregations Served by Interim Pastors (Local, Transitional, Intentional, Contracted, Ecumenical)</b>	
<b>Conference 1</b>	
Ambridge, Zion's First	Pr. Beth Wierman, (PCUSA), transitional interim
Beaver (Brighton Township), Hope and Beaver, Holy Trinity	Pr. Tom Moog, 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
<b>Conference 2</b>	
Allison Park, Nativity	Pr. Kirk Bish, transitional interim
Allison Park (North Park), St. Paul's	Pr. Fred Schenker, transitional interim, long term
Connoquenessing, St. John's/Prospect, Emmanuel	Pr. Margarethe Galbraith-Cordes, transitional interim
Grace @ Calvary, Butler	Pr. Joel Benson, local interim
Lancaster Township, St. John's Stone	n/a
Mars, St. John	n/a
Pittsburgh (Millvale), Christ	Pr. Erin Evans, intentional called interim
Pittsburgh (West View), St. Luke's	Pr. Robert Strobel, local interim
West Sunbury, Rider	n/a
Wexford, Trinity	Pr. Doug Gebhard (PCUSA), intentional called interim
Wexford, Perry Highway	Pr. Tara Lynn, intentional called interim
Zelienople, English	Pr. Jack Delk, transitional interim
<b>Conference 3</b>	
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. Jack Delk, local interim
Lower Burrell, Bethesda	Pr. Jim Arter, local interim
New Kensington, First	Pr. Dona Van Eck, transitional interim
Springdale, St. Mark's	Pr. Al Petrill, local interim
Worthington, Evangelical	n/a
<b>Conference 4</b>	
Blairsville, Hebron	Pr. John Smaligo, transitional interim
Greensburg, First	Pr. Larry Kemp, intentional called interim
Jeannette, Holy Trinity	Pr. Susan Luttner, transitional interim, long term
Latrobe, Trinity	Pr. Paula Schmitt, intentional called 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
North Versailles, St. John's	Pr. Martin Rafanan, local interim
Saltsburg, Sons of Zebedee	Pr. Keith McCutcheon (NWPA), transitional interim

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<b>Conference 5</b>	
Brownsville, St. Andrew	n/a
Charleroi, Christ	n/a
Greenock, Peace	Pr. Michael E. Ryan, local interim
Homestead, St. John Mark	Pr. Cheryl Khylllep (PCUSA), transitional interim, long term
Irwin, Holy Trinity	Pr. Sarah Lee-Faulkner, intentional called interim
Irwin, Paintertown	Pr. Paul Lubold, transitional interim
<b>Conference 6</b>	
McKees Rocks, Good Shepherd	Pr. Ryan Kobert, local interim
Pittsburgh (Brookline), St. Mark's/Community 3-4-1	Pr. Randall Marburger, transitional interim (St. Mark's only) Pr. Beth Clementson (Community 341 under contract through PCUSA)
Pittsburgh (Castle Shannon), Emmanuel	Pr. Doug Heagy, local interim
Pittsburgh (Crafton), St. Matthew's	Pr. Sherry Hazuda, local interim
Pittsburgh (South Park), Grace	Pr. Bruce Nordeen, transitional interim, long term
Pittsburgh (Baldwin Borough), North Zion	Pr. Joe Murdy, local interim
Scenery Hill, Mt. Calvary	n/a
Washington, St. Paul's	n/a

<b>Congregations with less than Full-Time Called Ministry</b>	
<b>Conference 1</b>	
New Castle, St. John's	Pr. David Snyder
<b>Conference 3</b>	
Arnold, Calvary	Pr. Marsha Adams
Pittsburgh (Morningside), Messiah	Pr. Keith Josephson
<b>Conference 4</b>	
Verona, Trinity	Pr. Tricia Schneck
Youngwood, St. Luke's	Pr. Peter Nordby
<b>Conference 5</b>	
Wilmerding, Holy Angels	Pr. Michael Reed
<b>Conference 6</b>	
Bethel Park, Bethany	Pr. Melba Dibble
Pittsburgh (Beechview), Holy Trinity	Pr. Sherry Hazuda
Pittsburgh (Pleasant Hills), Prince of Peace	Pr. Allyn Itterly

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<b>APPENDIX B</b> <i>as of May 20, 2021</i>	
<b>Two Congregations Served by One Rostered Minister</b>	
<b>Conference 1</b>	
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. Tom Moog (transitional interim)
Zion's First, Ambridge/New Sewickley Presbyterian (PCUSA); Ambridge United Presbyterian (PCUSA)	Pr. Beth Wierman (PCUSA) (transitional interim)
<b>Conference 2</b>	
Connoquenessing, St. John's/Prospect, Emmanuel	Pr. Margarethe Galbraith-Cordes (transitional interim)
Harmony, Zion/Zelienople, St. Paul's	Pr. Tim Dawes
Pittsburgh (Laurel Gardens), Faith/ Pittsburgh (Ross Township), Christ	Pr. David Littke
<b>Conference 3</b>	
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)
<b>Conference 4</b>	
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)
<b>Conference 5</b>	
Carmichaels, St. Paul's/Masontown, Jacob's (Hatfield Ferry Lutheran Parish)	Pr. Rebecca Dittenhafer
Connellsville, St. John's/Scottdale, St. Paul's	Pr. Daniel Clark
Mount Pleasant, St. John's/Mount Pleasant, St. John's UCC	Pr. Robert Krueel (UCC)
<b>Conference 6</b>	
None	
<b>Multi-conference</b>	
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)

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<b>Cooperative Ministries</b> (3 or more congregations with 2 or more rostered ministers) (Conference number shown in parentheses)	
<b>Crooked Creek Cooperative Lutheran Ministries (CCCLM) (3)</b> Ford City, Bethel; Ford City, St. Michael's Brick; Ford City, United Rockville	Pr. Barbara Love
<b>Mid-Mon Valley Lutheran Parish (MMVLP) (5)</b> Belle Vernon, Lynnwood; Monessen, St. Paul's; Monongahela, Grace; Smithton, Hope Memorial; West Newton, Christ	Pr. Matt Stabe Pr. Frank Zeman (part-time contracted)
<b>Around the River Lutheran Parish (1)</b> Aliquippa, House of Prayer; Baden, Rehoboth; Aliquippa, Faith; Monaca, Van Kirk	Pr. Michael Sourwine Pr. Susan Irons Pr. Jocelyn Johnston
<b>Pittsburgh Lutheran United Ministries (PLUM)</b> (various conferences) Canonsburg, St. Paul's (6); Coraopolis, Zion (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) [one-year trial]	Pr. John Gropp Pr. Brenda Henry Pr. Susan Devine Pr. Paul Koch (part-time contracted)

**APPENDIX C - ROSTER STATISTICS**

As of May 20, 2021

as of May 20, 2021	Total	Parish	Special Ministries	OLFC	Continuing Disability	Retired	Status TBD
Ministers of Word & Sacrament	201	82	15	3	2	98	1
Ministers of Word & Service	14	1	3	1		9	
Synodically Authorized Ministers	0	0					
Congregations	156*	* Includes Community 341					



**THE REVEREND RICHARD H. FLOCK**  
**October 22, 1935 - November 13, 2020**

The Reverend Richard H. Flock, a retired pastor of the Southwestern Pennsylvania Synod, died on November 13, 2020.

Pastor Flock was born on October 22, 1935 in Greensburg, Pennsylvania. He was the son of Harry G. Flock and Agnes Kamarchik Flock. He graduated from the Carnegie Institute of Technology, Pittsburgh, Pennsylvania in 1957 with a B.S. Degree. Pastor Flock received a M.Div. Degree in 1960 from the Lutheran Theological Seminary at Philadelphia, Pennsylvania, and a M.Ed. from the University of Pittsburgh in 1968.

Pastor Flock was ordained by the Pittsburgh Synod at Thiel College in Greenville, Pennsylvania on June 1, 1960.

Pastor Flock served the following calls during his ministry:

Emmanuel Lutheran Church, Lancaster, PA (Assistant Pastor)	1960-1963
St. John's Lutheran Church, Lewistown, PA (Minister of Education)	1963-1966
Lutheran Campus Ministry, Pittsburgh, PA (Graduate Assistant)	1966-1967
Zion Lutheran Church, Indiana, PA (Pastor, Director of Education)	1967-1975
Christian Associates of Southwest PA (Director, Teacher Learning Center)	1976-1980
Faith Lutheran Church, Pittsburgh (Laurel Gardens, PA) (part-time Pastor)	1983-1987
Retired	June, 1990

Pastor Flock served for 30 years in the U.S. Army Active Reserves as a chaplain and retired at the rank of Colonel. He also was employed by the Westinghouse Electric Corporation in their Training and Development Department.

There was a private funeral for Pastor Flock. A public celebration of life service will be held at a future date.

Pastor Flock is survived by his wife, Barbara, and by sons Timothy and Andrew.



**THE REVEREND ORVILLE W. NYBLADE**  
**January 20, 1926 - December 16, 2020**

The Reverend Orville W. Nyblade, a retired pastor of the Southwestern Pennsylvania Synod, died on December 16, 2020.

Pastor Nyblade was born on January 20, 1926 in Muskegon, Michigan. He was the son of Carl F. Nyblade and Hilda Johnson Nyblade. After serving in the Army Air Corps during World War II, he graduated from the University of Michigan in 1950 with an A.B. Degree. Pastor Nyblade received a M.Div. Degree in 1954 from the Lutheran Theological Seminary at Chicago and a M.A. in Education from the University of Chicago in 1960. Pastor Nyblade received a Ph.D. in Education from the University of Pittsburgh in 1970.

Pastor Nyblade was ordained in the Augustana Lutheran Church, Los Angeles, in 1954.

Pastor Nyblade served the following calls during his ministry:

Several parishes in Central Tanzania	1955-1964
Central Synod of the Lutheran Church of Central Tanganyika (Education Secretary and Vice President)	1960-1962
Lutheran School of Theology at Chicago, School of Missions (Lecturer)	1965-1967
Lutheran Theological College, Makumira (LTCM) of The Evangelical Lutheran Church of Tanzania (Faculty)	1967-1991
Lutheran Theological College, Makumira (LTCM) of The Evangelical Lutheran Church of Tanzania (Acting Principal)	1980-1984
Lutheran Theological College, Makumira (LTCM) of The Ev. Lutheran Church of Tanzania (Dean of Studies)	1977-79 & 1984-86
Retired	April, 1992

Pastor Nyblade also served as the editor of the Africa Theological Journal from 1988-1991, and he volunteered for local service agencies in Adams County and as a theological tutor in South Africa and Ethiopia.

Pastor Nyblade is survived by his wife, June and by sons Walter, Russell, Andrew, and O. Wesley Jr.; and by daughter, Laura. Pastor Nyblade was predeceased by his daughter, Rebecca.

A memorial service for Pastor Nyblade will be held at a future date.





**THE REVEREND BRUCE H. BRUNKHORST**  
**July 20, 1945 - February 24, 2021**

The Reverend Bruce H. Brunkhorst, a retired pastor of the Southwestern Pennsylvania Synod, died on February 24, 2021.

Pastor Brunkhorst was born on July 20, 1945, in Dayton, Ohio. He was the son of Harold Brunkhorst and Alma Koerper Brunkhorst. Pastor Brunkhorst received a B.S. Degree from the University of Colorado, Boulder, Colorado in 1967. He received a M.Div. Degree in 1972 from the Lutheran School of Theology in Chicago, Illinois.

Pastor Brunkhorst was ordained by the Rocky Mountain Synod on June 11, 1972.

Pastor Brunkhorst served the following calls during his ministry:

Redeemer Lutheran Church, New York, NY	1972-1978
Peace Lutheran Church, Chicago, IL	1978-1993
Calvary Lutheran Church, Wilkinsburg, PA	1993-1999
Immanuel Lutheran Church, Irwin, PA	2002-2011
Retired	August 1, 2011

Pastor Brunkhorst is survived by his wife, Katharine (Kitty).

Memorial service arrangements for Pastor Brunkhorst are pending.



**THE REVEREND RALPH L. MEYER**  
**December 28, 1935 - February 24, 2021**

The Reverend Ralph L. Meyer, a retired pastor of the Southwestern Pennsylvania Synod, died on February 24, 2021.

Pastor Meyer was born on December 28, 1935 in Coral Gables, Florida. He was the son of Ralph F. Meyer and Emelia H. Meyer. Pastor Meyer attended Drexel Institute of Technology and received a B.A. Degree from Western Maryland College, Westminster, Maryland, in 1958. He received a B.D. Degree in 1962 from the Evangelical Lutheran Seminary in Columbus, Ohio (now Trinity Seminary). Pastor Meyer also received a MSc. Degree from Clarion State University in 1978.

Pastor Meyer was ordained by the American Lutheran Church in St. Michael's Lutheran Church, Perry Hall, Maryland on December 30, 1962.

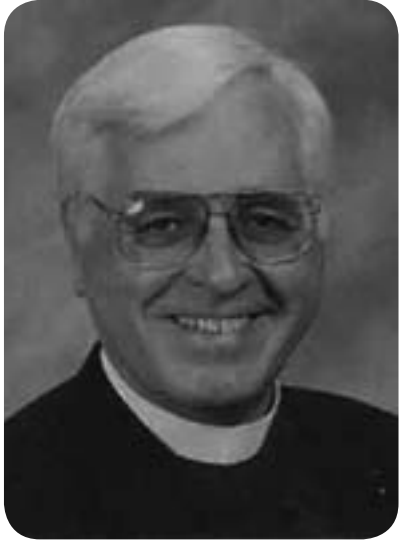
Pastor Meyer served the following calls during his ministry:

Faith Lutheran Church, Venus, PA and Mt. Zion Lutheran Church, Tionesta, PA	1962-1986
Fellowship Lutheran Church, Spotswood, NJ	1986-1990
Retired	January 1, 1993

After Pastor Meyer's retirement, he served as the Production Manager and Editor of the Cambridge History of China at Princeton University, Princeton, New Jersey, until 2002.

Pastor Meyer is survived by his wife, Rosemary, and by son, Peter, and daughter, Jeanne.

A private family funeral service for Pastor Meyer was held on Monday, March 1, 2021.



**THE REVEREND JOHN R. COCHRAN**  
**September 14, 1937 - March 26, 2021**

The Reverend John R. Cochran, a retired pastor of the Southwestern Pennsylvania Synod, died on March 26, 2021.

Pastor Cochran was born on September 14, 1937, in Altoona, PA. He was the son of John W. Cochran and Dorothy Meader Cochran. Pastor Cochran received a B. A. Degree from Gettysburg College in 1959. He received a M.Div. Degree in 1963 from the Lutheran Theological Seminary at Gettysburg. Pastor Cochran received a D.D. degree in 1980 from Thiel College.

Pastor Cochran was ordained by the Central Pennsylvania Synod in Altoona, PA on June 30, 1963.

Pastor Cochran served the following calls during his ministry:

Lilly-Gallitzin Lutheran Parish, Lilly, PA	1963-1967
Emanuel Lutheran Church, Philadelphia, PA	1967-1978
Southeastern Pennsylvania Synod,	1978-1987
Assistant to the Bishop/Director of Center City Parish	
Trinity Lutheran Church, Pittsburgh (North Side)	1987-2006
Retired	September 1, 2006

On February 2, 2010, Father Cochran became a novitiate in the Congregation of the Servants of Christ, in the monastic community of St. Augustine's House in Oxford, Michigan. He served as the prior in the monastery for the past six years.

A private funeral service for Pastor Cochran took place at St. Augustine's House in Oxford, Michigan on Monday, March 29, 2021.

Pastor Cochran is survived by his brothers, Michael and James; and by his sister, Dorothy (Weyant).



**THE REVEREND ROBERT J. NEWPHER**  
**April 17, 1947 - April 4, 2021**

The Reverend Robert J. Newpher, a retired pastor of the Southwestern Pennsylvania Synod, died on April 4, 2021.

Pastor Newpher was born on April 17, 1947, in Reading, PA. He was the son of Carl P. Newpher and Irma (Frey) Newpher. Pastor Newpher received a B. A. Degree from Albright College in 1969. He received a M.Div. Degree in 1973 from the Lutheran Theological Seminary at Philadelphia.

Pastor Newpher was ordained by the Northeastern Pennsylvania Synod in St. Luke's Lutheran Church, Reading, PA on May 24, 1973.

Pastor Newpher served the following calls during his ministry:

Grace Lutheran Church, Gouldsboro, PA	1973-1977
St. Matthew's Lutheran Church, Schuylkill Haven, PA	1977-1981
Western Pennsylvania/West Virginia Synod, Director of Stewardship	1981-1987
Evangelical Lutheran Church in America, Deployed Stewardship Staff	1988-2009
Retired	September 1, 2009

Pastor Newpher served on several boards, including the American Missions and Social Ministry Committee of the Northeastern PA Synod; the Lutheran Social Services Board; Campus Ministry; Northeast Regional Ministry in Higher Education; "Strength for Mission" Action Group; and as a Benevolence Consultant.

After his retirement, Pastor Newpher faithfully served in ten interim ministry arrangements, including as Interim Assistant to the Bishop from June, 2016 through September, 2016. He also served as a worship supply pastor in recent years.

A memorial service for Pastor Newpher will be held on May 22, 2021 at Trinity Lutheran Church, Gibsonia, PA.

Pastor Newpher is survived by his wife, Suzanne; and by sons, Andy and Tom.

BULLETIN OF REPORTS

**REPORT OF THE TREASURER**

(Fiscal year February 1, 2020 through January 31, 2021)

**Introduction**

This past fiscal year has been challenging for our Synod and the World under the Covid-19 restrictions. As the Treasurer of your Synod, I want to thank each of you for the dedication and commitment you have displayed to our SWPA Synod and your individual congregations.

**I. Operating Fund Results**

The fiscal 2020 budget projected total receipts of \$1,712,000 which included:

\$1,620,000.00	Mission Support from congregations.
\$26,000.00	Rental revenue.
\$40,000.00	Interest, dividends, revenues from the Congregation Legacy Fund
\$10,000.00	From the ELCA for deployed staff support.
\$16,000.00	Trust, interest and miscellaneous receipts.

**The statistics provided below are preliminary until verified by our Auditors. The final audit will be available later in June 2021 on the SWPA Synod website.**

Total operating support and revenue was \$1,565,925 or 91.5% of budget for fiscal 2020. Mission Support receipts from congregations totaled \$1,360,302 or 84% of that budgeted category. In addition, the Synod received a Payroll Protection Program (PPP) loan in the amount of \$88,795. While short of budget, we sincerely thank all of the congregations that shared their gifts and tithes to fund the operations and ministries of the Synod and Churchwide.

Total operating expenses were \$1,658,442 compared to 2019 expenses of \$1,869,169.

The Operating Fund recorded a deficit of \$92,517, compared to the budgeted deficit of \$142,600 for fiscal 2020. The deficit was funded by the Congregation Legacy Fund (CLF). The deficit for Fiscal 2020 is lower than last year's deficit of \$243,269.

**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 \$661,796.

For fiscal 2020, \$92,517 was transferred to the Synod Operating Fund to cover the deficit. The CLF's ending value at January 31, 2021 was \$693,949 which is a net increase of \$32,153 from last year.

**III. Other Funds**

The Mission Endowment Fund and the Ethel Verney Fund for Poverty Relief at January 31, 2021 had assets of \$238,985 and \$4,889,555, 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 \$190,822 by the Ethel Verney Fund and \$23,799 from the Mission Endowment Fund.

**IV. Thank you**

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

Respectfully submitted,  
Gary N. Teti, Synod Treasurer

**THE AUDIT REPORT WILL BE ADDED TO THIS BULLETIN OF REPORTS AS AN ADDENDUM AT A LATER DATE.**

## BULLETIN OF REPORTS

### REPORT OF THE SYNOD COUNCIL

From the time of the 2020 Synod Assembly to the time of this report, the Synod Council met 3 times (January 23, 2021, March 20, 2021, and May 15, 2021). Due to the COVID-19 pandemic, all of the meetings were held via ZOOM meetings. This report sets forth the actions of the Synod Council at these meetings.

#### **Calls Extended**

Extended a call to the Rev. James West to serve as the Intentional Interim Pastor of Harrold Zion Lutheran Church, Greensburg beginning February 1, 2021. (January 23, 2021)

Extended a call to the Rev. Erin Evans to serve as Intentional Interim Pastor (without the possibility of call) to Christ, Millvale effective April 11, 2021. (March 20, 2021)

#### **Rostered Leaders' Retirements**

Approved the retirement of Rev. Marsella R. Esseck on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective April 1, 2021. (March 20, 2021)

Approved the retirement of Rev. Robert Zimmerman on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective May 1, 2021. (March 20, 2021)

Approved the retirement of Rev. Patricia Bonds on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective February 25, 2021. (May 15, 2021)

Approved the retirement of Rev. Elaine Hower on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective June 16, 2020. (May 15, 2021)

Approved the retirement of Rev. Scott M Olbert on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective February 5, 2021, provided that that a letter of disclosure be presented to any ministry site in which Rev. Olbert is considered for service. (May 15, 2021)

#### **On Leave From Call and Continuation of On Leave From Call**

Continued Rev. Jack Delk 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 his eligible three-year term and/or annual review with the original effective date of July 1, 2017 (Extension granted by the Conference of Bishops) (May 15, 2021)

Continued Rev. Christopher Suehr in the status of On Leave From Call for Study on the Roster of Ordained Ministers of the Evangelical Lutheran Church in America up to the completion of his eligible six-year term and/or annual review with the original effective date of July 18, 2016 (May 15, 2021)

#### **Other Actions related to Rostered Leaders**

Affirmed, with thanksgiving for their years of active ministry, the retired roster status of Group 1 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. (January 23, 2021)

Indicated the SWPA Synod Council's willingness to extend a call to specialized ministry as Assistant Director of Camp Lutherlyn to Seminarian Ryan Fitch, should the Conference of Bishops Roster Committee grant an exception to 7.41.02. Initial Call to Congregational Service of the CONSTITUTIONS, BYLAWS, AND CONTINUING RESOLUTIONS of the Evangelical Lutheran Church in America. (March 20, 2021)

That following the recommendation of the Consultation Panel convened to assist in the investigation of the allegations of misconduct brought concerning Rev. J. Gary Brown; and in regard to Synod Constitution provision S10.03.d., and section III.D.1.e. of Part One of the Manual of Policies and Procedures for the Management of the Rosters of the Evangelical Lutheran Church in America, the retired status granted by the Synod Council to Rev. J. Gary Brown effective January 1, 2014 be revoked effective May 15, 2021, and that this action be reported to the 2021 Synod Assembly. (May 15, 2021)

Granted Bishop Kurt Kusserow a two-month sabbatical in January and February of 2022 in accordance with the proposal that he has submitted. (May 15, 2021)

#### **Appointments**

Mutual Ministry Committee – Rev. Ronald Brown (2022) and Brenda Henry (2023) (January 23, 2021)

Nominating Committee – Rev. Erin Evans as Chairperson (2024) (January 23, 2021)

Committee on Stewardship and Financial Support – Rev. Sue Devine as Secretary (January 23, 2021)

Ecumenical Affairs Committee – Rev. Erin Jones (January 23, 2021)

Credentials Committee – Loran Bohman (2024) and Jeannette Christensen (2025) (January 23, 2021)

Committee on Communications – Dennis Lane (2025) (January 23, 2021)

Tri-Synod Archives Committee – Deacon Denise Hegemann and Rev. Curtis Thompson (2022) (May 15, 2021)

## BULLETIN OF REPORTS

### Finances

Placed the entire bequest from the Thrivent Life Insurance Policy of Kathy Glotfelty into the Mission Endowment Fund. (March 20, 2021)

Gave a donation of \$10,000 to the Northern Texas/Northern Louisiana Synod from the sale of the building. (March 20, 2021)

Deposited the entire bequest from the estate of Rev. Martin Buerger into the Mission Endowment Fund. (May 15, 2021)

Transferred \$1,000,000.00 from the proceeds of the sale of the former synod office building to Thrivent Trust and the remainder transferred to the ELCA Endowment Pooled Trust. (May 15, 2021)

Authorized the synod to secure a line of credit in the amount of \$50,000.00. (May 15, 2021)

### Constitutions and Bylaws

Approved the Constitutions and Bylaws of the following congregations: Nativity, Allison Park; St. Paul, Sewickley; and Zion, Penn Hills. (January 23, 2021)

Referred to the Committee on Constitutions and Bylaws a proposed amendment to Synod Bylaw 101.22. (January 23, 2021)

Approved the constitutions and bylaws of New Hope, Freedom; St. Peter's, Evans City; and Trinity, Butler. (March 20, 2021)

### Other Actions

Adopted the Family Leave Policy of the Southwestern PA Synod as amended. (March 20, 2021)

Elected Karen Arnold to the Board of Directors of United Lutheran Seminary with a term ending in 2024 (May 15, 2021)

Approved a special appeal to raise funds, with a goal of \$10,000.00, to share with our Companion Synod, the Malagasy Lutheran Church in Tulear. This grant would be to help with drought relief and help with the COVID Pandemic. (May 15, 2021)

### Synod Assembly

Approved the Minutes of the 2020 Southwestern Pennsylvania Synod Assembly (January 23, 2021)

Approved the Lay Voting Formula for the 2021 Synod Assembly:

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 600 but below 850, an additional two voting members be elected for those congregations with a baptized membership above 850 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 23, 2021)

To set the fee for the 2021 Synod Assembly at \$30.00 (March 20, 2021)

### Recommendations to the 2021 Synod Assembly

1. to recommend to the 2021 Synod Assembly the following change to the bylaw 101.22:  
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.
2. to recommend the 2022 Budget to the 2021 Synod Assembly for its approval. [see Appendix A]
3. to recommend the 2022 Interim Ministry Guidelines to the 2021 Synod Assembly for its approval. [see Appendix B]
4. to recommend the 2022 Compensation Guidelines for Ministers of Word and Sacrament to the 2021 Synod Assembly for its approval. [see Appendix C]
5. to recommend the 2022 Compensation Guidelines for Ministers of Word and Service to the 2021 Synod Assembly for its approval. [see Appendix D]

## BULLETIN OF REPORTS

6. Recommended to the 2021 Synod Assembly the Mission Support Formula for its approval (May 15, 2021)

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.

7. Recommended the Program and Order of Business to the 2021 Synod Assembly for its approval. (May 15, 2021).
8. Recommended to the 2021 Synod 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 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. (May 15, 2021).
9. Recommended the amendments to the synod bylaws brought by the Committee Structure Task Force to the 2021 Synod Assembly for its approval. (May 15, 2021). [see Appendix E]



**SYNOD COUNCIL RECOMMENDED BUDGET FOR 2022 APPENDIX A**

	Proposed Budget 2021	Adopted Budget 2021	Synod Council Recommended Budget for 2022
<b>REVENUES</b>			<b>REVENUES</b>
Mission Support from Congregations	\$ 1,440,000.00	\$ 1,440,000.00	Mission Support from Congregations \$ 1,370,000.00
Director-Evangelical Mission Support	\$ 10,000.00	\$ 10,000.00	Director-Evangelical Mission Support \$ 10,000.00
Trust/Estate	\$ 13,000.00	\$ 13,000.00	Trust/Estate \$ 13,000.00
Legacy Fund	\$ 56,000.00	\$ 120,000.00	Legacy Fund Principal \$ 36,000.00
Proposed Sale of Synod Building (4% interest)	\$ 60,000.00	\$ 60,000.00	Pooled Trust/Sale of Synod Building (5-25% interest draw) \$ 105,140.00
<b>Total Revenues</b>	<b>\$ 1,579,000.00</b>	<b>\$ 1,643,000.00</b>	<b>Total Revenues \$ 1,534,140.00</b>
<b>EXPENDITURES</b>			<b>EXPENDITURES</b>
ELCA Proportionate Share	\$ 700,000.00	\$ 700,000.00	ELCA Proportionate Share \$ 657,600.00
ELCA Gift Planner	\$ 10,000.00	\$ 10,000.00	ELCA Gift Planner \$ 10,000.00
<b>Region 8 Expenses</b>	<b>\$ 3,132.00</b>	<b>\$ 3,132.00</b>	<b>Region 8 Expenses \$ 3,132.00</b>
<b>Building/Operation/Administration Costs</b>			<b>Building/Operation/Administration Costs</b>
Rent & Utilities & Office Admin	\$ 103,000.00	\$ 103,000.00	Rent & Utilities & Office Admin \$ 100,000.00
Legal & Accounting	\$ 16,500.00	\$ 16,500.00	Legal & Accounting \$ 18,000.00
<b>Total</b>	<b>\$ 119,500.00</b>	<b>\$ 119,500.00</b>	<b>Total \$ 118,000.00</b>
<b>Synod Staff Support</b>			<b>Synod Staff Support</b>
Synod Treasurer Stipend	\$ 6,000.00	\$ 6,000.00	Synod Treasurer Stipend \$ 6,000.00
Communications	\$ 6,500.00	\$ 6,500.00	Communications \$ 6,500.00
DEM Administrative Support	\$ 2,000.00	\$ 2,000.00	DEM Administrative Support \$ 2,000.00
Staff Compensation/Housing	\$ 376,908.00	\$ 376,908.00	Staff Compensation/Housing \$ 376,908.00
Staff Pension & Benefits	\$ 140,000.00	\$ 140,000.00	Staff Pension & Benefits \$ 140,000.00
Employment Taxes & Insurance	\$ 18,000.00	\$ 18,000.00	Employment Taxes & Insurance \$ 18,000.00
Travel & Meetings	\$ 23,000.00	\$ 23,000.00	Travel & Meetings \$ 23,000.00
<b>Total</b>	<b>\$ 572,408.00</b>	<b>\$ 572,408.00</b>	<b>Total \$ 572,408.00</b>
<b>Synod Ministries and Grants</b>			<b>Synod Ministries and Grants</b>
Hospitality	\$ 2,000.00	\$ 2,000.00	Hospitality \$ 2,000.00
Candidacy Development Services	\$ 6,000.00	\$ 6,000.00	Candidacy Development Services \$ 6,000.00
Candidacy Committee	\$ 5,000.00	\$ 5,000.00	Candidacy Committee \$ 5,000.00
Congregation Conflict Mediation	\$ 2,000.00	\$ 2,000.00	Congregation Conflict Mediation \$ 2,000.00
Youth Ministry	\$ 3,000.00	\$ 3,000.00	Youth Ministry \$ 3,000.00
Leadership Development Grants	\$ 10,000.00	\$ 10,000.00	Leadership Development Grants \$ 10,000.00
New and Revitalized Ministries Grants	\$ 25,000.00	\$ 25,000.00	New and Revitalized Ministries Grants \$ 25,000.00
<b>Total Synod Ministry and Grants</b>	<b>\$ 53,000.00</b>	<b>\$ 53,000.00</b>	<b>Total Synod Ministry and Grants \$ 55,000.00</b>

**SYNOD COUNCIL RECOMMENDED BUDGET FOR 2022 - continued**

Synod Ministry Partners	Proposed 2021 (cont.)	Adopted 2021 (cont.)	Synod Council Recommended Budget for 2022 (cont.)
Camp Lutheran	\$ 1,000.00	\$ 1,000.00	Camp Lutheran \$ 1,000.00
Camp Agape	\$ 1,000.00	\$ 1,000.00	Camp Agape \$ 1,000.00
Lutheran Campus Ministry of Pittsburgh	\$ 50,000.00	\$ 75,000.00	Lutheran Campus Ministry of Pittsburgh \$ 50,000.00
Thiel College	\$ 1,000.00	\$ 1,000.00	Thiel College \$ 1,000.00
United Lutheran Seminary	\$ 50,000.00	\$ 89,000.00	United Lutheran Seminary \$ 50,000.00
Glade Run	\$ 1,000.00	\$ 1,000.00	Glade Run \$ 1,000.00
Bethesda	\$ 1,000.00	\$ 1,000.00	Bethesda \$ 1,000.00
Lutheran SeniorLife	\$ 1,000.00	\$ 1,000.00	Lutheran SeniorLife \$ 1,000.00
LAMPa	\$ 5,000.00	\$ 5,000.00	LAMPa \$ 5,000.00
Christian Associates of Southwest PA	\$ 9,000.00	\$ 9,000.00	Christian Associates of Southwest PA \$ 9,000.00
<b>Total Synod Ministry Partners</b>	<b>\$ 120,000.00</b>	<b>\$ 184,000.00</b>	<b>Total Synod Ministry Partners \$ 120,000.00</b>
<b>Total Expenditures</b>	<b>\$ 1,578,040.00</b>	<b>\$ 1,642,040.00</b>	<b>Total Expenditures \$ 1,534,140.00</b>
<b>Operating Surplus/(Deficit)</b>	<b>\$ 960.00</b>	<b>\$ 960.00</b>	<b>Operating Surplus/(Deficit) \$ -</b>

Highlights:  
**In a faithful attempt for the budget to reflect the synod's mission statement, the following highlights are reflected:**

- The 5.25% interest on proceeds from the sale of the building reflects the ELCA Foundation Fund A the synod invests with.
- The proportionate share to Churchwide reflecting 48% of mission support.
- To ensure that communications in the synod continues to be strengthened and expanded, a line item has been added to the budget.
- Youth Ministry Grants have been increased to help equip middle school and high school youth in the synod through youth events, youth summits, etc.
- Leadership Development Grants have been added to be used for rostered and lay leader trainings, speakers, etc.
- New and Revitalized Ministry Grants have been added to be awarded to new-start congregations and those bringing about change and new life into their congregations.
- Conflict Congregation Mediation has been added to the budget as part of the synod's assistance to congregations in need of mediation support.

## **INTERIM MINISTRY**

PROVIDING CONTINUING PASTORAL CARE AND LEADERSHIP

IN THE “BETWEEN TIMES”

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

~~**2021**~~

**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

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### ~~2021~~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 ~~2021~~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.

## **MINIMUM COMPENSATION GUIDELINES**

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

**~~2021~~**

**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 ~~\$37,768~~**\$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.



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Yrs Service	2020 Base	COLA 2019	yrs +400	2021
0	\$36,847.00	\$ 921.18	\$ -	\$37,768.18
1	\$36,847.00	\$ 921.18	\$ 400.00	\$38,168.18
2	\$36,847.00	\$ 921.18	\$ 800.00	\$38,568.18
3	\$36,847.00	\$ 921.18	\$ 1,200.00	\$38,968.18
4	\$36,847.00	\$ 921.18	\$ 1,600.00	\$39,368.18
5	\$36,847.00	\$ 921.18	\$ 2,000.00	\$39,768.18
6	\$36,847.00	\$ 921.18	\$ 2,400.00	\$40,168.18
7	\$36,847.00	\$ 921.18	\$ 2,800.00	\$40,568.18
8	\$36,847.00	\$ 921.18	\$ 3,200.00	\$40,968.18
9	\$36,847.00	\$ 921.18	\$ 3,600.00	\$41,368.18
10	\$36,847.00	\$ 921.18	\$ 4,000.00	\$41,768.18
11	\$36,847.00	\$ 921.18	\$ 4,400.00	\$42,168.18
12	\$36,847.00	\$ 921.18	\$ 4,800.00	\$42,568.18
13	\$36,847.00	\$ 921.18	\$ 5,200.00	\$42,968.18
14	\$36,847.00	\$ 921.18	\$ 5,600.00	\$43,368.18
15	\$36,847.00	\$ 921.18	\$ 6,000.00	\$43,768.18
16	\$36,847.00	\$ 921.18	\$ 6,400.00	\$44,168.18
17	\$36,847.00	\$ 921.18	\$ 6,800.00	\$44,568.18
18	\$36,847.00	\$ 921.18	\$ 7,200.00	\$44,968.18
19	<del>\$36,847.00</del>	<del>\$ 921.18</del>	<del>\$ 7,600.00</del>	<del>\$45,368.18</del>
20	\$36,847.00	\$ 921.18	\$ 8,000.00	\$45,768.18
21	\$36,847.00	\$ 921.18	\$ 8,400.00	\$46,168.18
22	\$36,847.00	\$ 921.18	\$ 8,800.00	\$46,568.18
23	\$36,847.00	\$ 921.18	\$ 9,200.00	\$46,968.18
24	\$36,847.00	\$ 921.18	\$ 9,600.00	\$47,368.18
25	\$36,847.00	\$ 921.18	\$ 10,000.00	\$47,768.18
26	\$36,847.00	\$ 921.18	\$ 10,400.00	\$48,168.18
27	\$36,847.00	\$ 921.18	\$ 10,800.00	\$48,568.18
28	\$36,847.00	\$ 921.18	\$ 11,200.00	\$48,968.18
29	\$36,847.00	\$ 921.18	\$ 11,600.00	\$49,368.18
30	\$36,847.00	\$ 921.18	\$ 12,000.00	\$49,768.18
31	\$36,847.00	\$ 921.18	\$ 12,400.00	\$50,168.18
32	\$36,847.00	\$ 921.18	\$ 12,800.00	\$50,568.18
33	\$36,847.00	\$ 921.18	\$ 13,200.00	\$50,968.18
34	\$36,847.00	\$ 921.18	\$ 13,600.00	\$51,368.18
35	\$36,847.00	\$ 921.18	\$ 14,000.00	\$51,768.18
36	\$36,847.00	\$ 921.18	\$ 14,400.00	\$52,168.18
37	\$36,847.00	\$ 921.18	\$ 14,800.00	\$52,568.18
38	\$36,847.00	\$ 921.18	\$ 15,200.00	\$52,968.18
39	\$36,847.00	\$ 921.18	\$ 15,600.00	\$53,368.18
40	\$36,847.00	\$ 921.18	\$ 16,000.00	\$53,768.18

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<u>Yrs</u> <u>Service</u>	<u>2021 Base</u>	<u>2020 Cola</u>	<u>Synod</u> <u>Equal Fig</u>	<u>yrs +400</u>	<u>2022</u>
<u>0</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$ -</u>	<u>\$38,830.98</u>
<u>1</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$400.00</u>	<u>\$39,230.98</u>
<u>2</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$800.00</u>	<u>\$39,630.98</u>
<u>3</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$1,200.00</u>	<u>\$40,030.98</u>
<u>4</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$1,600.00</u>	<u>\$40,430.98</u>
<u>5</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$2,000.00</u>	<u>\$40,830.98</u>
<u>6</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$2,400.00</u>	<u>\$41,230.98</u>
<u>7</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$2,800.00</u>	<u>\$41,630.98</u>
<u>8</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$3,200.00</u>	<u>\$42,030.98</u>
<u>9</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$3,600.00</u>	<u>\$42,430.98</u>
<u>10</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$4,000.00</u>	<u>\$42,830.98</u>
<u>11</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$4,400.00</u>	<u>\$43,230.98</u>
<u>12</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$4,800.00</u>	<u>\$43,630.98</u>
<u>13</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$5,200.00</u>	<u>\$44,030.98</u>
<u>14</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$5,600.00</u>	<u>\$44,430.98</u>
<u>15</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$6,000.00</u>	<u>\$44,830.98</u>
<u>16</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$6,400.00</u>	<u>\$45,230.98</u>
<u>17</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$6,800.00</u>	<u>\$45,630.98</u>
<u>18</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$7,200.00</u>	<u>\$46,030.98</u>
<u>19</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$7,600.00</u>	<u>\$46,430.98</u>
<u>20</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$8,000.00</u>	<u>\$46,830.98</u>
<u>21</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$8,400.00</u>	<u>\$47,230.98</u>
<u>22</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$8,800.00</u>	<u>\$47,630.98</u>
<u>23</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$9,200.00</u>	<u>\$48,030.98</u>
<u>24</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$9,600.00</u>	<u>\$48,430.98</u>
<u>25</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$10,000.00</u>	<u>\$48,830.98</u>
<u>26</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$10,400.00</u>	<u>\$49,230.98</u>
<u>27</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$10,800.00</u>	<u>\$49,630.98</u>
<u>28</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$11,200.00</u>	<u>\$50,030.98</u>
<u>29</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$11,600.00</u>	<u>\$50,430.98</u>
<u>30</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$12,000.00</u>	<u>\$50,830.98</u>
<u>31</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$12,400.00</u>	<u>\$51,230.98</u>
<u>32</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$12,800.00</u>	<u>\$51,630.98</u>
<u>33</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$13,200.00</u>	<u>\$52,030.98</u>
<u>34</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$13,600.00</u>	<u>\$52,430.98</u>
<u>35</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$14,000.00</u>	<u>\$52,830.98</u>
<u>36</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$14,400.00</u>	<u>\$53,230.98</u>
<u>37</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$14,800.00</u>	<u>\$53,630.98</u>
<u>38</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$15,200.00</u>	<u>\$54,030.98</u>
<u>39</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$15,600.00</u>	<u>\$54,430.98</u>
<u>40</u>	<u>\$37,768.00</u>	<u>\$490.98</u>	<u>\$572.00</u>	<u>\$16,000.00</u>	<u>\$54,830.98</u>

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### **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 2021-2022 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 work).

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### **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

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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 – ~~2021~~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 ~~2021~~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](mailto: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 ~~“For Congregations” section of the synod’s website <http://www.swpasynod.org>~~ ~~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 ~~“For Congregations” section of the synod’s website <http://www.swpasynod.org>~~ ~~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

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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. The “Interim Ministry Guidelines” can be downloaded ~~from~~ <http://www.swpasynod.org/resources/compensation-leave-policies><https://www.swpasynod.org/callprocess>

## **MINIMUM COMPENSATION GUIDELINES**

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

~~2021~~

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.*

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### 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) ~~\$40,950-42,054~~. 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.



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Years of Service	2020	Increase	Years of Service @ \$400	2021
0	\$ 39,000	\$ 1,950	\$ -	\$ 40,950
1	\$ 39,000	\$ 1,950	\$ 400	\$ 41,350
2	\$ 39,000	\$ 1,950	\$ 800	\$ 41,750
3	\$ 39,000	\$ 1,950	\$ 1,200	\$ 42,150
4	\$ 39,000	\$ 1,950	\$ 1,600	\$ 42,550
5	\$ 39,000	\$ 1,950	\$ 2,000	\$ 42,950
6	\$ 39,000	\$ 1,950	\$ 2,400	\$ 43,350
7	\$ 39,000	\$ 1,950	\$ 2,800	\$ 43,750
8	\$ 39,000	\$ 1,950	\$ 3,200	\$ 44,150
9	\$ 39,000	\$ 1,950	\$ 3,600	\$ 44,550
10	\$ 39,000	\$ 1,950	\$ 4,000	\$ 44,950
11	\$ 39,000	\$ 1,950	\$ 4,400	\$ 45,350
12	\$ 39,000	\$ 1,950	\$ 4,800	\$ 45,750
13	\$ 39,000	\$ 1,950	\$ 5,200	\$ 46,150
14	\$ 39,000	\$ 1,950	\$ 5,600	\$ 46,550
15	\$ 39,000	\$ 1,950	\$ 6,000	\$ 46,950
16	\$ 39,000	\$ 1,950	\$ 6,400	\$ 47,350
17	\$ 39,000	\$ 1,950	\$ 6,800	\$ 47,750
18	\$ 39,000	\$ 1,950	\$ 7,200	\$ 48,150
19	<del>\$ 39,000</del>	<del>\$ 1,950</del>	<del>\$ 7,600</del>	<del>\$ 48,550</del>
20	\$ 39,000	\$ 1,950	\$ 8,000	\$ 48,950
21	\$ 39,000	\$ 1,950	\$ 8,400	\$ 49,350
22	\$ 39,000	\$ 1,950	\$ 8,800	\$ 49,750
23	\$ 39,000	\$ 1,950	\$ 9,200	\$ 50,150
24	\$ 39,000	\$ 1,950	\$ 9,600	\$ 50,550
25	\$ 39,000	\$ 1,950	\$ 10,000	\$ 50,950
26	\$ 39,000	\$ 1,950	\$ 10,400	\$ 51,350
27	\$ 39,000	\$ 1,950	\$ 10,800	\$ 51,750
28	\$ 39,000	\$ 1,950	\$ 11,200	\$ 52,150
29	\$ 39,000	\$ 1,950	\$ 11,600	\$ 52,550
30	\$ 39,000	\$ 1,950	\$ 12,000	\$ 52,950
31	\$ 39,000	\$ 1,950	\$ 12,400	\$ 53,350
32	\$ 39,000	\$ 1,950	\$ 12,800	\$ 53,750
33	\$ 39,000	\$ 1,950	\$ 13,200	\$ 54,150
34	\$ 39,000	\$ 1,950	\$ 13,600	\$ 54,550
35	\$ 39,000	\$ 1,950	\$ 14,000	\$ 54,950
36	\$ 39,000	\$ 1,950	\$ 14,400	\$ 55,350
37	\$ 39,000	\$ 1,950	\$ 14,800	\$ 55,750
38	\$ 39,000	\$ 1,950	\$ 15,200	\$ 56,150
39	\$ 39,000	\$ 1,950	\$ 15,600	\$ 56,550
40	\$ 39,000	\$ 1,950	\$ 16,000	\$ 56,950

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<u>Years of Service</u>	<u>2021 Base</u>	<u>2020 COLA</u>	<u>Synod Equalization Figure</u>	<u>Years of Service @ \$400</u>	<u>2022</u>
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
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

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### 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 ~~2021~~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 to provide a minimum contribution (based on cash salary) of 12% per year to the pension plan of the Deacon.*

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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](mailto:mail@porticobenefits.org) Website: <https://porticobenefits.org>

### **Portico Health Plan – ~~2021~~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 ~~2021~~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 "~~For~~ CongregationsDeacons" section of the synod's website <http://www.swpasynod.org>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 "~~For Congregations~~" section of the synod's website <http://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.

**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.

**APPENDIX E****Proposed changes to the Bylaws of the SWPA Synod**~~SECTION FOUR—COMMITTEES AND OTHER ORGANIZATIONS~~ COMMITTEES OF THE SYNOD~~104.1 Committees Appointed by the Synod Council~~~~104.11 Executive Committee~~

The Synod Council shall have an Executive Committee composed of the synod officers, ~~and 4 members (2 lay and 2 clergy)~~ 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.

~~104.12~~ 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.

~~104.13~~ 104.3 Committee on Constitutions and Bylaws

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

~~104.2~~ 104.4 Standing Committees of the Synod Other committees

~~104.21 There shall be 9 Standing Committees of the Synod. These committees shall be Congregational Life, Youth Ministry, Global Mission, Ministry, Outreach, Communication Services, Church in Society, Stewardship and Financial Support, and Property. Sub-committees may be added if necessary. Each committee shall consist of a minimum of 9 and a maximum of 12 members, including one Synod Council representative, chairperson, secretary, and the remaining members at large.~~

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.

~~104.22 Appointments to standing committees shall be as follows:~~

~~Synod Council shall appoint a chairperson, secretary, and Synod Council representative for each standing committee. They shall make appointments of committee members upon the approval of the Synod Council. Appointments should comply with the inclusiveness principle.~~

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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.

~~104.23 Appointment of committee members shall be for four year terms with rotation every two years. No appointed member shall serve for more than two consecutive terms. A vacancy shall be filled by a person appointed by the committee chairperson upon approval of the Synod Council with parity being maintained. No one may serve on more than one standing committee at a time.~~

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.

~~104.24~~ 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.

~~104.25~~ 104.4.07 Each person serving on a standing committee must be a member of the synod. Pastors must be on the roster of the synod and laity must be a voting member of a congregation of the synod. 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.

~~104.26~~ 104.4.08 Standing committees and their areas of responsibilities:

~~A. CONGREGATIONAL LIFE—responsible for equipping and enabling congregations in the areas of worship, witness/evangelism, Christian education, spirituality, family life, and congregational social ministry.~~

~~B. YOUTH MINISTRY—responsible for enabling youth to assume their place as full participants in the life of the church by serving youth and adults working with youth.~~

~~C. GLOBAL MISSION—responsible for global mission education and advocacy, providing educational events and programs on Global Missions, and support for missions and missionaries.~~

~~D. MINISTRY—responsible for affirmation and support of pastors, deacons, and laity in their ministries; continuing education for pastors, deacons, and laity; candidacy preparation programs, and liaison to seminaries.~~

~~E. OUTREACH—responsible for leadership and support of the Church as it reaches out to witness in this synod through evangelism, support of urban, small and rural ministries, Mission Partners program, resource “healing teams” (parish peacemakers), development of new ministries and new congregations, and mission strategy development. This committee shall also relate to camps, campus ministries and educational institutions.~~

~~F. COMMUNICATION SERVICES—responsible for an overall communication strategy for this synod through providing informational services, programs for communication training and media education, and media programs.~~

~~G. CHURCH IN SOCIETY—responsible for listening to and speaking to society on behalf of the synod, for the monitoring of the Church’s social statements; for peace and justice advocacy, for hunger concerns—domestic and global; for environmental stewardship; and for unemployment concerns. This committee shall be responsible for social ministry advocacy, mainly the ministry of the agencies and institutions supported by this~~

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~~synod. This committee shall be responsible for the review and monitoring of the Church's goal of inclusiveness within this synod and for providing resources and advocacy that will challenge dynamics of power and privilege that create barriers to participation and equity in this church and society — for women, people of color, minority ethnic groups, people with disabilities, people who are marginalized or living in poverty, and the LGBTQ community.~~

~~H. STEWARDSHIP AND FINANCIAL SUPPORT—responsible for stewardship programming and education and the planning and implementing approved special appeals.~~

~~I. —PROPERTY—responsible for the oversight, maintenance and use of synod property including land, buildings and other physical assets.~~

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

~~104.27 Any person having two or more unexcused absences within a year on any committee will no longer be a member of that committee. The secretary of the committee will be responsible for notifying the member that, because of the unexcused absences, that person is removed from committee membership.~~

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.

## **Cleaned Proposed changes to the Bylaws of the SWPA Synod**

### 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.

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

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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.



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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.

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### REPORTS OF THE CONFERENCE DEANS

#### REPORT OF THE DEAN OF CONFERENCE ONE

What a year this has been! A year of the pandemic has been challenging for all of us. Life has been different and life will never be the same. A **“New Normal”** awaits! One day at a time, we have moved through this pandemic. God has been faithful and we have been stretched and continue to be stretched. Many of us have entered more deeply into a world of technology and all of us have added to our list of **“Firsts”**.

I would like to thank all my awesome colleagues for their faithfulness and partnership in the Gospel, especially in these days and times. With God’s help we continue to do the best we can, being creative and thinking outside the box. I know it has not been easy. I thank our Bishop Kurt Kusserow, his Assistants – Pastor Peter Asplin and Pastor Melissa Stoller, our Deacon Beth Caywood and the rest of the synod staff for guiding and supporting us through this year, especially with our Ministerium Monday gatherings. They have been a gift! A word of thanks to our support staff ; Sandy DeLorenze, Carol Ruckert, Bob Cairns, Patty Davidson and Lauren Wolcott who always make themselves available and graciously moved their offices in the midst of a pandemic, as they continue to take turns serving both from their homes and from our new synod office space. A major move in the midst of the pandemic. Thank you all!

Conference One held its Pre-Assembly Caucus virtually, like all of our Conferences, via Zoom on Tuesday, October 27, 2020. A word of thanks to all those who participated. It was a great pre-lude to our first ever, Zoom Synod Assembly, which was held on Saturday, November 14, 2020. A one-day assembly was an event that some in the life of our synod have always dreamed about, perhaps NOT a Zoom assembly, however the day went extremely well. Thanks Pastor Paul Gruesu for helping us put *Vevox* on our list of firsts! A word of thanks to Pastor Martha Clementson and Pastor Beth Clementson who helped us do a little celebrating of the 50th Anniversary of the Ordination of Women, as they both served as our synod Chaplains. We will see them both again. Kudos to all those who worked hard to get our first Zoom Synod Assembly together, especially our Synod Assembly Planning Team, under the leadership of chairperson, Pastor Bob Schaefer.

Highlights from the year for Cluster One include an on-going weekly Zoom Pericope Study on Wednesdays up in “The Northern Kingdom” (The Beaver Cluster) along with a monthly gathering via Zoom the second Thursday of the month, daily devotions provided for the 12 Days of Christmas from “The Northern Kingdom”, three Interns on the territory of our conference; Vicar Chris Combs at Good Shepherd Lutheran Church, New Castle, Vicar Trisha Christman at Grace Lutheran Church, Rochester and Vicar Halle Siebert, now Halle Kluever, at First, Downtown Pittsburgh, who has remained on the staff at First, as a pastoral assistant, a new Co-operative Ministry between United Presbyterian Church of Ambridge and Zion’s First Lutheran Church, Ambridge, served by Pastor Beth Wierman. A word of thanks to Pastor Angela Smith, local interim pastor to Zion’s First, for being a part of that process.

Probably THE most exciting happening in our conference this year was the calling of Pastor Jocelyn Johnston to Around the River Parish, a joint ministry of House of Prayer - Aliquippa, Rehoboth - Baden, Faith - Aliquippa and Van Kirk - Monaca. The interviewing, call vote and trial sermon ALL HAPPENED VIRTUALLY! Congratulations to those congregations. Continued blessings to Pastor Susan Irons and Pastor Michael Sourwine, as they add Pastor Jocelyn Johnston to their pastoral team.

Our Conference Cabinet consists of myself, as dean, Pastor Susan Irons as Conference Secretary, Pastor Angela Smith and Mr. R. Brandon James. Thank you for another year of your serving.

At our **2021 Pre-Assembly Caucus on Tuesday, May 18th, 7:00 p.m. via Zoom**, God will raise up a new dean to serve this conference, as my second term will be ended. I am not eligible for re-election. It has been a joy and a blessing to serve alongside all of you in Ministry, especially during these different days and times. Thank you for your continued partnership in the Gospel.

Together in the Journey,

The Rev. Peggy Suhr-Barkley, Dean, Conference One

#### REPORT OF THE DEAN OF CONFERENCE TWO

Dear Conference Two Roster Leaders and Congregations,

Grace and peace to you! This year has continued to be a year full of challenges as we continue to find our way through the COVID-19 pandemic. We have continued to face new challenges and discover new ways to be church together. We have learned new skills and had time to discern where and how God is calling us to bare witness. Your presence, resilience, and creativity have served your communities and the whole church well.

I am honored to serve among you as a partner in ministry and the Dean of Conference 2 .

Once again we have found our way through the challenges and blessings of this year and together to bear witness

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to God's love and grace through a variety of ministries, across varied contexts; both in person and on virtual platforms. We have celebrated new calls, ordinations, and retirements; supported one another through ministry and life challenges and transitions; gathered together for worship, ministry, collegiality, and study of Scripture; and discern where the Holy Spirit is calling us next.

I want to thank each of you and your congregations for the work you do for the sake of your neighbors and the gospel. As my time as your Conference Dean draws to an end I want to say thank you; it has been a privilege to partner together in ministry and to serve you.

Respectfully submitted,

The Rev. Christina A. Hough, Dean, Conference Two

### REPORT OF THE DEAN OF CONFERENCE THREE

Much has changed over the course of the last year, including in the life of the churches of conference 3. Churches that have pastors have learned how to move to online worship for months, and then adapt to new safety measures when each church individually decided it was safe enough to return to the worship space. Many of us have not had the chance to sing together or hug members of our church family for what may be a year but feels like an eternity. And far heavier is the cost in lives of the pandemic. No one has remained untouched. We all know someone who lost their life, or a close friend who lost someone they were close to. All the pastors in our text study group have buried folks who died from Covid-19. When is the last time that has happened- that we've all buried people who have died during a national and global crisis? Probably not since the second world war, and Covid has already killed more folks than died in that horrible conflict. Yet still some claim it's a hoax. How can we be the church in both the face of unprecedented grief and unprecedented mendacity?

Providing pastoral care has become much more complicated with restrictions on visiting nursing homes or shut-ins. It's simply not an easy time to be part of a church. Communion has had to be distributed in new and creative ways. Technology has had to be updated. Many prayers have been uttered during the course of Sunday worship as we try to get our wifi connections to function and serve the sometimes dozens of folks who tune in to worship virtually each week. Zoom, Facebook live, and YouTube have become staples in many churches to broadcast worship services, and even after this pandemic comes to an end (Lord, we are praying that it will soon) our use of technology will certainly have to continue in order to connect with folks who haven't been able to connect before this time, or just prefer it better this way.

Much of the ecumenical efforts between our churches has either had to be put on hold or adapted. Conference 3 had our first joint online Pentecost service in which over half a dozen churches participated and close to a hundred different folks tuned in from our conference and beyond. But the fellowship and joint worship services of many of our churches have had to be postponed, and this has left many of us feeling lonely or hopeless. Nevertheless, the good news of Jesus Christ has been proclaimed in our churches, and from our living rooms, offices, basements, or whatever space we've converted in order to continue to praise God throughout the course of the last year. Though the ministries of many churches have been changed or put on hold, the work of the church continues to proclaim in word and deed the saving love of Jesus. Amen.

Respectfully submitted,

The Rev. Ryan Pusch, Dean, Conference Three

### REPORT OF THE DEAN OF CONFERENCE FOUR

*"My child, do not let these escape from your sight: keep sound wisdom and prudence, and they will be life for your soul and adornment for your neck. Then you will walk on your way securely and your foot will not stumble. If you sit down, you will not be afraid; when you lie down, your sleep will be sweet. Do not be afraid of sudden panic, or of the storm that strikes the wicked; for the Lord will be your confidence and will keep your foot from being caught."* (Proverbs 3:21-26, NRSV)

The congregations of Conference 4 continue in God's Word, albeit in many and various ways as the result of Covid-19 and social turmoil in our nation this last year. We have had to learn how to live in a different world and how to be the church in a time when gathering in person has been put on hold. "Zoom" jumped to the top of our vocabulary list and masks prevented us from fully appreciating the humanity of another's emotions. We have had to trust in the sound wisdom and prudence of God to lead ourselves, our loved ones, and others through this "storm" of life. Not everyone yet sits down unafraid or lies down securely, but wisdom and prudence prove over and over again to be our allies as the church of Jesus Christ continues its struggles with the old and the new.

I am grateful for the ongoing work of our churches and their leaders even as we continue to be especially grateful for faithful Word and Sacrament and Word and Service leaders who are devoted to the care of souls. The devotion of our retired rostered leaders to guide with wisdom and patience, as well as supply preach and serve in interim ministry, is most helpful to the mission and ministry of our Southwestern PA Synod and our Conference 4. Thank you! There are other ministers who serve in various capacities as part-time or full-time, local or intentional interim pastors. Thank you

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for your devotion in serving our synod and Conference 4 in this way.

Three clusters of ministerial leaders continue to meet, all on Tuesday mornings, for fellowship, tending to God's Word, and fellowship via Zoom. Normally, one meets at Good Shepherd in Monroeville, one at Zion Lutheran in Greensburg, and one at Trinity in Latrobe. I encourage all rostered leaders to be devoted to these blessed gatherings that we may remain a powerful movement of faith in this time and in this place.

Since last Synod Assembly, the life and work of Conference 4 has been varied and busy. Here is a listing of important events as of the writing of this report:

### **Pastoral Calls and Installations:**

- Pastor David Hanssen did accept a call to serve as Pastor at Bethel Lutheran (Stahlstown), Latrobe, but his installation has been postponed until Covid-19 concerns are alleviated and people can gather freely for worship and celebration.

### **Intentional and Transitional Interim Ministries:**

- Pastor Paula Schmitt accepted a call to serve as Intentional Interim Pastor at Trinity Lutheran Church, Latrobe, PA
- Pastor James West accepted a call to serve as Intentional Interim Pastor at Harrold Zion Lutheran Church, Greensburg, PA

### **Pastoral Resignation**

- Pastor Jocelyn Johnston resigned as Interim Pastor at St. John, North Versailles to accept another call.

### **Pastoral Retirements**

- Pastor Jeffrey Schock retired from Trinity Lutheran Church in Latrobe.
- Pastor John Smaligo retired from Harrold Zion Lutheran Church in Greensburg.

The Conference 4 Pre-Assembly Caucus was hosted on Zoom prior to our rescheduled Synod Assembly in 2020. As I finish my second term as Dean of Conference 4 and pass the torch to my successor, I pray that God will continue to bless the ministry of our Southwestern PA Synod, our conferences, our leaders, and our people through divine wisdom and prudence.

Respectfully submitted,

The Rev. Roger L. Steiner, 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 what a year it has been!

I have these things to report:

- The Rev. Janice Altenburger has ended her service as Interim Pastor at Good Shepherd, Mount Pleasant
- There were no new pastors received in this Conference over the last year. However ...
  - The Rev Erin Evans has received and accepted a call to Christ, Millvale as Intentional Interim Pastor, leaving Peace, Greenock after seven years and eight months of faithful service, the third longest serving Pastor in Peace's history. We wish Pastor Erin all the best in her new call, and to Peace as they enter an interim period and then the call process.
- The Pandemic forced all of us to get creative and do things in new ways. Many congregations around the synod and in this Conference used Facebook Live, Zoom, YouTube, and conference call services to make worship services available to their parishioners and the public.
  - Council and committee meetings were also done by Zoom in many cases, especially during the times when it was advisable to refrain from meeting in-person. Some continue to do so, especially those who have not re-opened their church buildings for worship and other gatherings.
- Other creative solutions were found to make the sacraments available to parishioners and the public: drive-through Communion, "drop-off Communion" at people's homes, "Ash and Dash" for Ash Wednesday (notably at Faith, White Oak, which under the leadership of Pastor Michael Ryan has been doing this for a while. Going outside the bounds of the Sunday liturgy for baptisms.
  - In my own setting, the Mid Mon Valley Lutheran Parish, we combined drive-thru Communion with Ash and Dash, adapted to the cold weather on Ash Wednesday to a "walk-through" of the church, and added "soup to go" at Lynnwood, Belle Vernon.
- We were able to have our Conference Caucus and then participate in the Synod Assembly by Zoom, after both in-person gatherings were postponed. As with worship and other meetings, this experience was not the same as meeting in person, but we were able to see and hear each other and get our business done.

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- o While some of us might have appreciated getting the Assembly done in one day, we missed the fellowship and other activities that come with meeting for an in-person Assembly.

While the Pandemic forced us to get creative, we still look for ways to be creative in how we do ministry in our respective locations, in our communities, and in the world at large, and look forward to the days of 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

To everything there is a season, (turn, turn, turn)  
and a time for every purpose under heaven. *Ecclesiastes 3:1... and Pete Seeger*

The words above are from Ecclesiastes, though if you are close to my age you know them better from the Byrds singing “Turn, Turn, Turn.” When Pete Seeger put Ecclesiastes 3:1-8 to music in 1962, he added three little words – turn, turn, turn. I don’t want to say he improved upon the Bible, but his refrain brings movement and hope to this litany of how things change. A time to laugh turns into a time to weep turns into a time to laugh again. There’s a time to plant, a time to reap, and a time to plant anew.

During 2020, everything we used to do as congregations in Conference 6 changed. And yet, losses have led to gains, and refraining from embracing what was familiar has led us to embrace new things.

When the pandemic shut most congregations down in mid-March, for a time all we felt was loss. But as we realized that the closure would last for more than a few weeks, our congregations realized that there were new ways of doing ministry that we could embrace. A year into the pandemic, all of the congregations of Conference 6 have some kind of online worship – whether by Zoom, on Facebook or a YouTube channel. As we move back into in-person worship, many of the congregations are continuing their online presence. In addition to worship, there are Zoom Bible studies, YouTube Sunday School classes, and virtual coffee hours, council and committee meetings. Congregations have also offered drive-thru communion and outdoor worship. Through a variety of ways that fit their particular settings, the rostered leaders of Conference 6 have been creative and faithful in caring for their flocks, and I am grateful for the ministry they have provided over the last year.

As we are able to do more ministry in person, and gather as faith families, we won’t be returning to the way things were. Some things will go back to “normal”, but we have learned too many new ways of reaching out with the gospel and connecting with people beyond our walls for us to ever fully go back to the way we were. And for that, I thank God. For God has given us a new vision of what it means to be the church in our time.

Respectfully submitted,  
The Rev. Ann Schmid, Dean, Conference Six

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REPORT OF THE COMMITTEE ON NOMINATIONS

Last year, with a raging global pandemic, we had just a handful of nominations needed to fulfill elections for Synod Assembly. For this assembly, our committee attempted to find and/or organize approx 76 nominations for 39 elected positions. Several positions are still in need of nominations from the floor of assembly.

Many thanks go to our six Conference Deans (The Rev. Margaret A. Suhr-Barkley, The Rev. Christina A.Hough, The Rev. Ryan N. Pusch, The Rev. Roger L. Steiner, The Rev. Matthew C. Stabe, and The Rev. Ann E. Schmid) as they sought out talented and gifted people in their conference, and beyond, for each of these positions.

Special thanks as well to our Assistants to the Bishop, The Reverend Melissa L. Stoller and The Reverend Peter D. Asplin for their help in launching this committee this year during a global pandemic. I would especially like to thank The Reverend William A. Schaefer, Synod Secretary, whose huge shoes I have had to fill in this role. Lastly, we give thanks for the ever-present and ever-thoughtful Ms. Sandra DeLorenze, for keeping us all together and making our work look organized.

Respectfully submitted,  
The Rev. Erin Evans, Chairperson

VOTING MEMBERS TO THE 2022 ELCA CHURCHWIDE ASSEMBLY

Panel 1 [Restricted to persons who have not previously served as a CWA Voting Member]

( Panel 1 - Laywoman - vote for one)

- Melanie Thomas, Parole Agent.....Faith, McKeesport (White Oak)  
1206 York St., McKeesport, PA 15131..... Conference 5
- Michele R Sweeney BS, MS, Professor of Dental Hygiene..... Grace, Monongahela  
1267 Country Club Rd., Monongahela, PA 15063..... Conference 5

(Panel 1 - Layman - vote for one)

- Tom Hough, Broadcasting & Public Relations, CS Team Lead..... Emmanuel, Pittsburgh (Etna)  
414 Soose Rd., Pittsburgh, PA 15209..... Conference 2
- Donald Madzey, BS, MA, School Principal ..... St. Paul's, Monessen  
1435 Lincoln St., Monessen, PA..... Conference 5
- Chris Atwood, Director of Faith Formation ..... St. Andrew, Pittsburgh (Shadyside)  
1005 Pemberton St., Pittsburgh, PA 15212..... Conference 3

(Panel 1 - Lay Female Youth - vote for one)

Nominees to be determined

(Panel 1 - Clergy [Pastors or Deacons] - vote for two)

- Rick Frederick, BA, MA, Deacon, Executive Director of Camp Agape.....St. Paul's, Washington  
775 North Main St., Washington, PA 15301..... Conference 6
- Jennifer P. McCurry, BA, MDiv., Pastor ..... First, Pittsburgh (Downtown)  
821 Heberton St., Pittsburgh, PA 15206..... Conference 1
- Martha McCreight, BA, MDiv., Pastor ..... Zion, Pittsburgh (Penn Hills)  
119 Ligonier Lane, New Kensington, PA 15068..... Conference 4
- Susan K. Devine, M.Div., Pastor.....St. Andrew, Carnegie  
1107 Tyndall St., Pittsburgh, PA 15204..... Conference 6

VOTING MEMBERS TO THE 2022 ELCA CHURCHWIDE ASSEMBLY

Panel 2 [Persons who have or have not previously served as a CWA Voting Member]

(Laymen - vote for two)

- Dennis Lane, BA, MA, Photojournalist..... Bethlehem, Glenshaw  
1305 Sharps Hill Rd., Pittsburgh, PA 15215..... Conference 2
- Gary Teti, MBA, Retired ..... Penn-Zion's Lutheran Parish  
210 Summit View Dr., Jeannette, PA 15644..... Conference 4
- Andrew Sabol, B.S., Teacher & Church Musician..... Zion, Pittsburgh (Penn Hills)  
5200 Brightwood Rd., Bethel Park, PA 15102..... Conference 4

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Robert Errett, BS, MBA, Retired.....First, Greensburg  
309 Oakland Avenue, Greensburg, PA 15601-2929..... Conference 4

(Panel 2 - Laywoman - vote for one)

Holly Schmitt, Supervisor - Quality Audit.....Messiah, Munhall  
469 Macassar Dr., Pittsburgh, PA 15236..... Conference 5

Wendy Farone, PhD, Educational Consultant..... Bethlehem, Glenshaw  
722 Spencer Woods Dr., Glenshaw, PA 15116..... Conference 2

(Panel 2 - Layperson of Color or Primary Language other than English - vote for one)

DaMisha McFarland-Pollock, AS, Seminarian..... First, Pittsburgh (Downtown)  
916 California Ave., Pittsburgh, PA 15202..... Conference 1

Nominee to be determined

(Panel 2 - Layman - Young Adult - vote for one)

Kyle Neumann M.S., Engineer..... First, Pittsburgh (Downtown)  
3813 Beechwood Blvd. Pittsburgh, PA 15217 ..... Conference 1

Ben Scariot, Student ..... Emmanuel, Pittsburgh (Etna)  
15 Kay Street, Pittsburgh, PA..... Conference 2

(Panel 2 - Clergy [Pastors or Deacons] - vote for three)

Beth Clementson, BA, MDiv., Pastor .....Stewart Avenue, Pittsburgh (Carrick)  
2810 Brownsville Rd., Pittsburgh, PA 15227 ..... Conference 6

Jocelyn Johnston, BA., MDiv., Pastor ..... House of Prayer, Aliquippa  
1158 Davis Ave., Apt. 1, Pittsburgh, PA 15212 ..... Conference 1

Brenda N. Henry, MSW, MDiv., Pastor ..... St. Andrew, Carnegie  
218 Alter St., Carnegie, PA 15106..... Conference 6

Clifton Suehr, BS, M.Div., MEd, DMin.  
1034 Johnston Dr., Gettysburg, PA 17325 ..... Conference 5

Jonathan "JJ" Lynn, AS, BA, MDiv., Pastor..... Emmanuel, Pittsburgh (Etna)  
1084 Woodhill Drive Gibsonia PA 15044 ..... Conference 2

Kerri Clark, BA, MDiv., Pastor ..... Trinity, Connellsville  
1006 Race St Connellsville, PA 15425 ..... Conference 5

SYNOD COUNCIL REPRESENTATIVE AT LARGE

(Layperson - four-year term, vote for two)

Nominees to be determined

SYNOD COUNCIL REPRESENTATIVE AT LARGE

(Clergy [Pastor or Deacon] - four-year term, vote for one)

Beth Clementson, BA, MDiv., Pastor ..... Stewart Avenue, Pittsburgh (Carrick)  
2810 Brownsville Rd., Pittsburgh, PA 15227 ..... Conference 6

Rick Frederick, B.A., M.A., Deacon; Ex. Director, Camp Agape ..... St. Paul's, Washington  
775 N. Main Street, Washington PA 15301 ..... Conference 6

SYNOD COUNCIL REPRESENTATIVE YOUTH

Nominees to be determined

SYNOD COUNCIL - CONFERENCE REPRESENTATIVES\*

- 1 Position - Conference 1 Layperson ..... Term expires 2025
- 1 Position - Conference 2 Clergy (Pastor or Deacon) ..... Term expires 2025
- 1 Position - Conference 3 Layperson ..... Term expires 2025
- 1 Position - Conference 4 Clergy (Pastor or Deacon) ..... Term expires 2025

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- 1 Position - Conference 5 Layperson ..... Term expires 2025
  - 1 Position - Conference 6 Clergy (Pastor or Deacon) ..... Term expires 2025
- \* The nominees for the Conference Representatives to Synod Council are presented to the Synod Assembly by the conferences at the time of the Report of the Committee on Nominations at the assembly.

**COMMITTEE ON DISCIPLINE**

**(Clergy [Pastors or Deacons] - six-year term, vote for two)**

- John F. Yedlicka**, Retired Pastor ..... Our Redeemer, McMurray  
192 Friar Ln., McMurray, PA 15317 ..... Conference 6
- Roger Steiner, BA, MDiv.**, Pastor ..... Penn Zion's Lutheran Parish  
1633 Larch Ave., Turtle Creek, PA 15145 ..... Conference 4
- Scott Bryte, BA, MDiv.**, Pastor ..... Berkeley Hills, Pittsburgh (North Hills)  
517 Sangree Road, Pittsburgh, PA 15237 ..... Conference 2
- Erin Jones, MDiv.**, Pastor ..... St. Andrew, Shadyside [membership],/  
Hot Metal Faith Community [ecumenical partner]  
2700 Jane St., Pittsburgh, PA 15203 ..... 3

**COMMITTEE ON DISCIPLINE**

**(Laypersons - six-year term, vote for two)**

- Lori Greene, BS, MA**, Retired Educator ..... Our Redeemer, McMurray  
1028 Sabino Dr., Washington, PA 15301 ..... Conference 6
  - Barb Schumacher, BS**, Retired from Washington Health System ..... Our Redeemer, McMurray  
51 Valley Rd., Washington, PA 15301 ..... Conference 6
  - Jeannette Christensen**, Consultant ..... Zion, Pittsburgh (Penn Hills)  
1344 Hillsdale Dr., Monroeville, PA 15146 ..... Conference 4
- Nominee to be determined**

**LUTHERAN SENIORLIFE - Board of Directors**

**(Laypersons - two-year term, vote for 2)**

- Michael Sparlin, BS**, Retired ..... Bethlehem, Glenshaw  
311 Belladonna Dr., Glenshaw, PA 15116 ..... Conference 2
- Scott Celin, MD, BSE**, Physician ..... St. John's of Highland, Pittsburgh (North Hills)  
2171 Grandeur Dr., Gibsonia, PA 15044 ..... Conference 2

**(Clergy [Pastor or Deacon] - three-year term, vote for one)**

- Kimberly van Driel, BA, MDiv., STM.**, Pastor ..... First English, Butler  
4161 Bakerstown Rd., Gibsonia, PA 15044 ..... Conference 2
- Kari Smail, BA, MDiv., STM**, Pastor ..... St. John's of Highland, Pittsburgh (North Hills)  
548 Guenevere Dr., Pittsburgh, PA 15237 ..... Conference 2

**(Layperson - three-year term, vote for one)**

- Chad Zutter, MB, Ph.D.**, Finance Professor, U. of Pgh ..... Hope, Cranberry Township  
100 Zutter Ridge, Baden, PA 15005 ..... Conference 2
- Chris Jordheim, BS, MS**, Certified Financial Planner ..... Bethlehem, Glenshaw  
126 Homer Place, Pittsburgh, PA 15223 ..... Conference 2

**LUTHERAN SERVICE SOCIETY - Board of Directors**

**(Clergy [Pastor or Deacon] or Layperson) - two-year term, vote for one)**

- Martin Galbraith, BA, M.Div.**, Pastor ..... New Hope, Freedom  
200 Second Ave., Freedom, PA 15042 ..... Conference 1

**Nominee to be determined**



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**(Clergy [Pastor or Deacon] or Layperson) - three-year term, vote for one)**

**R. Brandon James, BA, MSW**, Retired Social Service Agency Exec. Director .....Oak Grove, Zelienople  
 1189 Route 68, New Brighton, PA 15066 ..... Conference 1

**Jeffrey Schock, BS, MDiv.**, Retired Pastor..... Trinity, Latrobe  
 1104 Raymond Dr., Oakdale, PA 15071 ..... Conference 4

**BETHESDA LUTHERAN SERVICES - Board of Directors**

**(Clergy [Pastors or Deacons] - four-year term, vote for two)**

**James V. Arter, III, BS, MDiv.** .....First, Leechburg  
 930 Wildlife Lodge Rd., Apt. 302; Lower Burrell, PA 15068..... Conference 3

**Nominees to be determined**

**BETHESDA LUTHERAN SERVICES - Board of Directors**

**(Laypersons - four-year term, vote for two)**

**Nominees to be determined**

**GLADE RUN LUTHERAN SERVICES - Board of Directors**

**(Clergy [Pastors or Deacons] or Laypersons - two-year term, vote for two)**

**James Thompson (more information to follow)**

**Ronald Montelaro (more information to follow)**

**Nominees to be determined**

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## BULLETIN OF REPORTS

### REPORTS OF THE COMMITTEES

#### REPORT OF THE COMMITTEE ON CHURCH IN SOCIETY

While 2020 was a year of new and unusual challenges, the call and challenges of working for peace and justice in our world remained the same. Special teams and taskforces within this committee include Hunger, Immigration, Authentic Diversity and Justice, and an Environmental Stewardship. Mental health has also been an area of growing need and awareness for our committee.

In partnership with Lutheran Advocacy Ministry in Pennsylvania (LAMPa), advocacy efforts combine the voices of Lutherans from across the state. While Lutheran Day at the capitol did not occur in 2020, it is currently being planned for October 28, 2021. 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 against family separation and for the closure of Berks Detention facility. Highlights from 2020 include, the creation of Advent devotions based on the Latin American tradition of Las Posadas, and the writing of a synod resolution on the American Families Act. Rev. Ross Carmichael chairs this group.

The Hunger Education and Advocacy Team (HEAT) issued the 2020 Hunger Challenge for Lent, reissued in 2021. Following the generous bequest from the closing of Apostles Lutheran Church in Verona, the Apostles in Action Grant program was created. In 2020, this program awarded (4) \$500 matching grants and (2) \$250 matching grants. Members of this taskforce also help review ELCA World Hunger domestic grants. Look forward to an advocacy education event hosted in conjunction with LAMPa on October 2, 2021. Rev. Jocelyn Johnston is chair.

Members of the Church in Society committee continue to work on promoting environmental stewardship. Current efforts have been to develop articles for synod and congregational newsletters in the bi-monthly "Creation Care Corner," published through the weekly synod news emails. Look for more educational activities to come.

Likewise, several articles and resources concerning the growing need for mental healthcare during the pandemic were shared through synod communications. Future efforts will include offering educational opportunities, and finding a way to communicate what mental health resources are available throughout our communities and congregations.

While the Authentic Diversity and Justice team was formed at the request of the Bishop, its work and membership overlap with this committee. Highlights from this new team include special events and online activities, such as: the commemoration of the Emanuel 9, a summer synod zoom meeting to discuss white privilege, book studies and participating in a lecture series with PTS, and beginning a regular newsletter to lift up the voices of people of color and opportunities to engage in justice work. Rev. Ryan Pusch is chair.

The local chapter of Reconciling Works continues to promote participation in the Pittsburgh Pride Festival, offering opportunities for education and engagement. While the parade did not occur in 2020, at this writing, it is being planned for June 4-6, 2021.

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 Spaninger

#### **Ministers of Word and Sacrament**

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

As I write this in early March, it is just a little more than a year since I agreed to chair this committee. Little did we know that a pandemic was on the horizon that would prevent us, and other committees, from meeting face-to-face, and would also have a serious effect on how we meet annually as a synod in assembly.

We are enormously grateful to Dennis Lane, who was the cornerstone of the effort to move synod assembly online. He helped guide the process of reimagining what an assembly could look like in digital space, and worked hard as part of the team that brought it to fruition. Wendy Farone served as social media manager during assembly to engage folks who were not voting members with the live stream and important announcements as they unfolded during the day. Some of the synod's editing equipment, which was underwritten by congregations utilizing the committee's video services for capital campaigns, was also used in the production of what was ultimately a seamless and successful virtual assembly.

This past year, committee members also advised, researched and led the RFP process for the synod's new phone

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system, making working from home possible for synod staff. The group also provided input regarding the disposition of material located in the synod office, including arranging for the donation to a school of some outdated equipment.

Our synod communicator, Lauren Wolcott, continues to be the driving force and steady hand behind the on-going communication needs of the synod. Most visibly, this includes production of the quarterly print publication, *The Wayfarer*; the weekly announcements e-newsletter; updating the synod website; and maintaining the synod Facebook page. We are grateful for Lauren's skill and dedication.

We note with sadness the passing this year of Gene Fozard, who served as a valuable committee member and resource person beginning around 1990. In 1984, Gene began transferring *Davy and Goliath* tapes to air on the Christian Associates cable channel, and when he retired from the FAA in 1988, he became a camera operator for *Greater Pittsburgh Lutherans*, also airing on the CA channel. When the SWPA Synod was formed, the show was renamed *Lutherans Alive!* and Gene learned to linear-edit the program at CA's Carlow College studio, working on at least 40 programs a year. Using a Mac computer to transition to non-linear editing, Gene continued to edit the weekly show until it ended in 2013. Over 900 programs were produced during that time.

Along with his wife, Myra, Gene was the lynchpin of the synod's many other video production efforts, which included on-site video support at synod assemblies, programs for congregations such as capital campaigns, and special stewardship videos for the synod's Stewardship and Finance Committee. Gene enjoyed passing on his love of video by mentoring others, including Dennis Lane and Nick Ross. As the years went by, they in turn mentored Gene, as he continued to learn throughout his life.

Gene served several terms on Synod Council, and also served on the Committee on Education, the Committee on Outreach, the Computer Task Force, and chaired the Emerging Technology Task Force. Over the course of decades, he advocated for technology advances to assist the synod's work, including upgrading the phone system to include voice mail, creating a website for the synod, providing the first computer for the Office of the Treasurer, and providing the bishop and assistants with their first "cellular telephones." In addition, Gene worked on the ELCA communication staff as a photographer for several churchwide assemblies.

We are extremely grateful for Gene's skills, dedication, and service to the synod. He will be sorely missed.

Thank you to all our committee members: Loran Bohman, Myra Fozard, Dennis Lane, T.J. Robertson, Pastor Angela Smith, and co-Synod Council Representatives Wendy Farone and Pastor Bruce Nordeen. Thanks also to our resource persons Pastor Nathaneil Christman, Janice Jeletic, and Bruce Letterle and synod staff Lauren Wolcott and Pastor Peter Asplin.

You can support the communication efforts of the synod by subscribing to *The Wayfarer* and the weekly newsletter by visiting [swpasynod.org/wayfarer](http://swpasynod.org/wayfarer); and by liking and following us on Facebook.

Respectfully submitted,

Judi Rogers, Chairperson

### **Committee on Communication Services**

Chairperson: Judi Rogers

Secretary: Myra L. Fozard

Synod Council Co-Representative: Dr. Wendy Farone

Synod Council Co-Representative: The Rev. Bruce Nordeen

### **Ministers of Word and Sacrament**

The Rev. Angela T. Smith

### **Laypersons**

Loran Bohman

Gene Fozard

Dennis T. Lane

T. J. Robertson

**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**

The Congregational Life Committee has begun informative conversations with potential new committee members. Working closely with Bishop Kurt Kusserow and Pastor Peter Asplin, the focus has been on discussing the challenges that are unique to the smaller and the smallest congregations across the Synod. Initially, our plan is to learn from one another, share resources, uncover new ministry models and determine how collaborations might be possible.

The first meetings have provided an opportunity to learn about each of the congregations—their histories, size, greatest challenges, successful ministries and outreach activities, outlooks for the future, congregational concerns and wish lists, and, of course, responses to the pandemic. We've shared experiences working with interim pastors and supply worship leaders. Most exciting has been the information we've shared about the various approaches these congregations have taken or are taking to remain viable for their members and communities. All of the conversations have been rich, engaging and enlightening.

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As a foundation for the Committee's work, the Synod provided an overview of "Canoeing the Mountains," a book by Tod Bolsinger that describes how to successfully navigate the changing landscape for ministry using the story of explorers Lewis and Clark. We are currently searching the ELCA for other resources and ministry approaches, looking for possible speakers who can share their knowledge and insights.

Now we are looking to formalize our work by submitting the names of the participants who are interested in continuing these conversations to Synod Council to be officially appointed to the committee. As we gain momentum, our goal is to become a resource for the entire Synod, providing information and experiences—gained through prayer, study, and trial and error—with congregations of all sizes.

Thank you to the Synod for making this important opportunity possible and to all who have participated in our discussions to date. It has been enormously helpful to hear from other congregational leaders who have had similar experiences and challenges. We welcome inquiries, questions, ideas and suggestions that can help to carry our work forward.

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**

A member of our synod was not identified to chair the Global Mission Committee for 2020. No meetings were held.

Respectfully submitted,  
The Rev. Melissa L. Stoller, Assistant to the Bishop

### **Committee on Global Mission**

Chairperson: (vacancy)

Secretary: (vacancy)

Synod Council Representative: 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 rostered (pastors and deacons) and laity in their ministries. The committee oversees the continuing education for clergy and other rostered and lay leaders, the candidacy preparation program and provides liaison to seminaries. The committee is grateful for all the other committees which assist the affirmation and support of the ministers of our synod. During the year of the Covid-19 pandemic, the committee met via zoom, as did many other committees.

I want to thank the dedication of the committee members in researching and reporting on compensation guidelines, family leave policies and sabbatical policies of nearby synods. Every few years the committee undertakes this task to assess how our synod compares to similar synods. This is necessary in order to attract and retain and adequately compensate our rostered leaders. Our recommendations are based on the "average" compensation guidelines so that our synod remains competitive, especially with the decline in seminary enrollment and graduation. Since deacons do not yet receive a housing allowance, our recommendations have taken that into consideration when proposing the base salary increase.

We have carefully analyzed compensation guidelines and family leave policies and offered recommendations to our synod council for consideration at this year's synod assembly. We have yet to study sabbatical policies.

Continuing Education and Support for rostered leaders was provided via zoom Ember Day events, thanks to the work of Pastor Melissa Stoller. The annual Theological Convocation will hopefully resume in 2022.

Support for Lay Worship Leaders was not available this last year, but thanks to Pastor Peter Asplin, 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 finding pulpit supplies among the lay worship leaders and retired servants to provide pulpit supplies.

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Our committee continues to monitor and study issues related to our vast resources with retired rostered leaders, rostered leaders serving in specialized ministries and others who support ministries vital to our congregations, committees and synod.

As my tenure as Ministry Committee Chair comes to an end, I want to thank the synod staff, pastors, and lay leaders who have assisted our committee during this journey of unimaginable changes in our synod and the church as we are transformed to a new era.

Respectfully submitted,

The Rev. Beverly J. Banyay, Chairperson

### **Committee on Ministry**

Chairperson: The Rev. Beverly J. Banyay

Secretary: The Rev. Caroline Clifford

Synod Council Representative: Seminarian Tricia Christman

### **Ministers of Word and Sacrament**

The Rev. Timothy Dawes

The Rev. Natalie L. G. Hall

The Rev. Jonathan (JJ) Lynn

The Rev. Daniel Clark

### **Laypersons**

Herbert Guenther

Kathleen Howells

Kathleen 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 2020. No meetings were held.

Respectfully submitted,

The Rev. Melissa L. Stoller, Acting Chairperson

### **Committee on Outreach**

Chairperson: (vacancy)

Secretary: (vacancy)

Synod Council Representative: The Rev. Christina Hough

### **Ministers of Word and Sacrament**

The Rev. Joseph Murdy

The Rev. James Engel

### **Laypersons**

Patricia Hastings

**Resource Person:** Myra Fozard

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

## **REPORT OF THE COMMITTEE ON STEWARDSHIP AND FINANCIAL SUPPORT**

We began our socially distanced year with a four-week virtual book study. We discussed the book, "Grateful" by Diana Butler Bass. The study was offered with both an afternoon and evening session each week. It was very well attended and reached beyond our own synod.

We reached out to 10 members of our synod to share how Stewardship is defined in the context of their own lives focusing on a single stewardship synonym. The 10 videos are available on our synod's website under Stewardship Resources titled "The Language of Stewardship". These can be used individually as Temple Talks, meeting devotions, etc. or collected as one for a Stewardship themed sermon or message. You really must check them out. A lot of hard work went into recording and producing these for your use.

We again published a Congregation Council Devotion booklet with the theme of stewarding in a time of pandemic. You can also find this on the Stewardship Resource page of our website. Feel free to use these devotions in committee meetings as well as your council meetings.

We wrote a new Mission Support Formula that was passed at our 2020 Synod Assembly in November. The formula took a different approach than ones in the past. We focused on the Biblical mandate for individuals in lifting up the Tithe and offering to walk alongside our congregations to help them get to this goal. We also moved to an online Mission Support form on our website as an alternative to mailing.

In collaboration with the Authentic Diversity committee we offered a second four-week book study on the book "I Think You're Wrong; But I'm Listening; A Guide to Grace-Filled Political Conversations" by Sarah Stewart Holland & Beth Silvers. Again, offered with an afternoon and evening session each week. This too was very well attended and from people within and outside of our synod.

The total Mission Support from congregations has been slowly declining. We still have congregations that do not

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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.

We are rethinking the way we do mission as we continue to focus on our Mission Statement and the key initiatives of our synod. This year of pandemic has forced us to look at new ways to do ministry. If you see something you like, please share it with others. Thanks to all of you who continue to give your Mission Support. We can't do the work of the church without you.

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 Barbara Artuso, 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: Barbara Artuso (resigned); The Rev. Susan Devine

Synod Council Representative: Barbara Nugent

### **Ministers of Word and Sacrament**

The Rev. Nathaneil Christman

The Rev. Jack Delk

The Rev. Martin Galbraith

The Rev. Erin Jones

### **Laypersons**

Raymond Dittenhafer

Mary Anne Novak

**Staff:** The Rev. Melissa L. Stoller, Director of Evangelical Mission

## **REPORT OF THE COMMITTEE ON YOUTH MINISTRY**

In the midst of sorting out a global pandemic, the Youth Committee remained largely inactive from last summer through the winter. Some of our members did attend the Youth Extravaganza which was offered online this year. As winter turned to spring, we began to think about new life and renewal. We met and discussed ways we have been serving in our contexts and to consider how we could go about serving the congregations and youth of our synod in the current climate.

We are not yet ready to hold in-person events. However, we thought that facilitating a similar conversation among adults who lead youth would be beneficial to them. We offered a Zoom gathered meeting to reflect on youth ministry in the pandemic, share hopes for what it will look like in the coming days, and share ideas. While attendance was low, the conversation was a blessing.

We as a committee will be meeting again soon to examine what else we can balance our desire to serve and our concerns about safety still. Daily mission camps and Kennywood seem like realistic possibilities that we will be pursuing in the short-term and looking at larger gatherings in the long-term. As always, I welcome all ideas and hands in help.

Yours in Christ,

The Rev. Brandon Johns, Chairperson

### **Committee on Youth Ministry**

Chairperson: The Rev. Brandon Johns

Secretary: Andrew Sabol

Synod Council Representative: Noah Schaefer

### **Ministers of Word and Sacrament**

### **Laypersons**

Elisabeth Heckert

Benjamin Scariot

Chris Atwood

**Resource Person:** The Rev. Christina A. Hough

**Staff:** The Rev. Melissa L. Stoller, Assistant to the Bishop

## **REPORT OF THE COMMITTEE ON ARCHIVES AND HISTORY**

Brothers and sisters, grace to you and peace from God our Father and the Risen Lord Jesus Christ.

This year our work on the History and Archives Committee has focused mainly on the work related to the Synod Offices moving. The old Synod Offices held a lot of historic materials that date back to the very foundations of Lutheranism

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west of the Alleghenies. Working with Pr. Ed Sheehan, we have worked to properly store the material in the new Synod offices and in temperature-controlled storage.

The other main project has been the moving, storage and future of the video collection previously held in the Carriage House on the old property. These videos include the master broadcast tapes of Lutherans Alive!, recordings of special services and events within the life of the synod, such as the commemoration of USAir Flight 427, YouthFests and Synod Assemblies of the past. The videos were removed from the carriage house to a temporary storage location until their final destination is decided upon.

Respectfully submitted,

The Rev. David Williams Hanssen, STS, Chairperson

### **REPORT OF THE COMMITTEE ON ECUMENICAL AFFAIRS**

The Ecumenical Affairs committee has sought to highlight opportunities for learning and ecumenical or interfaith relationship development through Christian Associates of Southwest Pennsylvania, including the remote expressions of their 50th anniversary celebration (Sept 2020), online ecumenical devotions offered in the Week of Prayer for Christian Unity (Jan 2021), and their on-going interfaith “Sofa Spirituality” project.

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. Representatives from our Synod are currently discussing how to lay logistical foundations for an “orderly exchange of ministers” so that we may live more fully into our full communion agreement.

We celebrated a Chrism Mass with the Episcopal Diocese of Pittsburgh on Tues, March 30, 2021 at First Lutheran Church, downtown Pittsburgh.

We are currently discerning about other opportunities to explore or deepen local ecumenical relationships, including with the Orthodox churches and the historically black churches, respectively.

Since our last Synod Assembly the Ecumenical Affairs committee welcomed one new member, the Rev. Erin Jones. Our continuing members include: the Rev. Brian Bennett, the Rev. Natalie Hall, the Rev. Torrey Johnson, the Rev. Erin Jones, the Rev. Alina Kanaski, the Rev. Jennifer Peters McCurry (chair), the Rev. Linda Theophilus, and the Rev. Timothy Dawes. We said farewell to the Rev. Karen Battle, as she retired from full-time ministry and moved. We are grateful for her contributions to our Synod and our committee’s ministry, including her recent service as its secretary.

Respectfully submitted,

The Rev. Jennifer Peters McCurry, Chairperson

### **REPORT OF THE COMMITTEE ON CONSTITUTIONS AND BYLAWS**

The work of this committee has been slowed by the COVID-19 pandemic in that congregations have been unable to meet to act on proposed revisions to their constitutions and bylaws. We have reviewed the constitutions of 28 congregations, with six being approved by the Synod Council upon our recommendation and 22 congregation constitutions in the process of updating and revising; six more congregations have asked for information to begin that process.

We assisted the Synod Council with amendments to the synod bylaws regarding eligibility of pastors and deacons who are retired, on continuing disability, or on leave from call, to have voice and vote in synod assemblies, and a re-structuring of the bylaws regarding committees of this synod.

As in our past reports, we urge ALL of our synod’s congregations to update their constitutions and bylaws by downloading the latest Model Constitution for Congregations of the ELCA (2019) from the ELCA website, choosing the bracketed alternatives that apply to your congregation and submitting it to this committee for review BEFORE the congregation takes any action on it. We will be glad to assist you in this process.

We thank members of the synod staff for their support of our endeavors to update the constitutions and bylaws of the congregations in our synod.

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. If you have an interest in these matters and would like to serve on this committee, contact any of these individuals.

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 and the Ethel L. Verney Fund. Both funds were established by the synod council and are governed by policies approved by synod council. Like everything else in this pandemic year, applications for both funds were available in digital format. News of the application



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cycle was communicated through the synod news email, Facebook page, and through the Ministerium Monday meetings. The board considered applications to both funds in February 2021.

The Mission Endowment Fund awards grants between \$500 and \$2,500 for ministry projects in the following categories: (1) outreach to the local community; (2) SWPA synod ministries or projects; (3) extraordinary initiative within the organization; and (4) the glorious catch-all term, "other." This year, grants totaling \$16,450 were made from this fund to congregations and social ministry organizations across the synod.

The Verney Fund exists for ministries of the Southwestern Pennsylvania Synod for the relief and support of people living in poverty. Grants totaling \$289,384 were made from this fund to Good Shepherd, McKees Rocks; Camp Lutherlyn; Camp Agape; Glade Run Lutheran Services; Trinity, Latrobe; Bethlehem, Scenery Hill; Bethesda Lutheran Services; Forks-Zion, Leechburg; Emmanuel, Eastmont; 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 are also grateful that our synod communications team regularly features these ministries in publications such as *The Wayfarer*. We hope that these stories will spark wonder and creativity throughout the synod. What ministry could a grant from the Verney Fund make possible in your context?

As we move through 2021, the MEF Board will be discerning ways that the resources committed to its stewardship can be best used to aid in healing the significant disruptions to lives and livelihoods presented by the pandemic. Members of the Board welcome conversation about this issue. If you have ideas, please talk to us!

Members of the MEF Board in 2020-2021 were Philip Koch, Rolf Otterness, Eric Kofmehl, Pr. Bev Banyay, Pr. Michael Sourwine (secretary), and Pr. Jeff Schock. Assistant to the Bishop Pr. Melissa Stoller and synod treasurer Gary Teti serve in an *ex officio* capacity. I thank them all.

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 2022 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 2022, in comparison to 2021, you will notice a few key highlights:

- Mission Support continues a proposed downward trend (from 1.44M to 1.37M) as congregations and individuals readjust to the past year and a half of navigating ministry and life during a pandemic. We continue to give thanks for your financial gifts and support of the synod and its work.
- The Legacy Fund Principal 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 Sale of the Building (and one of Bishop Kusserow's benchmarks in June 2019) with yearly use of 5.25% interest from the sale (105K) reflects an influx of income back into the synods' priorities and ministries.
- The Churchwide ELCA share remains at 48% of mission support to the synod.
- The rent/utilities expense of 103K is still deemed lower and more cost-efficient for the synod to manage in comparison to maintenance of the old synod property.
- Synod Staff support expense has been adjusted slightly to reflect the new year, however, no additional staff and/or assistants to the bishop have been hired (or expect to be) for 2022.
- Synod Ministries and Grants remain unchanged from the 2021 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 2021. 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.

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

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### REPORTS OF THE AGENCIES AND INSTITUTIONS

#### REPORT OF UNITED LUTHERAN SEMINARY (Gettysburg + Philadelphia)

Psalm 46 reminds us that “God is our strength, a very present help in trouble. We will not fear, though the earth be moved.” Since the beginning of the pandemic, it seems as if the ground moves under our feet every day. The seminary has adapted quickly to this new reality, using our pre-existing technology that used to join real classrooms in Philadelphia and Gettysburg to a now-totally virtual learning environment. Also, we encounter the risen Christ together as a community through our zoom worship services, a blessing that has truly unified our students, staff, and faculty across the miles.

President Guy Erwin arrived last August to begin a new chapter in the seminary’s story, introducing a fresh perspective on the needs of the church during such a time as this. Along with Dean Sebastian and the faculty, he welcomed 85 new members to the ULS student body. In January, we welcomed an additional 39 new students. Our overall enrollment is strong: 360 students, including 177 in the Master of Divinity Program (Word and Sacrament), 19 Master of Arts in Ministerial Leadership (Word and Service), and 82 Doctor of Ministry Candidates. Other students are enrolled in the MA, MAPL, STM, and PhD programs. Currently, 56 of our students are concluding their internships. Seventy-five students received diplomas this Spring, enabling them to continue servant leadership in the church. We also celebrate the gifts and service of non-degree students including 24 Affiliates and 33 Certificate course enrollees (CTS, TEEM, CCFF, UTI, and Anglican Studies). We welcomed the regional Bishops to a virtual visit this past February where they met with members of the seminary community and spent time in worship and prayer. We will hopefully return to in-person learning in this coming fall, with events featuring convocation, colloquy, and Dr. Erwin’s inauguration (go to [www.uls.edu](http://www.uls.edu) for more information). We strive to be a community that celebrates God’s diverse Creation, with intentional focus on inclusivity and equity for all. Last Fall, we created the Office of Diversity, Equity, and Inclusion in keeping with a Board of Trustees mandate. Our own Brother Ed Henry was promoted to become VP in this new office.

We are grateful to the Mission Investment Fund of the ELCA, our partner congregations, alumni, individual donors, and synodical support. Thanks to all of our donors, we continue to offer up to full tuition for our degree-seeking students with plans to prayerfully provide in decades to come. As a higher educational institution, we were able to receive federal PPP loans/grants which have helped to sustain us despite the economic hardships in our midst. We strive to be faithful stewards of our resources, looking to guidance from the Board of Trustees and the Endowment Board to help with sound fiscal and resource advice. We welcomed Buff Carlson, the Chief Financial Officer, who began working at the seminary in February of 2020, a few days before the pandemic upended our patterns and routines. He continues to work with Advancement team to forge a sustainable financial strategy for faithful ministry to our students now and in the future. In March, we thanked the Rev. Dr. Zimmann for her years of faithful leadership as she departed for a new position as VP of Advancement at Wilson College in Chambersburg, Pennsylvania.

We are thankful for the ELCA synods of Regions 7 & 8 for their faithful accompaniment during these times. Though the earth is always moving, we will not fear, because our partners continue to remind us that God is present amid the challenges we face as we equip the saints for the work of ministry. May God bless you in this moment and strengthen you in the days to come as we continue to encounter Christ when and where we least expect him, but always where he is most-needed.

Respectfully submitted,

The Rev. Dr. Martin Otto-Zimmann, Director of Church Relations

#### REPORT OF THIEL COLLEGE

Greetings from Thiel College,

As was the case for everyone else, COVID continued to dominate our thoughts and operations this year, and Thiel College has spent a great deal of effort and resources assuring our students and staff a safe, in person learning environment for the 2020-21 school year. Our informal motto this school year, “Make it to May!” is illustrative of the campus wide effort to keep and maintain safety measures both in the classroom and across campus. We have been aided in our efforts by a student population that has been motivated to learn in a face to face format, and with staff and faculty that have dug deep into their personal resources to make this school year not only one to remember, but also a learning opportunity for the task of delivering excellence in Higher Education.

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.

Having the summer to plan and educate ourselves on best practices for online/ hybrid teaching made the 20/21 school

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year a different experience for staff and students than the initial quarantine of Spring 2020. After thoroughly investigating logistics, pedagogy, and our campus resources, we were able to find space on campus for all of our students to maintain social distancing and attend classes in person for the great majority of their classes. Teachers also had the opportunity to bring students into the classroom on ZOOM for times when students or faculty were being quarantined, or for instances where students were sick but still able to participate in class because of technology. We also compressed the timeline for the semesters, removing the fall and spring breaks, and giving students little time to travel helped to keep unnecessary travel to a minimum. Although we saw a few spikes in cases over the course of the year, we did not have to shut down again, and we were able to continue offering excellent classes with Thiel's signature level of personal involvement from faculty and staff.

Responses from our students have continued to be overwhelmingly positive, although the year without breaks has been incredibly challenging for staff and students. Reassuringly, retention numbers have continued to be extremely strong, and we are preparing to receive yet another new class of very strong first year students this fall. The incoming class will be as large as or larger than last year's incoming class, and the incoming cohort is academically very strong. We are looking forward to being able to return many things back to normal next fall, while learning valuable lessons this year, especially with technology, that will keep us innovating the college experience for years to come.

We are now at the end of the Thiel **2021 Strategic Plan**. This spring, President Traverso has begun to bring different groups of stakeholders together to begin the work of planning for our next five years. We are excited and hopeful that with new degree programs, and a new focus for the next five years, Thiel will continue to take its place as a beloved and important institution in our region.

As we become stronger as an institution, we are also expanding our wide variety of excellent undergraduate, **and now graduate programs**. Last summer we were proud to introduce a new brace of graduate programs: the first master's degree programs offered at Thiel College: our **master's degree in speech language pathology**, a **master's degree in physician assistant**, and an **MBA**. This year, we are adding to those programs a degree in nursing with cooperation from Sharon regional Health Network, and our newest Master's program: **Clinical Mental Health Counseling**. These new programs build on the College's long-established academic strengths in the sciences, humanities, and business.

At the same time that we add exciting pre-professional programs for today's marketplace, the college is also investing in our deepest held values. As a part of a grant that we received from the Network for Vocation in Undergraduate Education (NetVUE,) Thiel has built a new conceptual framework to explore and promote self-reflection across the curricular and co-curricular life of the college. The focus of new programs developed through the grant is centered on students being able to ask questions of meaning and purpose as they plan the next parts of their lives. The new framework gives the college the tools to have meaningful, developmentally appropriate conversations with our students to discover and develop their sense of "calling" as they complete their coursework and look to the future. This exploration includes numerous opportunities for self reflection, where students will engage in a vision for their future that includes their whole person. The grant targets developments in faculty advising, enhanced support for first year students, and faculty training across the curriculum, including grants for course development that engages students around meaning and purpose in academics and life.

As a part of the college's comprehensive debt refinancing, Thiel is now in the position to continue long planned upgrades to our facilities. This spring, construction began on our science wing, where there will be substantial upgrades to several lab spaces making them state of the art facilities. Dorm spaces across the campus are also receiving significant upgrades and facelifts, and Roth Hall is receiving a new roof. Other projects around campus to improve the student living and learning environment will continue through the summer and into the next academic year.

As our Campus slowly and carefully comes back to life, it is gratifying to begin to imagine what life post COVID will look like. We know that the lessons that we have learned in the past year will continue to help us deliver a fine college experience, and will shape this community for years to come. We are thankful for your continued prayers and support.

On behalf of the College, I would also like to personally thank the Southwest PA Synod and Bishop Kurt Kusserow for the gift of the pipe organ that long resided in the old Synod office. The Organ was installed in the David Johnson Memorial Chapel last October, and we are looking forward to using it in the future as we gather again in our chapel to sing, to pray, and to thank God for you and all the others who support our mission here at Thiel College. We are proud and thankful for the SWPA synod's continuing support of our institution and our spiritual life here!

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](http://www.twitter.com/thielcollege)), "like" us on Facebook ([www.facebook.com/thielcollege](http://www.facebook.com/thielcollege)), YouTube ([www.youtube.com/thielcollege](http://www.youtube.com/thielcollege)) or visit our website at [www.thiel.edu](http://www.thiel.edu).

In closing, I extend my gratitude to the members of the **Southwestern Pennsylvania Synod Assembly**. You are among our most important supporters, and we are a stronger institution thanks to our relationship with you.

In Christ,

The Rev. Brian Riddle, Campus Pastor

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### REPORT OF BETHESDA LUTHERAN SERVICES

For Bethesda Lutheran Services, just like many agencies, 2020 certainly was a year of unexpected events and challenges. We were challenged by the circumstance and in turn, challenged ourselves to be creative with how we provided services to the children, youth and families we serve.

Through puppet shows, reading books and telling stories; many of our staff participated in our social media efforts to keep kids engaged while not being in a brick and mortar classroom. Our IBHS team members delivered weekly packet to the families they work with and many visits were conducted virtually.

Our residential program was perhaps the most challenged. They had to face the tough challenge of how to keep up to 15 teenagers per unit occupied and engaged during quarantine while still providing the treatment they need. Our staff created games and activities that kept all of the kids active while still maintaining our standards of care. Family visits were conducted virtually so that connection was maintained even though they could not visit in person. Our staff team is a remarkable group of people!

The community support for our programs has been incredible. The Meadville YMCA and the Canadohta Roller Rink have helped residential youth be able to have opportunities in the community for outings. Both the YMCA and Canadohta Roller Rink have agreed to provide times for swimming and roller skating that are for Bethesda youth only. Residential youth swim at the YMCA every other week and roller skate on the in between weekends that they are not at the YMCA.

Our residential program continued to move towards specialized programming in order to meet the criteria set forth in the Family First Preservation Act of 2018. This will allow us to create programming that is more streamlined and focused on specific areas such as human trafficking and teenage pregnancy/parenting. The transition to specialized programming is an ongoing process with a final implementation goal of July 1, 2021.

Bethesda continued to work towards becoming a trauma informed agency. This has been an ongoing process for several years and we hope to have it completed by June of 2021. Our Partial Hospitalization Program expanded to 70 seats.

Our Foster Care and Permanency Program saw a lot of growth in 2020. Our Petersen Home opened in September and is now home to three youth. The Petersen home is for children up to the age of 11. This is a unique program that seems like a foster home but has all of the therapeutic support these young kids need to progress towards their promising future. In January of 2020 our foster care team developed a recruitment strategy plan. This has resulted in the certification of 5 new resource families. The plan also included a TV ad and virtual Q&A sessions for potential new resource families. The Foster Care Program also held a Foster Care/Adoption Awareness drive through event in November and Holiday drive through event in December.

Our Independent Living Program had a huge year. They created a new housing option for youth in the IL Program called Shared Living Apartment program and trained a Resident Assistant for the program. They opened an additional housing program in partnership with Erie United Methodist in November, transitioning the first home into additional Transitional Living Apartments. This program also purchased a food truck which will be used for a youth-driven business.

An expanded Truancy Program for Erie County and Erie City School Districts began on July 1, 2020. A total of 13 new Truancy Monitors were hired for the districts, with 2 already working in 3 schools the previous year. In addition, the program has 2 supervisors.

Prior to working in the schools, all newly hired Truancy Monitors had 2 weeks of extensive trainings at the Trinity Center which included such topics as PA Truancy Laws, Professionalism, Court Hearings, all the trainings that Bethesda requires and learning all the basic duties of being a Truancy Monitor.

Staff work with the school districts and the courts presenting Community Based Attendance Programs (CBAPs) for parents whose student is noted as having attendance issues. Data is collected daily and sent quarterly to Mercyhurst Civic Institute for analysis.

The Student Assistance Program (SAP) process has been more critical than ever, during these uncertain times, 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 389 youth and during a school year where students were remote learning more than in person learning. Staff utilized telehealth to complete assessments and meet with students.

Finally, we began construction of our newest residential facility, Wise Hall. Named for William S. Wise, the man who donated the land for Bethesda in 1919, Wise Hall will have two, 10-bed wings. There will be a common area connecting the wings. We are hoping for an opening date in the late summer of 2021.

Respectfully submitted,

George Trauner, CEO

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### REPORT OF GLADE RUN LUTHERAN SERVICES

We greet you this year from a place of gratitude and growth, and are excited to share with you the accomplishments of 2020. While not immune to the challenges of the COVID-19 pandemic and the ensuing restrictions, Glade Run Lutheran Services (Glade Run) completed a successful year of service to children, adults and families in our communities.

Glade Run's mission is empowering individuals to experience personal wellness and growth. In 2019-20, Glade Run served 5,365 individuals through the following program offerings:

- **Acute Partial Hospitalization** served 40 youth
- **Behavioral Health Rehabilitation Services** served 325 individuals
- **Blended Case Management** served 300 individuals
- **Family Based Services** served 148 individuals
- **Glade Run Adventures** served 416 individuals
- **Mental Health Partnerships** served 1,590 individuals
- **Outpatient Services** served 2,107 individuals
- **St. Stephen's Lutheran Academies** served 315 students
- **Transition Program** served 12 youth
- **EPIC (Empowering People in Communities) Psychiatric Rehabilitation** served 112
- **Independent Living Experience** was unable to be held due to COVID-19 restrictions
- **Counties served:** 11 (does not include education programs)
- **School districts served:** 48

Calendar year 2020 began on a positive note, with new program offerings both on and off campus and a successful school year underway. Mid-March, in person delivery of services were brought to an abrupt halt with Governor Wolf's pandemic restrictions for schools and a stay at home order. St. Stephen's staff quickly and successfully pivoted to remote learning to ensure that students had continued, uninterrupted access to educational and behavioral health offerings. Investment in technology and connectivity, coupled with approval to provide telehealth and telepsychiatry ensured that individuals and families continued to receive essential mental health services.

Despite these challenges, Glade Run continued to evolve to meet the needs of the vulnerable in our communities. In addition to progress on our strategic plan goals, 2020 accomplishments include:

- Awarded the **2020 Frontline Hero Award** from Lutheran Services in America
- CEO Steven Green named **2020 Fox Rothschild CEO 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 **2019 Top Nonprofit** by GreatNonprofits
- Received the **2019 Distinguished Business Award** from the Pittsburgh North Regional Chamber of Commerce
- Securing licensure to provide Intensive Behavioral Health Services (IBHS, formerly BHRS)
- Finalizing a new office and service location in Wexford, PA on the campus site of Trinity Lutheran, Wexford
- **Glade Run Adventures** held the largest summer camp session to date, compliant with COVID-19 restrictions
- Operating a successful virtual **Extended School Year** program
- Hosted **A Beautiful Mind Art Show**, featuring multi-media art created by EPIC program participants
- **St. Stephen's Lutheran Academy** returned to in-person learning with a hybrid educational offering in August, which was successfully and safely maintained despite public schools' return to virtual instruction
- Successfully held a COVID-friendly special event, a **Halloween Drive in Movie**, when other in-person events were forced to cancel
- Developed an agency-wide **COVID-19 Task Force** to monitor resources, infection control, and staff communication
- Secured thousands of dollars of in-kind donations, including PPE and cleaning and sanitation supplies
- Provided additional emergency and basic needs support to families and individuals in service through the **Good Neighbor and Winnie McGee Funds**
- Conducted successful **Back to School and Christmas Angel** in kind drives
- **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 in Allegheny county
- Opened a **Family Wellness Program** on our Zelienople campus, providing emergency housing, case management, mental health and vocational supports to families involved in Butler Children and Youth Services to keep families whole and avoid homelessness.
- Construction on **Jeremiah Village** broke ground and is underway

To say that 2020 was without challenges and unexpected expenditures would be untrue. However, I've never been prouder of the commitment, ingenuity, and bravery of our staff as they faced countless obstacles in their ability to ensure that programs and services were available to those in need. While the trials and possible setbacks from the pandemic are far from over, we have proven ourselves diligent, adaptable, and – most importantly – essential. We are grateful for

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the support that has allowed us to continue to be life-supporting link during unprecedented times, and ask you to keep our staff and those we serve in your prayers as we continue to identify and fill needs in our region.

Respectfully submitted,

Steven T. Green, MA.

President/CEO, Glade Run Lutheran Services

### REPORT OF LUTHERAN SENIORLIFE

While the COVID-19 pandemic has presented many unprecedented challenges to everyone, creating a crisis atmosphere for all of those committed to providing life-sustaining services to their clientele, the creative responses to those circumstances are what Lutheran SeniorLife believes defined this past year.

In fact, “Connecting Through Crisis” was adopted as the theme for Lutheran SeniorLife’s annual report to supporters, and it was inspired by the seemingly endless creative initiatives by staff to meet the needs of populations served.

The mission statement for Lutheran SeniorLife revolves around the Gospel message from the Book of John chapter 10, where Christ promises to provide for life, and do so abundantly. Hence the driving force behind every goal of Lutheran SeniorLife is to provide Abundant Life® opportunities.

Those efforts took on a myriad of forms, yet the appreciation expressed by all showed the value of working hard to make certain that those opportunities took place. Despite the challenges, more than 14,000 people were served through Lutheran SeniorLife programs and services during the past year.

Lutheran SeniorLife recognizes that many who need our services may be anxious about entering care programs during a pandemic. Lutheran SeniorLife initiated the “Wear Wash Watch” web page to assure individuals that the organization remains a trusted partner for care – especially during a pandemic.

Borrowing the www acronym from the worldwide web, wearwashwatch.org became one of the most frequently visited pages on the Lutheran SeniorLife website. It sends the message that Lutheran SeniorLife continues to be at the forefront of creating a safe environment, and also provides updated information on the latest health information, vaccines and related and relevant news. And while safety measures achieved new heights this past year, Lutheran SeniorLife still placed a high priority on providing Abundant Life® opportunities, and gained public recognition for its quality of service.

The NRC, a national health-care intelligence firm, recognized Lutheran SeniorLife with its 2020 Customer Approved Award.

Passavant Community, a Life Plan community in Zelienople, Pa., that includes a continuum of all levels of care and services, was recognized as a top performer in US News & World Report’s list of Best Nursing Homes. More than 15,000 facilities nationwide were evaluated.

For the tenth consecutive year, VNA (Visiting Nursing Association, Western Pennsylvania) was voted the #1 provider for home health care by readers of the Butler Eagle, a newspaper serving the region. Despite the pandemic, VNA served an average of more than 700 people daily.

At St. John Community, a Life Plan community of Lutheran SeniorLife in Mars, Pa., two RoseCrest employees received awards by the Pennsylvania Assisted Living Association. In fact, these employees represent half of only four awardees honored statewide. RoseCrest, part of the St. John continuum, offers assisted living with memory support, the first facility in Pennsylvania that was certified several years ago to provide those services. St. John Community also includes St. John Specialty Care Center, which offers skilled and assisted living and personal care, and Overbrook Pointe, a 51-unit independent-living apartment community.

Lutheran SeniorLife is in partnership with several local hospitals to provide LIFE (Living Independence for the Elderly) services at four locations in western Pennsylvania: LIFE Beaver County and LIFE Lawrence County, in partnership with Heritage Valley Health System; LIFE Butler County, in partnership with Butler Health System; and LIFE Armstrong County in partnership with Armstrong County Memorial Hospital (ACMH). Pennsylvania residents who are eligible for skilled nursing and participants in the Medicaid program are eligible for LIFE services at no charge. The program is state funded.

These activity centers, as well as the Valley Care Adult Day Center in Ambridge, Pa., were forced to close for several months due to elevated infection rates in Armstrong, Beaver, Butler and Lawrence counties. However, the staff were incredibly creative with ensuring that program participants were safe, healthy and connected. Calls, care packages and more than 30,000 meals were delivered to frail seniors at home in these counties.

Lutheran SeniorLife also operates a Health & Wellness Ministry through the Southwestern Pa. Synod of the Evangelical Lutheran Church in America. The ministry office is located at the same site as the synod office. While the annual Health & Wellness Ministry gathering was cancelled due to COVID-19 restrictions, a blessing video, which included a message from Bishop Kurt Kusserow, was produced to offer encouragement and appreciation to clergy and volunteers who participate in health and wellness-related activities throughout the synod. Ministry activities continued at more than 30 congregations this past year, driven by the creativity and concern of congregational leadership and volunteers.

The SilverSmart™ technology program at Lutheran SeniorLife strives to identify the most state-of-the-art technology

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to help seniors live life to the fullest. While often times this program identifies new technology and implements it well before it is popular on the market, this year it was the coordination of “virtual visits” using already existing technology for residents and families during the peak of the COVID-19 restrictions that was most appreciated by staff and residents. Though viewing family members on a screen, through a window or across the length of a banquet table never quite replaced the joy of face-to-face visits or real-time hugs, these visits became a very important highlight for family members during the past year.

And as “social distancing” became an often-used phrase during the pandemic, Lutheran SeniorLife emphasized that while physical distancing was a critical component of preventing the spread of COVID-19, social distancing needed to be minimized. Social interaction and the support of alternative visiting options provided the best support that could be offered during difficult circumstances. Whether that was through a virtual video interaction, programs presented online or via other electronic means or the use of e-communications, the goal was to help participants stay socially connected during the necessary time of limiting physical interactions. This was all being done in the midst of PPE (personal protective equipment) shortages, safety precautions, adjusted business programs, etc.

Lutheran SeniorLife honored volunteers through virtual presentations. We thanked employees with appreciation meals. And the community supported those efforts through financial and related contributions. One example: more than 8,000 facemasks were donated, most of which were hand-made by those who support us, during a time when they were difficult to obtain.

Despite the pandemic, the leadership of Lutheran SeniorLife envisions new and exciting options to continue to provide Abundant Life® opportunities for all those it touches through its continuum.

While this report details many of our recent milestones and achievements, it is not exhaustive. To receive the latest news and updates on services, be sure to follow us on Facebook (@LutheranSeniorLifePA) and visit our website at [lutheranseniorlife.org](http://lutheranseniorlife.org).

This report is an opportunity to remind all of you – our friends and partners – that the aforementioned accomplishments are a direct result of your efforts to help us succeed. Your prayers and your gifts of time, talent and treasure impact the thousands of individuals who need our programs and services. We are humbled and grateful for your support and partnership. And during a year that included the special challenges of a global pandemic, all of that support has never been so important nor more appreciated.

As we reflect with gratitude on how He has provided, we also look to the future, to identifying new and innovative ways to ensure that everyone with whom we connect – those we serve and those who serve – will experience their own Abundant Life®.

Respectfully submitted,

David Fenoglietto, President & CEO

### REPORT OF LUTHERAN SERVICE SOCIETY

The pandemic has impacted all of us individually and it has especially impacted community based services across our region. Our team of professionals had to change the way they provide services and reach our participants virtually overnight, keeping the vision and mission of Lutheran Service Society at the forefront on how to serve our neighbors. Thankfully with determination, support and creativity, Lutheran Service Society was able to continue to provide all services throughout the pandemic. Here are some of the highlights from this past year.

#### **Adoption and Permanency Services**

In 2020, the Adoption and Permanency program celebrated 100 years of continued service to Western Pennsylvania. The program continues to promote permanency to children through foster care, adoption, and Statewide Adoption and Permanency Network (SWAN) services. During the 2020 year, the Department of Human Services responded to the state of emergency allowing many of the services to be offered virtually. Due to that allowance, the program has been able to continue services uninterrupted. The staff quickly familiarized themselves to several different virtual platforms, got creative with implementing virtual activities, and found new ways to connect with clients from a distance. In 2020, approximately 235 families and children with impacted by our services. We continue to expand this program through growth and extended service areas. We are committed to serving all of Western PA and some of our most frequented counties include Allegheny, Fayette, Westmoreland, Greene, and Lawrence. Services include:

- Foster Care
- Adoption (older child, private infant, and international)
- SWAN services (child profiles, child prep, child specific recruitment, post permanency services)
- Training for prospective foster and adoptive parents
- Closed file searches

#### **Affordable Housing Program for Senior Citizens**

Lutheran Service Society has five HUD housing apartment properties encompassing a total of 162 apartments as of

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December 31, 2020. Our properties provide quality rental housing solutions for low to moderate income senior citizens in five Western Pennsylvania counties, 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 – 34 persons
- Von Bora Place in Titusville, PA – 17 persons
- Luther Place in Oil City, PA – 49 persons
- Martin's Landing in Girard, PA – 35 persons
- Lutheran Village in Jamestown, PA – 27 persons

### **Beaver County Meals on Wheels (MOW)**

Our Meals on Wheels program allows many seniors and any adult with a need for food security to remain in their homes that otherwise may not be able to do so. The pandemic did not slow this team down. They quickly shifted to a one time per week delivery process, relying on the support of more than 20 volunteers and kept on feeding our neighbors when they needed it the most with the added benefit of a health and wellness check-in by the volunteer driver.

At its core, MOW is people serving their neighbors in all of Beaver County.

For many of our clients funding is an issue, MOW cannot happen without the contributions of many individuals and organizations such as Beaver County United Way. We are fortunate that there are numerous churches, individuals, business and community organizations that choose to support this needed community service. For those who assisted financially, we cannot overstate our gratitude. With the help of many, we have served a larger number of folks than in recent years. In 2020, we served 210 individual clients an astounding 36,633 meals.

### **Senior Centers**

Lutheran Service Society operates Senior Centers in both Allegheny and Beaver counties. However, due to the pandemic, both senior centers have been closed since March of 2020. Fortunately, both Beaver and Allegheny county AAA continues to support the programs allowing the centers to remain fully staffed. The programs quickly adjusted how they provide services. In an effort to maintain a connection to participants, both programs make weekly wellness calls to check in on their participants. In addition, both programs provide grab and go meals to support food security and offer online exercise programs.

Primetime is located in the Bellevue section of Pittsburgh. The program continues to partner with St. John's Lutheran Church of the Highland to expand our services in Allegheny County via the Healthy Start Café meeting at their location.

Center at the Mall is located in the Beaver Valley Mall and is a community wellness center designed for adults over 50 who want to have fun, stay healthy and be active. With over 12,000 members, the center is the largest senior center in Beaver County.

Some of the Senior Center activities include:

- Wi-Fi Café
- Technology and computer classes
- Holiday celebrations
- Excursions
- Nutritional lunches
- Home delivered meal program
- Wellness and educational seminars
- Social and game clubs
- Fitness center
- Computer Lab
- Celebrations
- Billiards

We are all hoping to be safely together again soon however, we are fully aware that the pandemic may influence and even change how services are offered to our community in the future. Lutheran Service Society is poised to continue to adjust, grow, and connect in any way that is safe and supportive to others.

Respectfully submitted,

Sarah Israel, Administrator

### **REPORT OF CAMP AGAPÉ (OHIO VALLEY LUTHERAN BIBLE CAMP ASSOCIATION)**

#### **Looking Back – Reaching Forward: Honoring the Past and moving into the Future**

I began my time here at Camp Agapé on January 1st, 2020, looking forward to a year that would be full of meeting new friends, developing new ideas, and adding new energy to a wonderful ministry. During the first months I was excited



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to begin meeting with different groups of pastors and sharing the board and association's dream for Camp Agapé moving into the future. I met with Ryan Ebner of the ELCA Foundation, David Hummel at Thiel College, Pastor Chris Rotella with Abiding Mission in Pittsburgh, and Pastor Christine Hough with Glade Run, along with multiple non-Lutheran ministers. Bishop Kusserow carved out some time to meet with me and listen to my hopes and dreams for Camp Agapé. In our discussions there was considerable interest in finding new ways to use the camp and to work with Lutherlyn to provide a wider variety of opportunities for ministry together. During these first months we broke ground for the new kitchen addition to the Retreat and Learning Center and a duplex cabin. We added additional staff in the areas of programming, food service, and property care. Everything was going according to plan! Then Covid-19 shut down the opportunity to meet with fellow supporters and ministry partners, do camp programming, and host rental groups for nearly 8 months. The staff and I continued to work on creative ways that the site could host groups, attended a multitude of zoom meetings, and dreamed up new ways to market the camp to the community. Another area of growth for Camp Agapé was the rounding out of the year-round staff: Program Director – Karen Reardon; Office Manager Catherine McClelland; Marketing Assistant/Hospitality – Erica D'Amico; Property Manager – Mike Ward; Food Service – Shari Dami; and Mechanic – Gary French.

In July we teamed up with the Salvation Army to host a Super-Hero Drive Through to help them raise donations for their Back-to-School Ministry. Over 100 cars drove through the camp and learned a little bit about Camp Agapé, many said they had never been on our property and were awed by the beauty of the camp. In September we held the Service of Dedication and Installation with Bishop Kusserow providing a sermon of hope and inspiration for this new adventure. In October, several groups used us for day events and a weekend event. In November, we had a United Methodist youth group do an all-day event which rounded out our use for the fall. The addition of the new kitchen made all these new events possible. In just one month we doubled the revenue we made in all of 2019. I am excited about the growth potential as we begin to dream of moving into a more "normal" situation in 2021. We were disappointed that several family events and program events were canceled due to new COVID-19 restriction later in November, December, and January.

Even with all the changes that have been happening at Camp Agapé we continue to lift up the legacy of what makes Camp Agapé so unique. Camp Agapé helped two families with temporary housing while going through some major life transitions, we assisted the Salvation Army to raise resources and awareness for children who cannot afford school supplies, and we are in the planning stages of working with an AME church in Pittsburgh, that host a Summer Learning Academy, with a possible special summer week soon. This event would renew the commitment of providing for children who need additional educational support outside of school. We also supplied a large amount of food from our garden to several local food pantries. Beginning in April of 2021 we will be hosting an annual Appreciation event to honor past supporters of Camp Agapé and current volunteers. The COVID-19 slowdown has given me an opportunity to find treasures from the past. We will be creating artwork using past pictures for the wall art in our cabins and the RLC.

What does the future hold for Camp Agapé? God has a plan! Some of the new areas that I would like to explore include:

- Week for Intellectually Disabled individuals
- Week for at-risk Foster children
- Weekend Confirmation Retreats
- Wounded Warriors Weekends
- Host educational events for Senior adults (day usage)

The addition of the year-round kitchen and duplex cabin to our site, will help us to expand who we serve in the coming years. This year we had 23 volunteers from 8 congregations for over 1,400 hours of volunteer service! In January 2021, we lost our Board President, Jill Shook, to complications from COVID-19. Camp Agapé will miss her support and vision. In 2021 we are encouraging congregation and individuals to prayerfully consider giving a special gift in her memory to Camp Agapé to be used to support our Scholarship Fund.

In closing we all need to give thanks to the foresight of previous boards and leaders to create the Endowment Fund with the gas revenue money. This safety net has made it possible for us to complete construction, pay bills, and keep staff on board through this nationwide crisis. I believe we will emerge from this stronger and ready to do exceptional ministry into the future.

Peace,

Deacon Rick Frederick, Executive Director

## REPORT OF LUTHERLYN

This past year was hard, and I would never want to repeat it. However, the kindness, compassion, support, and generosity that was shared with Lutherlyn was truly a blessing. Thank you so much for supporting your camp in this difficult year. Thanks to the generosity of many donors, we are ready to welcome campers and guests back to Lutherlyn for all 5 core areas of ministry (summer camp, retreats, environmental education, equestrian center, and adventure programs).

Through the combination of very generous donations and drastic cuts in spending, Lutherlyn has remained debt free through this pandemic. We are working with a reduced staff, but we will rebuild as our income and camper numbers return to "normal". We have also postponed the capital campaign that was approved at last year's Synod Assembly.

Over the past year, we have found new ways to connect with our campers so Lutherlyn could continue to encourage

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them to “let their light shine”. We have increased our online presence and shared mailings of friendship bracelets, prayer cubes, and other reminders of camp with our campers. We welcomed individuals and families to Lutherlyn for their own private retreats. We even “released” Mrs. Shaulis’s FAMOUS coffee cake recipe... just to give everyone a little taste of camp while they were away (we received photos of “Lutherlyn Coffee Cake” in over 30 states and 4 countries)!

We are carefully planning for Summer Camp 2021! It is exciting to plan for campers again, but it is done with great care and caution. We are carefully following the guidelines set by the American Camp Association, the CDC, and the PA Department of Health. Will camp be different this summer? YES. We want to be upfront and honest with you – camp will be different this summer. We will do camp activities in smaller groups (mostly with just the cabin group). We will eat meals outside as much as possible. We will wear masks indoors and when we are with anyone that is not in that cabin group. We have fewer specialty camps this summer. These are all temporary adjustments for this summer to best comply with the guidelines to safely operate camp for the summer of 2021.

BUT.....Will Lutherlyn provide Life-Changing Adventures in Faith? YES! Will campers be accepted into a loving community, challenged to grow, and sent out into the world to let their light shine? YES! Will the summer staff be an awesome group of Christian role models that make sure every camper knows that they are a beloved child of God? YES! Will the days be packed with fun outdoor adventures? YES! Will campers live in an intentional Christian community where they are loved and encouraged to be themselves? YES! Will we play and laugh... a lot? YOU BETCHA! Will there be swimming, games, crafts, hikes, nature activities, group building, cookouts, the NEW jump pillow, canoeing, 4-square, experiential Bible Study, playing in the woods, worship, campfire, tie-dye, skits, silly songs, ropes course, archery, candle power, creek hikes, gaga ball, s’mores, Taco Tuesday, and MORE? ABSOLUTELY!!

There are several ways that we could use your help to make this an AMAZING summer full of life-changing adventures in faith. First, please continue to pray for Lutherlyn and all of our campers. Second, please spread the word about Lutherlyn and encourage youth from your congregation to come to Lutherlyn this summer or sometime in the future. Third, please do not let money be the reason that a child does not come to camp. Lutherlyn maintains its 73 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. Please 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. Stay healthy and we can’t wait to see you at Lutherlyn sometime soon!

Respectfully submitted,

In Christ’s Love,

Deacon Deb Roberts, Executive Director

### **REPORT OF LUTHERAN CAMPUS MINISTRY IN GREATER PITTSBURGH**

Lutheran Campus Ministry in Greater Pittsburgh is ever thankful for the support and love shown by the people of the Southwestern Pennsylvania Synod. Knowing that this ministry is valued means a great deal to the campus pastor and board of this ministry. Thank you all.

The ministry throughout the pandemic has been challenging. Not only do we have to follow the state and county guidelines, but we also navigate the various policies and procedures of the campuses we serve. They each have different rules that have been more restrictive than our state and local regulations. As such, the campus ministry and its student groups, Pittsburgh Students Active in Lutheran Ministry (PSALM, for short), have been almost exclusively online with the exception of one brief service project to help at Zion Lutheran Church’s October 2020 food bank.

We ceased gathering in person for worship and study groups. We have suspended our weekly meals that took place in the Lutheran University Center. But none of these things have stopped completely. Either from the Lutheran University Center or from Heinz Memorial Chapel, we have held services over Zoom and streamed them onto YouTube. We have had book discussions, study groups, fellowship events, and small group discussion over Zoom. Pastoral conversations and care continues. We have had takeout meals where students and others in the university communities pick up dinner at specific times. The students are encouraged to share the meal with their podmates to continue our outreach to other students as well. New student recruitment remains a challenge.

All too aware of Zoom fatigue, we were hesitant to add another Zoom gathering for students as we pondered a bible study. Instead of that additional online gathering, we opted for a podcast bible study. Looking at the gospel of Mark, this new podcast “Word Text Faith – WTF” is a conversation between a couple of students and the campus pastor about a specific text to see how it connects with the larger scriptural witness and what it means for their own faith. This podcast is also available for anyone to listen to, on most platforms where podcasts are found. Please feel free to check this new offering out.

The board, campus pastor, and other interested members of the campus ministry are also continuing to find new ways to connect with supporters and build up those relationships. By now, a number of you have heard about our Congregational Partnership Plan, that seeks to build on the existing support from congregations by providing a tangible benefit for congregations who support us. We know all too well that stresses in congregations make every bit of mission support valuable. The Congregational Partnership Plan looks to make sure that the relationship of support is not just a one way relationship where congregations send money to the campus ministry and then nothing else ever happens.

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The campus ministry board has approved a plan where at various giving levels, congregations will receive things that will make clear we are partners in mission together. At the base level, there is a quarterly newsletter that will contain resources for ministry that we have found valuable with some tips of how they might be useful in congregations for ministry with young adults or regular adults. There will be stories of the students and recent alums we connect with and how their faith has been impacted. We will have a number of things each quarter that we hope will be helpful. Higher levels of support would have representatives from the campus ministry, such as board members, recent alums, current students, or the campus pastor be present for activities at the congregation. Maybe running a game night for the youth group or an adult forum or a presentation to council or a specific committee. We want to be available for congregations so they understand just what this ministry means and looks like, and how that might help shape their own context for ministry. Please talk with Pastor Brian about this new opportunity as you hear more about it.

While there are always challenges in ministry, and challenges a plenty over the past year, it remains a good and holy work as the campus ministry accompanies young adults through these crucible years of formation. The work that is done here cannot be done without your support. For that we thank you and give thanks to the gracious God who calls us to this holy work as partners in making the love of Jesus known.

Respectfully submitted,

The Rev. Brian O. Bennett, Campus Pastor/Executive Director  
Lutheran Campus Ministry in Greater Pittsburgh

### **REPORT OF THE SYNODICAL ORGANIZATION**

#### **REPORT OF WOMEN OF THE ELCA of SOUTHWESTERN PENNSYLVANIA**

The Women of the ELCA of SWPA has continued to only hold virtual large group meetings and gatherings since the start of the pandemic. We look forward to holding a virtual convention in October 2021. Our theme will be "Women Spreading the Word" with the theme verse of Exodus 15:2, "The LORD is my strength and my might, and he has become my salvation; this is my God, and I will praise him, my father's God, and I will exalt him." More information will be coming out in the summer of 2021.

Our Designated Outreach Organization continues to be Blessed Bundles which is a diaper ministry run out of Lutheran Church Of Our Saviour in North Huntingdon, PA. Even with the pandemic, we have been able to have synod wide collections and supply them with needed items. We have also been able to give them over \$4,000.00 in monetary and gift card donations. Blessed Bundles will continue to be our Designated Outreach Organization thru the end of 2021. Look for more information in Friends, Inc. regarding collection days.

The Women of the ELCA of SWPA and NWPA are looking to come together for an in person one day retreat at Camp Lutherlyn on Saturday September 18, 2021. Our theme will be "Celebrate! Women, Worship, Word." The theme verse is Proverbs 4:8, "Prize her highly, and she will exalt you; she will honor you if you embrace her." We will be following all CDC guidelines for mass gatherings. Make sure to put the date on your calendar and watch for information in the summer newsletter edition of Friends, Inc. We hope to see you there!

The Women of the ELCA of SWPA are continuing to hold cluster/conference meetings virtually. We gathered in December 2020 for a virtual meeting entitled, "The Holy Family, Then and Now" where we heard from Pastor Linda Theophilus regarding immigration issues and from our Churchwide President, Lisa Plorin, on her trip to the Mexico/American border. We were also able to gather in April virtually for "A Spring Garden Party" and focused on God's creation and enjoyed creating garden hats. We plan to hold more Zoom events. If you would like to be added to our mass email list to get information on events, please send an email with your name, email address, church name, church location and cluster/conference # to swpawelca@yahoo.com

The leadership of the Women of the ELCA of SWPA gathered with women from other synods for a virtual event in February 2021 titled, "Pivot, Don't Panic". This event focused on ways we can engage the women of our synods during the pandemic. We were greeted by Bishop Eaton and heard from The Women of the ELCA Executive Director Linda Post Bushkofsky. The Women of the ELCA will gather virtually August 3-5, 2021 for our Triennial Convention. The voting members of this convention will be making changes to our constitution to allow for more business to be able to be conducted virtually. The Women of the ELCA hope to gather in Phoenix, AZ in September 2023 for our next Triennial Convention and Gathering. Check out the Women of the ELCA website and Friends, Inc. for more information on how to register for this event.

The Women of the ELCA office went from having 9 full time staff to having 2 full time staff and 7 part time staff. The majority of the funding for the Women of the ELCA comes from offerings collected at in person meetings and Bible Studies. If offerings continue to decrease, staffing positions will need to be cut which will lead to less programming being created. We continue to ask for congregational units to send their offerings to our Treasurer, Donna Petrell. We encourage congregational units to be good stewards of their funds and consider sending excess funds in their accounts to the Women of the ELCA. Ladies can also sign up to be Faithful Friends of the Women of the ELCA at the website:

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www.welca.org. By signing up to be a Faithful Friend, you choose an amount to give on a monthly basis and any amount will make a difference.

Respectfully submitted,  
Jennifer Armstrong-Schaefer, President  
Southwestern Pennsylvania Women of the ELCA

### 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 is a shared ministry of seven Pennsylvania synods, the Evangelical Lutheran Church in America, 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. This shared ministry has perhaps never been so vital as now, in the face of pandemic, urgent challenges that threaten our communities here and around the globe, and a dangerous "othering" that prevents us from encountering Jesus in our neighbor and, possibly, preventing our neighbors from encountering Jesus in us.

Since the last in-person assembly, LAMPa celebrated 41 years of advocacy ministry that supported and deepened your congregational efforts to address hunger, poverty, racial injustice, health care, human trafficking, election integrity, immigration, discrimination and hate crimes, criminal justice, environmental threats to health and safety, and an accurate Census. 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. Through these efforts, Lutherans in this synod spoke up with and on behalf of those who are suffering and whose interests were most likely to be overlooked in a time of chaos. LAMPa shared vital information with synods and our network about opportunities to access grants, assist people in applying for benefits and to offer resources in the state's emergency response. Though much of our work has unleashed assistance directly to those in need, some – in the form of meals or other aid -- has gone to your ministries, enabling you to be the visible presence of Christ as you encounter Christ in your neighbor at your doorstep and in each other as you continue teaching, preaching, singing and praying together virtually.

In its work of equipping disciples, growing leaders and supporting vital congregations, LAMPa staff continued teaching virtually – in congregations, seminary classes and synod events. We hosted a virtual hearing on the draft social statement on Government and Civic Engagement: Discipleship in Democracy and will host listening sessions on the related social statement in this synod in the coming months. We are working with congregational leaders to prepare for God's work. Our hands. Our voices. 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 representatives, the Rev. Sarah Rossing and the Rev. Jim Engel.

With deep gratitude for all the ways in which you support  
LAMPa's ministry,  
Tracey DePasquale  
Director, Lutheran Advocacy Ministry in PA

#### REPORT OF CHRISTIAN ASSOCIATES OF SOUTHWEST PENNSYLVANIA

Spring, 2021

Dear friends of the Southwestern Pennsylvania Synod,

Grace and peace to each of you as you prepare for Synod Assembly. I look forward to joining you via Zoom, and anticipate even more the day when we can once more gather face to face. The COVID-19 pandemic continues to shift the ways we can be together, but it also continues to underline the importance of being together. Across all the diversities of the church and all the challenges of this historic moment, we love one another—we need one another—we are one body.

Together is what the work of Christian Associates is all about. 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 51-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

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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:

- In the wake of our 2020 voter education and post-election peacemaking projects, we continue to work with community and interfaith partners to address our region's deep partisan divides. Our workshops with Braver Angels teach communication and listening skills that build understanding across difference.
- Recognizing the lack of trust between communities and the police, and the need for honest dialogue, we are partnering with the City of Pittsburgh Bureau of Police to establish police-clergy councils in each police zone: a model that can be replicated in police departments across our region.
- Sofa Spirituality, an interfaith dialogue initiative that began in the early days of the pandemic, continues to expand and flourish. Visit [sofaspirituality.org](http://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](http://www.casp.org/donate).

So much has changed in this pandemic season, but the Good News endures, and our need for community and collaboration is as strong as ever. Thank you so much, SWPA Synod, for your faithful ministry and your commitment to Christian unity. May God bless each of you—and may we reunite again in person sometime very soon!

Your sister in Christ,

The Rev. Liddy Barlow

Executive Minister, Christian Associates of Southwest PA

### REPORT OF THE PENNSYLVANIA COUNCIL OF CHURCHES

The Pennsylvania Council of Churches is church bodies and agencies representing Anabaptist, Episcopal, Orthodox, Pentecostal, and Protestant communions in the Commonwealth of Pennsylvania working together for Christian unity for the sake of the world. [John 17:23]

### IMPORTANT ACCOMPLISHMENTS

**Looking Ahead.** The search for a new Executive Director conducted in the latter half of 2020 resulted in the hiring of the Rev. Dr. Larry Pickens as of January 1, 2021. Now that he is on board, the Council will move forward with a visioning and planning process aimed at guiding the Council's efforts moving forward. This work will include improvements in the Council's communications, including the website and social media.

**Conferences and Meetings.** The year began with a "Solidarity Not Solitary" program in Harrisburg in early February, followed by a weeklong event at Pennsylvania's Capitol to display a solitary confinement cell replica and educate legislators and visitors about solitary and criminal justice reform. COVID-19 curtailed initial to do a statewide tour with the cell to do informational programs on solitary/criminal justice reform and training on advocacy and moved all events for the remainder of 2020 to Zoom.

In lieu of solitary programming Episcopal Service Corps fellow Emily Schmid planned and carried out online book studies on the books *White Fragility* and *Just Mercy*. She also planned and conducted a virtual prayer gathering for those incarcerated during the pandemic.

We co-sponsored and helped to facilitate a program with the CeaseFire PA Leadership Institute to introduce participants to gun violence reduction legislation and advocacy. We also held a virtual gathering to pray for the reduction of gun violence.

Other prayer gatherings that we participated in involved: valuing Black and Brown lives/peace in our communities; prayers for a peaceful election; prayers for a peaceful transfer of power; and prayers for all people dealing with a pandemic over the holidays.

Working with Episcopal Service Corps fellow Kelsey Reyes, we planned and carried out two discussion events on the 2020 election and COVID-19. We continued supporting vigils for immigrant families detained at the Berks County Residential Center and held the 12th annual Commonwealth Interfaith Service: Prayers for Justice and Peace remotely for the first time (view at <https://www.facebook.com/PACHurchesAdvocacy/live>).

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In an event co-sponsored by the Council with faith partners, Pennsylvania's Senior Senator Bob Casey joined clergy and faith leaders from across the Commonwealth on August 28 to answer questions reflecting concerns within the state's faith community around the pandemic. And on October 7, 2020 the Council hosted "An Evening with Rev. Dr. Liz Theoharis," co-chair of the national Poor People's Campaign. She spoke of the Campaign's work to turn out poor and low-income voters and answered questions from the viewers (view at [https://www.youtube.com/channel/UCunqnFIOcrIn\\_o715zhITIA](https://www.youtube.com/channel/UCunqnFIOcrIn_o715zhITIA)).

**Grant Funded Efforts.** The Council has worked on the following issues based on grant funding received.

- An agreement was made with the Mennonite Central Committee to continue work on criminal justice reform, immigration, gun violence reduction, education, and climate change until remaining funds are spent.
- Work continued on education funding with funds from the William Penn Foundation.
- Criminal justice reform efforts, primarily around solitary confinement, continued under grant funds from the Van Ameringen Foundation. Some of the work underway has already been described above. Episcopal Service Corps Fellow Kelsey Reyes took over as point person in September after Fellow Emily Schmid completed her year in July.

### Other Activities

- The Council offered official greetings to the Penn West Conference of the United Church of Christ.
- Both Council websites, [www.pachurches.org](http://www.pachurches.org) and [www.pachurchesadvocacy.org](http://www.pachurchesadvocacy.org), have continued to evolve.
- The Director of Advocacy and Ecumenical Outreach worked with the Governor's Census 2020 Complete Count Commission and with partners to provide education around the 2020 election. She also completed a sabbatical where she visited or held Zoom meetings with counterpart state councils across the country. During those meetings she gleaned several ideas that have worked for others and looks forward to working with a newly formed Commission on Unity and Relationships to determine what our own council will do moving forward.
- The Council prepared and distributed a series of statements, including: A Pastoral Statement at a Time of Global Pandemic (3/27/20); A Pastoral Call to Dismantle Racism and End Violence Against People of Color (6/2/20); Pennsylvania Council of Churches' Statement on 6/18/20 Supreme Court DACA Decision (6/18/20); and A Statement Calling for a Peaceful 2020 Election (10/28/20). All are available at <https://www.pachurches.org/about-us/statements/>.
- The Council provided resources aimed at helping church bodies, congregations, and people of faith (and others) with important issues facing the state and country, building resource pages around COVID-19, the 2020 Census, and the election.
- The Council prepared a Lenten devotional guide, 40 Days of Solidarity, to address solitary confinement and other criminal justice reform issues.

## COUNCIL MINISTRIES

**Commission on Public Witness & Public Witness Ministry.** The Council's advocacy efforts in 2020 focused on the following areas:

- Advocacy for a Pennsylvania budget with sufficient revenues that addresses the concerns of people of faith.
- Human needs/poverty-related work.
- Efforts to raise the minimum wage, primarily in coordination with the Raise the Wage PA Coalition.
- Criminal justice reform, primarily in coordination with the Abolitionist Law Center and other partners.
- Immigration, particularly around calling for the closure of the Berks County Family Detention Center that is holding refugee families for long periods of time, and for ending the separation of families at the border.
- Environment, primarily climate change and protecting water resources, in coordination with several organizations.
- More equitable public education funding.
- Advocacy around COVID-19 needs/relief, and sharing of information about COVID-19, including resources.
- Distribution of regular updates with actions, events, resources, opportunities, and news.

The Commission continues to work on efforts aimed at improving the lives of people on the margins and addressing problems with our political system.

**Commission on Unity & Relationships.** The Council began an effort to rebuild the commission with ecumenical officers from our ecumenical partners by holding a Zoom meeting with those who had agreed to participate. Others will be added in 2021, and the group plans to convene to consider approaches for building relationships across the Council's membership, congregations, individuals, and interfaith partners. We also held an initial convening of local and regional ecumenical representatives and hope to consider how these partners and the Council can work together in the future.

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**Commission on Common Ministries.** The Council has continued to provide support to its Trucker Traveler Ministry, Campground Ministries, and Farmworker Ministries. Jim Gould joined to become the new Campground Ministry coordinator in 2020 and has been working to update the program and this portion of the Council's website. Long time coordinator for the Fruitbelt Farmworker Christian Ministry Roddy Runyan retired in 2020, and a new coordinator, Christian Aguilar came on board.

### LOOKING TO THE FUTURE

Council staff continue to discuss activities and areas where the Council might engage to be of service to our members, the wider faith community.

**Note: There is a more expanded and detailed report available for those who are interested.**

Respectfully submitted,

The Rev. Dr. Larry Pickens

Executive Director, Pennsylvania Council of Churches

### REPORT OF THE ELCA MISSION INVESTMENT FUND

#### Partnering in faith

**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 ministries.

**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.

**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. We 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 operations.

**Our capabilities and capacity have never been stronger.** At year-end 2020, MIF had 883 loans outstanding, totaling \$596.4 million. Investment obligations totaled \$543.1 million. With total assets of \$773.8 million and net assets of \$218.2 million at year-end 2020, MIF maintains a capital ratio of 28.20 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 care for a world in need. We are honored and humbled to walk alongside you as a trusted partner.

**For more information about MIF capabilities, please visit our website, [mif.elca.org](http://mif.elca.org).**

**MIF at work in the Southwestern Pennsylvania Synod (as of December 31, 2020):**

- 7 Mission Investment Fund loans, with a balance of \$3,907,501
- \$4,859,480 in Mission Investment Fund investment obligations

Respectfully submitted,

The Rev. Kent E. Peterson

Regional Manager, ELCA Investment Fund

276-698-7970; [kent.peterson@elca.org](mailto:kent.peterson@elca.org)

### REPORT OF THE ELCA FOUNDATION & REGIONAL GIFT PLANNING PARTNERSHIP

It is important to begin this report by thanking ELCA synod bishops for your incredible leadership during a year of unprecedented events; the pandemic, racial tension, wildfires, floods, and political divisiveness. When everything seemed to go wrong, your ability to direct the work of the church was one of the things that was right about 2020. Through it all, this church body supported the work of this denomination in ministering to the world with the love of Jesus Christ.

As of December 31, 2020, the Foundation crossed a major milestone and now oversees more than \$1 billion in gifts, endowments and other investments for this denomination. This landmark accomplishment was achieved primarily because Foundation staff understood the need for increased communication during a year of unparalleled difficulties.

As a separately incorporated ministry, with a network of 23 regional gift planners, working in 21 partnerships, across the United States, Foundation staff recognized early on that communication was critical. Throughout the year, despite limited travel and in-person meetings, gift planners engaged with nearly 900 congregations, synods and ELCA related

## BULLETIN OF REPORTS

organizations. They spent time with over 1500 individuals working on gift plans, logged over 5500 interactions and continued to maintain partnership relationships with over 150 ELCA related entities, including 54 synods. Gift levels remained high throughout the year.

The Gift Administration and Financial Services (accounting and investment administration) teams continued to support donors, beneficiaries and Fund A investors. Despite limited access to the building, no distributions were changed or eliminated and withdrawals from Fund A did not increase.

The Foundation staff continued to work with donors and beneficiaries to create individual gift plans, administer life income and endowment gifts, distribute terminated gifts and facilitate the sale of marketable assets such as land, homes, and other assets.

- Regional Gift Planners remained available to:
  - Guide individuals in discerning how to be faithful stewards of their estates and invite them to support ministries, congregations, and synods through charitable estate gifts.
  - Help synods, congregations and related entities invest endowment funds and other assets in the Endowment Fund Pooled Trust (Fund A) which is structured to provide distributions to support ministry today and into the future utilizing investments that adhere to the ELCA's social purpose guidelines.
  - Advise church leaders in the development of gift acceptance policies for congregations, which often include gifts to synods.
- The Gift Administration team worked with individuals to initially establish and ultimately distribute proceeds from charitable gift annuities, charitable trusts and named endowment funds. Financial Services handled operations and administration for all life-income gifts, endowments and investments in Fund A.
- The gift planning network, including affiliates, posted solid results during throughout 2020, with \$118.2 million in total gifts and endowment assets. Of that, \$78.5 million was written in future planned gifts, \$20.3 million in current gifts (including funded trusts, gift annuities and individual endowments) and \$19.4 million in new outside investor assets.
- New gift plans written during the year totaled 249. In addition, gift planners stewarded over \$60.2 million in previously written plans, in some cases increasing the estimated gift to ministry.
- As of December 31, 2020, the value of participant accounts invested in Fund A was \$904.2 million, compared to \$817.6 million on December 31, 2019. There are 1,155 investing participants in Fund A, including 938 congregations and 54 synods. Throughout the year, 53 new endowment accounts were opened, totaling \$7.1 million, and 14 accounts were closed, totaling \$3.0 million. Contributions from outside participants to new and existing endowment accounts totaled \$31.1 million; withdrawals totaled \$18.6 million
- Throughout the year, approximately \$62.4 million was distributed to ministry.

Thank you for your continued partnership with the ELCA Foundation.

Contact your gift planner today for more information on working with the ELCA Foundation, investing in Fund A, promoting gift planning in your congregation, or writing our own gift plan.

Ryan Ebner  
Regional Gift Planner  
ryan.ebner@elca.org  
814.823.3285

*ELCA Foundation Regional Partners:  
ELCA Churchwide; NWPA Synod, SWPA Synod, WV/W MD Synod  
Camp Luther, Camp Agape, Lutherlyn, Lutheran SeniorLife, Lutheran Home at Kane,  
Lutheran University Center of Pittsburgh, WVU Lutheran Campus Ministry  
Community Lutheran Partners, Bethesda Lutheran Services, United Lutheran Seminary*

Respectfully submitted,

Kathy F. Summers, President and CEO  
ELCA Foundation



## REPORTS OF OTHER CHURCH PARTNERS

### REPORT OF PORTICO BENEFIT SERVICES

#### ***Supporting Those Who Serve Now More Than Ever.***

Portico Benefit Services is a holistic benefits ministry serving those who serve — from rostered ministers and their families to staff at social ministry organizations. We strive to help our members grow their overall well-being.

We could not have predicted this pandemic. But the virtual benefits we've introduced before and after its arrival, the benefit adjustments we've made since, our successful navigation of volatile financial markets, and the consistency of our customer service have made a powerful difference.

During this pandemic, ELCA benefits are helping to lower stress levels, create safer access to health care, and increase financial flexibility — all to strengthen the resilience of those who serve and, by extension, the resilience of this church.

#### **Building Resilience in 2020:**

- **26% More Calls to Our Financial Planners** during last year's market volatility and our introduction of target date funds.
- **559 Took a Penalty-Free Distribution** thanks to quick modification of our retirement plan rules for 2020.
- **49 Sought Student Loan Help** through our no-cost counseling via our partner, LSS of Minnesota Financial Counseling.
- **3,230 Medical Visits Via Text** through 98point6, our new virtual 24/7 primary health care service - with \$0 copay.
- **98% Satisfaction With New Mental Health Option**, our self-directed online program, Learn to Live.
- **10% of Members Streamed a Course** on topics like resilience, mindfulness, and beating burnout via Being, our new wellness video platform.
- **90% Very Satisfied** with our Customer Care service - delivered by Portico employees working remotely.
- **22 Target Date Funds Introduced** to help members maintain an age-appropriate asset mix over time - and better weather volatility.
- **3.1% Annuity Payment Increase** received, in these difficult times, by ELCA annuitants during 2021.

\* Data as of Dec. 31, 2020; 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

Greetings siblings in Christ of the Southwestern Pennsylvania Synod,

It has been a difficult year for all of us. Despite restrictive policy changes and the challenges of the COVID-19 pandemic, however, LIRS has remained committed to our biblical mandate to welcome the stranger.

In the last year:

- 2,782 refugees were welcomed through LIRS affiliates in 23 states.
- 440 unaccompanied migrant children were served through our foster care services and placed in loving homes during and after legal proceedings.
- 9,500 asylum seekers received Safe Release and Post Release services at our Southern border.

Even in these darkest of days, thousands of people from across the country partnered with LIRS to express their support for migrants and refugees through our annual programs and advocacy efforts. The compassion of our neighbors gives us hope, and we are proud to report that in the last year:

- 16,000 holiday cards and 500 gifts were sent to migrant children and families in detention through our annual Hope for the Holidays program.
- More than 600 ELCA clergy and lay leaders signed a letter drafted by the ELCA and LIRS urging Congress to work collaboratively to advance comprehensive immigration legislation.
- LIRS' work was featured on national platforms like NPR, the Washington Post, Center for American Progress, Religion News Service, The Christian Century, and Sojourners.

We are especially grateful for the congregations and communities in the Southwestern Pennsylvania Synod who have continued their generous and prayerful support. We could not do this work without you.

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Now, that work is expanding. In the coming year, the U.S. expects to welcome 125,000 refugees to our shores. LIRS is actively looking to congregations and faith leaders to partner with us in ways big and small, including donations, volunteer work, and participation in our annual programming. **Emmaus: Congregational Discernment Network** launches this spring for congregations to discern how they can best walk alongside refugees and migrants in their community, and **Stand Up Speak Up**, coming in Pentecost, is a new interfaith prayer vigil focused on advocacy. We encourage you to stay up to date on opportunities for individual and congregational engagement at the **LIRS Action Center**, found at [www.lirsconnect.org/get\\_involved](http://www.lirsconnect.org/get_involved)

With your support, we will continue to live our mission: witnessing to God's love for all people, standing with and advocating for migrants and refugees, and transforming communities through ministries of service and justice. Thank you for accompanying LIRS and our migrant and refugee siblings through 2021 and beyond. God bless you.

In peace,

Dr. Kristen Witte, Director for Outreach  
Lutheran Immigration and Refugee Service

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**Minutes**  
of the  
**Thirty-Third Synod Assembly**

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

Held at Online via ZOOM Meetings

**“We Do Not Lose Heart”**

November 14, 2020

**Bishop Kurt F. Kusserow**  
**Presiding**

\*\*\*\*\*

**Saturday, November 14, 2020**

Online Check-In for the Assembly opened at 8:00 AM on ZOOM

Throughout the time for Check-in, informational slides from SMOs, Ministry Partners, Synod Committees and other announcements played.

At 9:00 AM, Bishop Kurt F. Kusserow, Bishop, welcomed the members of the Synod Assembly

The Bishop informed the Assembly that Rev. Richard Flock had died the day before surrounded by his family.

The Bishop then invited Revs. Martha Clementson and Beth Clementson, our first mother/daughter chaplain team, to lead the Assembly in the opening worship.

**Evangelical Lutheran Worship**  
**Responsive Prayer -- Suffrages**  
**Rev. Beth Clementson and Rev. Martha Clementson, Assembly Chaplains**

Opening Sentences  
Lord's Prayer  
Apostles' Creed  
Dialog for Morning Prayers  
Psalm 149  
Meditation  
Blessing

**In Memoriam**

The Rev. Gordon P. Ray  
June 21, 1942 – August 7, 2019

The Rev. Randal K. Gullickson  
June 9, 1951 – November 10, 2019

The Rev. Gordon C. Hills  
October 15, 1949 – January 4, 2020

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The Rev. Horst H. Bandle  
August 31, 1936 – January 16, 2020

The Rev. Jack E. Hernstrom  
June 16, 1948 – February 10, 2020

The Rev. Vaughn E. Taylor  
August 13, 1937 – April 22, 2020

The Rev. Richard H. Flock  
October 22, 1935 – November 13, 2020

Bishop Kusserow led the Assembly in the Order for the Opening of an Assembly

### PLENARY SESSION 1

Bishop Kusserow convened Plenary Session 1 of 2020 Synod Assembly at 9:15 AM. The Bishop welcomed the voting members of the Assembly and went over some housekeeping items for the day:

1. The assembly is being live streamed. He directed those who know people who would like to view the Assembly to the synod Facebook page to follow along.
2. The Bulletin of Reports is accessible on the Synod Webpage
3. Technical Support is available throughout the Assembly by calling 610-370-6296
4. If members have a Priority Motion to bring to the Assembly, they should call 412-385-7950.
5. Information on Parliamentary Procedures can be found on the Synod Assembly Webpage.
6. For the best viewing experience of the Assembly, please switch from gallery view to speaker view in ZOOM.
7. To be recognized to speak during the Assembly, please use the “raise Hand” feature in ZOOM. An explanation of where the featured is located and how to activate it was given.

The Bishop then called upon the Rev. Paul Gruesu, Chairperson of the Committee on Elections, gave an overview of how to use the VeVox Voting App that would be used through the Assembly.

The Bishop called upon the Rev. Ellen Lundie, Chairperson of the Committee on Registration and Attendance to give her report for the Assembly. Rev. Lundie reported the following totals of participants:

<b>Category</b>	<b>Number Registered and Credentialed</b>
Ministers of Word and Sacrament	118
Ministers of Word and Service	9
Laypersons	195
<b>Total Registered and Credentialed</b>	<b>322</b>

Bishop Kusserow declared a Quorum was present.

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The Bishop called upon the Secretary for the reading of Synod Council Recommendation 11. Secretary Schaefer read the recommendation: *That the proposed program and order of business for the 2020 Synod Assembly be adopted.* There was no discussion on the recommendation and the Bishop called upon Pastor Gruesu to lead the Assembly in a vote. **The motion carried 270 to 1.**

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, Kristen Opalinski, a daughter of our synod.

Next, Bishop Kusserow introduced the Synod Assembly Personnel:

Parliamentarian	Rev. Clifton Suehr
Assembly Chaplains	Rev. Martha Clementson and Rev. Beth Clementson
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 Committee 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 and Deacons to our synod since the last Synod Assembly.

### **Rev. Eric D. Damon**

Ordained June 14, 2019; Called to serve  
Emmanuel (Heilman) Lutheran Church, Ford City, PA and  
Grace Lutheran Church, Manorville, PA

### **Rev. Brenda N. Henry**

Ordained November 3, 2019; Called to serve  
Pittsburgh Lutheran United Ministries (PLUM)

### **Rev. Susan K. Devine**

Ordained February 15, 2020; Called to serve  
Pittsburgh Lutheran United Ministries (PLUM)

### **Rev. Katherine M. Maul**

Transferred from the Allegheny Synod, January 29, 2020  
Called as Chaplain to Veterans Affairs, Pittsburgh Health Systems

### **Rev. Paula Schmitt**

Transferred from the Allegheny Synod, September 14, 2020  
Called as Intentional Interim Pastor, Trinity Lutheran Church, Latrobe

### **Deacon Rick Frederick**

Transferred from the Eastern North Dakota Synod, January 1, 2020  
Called to Serve as Executive Director of Camp Agape

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The Bishop then recognized pastors from our Full Communion partners who are serving congregations of our synod.:

**Rev. Doug Gebhard**, Presbyterian USA pastor serving as Interim of Trinity, Wexford;

**Rev Sara Irwin**, Episcopal Priest, serving St. John, Carnegie;

**Rev Alina Kanaski**, Presbyterian USA pastor serving Good Shepherd, Bower Hill;

**Rev. Cheryl Khyllep**, Presbyterian USA pastor serving as Interim of St. John Mark, Homestead;

It was noted that our practice has been to grant these clergy the privilege of voice and vote at the Assembly. Bishop Kusserow called on Secretary Schaefer to make the appropriate motion.

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. Cheryl Khyllep, 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 carried 271 to 2.**

The Bishop introduced the two interns who are serving in our synod this year and explained that the assembly has granted them the privilege of voice during our assemblies.

**Vicar Tricia Christman** is serving as intern at Grace, Rochester with Rev. Greg Clagg

**Vicar Katie McNeal** is serving as intern at Our Redeemer, McMurray with Rev. Ann Schmid.

The Bishop noted that Vicar Christman does not need to be granted the privilege of voice as she already has voice and vote at this assembly as a member of the Synod Council. 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 271 to 0.**

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 412-385-7950 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 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. *Amendments to the budget and business not on the agenda must be submitted to the Committee on Reference and Counsel no later than 11:30 a.m. during the assembly today, or they will not be considered.*

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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 268 to 2.**

The Bishop called upon the Rev. Erin Evans, Chairperson of the Committee on Nominations to give her report.

Rev. Evans gave the following report:

At the beginning of 2020 there were several nominations needed. There were 3 positions open for Lutheran SeniorLife, 1 position open for Lutheran Service Society, and 2 positions open for Glade Run. Due to the global pandemic the boards of these organizations postponed elections to Assembly in 2021, and the Synod Council has approved appointments to fill those positions, until elections in 2021. The appointments were as follows:

1. Lutheran SeniorLife board appointed Michael Sparling and Scott Celin to the two layperson openings but will allow the clergy position to remain open until the elections in 2021.
2. Pastor Martin Galbraith was re-appointed to a one-year term on the Lutheran Service Society Board of Directors.
3. Sylvia Lynn and James Thompson were appointed to the Board of Directors of Glade Run Lutheran Services with a term expiring in 2021.

With those elections postponed until 2021, **the only election at assembly this year is the Synod Council Conference 2 Layperson position.**

As a reminder, THE SYNOD COUNCIL IS THE SYNOD'S BOARD OF DIRECTORS. It functions as the interim legislative authority between meetings of the Synod Assembly. The members include ministers and lay leaders from each of the six conferences, one youth member, one young adult member, and members elected at large. Among the responsibilities of the synod council are: recommending program goals and budgets to the assembly, carrying out the resolutions of the assembly, and providing annual reviews of the roster.

**No nominees were brought from the Conference 2 Caucus; therefore, nominees will be accepted from the floor today.** This position's term will end in June of 2021.

The Bishop then opened the floor for nominations. Rev. Ronald Brown nominated Bob David of Hope, Cranberry Township. No other nominations were made from the floor and the Bishop closed nominations and announced that we will move forward with one candidate for the position.

The Bishop then moved to the Presentation of the Budget for 2021 and informed the Assembly that it could be found on pages 181 and 182 of the Bulletin of Reports. He reminded the Assembly that any amendments to be made to the Budget need to be submitted to the Committee on Reference and Counsel by 11:30 AM today via the form on the Assembly webpage.

The Bishop then asked for the video from the Chairperson of the Budget and Finance Committee, the Rev. Martha McCreight, to be shown to the Assembly. The report of the committee is as follows:

"To serve, connect and equip congregations of the SWPA Synod to tell the story of Jesus. This is the mission statement of the Synod, and in a faithful attempt to live into this mission, coupled with the mandate from Synod Assembly last year for a non-deficit Budget for 2021, I, as chairperson of the Synod Budget and Finance Committee, present to you the Budget for 2021.

At first glance of the Budget in the BOR, you may be thinking, "Wait a minute! I've never seen a budget look like this before. It's completely new." Well, that's because it is. If you wish to reference the budget with that of 2019, I direct you to the audit in the BOR.

Overall, just as those of us as ministers in and members of congregations in the Synod have had to continually ask ourselves the question: Where is God calling us to in this time and place? We as the Synod and its expression are faced with this question as well. In response, we say that it is to serve, connect and equip congregations in SWPA to tell the story of Jesus.

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To serve by walking alongside congregations in particular who struggle with conflict management through the training of Pastor Asplin in Family Systems Conflict Management provided by Churchwide. This is reflected in an expense line item. This work may then be put to use in individual congregations who struggle with conflict management and through teams who have been trained to assist in such instances.

To serve by support through the Synod Staff which you may note in expenses does not include the additional hire of an ATTB to replace the departure of the ATTB last year. The DEM as an employee of Churchwide is supported by Churchwide support and not the Synod mission support.

To serve through the Synod Resource Center and Deacon Beth who seeks to bolster congregations to tell the story of Jesus. To support and serve through the work of Ryan Ebner, our ELCA Gift Planner, who works with individuals and congregations to help discern how best to use their gifts.

To serve by Seminarians and future Rostered Leaders through Candidacy services, call committees, and the work of Bishop Kusserow to ensure that congregations call equipped and faithful ministers to serve among them.

To serve the Synod through the sale of the building and renting a space more economical, handicap accessible, and feasible for this new age.

To connect through innovative ways of communications across the Synod as evidence in a communications specific line item to support Lauren Wolcott and her team.

To connect through our continued support of our ministry partners, and to connect ministry partners directly with individuals and congregations to strengthen and create new relationships across the Synod. For the Synod to be more a bridge between partners and congregations in addition to their support to our partners. What does it look like for congregations and partners to have more direct contact and relationships with one another in addition to financial support by the Synod? Well, it looks more like face-to-face interactions, direct donations, and overall a bolster in current relationships. It looks more like Campus pastors and students as part of a worship service on Sunday morning. As camp giving an adult forum talk over Zoom. ULS representatives in touch with individuals and congregations or visits by current seminarians who are in our Synod. The possibilities are endless.

To equip through youth ministry grants to encourage and support youth leaders who are in our midst and already doing great and exciting things. Help them by attending conferences, hold Synod youth events and other opportunities through a new line item expense.

To equip through Rostered and Lay leader grants for Continued Education to apply toward guest speakers, stewardship events and other sources of development through a new line item expense.

To equip through new mission starts and revitalization grants in conjunction with the work of Pr. Stoller to support where God's Spirit is encouraging congregations to be bold and step out into new endeavors through new line item expense.

A few points of clarification as you look through the proposed Budget.

- The 4% interest on proceeds from the sale of the building reflect the ELCA Foundation Fund A the synod invests with.

Completion of one of the Bishop's benchmarks of Synod Assembly last year.

- The proportionate share to Churchwide reflecting 48.6% of total Synod mission support. This balance in comparison to 50% of 25,000 has been filtered back directly into the budget for new ministry and revitalization grants and leadership grants. Due to the timing of receiving these Funds from Churchwide, it was deemed that this route would allow those ministries in our Synod to receive the support much, much sooner.

The ever-changing landscape for the church and its Synod to navigate can at times seem like a weary land tempting us to fear or live in scarcity or even just live because that's the way we've always done it before. Amidst 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 reflected in our budget. As the Synod attempts to fully live into its calling, "to serve, connect and equip congregations of the SWPA Synod to tell the story of Jesus," the hope is that this 2021 Budget may be a faithful



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reflection of that mission and the hope that is already given to us in Jesus Christ. We give thanks for the mission support that you as congregations and partners in ministry have given towards the work that God's spirit is already doing throughout the Synod and beyond for the sake of God's people. Thank you."

Bishop Kusserow thanked Rev. McCreight for her and her committee's work.

The Bishop noted that there has been a concern raised about the number of votes being cast is greater than the number of participants on the Assembly ZOOM call. This is due to the fact that there are some congregations who are meeting together in one location and count as one participant in ZOOM but could have multiple members of their assembly voting members present and voting with individual voting devices. The Bishop then declared a 10-minute break and the Assembly to be in recess until 10:13 AM.

### PLENARY SESSION 2

The Second Plenary Session of the 2020 Synod Assembly was called back to order at 10:13 AM. The session began with the pre-taped video reports of United Lutheran Seminary and Lutheran Campus Ministry of Greater Pittsburgh/PSALM.

The video from United Lutheran Seminary introduced the Assembly to the new President of the Seminary, Rev. Dr. Guy Erwin. He stated that ULS is now in the 4<sup>th</sup> year of raising up leaders for the Church and the world. This past May, in a digital commencement, the Seminary conferred 70 degrees (47 MDiv and MA degrees). He gave thanks for the congregations of our synod who continue to give directly to the Seminary and introduced the Assembly to the United Partner Initiative. In this initiative, congregations can journey with seminary students as they experience faith formation, learning and finding their own way of answering God's call. Dr. Erwin thanked the synod for being one of its strongest partners in mission in Regions 7 and 8, stating that over the past three decades the synod has given over \$2,000,000 to help grow pastors and deacons for the Church. He gave a special thank you to St. John Highland for their gift in honor of the Rev. Bill Diehm. Their gift made the *For All the Saints Portrait Project* possible. He, again, thanked the synod for its partnership and prayers.

The second video was a compilation of the personal witness of a variety of students who are actively participating in PSALM and the gifts of faith and inspiration they are receiving from Campus Ministry. They each are thankful for the ministry and partnership of the synod in this life-giving and faith-filled ministry.

Bishop Kusserow thanked Dr. Erwin and the Students of Pittsburgh Students Active in Lutheran Ministry for opening this plenary for us.

The Bishop called upon Vice President of the Synod Barbara Nugent to give her report. He noted that the report of the Vice President could be found on Page 102 of the Bulletin of Reports.

To help conserve time, Vice President Nugent stated she has nothing to add to her written report.

The Bishop then called upon Secretary Rev. William Schaefer to give his report, which is found on pages 103 to 114 of the Bulletin of Reports.

Secretary Schaefer, also in the interest of conserving time, had nothing to add to his written report other than to thank his predecessors for the help and counsel they had given him and to share his newfound gratitude for the large amount of work that goes into the office.

The Bishop then called upon Gary Teti, the Synod Treasurer to give his report. The report will be given as a video presentation and then Mr. Teti will be live with us to answer questions. His report can be found on pages 115-155 of the Bulletin of Reports.

"Good morning, Bishop, Clergy and Delegates! As your new Treasurer, I will provide a brief overview of the independent audit completed by MaherDuessel, for the 2019 Fiscal year ending January 1, 2020. The Complete Audit is provided to you in the BOR, under the heading of "Financial Audit for 2020"

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The opinion provided by our independent auditors is that the financial statements presented fairly, in all material respects, the financial position of the SWPA Synod as of January 31, 2020.

- Total operating support in revenue was \$1,625,900 or 95% of Budget for fiscal 2019.
- Mission support receipts from congregations totaled \$1,445,912 or 89.3% of that budgeted category. While short of budget, we sincerely thank all of the congregations that shared their gifts and tithes to fund the operation of ministries of the synod and churchwide.
- Total operating expenses were \$1,869,169, a slight reduction from expenses of \$1,933,227 reported for 2018.
- The operating fund for the fiscal year ending Jan.31, 2020 recorded a deficit of \$243,269, compared to the budgeted deficit of \$143,800. The deficit was funded by CLF, Congregation Legacy Fund.
- The deficit for fiscal 2019 is higher than last year's deficit of \$211,537.
- 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. CLF serves 2 purposes. 1<sup>st</sup>: to help preserve the memory of those congregations and their ministries 2<sup>nd</sup>: to provide a source of financial support to partially replace the mission support provided by the 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. CLF started the year with total assets of \$812,614. Additions to the fund included \$36,000 in donations and bequests and \$77,607 in interest, dividends and capital gains from investments for total cash receipts of \$113,607.
- For fiscal 2019, \$264,425 was transferred to the Synod operating fund to cover the deficit. CLF's ending value, January 31, 2020 was \$661,796, which is a net decrease of \$150,818 or 18.6% for the year.

My thanks to all the congregations within our synod for their financial support and their commitment to our synod and churchwide. Thank you."

There were no questions for the Treasurer. The Bishop thanked him for his report.

Next, the Bishop called upon Vice President Barbara Nugent to assume the Chair of the Assembly for the Report of the Bishop.

Vice president Nugent noted that the Report of the Bishop and the Assistants to the Bishop could be found on pages 99 - 102 of the Bulletin of Reports. She then called upon Bishop Kurt Kusserow to give his verbal report.

The Bishop then gave the following report:

"For 8 days now, all of the rooms in the old synod office at the corner of Perry Hwy and Ingomar have stood empty. Stacks of boxes and ranks of file cabinets have been moved to the new Synod office, just a few miles south on Perry Hwy in Perrysville. Our furniture is scheduled to arrive on Monday. Despite our best efforts to avoid this very thing, here we are holding our first online Synod Assembly in a most remarkably ungrounded week, during which no Synod staff person has an office out of which to work. Everything from computers to paperclips is packed. The work of the Synod, this week, has been accomplished largely through laptops and cell phones. Well, yes, and also with the creativity tenacity of a handful of people who love this Synod and will rise to the challenge of doing their work on your behalf, even in the most awkward and difficult of situations.

I can't put into words how much I appreciate your Synod staff. If you share this perspective and know how to click on the yellow clapping hands, please join me in a Synod-wide appreciation of their work. (Applause)

There is a picture of the staff for you to join me in a virtual appreciation of their work:

Sandy DeLorenze, my Executive Assistant

Bob Cairns, our Accountant

Carol Ruckert, our Receptionist and Administrative Assistant

Patty Davidson, our Liaison to Lutheran SeniorLife Health and Wellness Ministry

Lauren Wolcott, our Synod Communicator

Marty Burkett, who works now and again for our DEM...

Pastor Melissa Stoller, DEM and ATTB

Pastor Peter Asplin, ATTB

Deacon Beth Caywood, Director of our Synod Resource Center

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I appreciate these servants of our Synod so deeply, and if we were together in person, I trust the applause for these people would be overwhelming.

Regarding the move in particular, please join me in acknowledging the tremendous leadership that Pastors Ed Sheehan and Bill Hauser have provided for the project. For months, they have exercised the responsibility of bringing our move from the old office to the new from concept to reality. Their work has also been a great gift to our Synod. Join me in virtually applauding and celebrating them. I would be most grateful for that. (Applause)

Of course, the story of rising to the challenge has been your story too these last 8 months. Whether you are a solo pastor or deacon, or part of a staff, whether you are a lay leader in a congregation that is very small or very large, these last 8 months have been an extraordinary challenge for you as well. Our shared life and ministry have been deeply affected by the physical isolation from other people that the Coronavirus pandemic has made necessary. Of which this online assembly is just one more example.

We've all been through a lot this year. And so, to us this year, these words of Holy Scripture speak directly, and personally, and powerfully. *We do not lose heart.* St. Paul wrote these words to the church in Corinth many, many years ago, after describing their difficult life. But St. Paul's words speak to us, as though he wrote them to us today. We are afflicted in every way, but not crushed; perplexed, but not driven to despair; persecuted, but not forsaken; struck down, but not destroyed; always carrying in the body, the death of Christ, so that the life of Jesus may also be made visible in our bodies.

If, during the last 8 months, you have felt afflicted and perplexed and persecuted and struck down, you are in good company. So have we all. And so has the church, in every age before you, all the way back to very beginning. But from the very beginning until now, the church of Jesus Christ has not been crushed or driven to despair or forsaken or destroyed, nor will it be. For the whole time, as St. Paul says, the church has been carrying in its body the death of Jesus, so that the life of Jesus may also be made visible in our bodies.

The mission of our Synod ends in this singular purpose: to tell the story of Jesus. And because that story is a story of life born out of death, the difficult times that we go through do not diminish our ability to tell the story of Jesus. In fact, these times of great challenge may serve to make our story telling more powerful.

Our story these days includes the hurried scramble, in all of our congregations, back in March to move worship online. Followed by the persistent refinement of what it means to gather as the body of Christ in a way quite different from our historic pattern of meeting in a church building in person. This experience is changing us. There is no question about that. But it's not changing our story. The story of Jesus remains the story of life arising out of death.

Our story these days also includes the horrendous murder of George Floyd in broad daylight, which has drawn our whole nation into a heightened awareness of the destructive consequences of systemic racism and the ideology of white supremacy that infiltrate every aspect of life in this country. Life is arising out of death, a renewed commitment to making this country a place where all people can breathe.

And our story these days includes the celebration of the 50<sup>th</sup> Anniversary of the Ordination of Women to the Ministry of Word and Sacrament in our Church. With our particular joy that the first woman ordained in our church is our own Pastor Elizabeth Platz, a daughter of Redeemer, Carrick. Her actual ordination date is Sunday, November 22. Next Sunday, a week from now, Saturday I should say, a week from now, a recorded liturgy is being prepared to celebrate that event.

So, what does it mean to tell the story of Jesus in times like these? Most simply, it means to walk fearlessly into the power of death that surrounds us, with a message of hope, because we believe that the power of life that we carry within us is far greater. Or to say it another way: to embrace the future that the Holy Spirit is leading us into. For we believe that it is the gift of life.

These days, for all their extraordinary challenge, are no different from all the other times in the life of the church in this respect—our Lord Jesus still leads us through death to life. And our response, as it has always been, is to follow where he leads the way. To embrace the path that he leads us into, for we trust and believe it is the path to life everlasting.

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And so we do not lose heart. Even now, even this year, even facing all the really tough things we have faced and have yet to face this year, we do not lose heart. Jesus leads the way, and we follow.

Thank you for the honor of serving as your Bishop. It is always a profound joy to be with you in Christ.”

Vice President Nugent thanked the Bishop for his report and then called upon Deacon Andrea Dubler to give the Report of the Committee on the Bishop’s Report. Deacon Dubler gave the following report:

“The Committee of the Report on the Bishop’s Report meets ahead of time to prepare our report. I want to thank the other members of the Committee: Pr. Ron Brown and Pr. Brenda Henry for their work on this report. The report is as follows:

We, the Committee on the Report of the Bishop applaud Bishop Kusserow and his staff, Pastors Melissa Stoller and Peter Asplin, Deacon Beth Caywood, Bob Cairns, Sandy DeLorenze, Carol Ruckert, Lauren Wolcott, Patty Davidson, and Marty Burkett, for all the amazing work they have done over the past year. They, along with the Synod Council, have accomplished so much in leading, guiding and supporting the work of the Synod during this challenging time.

As we all are well aware, this has been a difficult and stress-filled year for us. The Bishop and his staff have had to face many challenges, including these—working from home, using the internet for meetings, being unable to be face to face with people, responding to pastors, deacons and congregations who have been experiencing confusion, frustration and worry over all the changes being asked of them, and bringing a word of hope to a world that is polarized, hurting and longing for a time of peace, justice and stability.

When the Committee asked Bishop Kusserow to share in 25 words or less what he wanted to say to the Synod that might help us all at this time, he shared the following: “we are becoming different and that is ok. I’m confident that keeping faith and trust in God, who is leading us into a future that is secure in God’s hands, will serve us well.”

Based on the Bishop’s report, the Committee therefore recommends the following during the remainder of 2020 through 2021:

1. Everyone be encouraged to pray daily for God’s wisdom and guidance as we go forward,
2. Do all that is possible to build up one another and promote peace, and
3. Strive daily to put our trust and faith in God who will sustain us in all things

Deacon Andrea Dubler moved *that the Report of the Committee on the Bishop’s Report be adopted.*

Vice President Nugent noted that since the recommendation came from a committee, it does not need a second. She called upon Rev. Guesu to lead the Assembly in a vote. **The motion was adopted 268 to 3.** Vice President Nugent then yielded the chair of the Assembly back to the Bishop.

Bishop notes that the Assembly was just a few minutes early for the next scheduled break and that we were struggling at the moment with low bandwidth. He suggested the Assembly move into its next break early and extend it for a few minutes, but come back at the appointed time at 11 am.

He asked, before the break, if anyone has a question for Gary Teti. The Bishop then told the Assembly that during the last break, he and the Parliamentarian talked about having the unusual situation of one nominee for an election. Both agreed, it is possible, if there is no objection, for the chair to cast a unanimous ballot and elect the one nominee. He indicated that, when we come to that place in the agenda, if anyone does have an objection, to please be prepared to raise your hand.

The Bishop declared the Assembly to be in recess until 11:00 AM.

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### Plenary Session 3

The 3<sup>rd</sup> Plenary Session of the 2020 Synod Assembly was called back to order at 11:00 AM with the video report of Camp Lutherlyn.

Deacon Deb Roberts shared the greetings of Lutherlyn. She wants to thank everyone for the incredible support Lutherlyn has received over the last several months. It has been a tough year for the camp as well as for each of us. Deacon Roberts told the Assembly that Lutherlyn Staff is praying for each of us and the ministries of the synod and the congregations of the synod. They have also appreciated our prayers. She invited the Assembly to look at Lutherlyn's webpage for more information about the programs and activities that are still happening. She again thanked the synod for its support and cannot wait to see everyone at camp sometime soon. The summer camp staff sang "We Are the Church".

The Bishop thanked Deacon Roberts and her staff at Lutherlyn. He then reminded the Assembly that any amendments or motions that are not on the agenda or amendments to the budget are due to the Committee on Reference and Counsel by 11:30 AM.

The Bishop then called upon the Rev. Susan Irons to give the report of the Committee on Memorials.

Rev. Irons stated that there is one memorial to bring before the Assembly for consideration and everyone has had a chance to see the memorial before the beginning of the Assembly. She then read the following memorial:

#### **American Families United Act Memorial**

- 1 Whereas our biblical mandate is to welcome the migrant and refugee, and
- 2 Whereas pastoral care for members of our synod in situations such as these compel us to
- 3 support legislation that increases the possibility for families with mixed immigration status to be
- 4 reunited, and
- 5 Whereas the Evangelical Lutheran Church in America has declared itself to be a Sanctuary
- 6 Denomination while in Assembly in 2019, defined as the ELCA publicly declaring that walking
- 7 alongside immigrants and refugees is a matter of faith, and
- 8 Whereas the Southwestern Pennsylvania Synod passed a resolution in support of migrant and
- 9 refugee children in Assembly in 2019, and
- 10 Whereas it is in the best interests of children for their deported parents to have the opportunity
- 11 to gain residency in the United States, and
- 12 Whereas American Families United has proposed legislation tentatively titled American Families
- 13 United Act [H. R. 1036] (LATER CHANGED TO HR 8708), and
- 14 Whereas US Congresswoman Veronica Escobar (D) El Paso, Texas is a co-sponsor of this
- 15 legislation, and
- 16 Whereas US Congressman Robb Woodall (R) of Georgia is a co-sponsor of this legislation, and
- 17 Whereas Lutheran Immigration and Refugee Service [[Lutheran Immigration and Refugee Service](#)
- 18 [LIRS](#)] has endorsed this legislation, and
- 19 Be it resolved that the Southwestern PA Synod endorse the American Families United Act, and
- 20 Be it further resolved that the bishop of the Southwestern PA Synod communicate our
- 21 endorsement of this act to our local representatives of the United States Congress and our
- 22 United States Senators on behalf of the Southwestern PA Synod, and

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23 Be it further resolved that Rostered Ministers of the Southwestern PA Synod be encouraged to  
24 communicate this synod's endorsement to their United States Representatives and Senators,  
25 and

26 Be it further resolved that members of the congregations of the Southwestern PA Synod be  
27 encouraged to communicate this synod's endorsement to their United States Representatives  
28 and Senators.

Rev. Irons stated that the Committee on Memorials *moved the adoption of this memorial*. The motion does not need a second as it comes from a committee.

The Bishop called on the Rev. J.J. Lynn to speak on behalf of the Immigration Task Force.

Rev. Lynn spoke in favor of the adoption of the memorial. He spoke of presiding at a wedding and two baptisms that vows were made that they now are incapable of fully upholding due to their situation as a family with mixed status of citizenship and therefore subject to the realities of being separated; Many families live in fear of family separation due to mixed status, by some estimates as many as 2 million. He spoke of the words spoken at weddings and baptisms that are broken when the family in question is separated. He stated the proposed legislation, House Resolution 8708, has bi-partisan sponsorship. It is narrow in its scope. Most simply stated it defines family separation as a hardship, which will allow families to apply for permission to enter the United States so they can support society through the strengthening of families. In other words, it opens a path to what many already assume to be true that marriage is recognized as sacred enough to grant citizenship. This bill does not fling open some assumed gate of citizenship, it only gives the option to request permission to legally live in the country. It opens a possibility that families in God will be permitted to honor their sacred vows as spouses and parents.

Donald Simpson was recognized by the Bishop. He was just giving a thumbs up to affirm the motion.

Bishop Kusserow recognized Bishop Emeritus Donald McCoid.

Bishop Emeritus McCoid stated that as a former Bishop of this Synod and having served for 2 years as the Interim Bishop of the Metropolitan NY Synod, he got to know 100s of people who are under this same status and are losing a sense of hope as they look to the future because they are living in fear. He stated that he likes this memorial because it does speak to the way in which we can keep families together, and certainly, instill as a Christian, an approach and response that we are caring about the lives of others. He strongly endorses this memorial.

Michele Sweeney asked how the House Bill could be viewed and if a link could be shared. Bishop Kusserow asked the staff in the room to make sure that information is on the webpage.

Rev. J.J. Lynn informed the Assembly that the number of the bill has been changed to HR 8708. The Bishop asked if that editorial change could be made without objection.

Seeing no one else waiting to speak to the motion, the Bishop asked Rev. Gruesu to lead the Assembly in a vote. **The motion was approved 262-10**

The Bishop called upon Rev. Peter Asplin, Assistant to the Bishop, to introduce the Seminarians of our synod.

Rev. Asplin said that one the joys of his role is to work with the Candidacy Committee of both the SWPA Synod and the West Virginia/Western Maryland Synod. He then asks for a video to be played that introduces this year's Seminarians. The video introduces the following Interns and Seminarians of the SWPA Synod:

**Katie McNeal:** graduate of Yale Divinity School with MDiv in 2015 and STM in 2016; intern at Our Redeemer, McMurray, affiliated with ULS; member of St. James, Southbury, Connecticut; in candidacy with the New England Synod  
**Tricia Christman:** seminary student at Luther Seminary; intern at Grace LC, Rochester; member of Oak Grove, Zelianople  
**Chris Combs:** 4<sup>th</sup> and final year student at ULS; member of Hope LC, Cranberry Township

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**Josh Kenst:** 3<sup>rd</sup> year student at ULS; currently on Sabbatical to do mission work in Cedar Rapids, Iowa; member of Bethlehem LC, Glenshaw, PA

**DaMisha McFarland-Pollock:** 1<sup>st</sup> year MDiv student at Wartburg Seminary; member of First LC, Pittsburgh

**Roger Randolph III:** 2<sup>nd</sup> year student at ULS; member of First English LC, Pittsburgh

**Elizabeth Rheinfrank:** 2<sup>nd</sup> year student at ULS; member of Mt. Lebanon LC, Pittsburgh

**Steve Slepecki:** 2<sup>nd</sup> year student at ULS; member of Christ LC, Millvale, PA

**Jamie Ulrich:** 2<sup>nd</sup> year student at Trinity Lutheran Seminary; member of Bethlehem LC, Glenshaw

The Bishop thanked Rev. Asplin for his work with candidacy.

The Bishop noted that H.R. 8708 is now available for us to look at on the synod webpage.

The Bishop then moved to the Recognition of Pastors and Deacons Observing Special Anniversaries. He then introduced those celebrating their 25<sup>th</sup> Anniversary of Ordination.

“From the first days of the church, as the Holy Scriptures testify, members of the baptized community of faith have been set apart for the public office of ministry. The Lutheran Confessions teach us that through the ministry of pastors, through their preaching and through the administration of the Sacraments, the Holy Spirit truly works to create and nurture faith. This year those pastors of our Synod who are celebrating the 25<sup>th</sup> Anniversary of Ordination are **Rev. Anthony J. Schneck; Rev. Gregory S. Clagg; Rev. Michael L. Reed.**”

The Bishop prayed for these pastors.

“Dear friends, Tony, Greg and Michael, we rejoice that through prayer and laying on of hands you are called to the office of Word and Sacrament, that for 25 years you have grown in that ministry and that the Holy Spirit has given to many through the mysteries of faith of which you are servants and stewards. In happier times, we would invite you to come to the stage and applaud you. In this virtual time, we will all try to find the yellow clapping hands in Zoom so that we can give you our applause in this way. “ (Applause)

The Bishop then moved to those celebrating their 55<sup>th</sup> and 60<sup>th</sup> anniversaries of their ordination.

“We are blessed in our ministerium to have those who are celebrating more than 50 years of ministry. And we take time every year to recognize those who have surpassed that notable milestone in increments of 5 years. This year it is my privilege to lift before you the names of these pastors observing and celebrating this, their 55<sup>th</sup> year of Ordination: **Rev. Charles J. Hartbauer; Rev. John F. Yedlicka; Rev. Kenneth H. Ofslager; Rev. Philip S. Ramstad; Rev. Victor C. Peischl.** And these pastors observing this, their 60<sup>th</sup> year of Ordination: **Rev. Andrew E. Carlsson; Rev. Philip H. Pfatteicher; Rev. Richard H. Flock, whom we recall with sadness died early yesterday morning; and Rev. Z. Louis Nagy.**”

The Bishop prayed for the pastors listed above. He then asked for applause from the assembly to acknowledge these servants of God. (Applause)

The Bishop then moved to those pastors who are celebrating their 50<sup>th</sup> Anniversary of their ordinations.

“Every year at Synod Assembly we honor our pastors and deacons celebrating 50 years of ministry. And this year we have prepared recorded interviews with 2 of our 4 pastors celebrating this milestone. Two were unable to make the arrangements to be recorded—Rev. Frank Kantz and Rev. Dick Merkner. I spoke with them this week to bring to you a few of their words of reflection on half a century of service to the church.

In our conversation, **Rev. Frank Kantz** recalled his work as campus pastor for IUP and noted the deep joy of seeing his former students take on significant roles in the life of the church. He mentioned Deacon Nancy Gable, now the Admissions Director at ULS as just one example. But the thing he kept coming back to in our conversations was how the Holy Spirit worked through many people to encourage and guide him through his life, beginning as a student at Thiel and continuing through all his ministry experiences. This is the gift that looking back over many years can give us to see more clearly the work of the Spirit in our lives.

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**Rev. Dick Merkner** highlighted, in our conversation, what for him is the treasure of being a pastor. “You discuss things that real people don’t discuss very often. The search that people are in... immediately they draw you into the search.” He reflected on how difficult it is for people to be isolated these days. He said that he believes in spite of all the inconsiderations we have for each other, there is a real desire for everyone to cling arms and say, “we are in this together.” How true that is. We are in this together. Thanks be to God.

Our other 2 are presented to you in recorded video.

**Rev. Paul F. Koch:** My name is Paul Koch, and I’m currently serving in the SWPA Synod on the staff of Pittsburgh’s United Lutheran Ministries—PLUM. And I have been with Plum for about 10 years since my retirement—so-called. I served in 4 other places. I started out in St. Louis as part of the LCMS and served an African American congregation in St. Louis—Transfiguration. And then I moved to Detroit where I transferred to the ALC, and I was pastor of Grace LC there, also an African American congregation. Then I moved from there to northeast Iowa, where I was called to form a cooperative ministry of ALC and LCA churches. We called it Black Hawk Lutheran Ministries. It wasn’t Indian ministry; it was the name of the county. It was a cooperative ministry of 6 or so congregations, and our focus was how to connect the congregations with the community. Then I went to Chicago where I spent 20 years with Ebenezer in the ELCA. Also, a city congregation. A declining Swedish congregation who was trying to discover how to renew themselves which we were successful at doing. That’s where I was until the official retirement. And then I came to Pittsburgh because I heard it was the retirement capital of the world, but also mainly because my son and his family live in Pittsburgh. And then joined PLUM.

**Rev. William W. Brewer, Jr.:** Bill Brewer. I now live in Zelienople which was the location of my last parish, so I was glad to be able to remain in the area. Anyway, my first parish was St. Mark’s Jeannette, was there 4 years. Think I got off to a good start because there was some active youth in that church, and we had several retreats while I was there. It was a good starter church for me, I think. And then we went to the Vandergrift-Leechburg area where I had 2 churches—Reformation and Hope, Hyde Park. Again, there was a lot of youth activity on both churches. I was there for 9 years. Then went to Carmichaels and Jacobs, Masontown for 6 years, another two-church parish. Everything worked out fine there as far as I’m concerned. My last church was where I spent most of my time here in Zelienople—St. Paul’s right on Main Street. A lot of good things I think occurred in my time there. I became very active musically, not only in the church but in the school district. I probably have been the official chorus accompanist for the last 30 years here in Zelienople, so this is where I ended my official ministry. But now I am employed as a Minister of Music at Oak Grove. That’s pretty much where I’ve been in my past.

### **What are favorite aspects of being in ministry?**

**Koch:** one of the things that I discovered was the weaknesses and strengths of the church’s ministry in life. For example, I learned how the church has been and continues to be complicit in racism by its institutional practices. Learned that especially from the African American churches I served. And how individuals in the institution itself can grow in their understanding of the issues of the day. For example, in Chicago I learned how important and appropriate it is to include LGBTQIA+ Christians in the full life of the church. They brought to that church such a spirit of life and faith that really helped the congregation to renew itself, to become a vital., dynamic part of the community they were located in.

**Brewer:** For me, the highlights of ministry throughout my ministry has been Worship and Music. I know a lot of elements go into ministry, but for me worship was always the highlight of my week. And, certainly, music being a part of worship.

### **What advice do you have for your colleagues who are currently in calls?**

**Koch:** my number one word I want to say to my colleagues is always, always, always maintain a spirit of humility. You don’t have all the answers, no matter how smart you are or how much experience you have. If there is anything I’ve learned, is to be humble because I learned so much at every call I was in, and a lot of that learning came from the members and by my openness to hear them. Sometimes I resisted. But then when I didn’t resist, and I listened that became a learning experience. You need to have humility and be open to change as well to the wisdom that comes from membership.

**Brewer:** Probably sound rather old-fashioned but I would say never forsake God’s word for any other agenda. And I think I have noticed over the years how the focus of ministry, and especially I think it’s evident in preaching, how we have sort of drifted away from a direct dealing with God’s word. And that bothered me. Language changes bother me too. But again, I know I’m old-fashioned in that regard. I take God’s word very seriously.



## BULLETIN OF REPORTS

### **What surprised you about a career in ministry?**

**Koch:** the great freedom that I had to exercise ministry in various and different circumstances. And how there is an awesome responsibility, a weight of responsibility that accompanies that freedom, that yes you can express the ministry of the gospel in so many different ways, but you also have to be responsible about that and not kind of spin off into space. But say and do things that makes sense to people and connect their lives and their own past experience and present experience.

**Brewer:** What surprised me most was the burdensome nature of meetings. And we'll just let it go at that. I didn't like meetings, and I still don't like meetings. I'm glad that I'm now retired and don't have to worry about meetings.

### **What advice do you have for candidates just beginning to live into their calling?**

**Brewer:** One thing new pastors have to keep reminding themselves is that the church to which they are called doesn't include that their wife is called to ministry there necessarily. I think a lot of churches feel when they call a pastor, they get the pastor's wife too. I think that's something to be on guard about. My wife has always taken part of my ministry, but I've never expected her to do anything that she didn't want to do voluntarily.

**Koch:** When you enter the vocation of ministry, I find it exciting and scary. The church depends upon you for strong, clear but flexible leadership. At times you can feel like the expectations of the church are overwhelming and impossible. My advice is to keep diligent in prayer and take each day one step at a time. And pay attention to self-care.

**Brewer:** That no matter what the occasion may be or what's going on around the church or community, we always need to come back to the gospel and ask the question: what does this have to say to us in our present situation.

**Koch:** In the course of ministry, I got more and more attuned to how much the Holy Spirit plays a part in what we do and where we go. It's not something that we just make up or dream up. It comes from the Spirit of God.

The Bishop thanked Revs. Koch and Brewer. He also thanked the team that put together that amazing video. He stated that we are all blessed to hear your words and to imagine how full and deep and rich the ministry of the church is. Thank you very much. (Applause)

The Bishop noted that since we were a little ahead of schedule that we would move to the General Elections. He stated again that he and the Parliamentarian felt that since there was only one name on the ballot that he could cast a unanimous ballot on behalf of the Synod Assembly. This would mean that we would not need a yes/no vote. The Bishop then, on behalf of the Assembly, cast a unanimous ballot and declared Bob David elected to the Synod Council.

The Bishop then asked Chaplains Beth and Martha Clementson to lead us into worship.

### **Evangelical Lutheran Worship**

#### **Morning Prayer**

**Rev. Beth Clementson and Rev. Martha Clementson, Assembly Chaplains**

Opening Sentences

Psalmody: Psalm 85:1-7

Lesson: 2 Corinthians 4:1, 7-9

Meditation

Gospel Canticle: Luke 1:67-79

Prayers

Lord's Prayer

Blessing

The Bishop then declared the Assembly to be in recess for lunch until 12:30 PM

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### PLENARY SESSION 4

The 4<sup>th</sup> Plenary Session of the 2020 Synod Assembly was called to order at 12:30 PM with video reports from Glade Run and Christian Associates of Southwestern Pennsylvania.

Steven Green, President and CEO of Glade Run brought greetings from the Board of Directors. He thanked the Synod for its support for so many years. He then highlighted the accomplishments of the organization and staff of Glade Run over the last year.

1. Development of new mission, vision, and core value statements.
2. Second EPIC location was opened in Rochester
3. EPIC empowerment in Recovery Tree
4. Celebrated the graduation of St. Stephen's Lutheran Academy Seniors
5. Successfully transferred to the start of a new school year –St. Stephen's Zelienople
6. PAES Lab for vocational skills was opened on the Zelienople campus
7. St. Stephen's Utica returned to full in person instruction
8. Outpatient Therapy continued throughout the pandemic both in person and virtually
9. Glade Run Adventures held its largest ever Summer Camp Session
10. Therapeutic Riding Lessons continued
11. New Family Wellness Program was launched
12. Jeremiah Village construction has begun, and we look forward to a groundbreaking

President Green thanked us all again for our support during these challenging times.

Rev. Liddy Barlow, Executive Director of Christian Associates said she is thankful that she can bring to us a little of what has been happening with Christian Associates in this their 50<sup>th</sup> year.

1. Produced an anniversary video still online for you to watch <http://bit.ly/CASPYoutube>
2. Published a book: *All One in Christ Jesus: Southwestern Pennsylvania Celebrates Christian Unity*—over 300 pages of sermons, messages, songs. Download it for free on our website: [casp.org/sermons](http://casp.org/sermons). Or order a printed version.
3. Hopefully by the time Synod Assembly meets, the election of 2020 will be only a distant memory. We've been putting extensive efforts into the work of healing and reconciliation across our political divides. Honored to work with the Carter Center and a group of bipartisan, interfaith leaders to help in crafting post-election messages that will help to unify our region and keep the peace.
4. Key project during the pandemic -- Interfaith Dialogue Initiative: Sofa Spirituality which is still ongoing. Inviting diverse people of faith into learning and dialogue from their living rooms. Find at [sofaspirituality.org](http://sofaspirituality.org)
5. Join scheduled Public Dialogue sessions
6. Work with us to design customized dialogue opportunities for your congregation based on your own needs and interests

Rev. Barlow thanked the Assembly for the chance to speak with us about the work of Christian Associates.

The Bishop then introduced Kristen Opalinski and welcomed her back to the synod where she was raised.

The Report of Kristen Opalinski, ELCA Churchwide Representative and Manager for Ecumenical and Interreligious Relations in the Office of the Presiding Bishop, follows:

Hello! and Greetings to everyone across the SWPA Synod who are tuning into today's virtual assembly. It is so wonderful to be with you all and share in this time together. My name is Kristen Opalinski, and I serve as the Manager for Ecumenical and Interreligious Relations in the Office of the Presiding Bishop of the Churchwide offices in Chicago.

Today, however, I am coming to you from my parents' home in Reading, PA, where I have been staying for much of the pandemic. Our offices closed in March and like so many people we have been working remotely. It's been a joy to return to PA in this time, especially amidst so much uncertainty. This time with you today is very much a homecoming for me. I grew up in this Synod, a member of Trinity LC in Latrobe, where my dad served as a pastor for over 20 years. SWPA was where my faith was formed and where I experienced Christ's love lived out in so many ways for the first time. I have lived in many places around this country and internationally, but I will always call SWPA my home.

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Even though this year's assembly is taking place digitally, due to the ongoing Coronavirus pandemic, we are connected here, in this very moment, because Christ has called us together to proclaim good news and thriving amidst so many challenges facing us.

Greatest challenge facing us, our church, our nation and the world at the moment is Covid -19.

**1) Covid Response:** But our church is responding, domestically and internationally through our Covid Appeal.

- Over \$1.6 million raised since March
- 3 rounds of grants distributed to 61 Synods
- 132K+ people served
- to donate and find more information go to [elca.org/covidresponse](http://elca.org/covidresponse)

**2) ELCA.org/PublicHealth**

- Provides resources for leaders and members and partners to stay connected and resilient
- Worship resources
- Congregational support
- Messages from Presiding Bishop Eaton
- Spanish language resources
- Your Faith at Home
- Stewardship of Gifts
- One resource came out of the ELCA's ecumenical work: *Resuming Care-filled Worship and Sacramental Life during a pandemic* (available in English and Spanish). Developed alongside our partners of Methodist and Episcopal churches along with CDC

**3) Lutheran Disaster Response: Covid19 Response**

- \$1.5 million distributed globally
- Gifts at work in 36 countries, providing PPE, Hygiene Kits and Food to the most vulnerable
- Walking hand in hand with global partners like The World Federation, Church World Service, and ACT Alliance
- Donate and more information at: [ELCA.org/LDR](http://ELCA.org/LDR)
- Beyond the pandemic, LDR is at work responding to natural disasters
- in over 40 countries and 20 states and territories in 2019
- walking with families and communities in responding to disasters and providing hope, healing and help rebuilding their lives after a disaster 2019
- 2019 Gifts to LDR: \$11.3 million
- Thank you for supporting this vital ministry!

**4) ELCA World Hunger another way we as church making a difference**

- 77 Domestic hunger Grants awarded across 63 synods: \$471,265
- 263 ELCA World Hunger Grants awarded across 62 countries: \$13.8 million
- In 2019 ELCA WH was at work across 63 countries and 34 states and territories
- 2019 Gifts given to ELCA WH: \$23.4 million
- Thank you for your support!

- In addition to your local congregational efforts to love and serve your neighbors, ELCA WH accompanies congregations and your partners through domestic hunger Big Dream and Daily Hunger Grants. This year grants awarded to:

- The Allegheny Valley Association of Churches in Natrona Heights
- Interfaith Hospitality Network: an affiliate of Family Promise –churches come together to provide meals, hospitality and overnight accommodations to families experiencing homelessness
- For over 25 years, IHN has provided 24 hour shelter for families as well as 3 meals a day.
- to learn more about the future of these grants email [hunger@elca.org](mailto:hunger@elca.org)

Through ministries like IHN, your synod support is a part of a larger network of interreligious and ecumenical partnerships, working to respond in faithful witness. This relational work of collaboration and bridge building is a huge part of my work at the ELCA.

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### 5) Declaration of Inter-Religious Commitment

#### 6) Thursdays In Black Campaign to end gender-based violence

I am so grateful we are church who reaches out to our neighbor, walks alongside them in their joys and challenges, and seeks a shared vision of God's justice and peace in the world. Commitments like our interreligious policy statement and participation in the Thursdays in Black Campaign are just some of the ways we are responding. I would like to give a Shout Out to Pr. Jennifer McCurry who serves on the Board of the Lutheran Ecumenical and Interreligious Relations Network of the ELCA. In this role, she helps to connect your Synod with this work and shares with us the ways in which this work is unfolding in your communities.

#### 7) Fund for Leaders

Of course, none of this work happens without forming committed and passionate leaders in this church. The ELCA Fund for Leaders endowment reached \$66.25 million in 2019, allowing the Fund for Leaders to provide more than \$3 million in scholarship assistance to 283 seminarians during the 2019-2020 academic year. As our church navigates an influx in retiring pastors and deacons, the Fund for Leaders is a critical piece in supporting the next generation of leaders. Financial support of leaders doesn't stop with our own churches' leaders. It extends beyond the US to scholarships given to International Lutheran Leaders.

#### 8) Global Mission

Your support to GM continues to make an impact. The ELCA had 118 missionary households in 45 countries and 60 Young Adults in Global Mission (YAGM) volunteers in 12 countries. Some of that work continues even during this time. Other areas like the YAGM program are being planned in anticipation of when these ministries can resume.

For decades your synod has supported missionaries around the world. I have fond memories of when missionaries we were supporting would visit Trinity, Latrobe. As a former YAGM and long term missionary in South Africa, I can say from firsthand experience just how much your support means, not only to those who are serving abroad, but also to the people they serve alongside and the ministries they help make possible together.

#### SWPA Global Presence:

International Companion: Madagascar

Alexis Steig: YAGM Central Europe

Anne and Willie Langdji: Regional representatives for West, living in Cameroon

Christie Manisto and Steven Saari: Egypt

Grant and Amanda Applehans: Madagascar

Jeffrey Truscott: Singapore

Themba and Kwena Mkhabela: Regional representatives for Madagascar, West and Central Africa

Thank you for your support to these missionaries!!

#### 10) Now I'd like to share a message with you from Presiding Bishop Elizabeth Eaton.

Bishop Elizabeth Eaton: Hello! The video you are about to see was filmed back in February before Covid-19. It seems like a different era. But I want you to notice signs of thriving in this video in our ministries across our church. Though it seems like those days were long ago before this virus, nevertheless this church will continue to thrive.

#### ELCA Video—Thriving Is...

Bishop Eaton: the ELCA shows up in many places, whether planted here in a corn field in Illinois or all across the country. We're also living in a rapidly changing world. You can see it right here in the iconic church behind me and also in the wind turbines.

People wonder now: Can the church still thrive? And I say, YES! The world needs to hear the gospel, longs to hear the good news that we're loved, that God means good for us. So we in the ELCA are thriving and showing up across this country in many different settings.

We're going to show you how we're doing this in a variety of places around this church.

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- Pastor Amy Berger of St. Petri LC, Flannigan, IL: here is a rural farming community that cares deeply for the earth and for the people. Here thriving is remembering God's faithfulness throughout our history, a faithfulness that propels us into the future.

- Zeus Willis: Welcome to my Lutheran Campus Ministry at WVU where I feel I am involved with my religion, and I get to take part. Pastor Tony Setley on what thriving is: Here at the campus ministry thriving is being there as God's voice of grace and mercy. Here to the students, faculty and staff, it's walking with the students as they discern what God is calling them to do and be in this world. It's also, thanks be to God, now a place where we get to encourage and develop students who are discerning a call to church vocation with our new program: Luther House.

- ELCA VP, Bill Horne: In August 2019 at the churchwide assembly, we approved a policy statement of significance, entitled *A Declaration of Inter-religious Commitment*. We worked with dozens of partners on this document which really was designed to allow us to live out the ecumenical mission of the church.

-Bishop Patricia Tull, St. Paul Area Synod: Thriving is a both/and activity. In the Lutheran church we are at our best when we both invite others into our life in Christ and when we serve our neighbors with love. It's actually Jesus who helps us do both of those all the time and for the world's sake.

Pastor Irma Banales, DEM, Northern Texas-Northern Louisiana Synod. Thriving is where lay leaders are equipped and trained to serve the whole church for the sake of the world.

Connie Ortega, Iglesia Luterana Adviento (In Spanish with subtitles): As a leader in the Northern Texas-Northern Louisiana Synod, I believe it's my responsibility to learn more about the Scriptures, so I can have a clear understanding of my faith and comprehend God's message. That way, I can share it with others in my community, in a way that's assertive, ethical, and comprehensive at the service of all for the kingdom of God.

Father David Madsen: Welcome Ministries is a holistic ministry of body, soul and spirit saying all God's people deserve all God's gifts whether they are refugees or homeless, they are welcome.

Deacon Phil Loveless: Thriving is meeting as Welcome church in Wells Park, in Cajon, California where as we completed the Eucharist service, a homeless man walked up and accepted Christ's body in the wafer and Christ's blood in the juice for the very first time in his life. And then for being able to stand with him and pray over him and accept the love of Jesus that is especially for him.

Bishop Eaton: Thriving is a Church so convinced of the resurrection that we're free to give our lives in service to others. Thriving is serving no matter how old we are or where we are. Thriving is shown in so many different ways across this country, in country churches, in cityscapes, in places where there aren't even any walls. Here is St. Petri in IL, these people showed up for 152 years.

How are you thriving in your place? How are you thriving where you are planted? How are you so filled with the joy of the gospel you can't contain it and have to bring it out to people both near and far? Thriving is not complicated, it's not technical; it's just being sure of the certain hope we have in Jesus Christ, and then just going and letting people see what it means in their lives. If you're looking for signs, here they are: (people in the church with signs naming what thriving is). Thrive.

### **11) Kristen continues, sharing about the mission support of SWPA.**

Together you have all made it possible for your Synod to share \$722,067 with the churchwide expression, to support this thriving church. That represented 49% of all the mission support your congregations shared with the SWPA Synod, through your weekly congregational offerings. The mission support dollars that remain in your synod support vital work that the SWPA synod does to enhance and sustain our ministry together, such as providing pastoral care to your rostered ministers and walking alongside congregations going through the call process. Your mission support dollars breathe life into your communities and congregations through the work of your Synod.

On behalf of all the ministries stewarded by the churchwide organization, and the SWPA Synod, and to all those people whose lives are touched through these ministries, I say thank you.

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### **12) Boundless: God Beyond Measure**

Whether globally or domestically, this church continues to participate in God's work with a sense of purpose, energy and excitement. That energy and excitement is probably most perfectly embodied at our ELCA Youth Gatherings. Next Gathering is scheduled for July 24-July 28, 2022 in Minneapolis, MN. [ELCA.org/YouthGathering](http://ELCA.org/YouthGathering)

### **13) Growing Young Strategies**

As we continue to look for ways to encourage and activate the youth of our church, we do so, knowing that so many challenges exist. We see across the US churches losing members and vitality as increasing numbers of young people disengage. I'd like to share one resource that might help your congregation re-imagine ministry. Based on ground-breaking research, with over 250 of the nation's leading congregations, *Growing Young* provides a strategy any church can use to involve and retain teenagers and young adults. It profiles innovative churches that are engaging young people 15 to 29. And as a result are growing spiritually and missionally and numerically. Packed with both research and practical life, *Growing Young* shows pastors and ministry leaders how to position their churches to engage younger generations in a way that breathes vitality, life, and energy into the whole church.

### **14) ELCA Innovation Lab**

As we work to reimagine how we engage in church in new ways, new ideas need to be cultivated and developed, so that we might actually thrive. A good idea should be able to come from anywhere throughout the church. The purpose of the ELCA Innovation Lab is to develop innovative ideas and leaders for the church of today and tomorrow. With the help of your mission support dollars, we have launched this Lab. It gives us the opportunity to experiment and innovate in real time. This will give us a place to share ideas on what's working in our churches, and find out how we can more practically and more effectively live out our call as the hands and feet of Christ in the world. As your vision and engagement as a Synod continues to help transform the church, know that we are here to walk alongside each of you, to learn from one another and to grow together. If you have a big idea you want to share or explore with the Lab, email us at [lab@elca.org](mailto:lab@elca.org)

### **15) At this time, I'd like to thank a few people who help connect the dots, while we live out these unique expressions or our church together.**

- Thank you, Rev. Tara Lynn who serves on Church Council. Rev. Lynn is a part of this important body that enables and supports the work of the ELCA and our life together.

- Also, I'd like to thank Rev. Melissa Stoller, who serves as our Director of Evangelical Mission. I've had the distinct honor of getting to know Rev. Stoller over the years, and she is a true gift to this Synod and our church as a whole. Her tireless work in coordinating the partnership between the ministries of the Synod and the ELCA is deeply appreciated.

- Thank you both Tara and Melissa.

- Finally, I'd like to thank Bishop Kusserow and the entire SWPA Synod Staff. It was a joy working with you in preparation for this day.

- And thank you all who are gathered for allowing me to share this time with you today.

In these difficult days, I hope that we as a church will continue to see where Christ's light is shining brightest. I encourage you to think about the ways you and your congregations are thriving bit by bit across this Synod. We are church together and together we are God's love lived out in word and deed. You are part of a communion of churches making a huge difference across in North America and across the world.

So thank you! Thank you for your commitment to proclaiming God's love and showing up in so many places from Mt. Washington to the Strip District, from the North Hills to the Laurel Highlands and beyond, YOU are making Christ's love known. So let's keep thriving together as one body in Christ.

*(Kristin waves Terrible Towel)* Here we go Lutherans, here we go!! And the church says, Amen.

The Bishop thanked Kristen for her report and said that her report was the most personalized and localized Churchwide report that he can remember our synod receiving. (Applause)

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The Bishop asked the Assembly if there were any questions for Kristen.

The Bishop asked: I want to think with you about what is happening in our church today. The Church Council is meeting today. Would you want to tell us a little but about what you understand is happening today in that meeting?

Kristen replied: We began a process about 2 years ago, to see what ways the churchwide organization was functioning and ways that it could perhaps be reimagined and re-shifted to be both more efficient in our ministry, but also understanding that the needs of the church and the needs of ministry are shifting. Over the course of this year, a committee was formed to analyze that and to create a new model of engagement and leadership at the churchwide offices. Today, Church Council is reviewing the proposal for that reimagined model which will be voted on, I believe, as we speak today. Next week, we as a staff will, for the first time, see what that new model looks like. Unfortunately, it will include also some downsizing. So, we ask for your prayers, as none of us at the churchwide staff will know what that will look like until this coming week. We ask for your prayers and to hold us in prayer this week, as we not only learn about what that new model looks like, but whether or not we are going to be a part of that.

The Bishop thanked her for her answer and asked the Chaplains to pray for the churchwide organization, the Church Council and in particular those members of the churchwide staff who are awaiting word about their employment status after today's Church Council meeting.

Chaplain Martha Clementson lifted up the prayers of our assembly for everyone in our churchwide organization.

The Bishop thanked Chaplain Clementson and then turned to the Report of the Synod Council and called for the Bishop to read Recommendation 1.

Secretary Schaefer moved Synod Council Recommendation 1 . It is moved *to approve the following changes from the ELCA Churchwide Assembly to the Synod's Constitution and Bylaws: S7.22., S7.26., S8.11.01., S8.14., S10.08., S10.08.01., S13.25., S14.14., S14.17., S14.42., and S15.14.*

The Bishop noted that the motion does not need a second and asked Secretary Schaefer to give some clarity as to what is happening in this motion.

Secretary Schaefer noted that these are constitutional amendments that come from Churchwide Assembly as they change the model constitution for Synods. These are mostly wording changes. Most of them make no substantial changes other than wording.

The Bishop noted that we will be taking all of these amendments *en bloc* as one motion and because they come from the Churchwide Assembly, they only need one vote to enact them. He asked if there were any questions.

Judy Weber asked if these are adopted will this require changes in our bylaws for our congregations?

The Secretary noted that there would not be because of these changes. The Churchwide assembly has made changes to the *Model Constitutions for Congregations* and these changes were sent to congregations soon after the Churchwide Assembly.

Donald Simpson inquired about congregations' need to have a provision in their constitutions about the ability to meet online.

The Bishop felt it was a good thing for congregations to add this provision, but that in the Commonwealth of Pennsylvania, unless your bylaws explicitly state that you cannot meet by electronic means, you are able to meet electronically as long as there is the ability for everyone to hear and speak during the meeting.

Rev. Brian Bennett asked about the provisions S14.17 and S14.42, which talk about no minister of Word and Sacrament/Word and Service shall accept a call without conferring with the bishop of the Synod. He wondered if the call needed to be in hand and then confer with the bishop or may that meeting happen before a call vote.

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The Bishop answered that these meetings happen early in the call process as the synod supplies the names for individual congregations during that process. So, this meeting would happen early. These provisions are there so that congregations do not go outside of the mobility process.

R. Brandon James reminded congregations that they have a resource for constitutional questions and assistance in updating their constitutions in the chairperson of the Constitutions and Bylaws Committee, Rev. Bill Hauser.

The Bishop then called upon Rev. Gruesu to lead the Assembly in a vote. **The motion was approved 273-1**

The Bishop declared the Assembly to be in recess until 1:33 PM

### PLENARY SESSION 5

The 5<sup>th</sup> Plenary session of the 2020 Synod Assembly was called to order with video reports from Thiel College and Portico.

The report of Thiel College was given by Mark Batt, the director of the Thiel Fund. Mark gave an overview of Thiel, its location and some of the activities on campus. He thanked everyone and gave his email, [mbatt@thiel.edu](mailto:mbatt@thiel.edu) if anyone had questions or needed his assistance.

Portico Benefits Service shared information about its work and mission of serving the rostered leaders and staff of the congregations, synods and churchwide organization by providing health, retirement, and other benefits. The video spoke of the recent partnering with an online learning innovator to create *Being*, an on-demand, faith-based video wellness platform for members.

The Bishop thanked both Thiel and Portico for their reports. He noted that, as part of the move of the synod office, the pipe organ from the chapel now resides at Thiel College in the David Johnson Memorial Chapel.

The Bishop called for the Secretary to read the next Synod Council recommendation.

Secretary Schaefer moved Synod Council Recommendation 5. It is moved *to amend †S8.51.c. to read “The treasurer of this synod shall be ~~elected~~ appointed to a four-year term and may be ~~re-elected~~ or reappointed. The treasurer shall serve until his or her successor takes office.*

Secretary Schaefer clarified the reason for this change is that the provision allows for a choice between appointing or electing the Treasurer of the synod. We had been electing but are switching to appointing and thus the change is needed to our governing document.

There was no discussion, and the Bishop called on Rev. Gruesu to lead the Assembly in a vote. **The motion was approved 256-6**

The Bishop then called upon the Secretary to read the next Synod Council Recommendation.

Secretary Schaefer read Synod Council Recommendation 2. It is moved *to amend S8.55. to read: Should the vice president or secretary ~~or treasurer~~ die, resign, or be unable to serve, (with the rest remaining unchanged)*

Secretary Schaefer explained that this change removed the treasurer from the provision of what happens in the absence of an elected officer.

Seeing no one wishing to speak to the motion, the Bishop called upon Rev. Gruesu to lead the Assembly in a vote. **The motion was approved 265-1.**

The Bishop called for the next Synod Council Recommendation.

Secretary Schaefer read Synod Council Recommendation 3. It is moved *to amend S9.07. to strike all the text from that item and leave the number citation blank for possible future use.*



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S9.07. ~~The Synod Council shall nominate at least two persons for treasurer; additional nominations may be made from the floor.~~

The Bishop opened the floor for debate. Seeing no one wishing to speak to the motion, the Bishop called upon Rev. Gruesu to lead the Assembly in a vote. **The motion was approved 272-1.**

Bishop Kusserow then recognized the congregations of the synod who participated in the 2019 Mission Support of our Synod at a 12% level of the congregation's expenses. He went on to say that each congregation is of different size and context and that there are 16 congregations which represent 10% of our 160 congregations. He expressed his gratitude for each congregation's participation in the support of the work of the synod. He stated that he could not underscore enough that if each congregation of our synod participated at the 10% level we would have a \$500,000 increase in revenue for the work of the synod. The following congregations were recognized:

- Rehoboth, Baden (Economy Borough)
- First English, Butler
- Trinity, Butler
- Bethlehem, Glenshaw
- St. John's of Highland, North Hills
- Seaman Memorial, Zelienople
- Emmanuel (Heilman), Ford City
- St. Michael's, Ford City
- Hebron, Blairsville
- First, Greensburg
- Bethel, Latrobe (Stahlstown)
- St. John's, North Versailles
- Grace, Monongahela
- Good Shepherd, Mt. Pleasant
- Hope Memorial, Smithton
- Our Redeemer, McMurray

The Bishop called for the next Synod Council Recommendation.

Secretary Schaefer read Synod Council Recommendation 4. It is 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 drew the Assembly's attention to a few important changes to the formula. The change this year from last is to ask that each congregation participate at a 10% level—that's a tithe—of revenue, of income, rather than 12% of expenses. He also drew attention to the language at the end of the formula that establishes a more mutual and consultative approach to working through challenges and problems than we have had before. The bishop then opened the floor for discussion on the motion.

Rev. Jill McGregor asked, what is the capacity of our congregations to give? How many economically at-risk congregations do we have? Do congregations have to choose between paying a pastor and paying mission support? How many congregations have the capacity to give 10% that are economically at risk?

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The Bishop sought clarification if her questions were rhetorical or if she would like a number. She asked for a number as best he was able. The Bishop felt he heard two questions. How many have the capacity to respond? He felt all of them. Then he felt he heard her ask congregations who face challenges about making decisions between the things they want to do with their gifts. He felt that all of our congregations in some form or another struggle with the best ways to use the limited resources that they have. Each has the capacity, and everyone faces the same challenges.

Jen King asked if the 10% is from gross income or net income. She wondered what the difference is between 10% of income versus 10% of budget.

The Bishop responded by saying that those who crafted this language would wish to reply in a way that says: We have intentionally left it vague enough for you to make that decision in your local settings. He felt that each congregation could decide. He said the spirit is freer than legalistic. We want congregations to enter into a spirit of joyful giving and to leave it as vague as would be helpful locally.

David Hauser said he was hearing that the synod feels that all congregations should be providing 10% of their income. His question then was if congregations are not able to do that, is it being insinuated that congregations are not doing a good enough job to inspire stewardship in congregations to get the money out of the parishioners?

The Bishop said he was sorry that this is what David heard and that he did not intend to insinuate that. He talked about this being a biblical theme and asked the Assembly to remember the words of Rev. Howard Ravenstahl who would stand up at assembly and challenge those in attendance to be tithers and that if anyone felt that they had lost out, that he would make up the difference and he never has to do that. While this is not a magic formula for economic success, he feels that each of us has the capacity to respond in a way that each believes to be faithful. No one's response should be determined by another. We are free in Christ and with that freedom comes responsibility. He feels the language in the formula is to invite and encourage to be free and open so that local discernment can be what guides you.

Donald Simpson felt that this new formula being at 10% of income rather than 12% of expenses would be lower for the synod because our income most of the time is a lower number than our expenses. He also felt that the encouragement language is better than sounding mandatory.

The Bishop called upon Deacon Amy Santoriello, but she was having microphone issue and the bishop told her to check with tech support and he would come back to her.

Rev. Linda Theophilus said her congregation has maintained 10% or more in benevolence, but it has not all been specified for the synod. She feels her congregation is keeping in the spirit of the resolution.

The Bishop felt what Rev. Theophilus lifts up is important for our congregations to understand. We are free in Christ to make choices. Other benevolences that we support are the work of God. God works not only through the church. The consequences of that will show in the budget presentation. In it, we are not able to fund the ministries that we would like to with the amount of Mission Support that we have been pledged. We celebrate giving to the work of God in every way, but the consequence of that, if we are moving toward more direct giving, is that our future includes that our social ministry partners might more and more be supported locally than through the synod.

The Bishop then called upon Deacon Amy again who was continuing to have microphone issues. The Bishop was told that she is seeking to call the previous question. She shook her head yes. The bishop noted that this is a priority motion that will end debate. The motion was seconded. He said it is not debatable, but it does require a 2/3 majority to pass. He called upon Rev. Gruesu to lead the Assembly in a vote. **The motion to end debate was approved 247 (88.85%) to 31.**

A vote was then taken on the motion on the floor. **The motion to approve the Mission Support Formula was approved 256 to 22.**

The Bishop called for the next Synod Council Recommendation

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Secretary Schaefer read Synod Council Recommendation 6. It is moved *to adopt the 2021 Compensation Guidelines for Ministers of Word and Sacrament*.

The Bishop noted that the guidelines could be found on pages 163-170 of the Bulletin of Reports. Seeing no one wishing to speak to the motion, he called upon Rev. Gruesu to lead the Assembly in a vote. **The motion was approved 263 to 10.**

The Bishop asked the Secretary to read Synod Council Recommendation 7.

Secretary Schaefer read Synod Council Recommendation 7. It is moved *to adopt the 2021 Compensation Guidelines for Ministers of Word and Service*.

Donald Simpson noticed that everything written for a full-time call and wanted to know if there was a place where part time figures could be found.

The Bishop invited Rev. Peter Asplin, Assistant to the Bishop, to the microphone.

Rev. Asplin noted for both Ministers of Word and Sacrament and Ministers of Word and Service, the part-time or reduced time compensation rates are intended to be proportional. If you read through the detail of the compensation guidelines as presented, you'll see that reductions in rate are proportional.

If a Deacon is at ½ time it would be calculated 50% of base salary and 50% of the experience increase

If a Pastor is at ½ time it would be calculated the same plus 50% any housing allowance

Jay Toogood asked what the difference between a Minister of Word and Service and a Minister of Word and Sacrament is. He did not understand why there is a difference in their cash salary.

Rev. Asplin stated that due to IRS regulations that Ministers of Word and Service are not eligible to get a housing allowance as part of a call. As a result, the cash compensation for Ministers of Word and Service have been significantly lower than Ministers of Word and Sacrament. The cash difference has been put in place to help level the playing field of the salaries between Ministers of Word and Sacrament and Ministers of Word and Service.

Rev. Roger Steiner referred to the travel allowance section of the document and asked why the option for the travel allowance has been removed from both the documents from the Ministers of Word and Sacrament and Ministers of Word and Service.

Rev. Asplin stated that the Ministry Committee worked with an accountant and discussed the major rewrite of tax law that has taken place. The accountant advised the Committee this provision was no longer workable for pastors under the new laws. It would be considered compensation and not an expense under the law. He advised that it be removed.

Seeing no one else wishing to speak to the motion, the Bishop called upon Rev. Gruesu to lead the Assembly in a vote. **The motion was approved 265 to 11.**

The Bishop then declared the Assembly to be in recess until 2:33 PM.

### Plenary Session 6

The 6<sup>th</sup> Plenary Session of the 2020 Synod Assembly was called to order at 2:33 PM with an opening video report from Camp Agape and Bethesda Lutheran Services.

Deacon Rick Frederick welcomed the Assembly to Camp Agape and told the Assembly about the things that have been happening there. A new commercial kitchen has been completed at the Recreation and Learning Center. They have also added a duplex cabin which will offer congregations, ministry groups and families an opportunity for retreat and other opportunities. He asked us to join Agape in fulfilling its mission, "Bringing people together in Christ through outdoor ministry." He asked for our prayers for their ministry they share with us as we serve God together.

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George Trauner, CEO, told the Assembly about the work that has been happening at Bethesda. The Peterson Foster Home is now completed. Foster parents have moved in and are awaiting children. Wise Hall will be built and dedicated to Founder William Wise which will house 20 youth when completed. The work of Bethesda continues to grow in Crawford and Erie counties. He thanked the synod for its support and work with Bethesda.

The Bishop thanked both Mr. Trauner and Deacon Frederick.

The Bishop then called upon our chaplains, Rev. Beth Clementson and Martha Clementson to lead us in worship.

**Evangelical Lutheran Worship**  
**Evening Prayer**  
**Rev. Beth Clementson and Rev. Martha Clementson, Assembly Chaplains**

Opening Sentences  
Thanksgiving for Light  
Psalmody: Psalm 141  
Gospel: Matthew 16: 24b-26  
Meditation  
Gospel Canticle: Luke 1:46-55  
Prayers  
Lord's Prayer  
Blessing

Bishop Kusserow thanked both Chaplains Clementson for their work. He was thankful for the gift that they have given to the Assembly this year and that he looks forward to having them serve as our chaplains next year as well. We have had to put our full celebration of the 50<sup>th</sup> anniversary of the ordination of women on hold with the hope that we can fully enter into it next year.

The Bishop asked the Secretary to read Synod Council Recommendation 8.

Secretary Schaefer read Synod Council Recommendation 8. It is moved *to adopt the 2021 Interim Ministry Guidelines*.

There was no discussion on the matter at hand, and the Bishop asked Rev. Gruesu to lead the Assembly in a vote. **The motion was approved 260 to 4.**

The Bishop called for the next Synod Council Recommendation.

Secretary Schaefer read Synod Council Recommendation 9. It is moved *to allow Lutherlyn to conduct a capital campaign in the synod at a time to be determined between Lutherlyn and the Synod Council with a start date no later than January 2022*.

The bishop noted the consequences of the impact of COVID-19 and also noted that it is odd for a motion like this to come before the Assembly. He called upon Jim Cunningham, the Chairperson of the Resource Development Committee, to address the assembly about this motion.

Jim Cunningham stated that indeed, COVID threw a monkey wrench into the works this year. Normally once assembly gives approval for a campaign, they begin that work the following January. It would have been impossible for Lutherlyn to do that this year. There is much face-to-face contact that takes place in this type of campaign. Lutherlyn was the only group requesting to do a capital campaign, thus we are able to accommodate this request. Lutherlyn will work with Synod Council to set a date to begin as events with the pandemic change.

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The Bishop thanked Jim for his comments and stated that it would be a normal thing for the Assembly to approve a Capital Campaign that has come through our regular process. The odd part is the setting of a date for when it will begin as we wait to see the events of the pandemic and how they will affect the start of this work.

There was no one waiting to speak to the motion, so the Bishop called upon Rev. Gruesu to lead the Assembly in a vote. **The motion was approved 266 to 2.**

Bishop Kusserow then called upon the Rev. Larry Kemp to bring the report of the Committee on Reference and Counsel

Rev. Kemp thanked the members of his committee, Rev. Ann Schmid and Rev. Bill Schaefer for their service. He reported that the committee received two motions, and both would be disposed in the same way. Rev. Kemp then read the two motions.

Motion 1 made by Rev. Donald Green

That funding for Lutheran Campus Ministry of Greater Pittsburgh be increased from \$50,000 to \$75,000 (2020 budget allocation); and that funding for United Lutheran Seminary be increased from \$50,000 to \$89,000 (2020 budget allocation); and that \$64,000 be added to the amount budgeted for 2021 from the Legacy Fund.

Motion 2 made by Wayne Franzen

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 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 recommended budget be amended to increase the funding to LCMGP to \$75,000.

Rev. Kemp stated that the committee has determined that both of these motions to be germane to the adoption of the budget and recommended that they be considered at the time of the adoption of the Budget without the recommendation of the committee.

The Bishop thanked Rev. Kemp and the committee for their work. He asked Rev. Kemp what the committee meant to share with the assembly. Is it that the committee read both of these motions and believes that they would be appropriately attended to during the discussion of the budget, but the committee itself is not bringing them to the floor? Rev. Kemp said that the Bishop is correct. The Bishop asked that if they were to come from the floor, they would have to be moved by a voting member. Pastor said that he was correct.

The Bishop called for the Secretary to read Synod Council Recommendation 10.

Secretary Schaefer read Synod Council Recommendation 10. It is moved *that the proposed synod budget for 2021 be considered and adopted.*

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The Bishop recognized Rev. Don Green. Rev. Don Green made a motion. *“I move that funding for Lutheran Campus Ministry of Greater Pittsburgh be increased from \$50,000 to \$75,000 (2020 budget allocation); and that funding for United Lutheran Seminary be increased from \$50,000 to \$89,000 (2020 budget allocation); and that \$64,000 be added to the amount budgeted for 2021 from the Legacy Fund.”* The motion was seconded. The Bishop invited Rev. Green to speak to his motion.

Rev. Green spoke to his motion: “I speak as a member of St. Johns of Highland which is one of the 12% giving congregations who over the years has considerably given with the belief that it is through the synod we support our ministry partners. I am pleased that our congregation is already a congregation that is a partner with ULS. I also speak as the new President of the newly formed ULS Alumni Association. So, I do have some opportunity to sit at the trustees’ table with voice, and to hear that while the seminary has been blessed with a generous bequest that enables tuition to be covered for students, that tuition only covers about ½ of the operating cost of the seminary.

Our Synod mission statement speaks of equipping ELCA congregations to tell the story of Jesus. Equipping pastors and deacons is an essential role, unique to the Synod. We have a Synod Council strategic initiative to create a culture in which vocation is discerned and affirmed and that is why I have included in my motion Lutheran Campus Ministry, because it is within campus ministry as well as in the seminary context that vocation is discerned, both to serve within the secular realm and the ecclesiastical realm.

It is my understanding that our mission partners were told there would be a two-year time frame to adjust to balanced budget, and because of last year’s Synod Assembly’s action that two-year window has been cut now to one year. We just heard from Mr. Cunningham that a grace period is being given to Lutherlyn because of the impact of Covid. I think that same sort of grace period needs to be given to these two significant mission partners...” (Rev. Green’s speaking time expired)

The Bishop stated that he wanted the tech team to share on the screen what the proposed changes to the budget would look like, so as the Assembly deliberates this amendment, they may see for themselves what that would be. (The proposed changes were shown in the screen with the changes in yellow) The Bishop continued, stating that in yellow, you can see that there would be a larger amount withdrawn from the Legacy Fund than had been originally intended and the ULS funding is increased as is the LCMGP line increased. He said that this would be left up during the discussion. The Bishop called upon Wayne Franzen.

Wayne Franzen rose to speak in favor of the motion and to ask if he needed to give notice that he will move his motion if this one fails.

Bishop Kusserow said that he could provide such notice but to do so right now is out of order.

Mr. Franzen continued that he would urge the approval of this motion because in his view, specifically for Lutheran Campus ministry, that the motion is important and that this vote really decides the future of LCMGP.

The Bishop called upon Deacon Amy Santoriello. Deacon Santoriello said that she rises to speak against the motion. She is whole-heartedly in favor of Campus Ministry and its mission, but last year’s Assembly did ask the Synod Council to provide a balanced budget for us this year and not touch the Legacy Fund. This is what our proposed budget is doing. Both ULS and LCM have wonderful opportunities to build relationships with members of the synod and raise funds in that way as well as doing appeals. She speaks against the motion because last year’s assembly asked for a balanced budget.

The Bishop called upon Diane Santoriello. Diane stated that she was a firm believer in Campus Ministry and wished that she would have had that when she was in college. She feels that a balanced budget must be had at this time. She said we all need to find ways to help LCM and that she would gladly write them a check.

The Bishop then called upon Sam Sesti to address the assembly. Mr. Sesti stated, as a campus ministry participant from Thiel College and a 2018 Graduate, along with a former student representative at the Lutheran Student Movement National Council, he wanted to use his presence here today first as a testimonial to advocate how strong a role campus ministry is in playing a crucial role for young adults in our Synod. In addition, he wanted to shed some light on how the gifts and ministry efforts of our Synod’s campus ministry staff can be shared with all young adults in and outside of our Synod, not just young adults enrolled in college programs. He wanted to once again advocate for the motion. For those that cherish and give support to

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campus ministry in our Synod, he thanked them. For those that are looking where to give support and learn more about campus ministry efforts, let me refer you to Google and to look online for P.S.A.L.M.

The Bishop called on Catherine Holm who asked why we must vote on these two different things at the same time. She asked if the amendment could be amended.

The Bishop explained what amending an amendment would look like: If you can imagine your computer with windows lying open on top of each other, we have the budget first that is proposed by the Synod Council. Lying on top of that is the amendment that Pr. Green has brought, that is in the highlighted yellow. It is possible to amend the amendment. That's as far as we go though, only an amendment to an amendment. So, if you would wish to amend the amendment that is the center (column C), you may do that. If our conversation ends up in voting on the amendment Yes or No, then that determines how we go forward.

Ms. Holm then asked, may I amend the amendment then so that we vote separately for the increases for ULS and LCMP?

Bishop Kusserow looked for clarification on what Ms. Holm is trying to do with her motion. He stated that he heard her saying that we are debating an increase over the proposed budget for LCM and we are debating an increase over the budget for ULS, and asked if she thinks we would do better to talk about each of those separately rather than together. Ms. Holm answered in the affirmative. The Bishop then stated that one way she could do that would be to amend by substitution. In other words, she could take the proposal that Wayne Franzen has brought that is highlighted in blue in column D. That's a technical way that she could separate them. However, having done that, you would not have the opportunity then to bring up ULS because the deadline for amendments to the budget has passed, and you could not bring a new one.

Ms. Holm said she was concerned with the amounts and would prefer to vote on them separately but did not know how to accomplish that. The Bishop took a break to check with the Parliamentarian to check if an amendment to break up the amendment is out of order.

The Bishop stated that the Parliamentarian shared this answer with him: the amendments to the budget were due by 11:30. The two that we have before us met that time. To change them now would be impossible because it is after that deadline. So, the best we can do is to move forward debating and voting on the amendment we have currently on the floor. So, the current amendment cannot be split into two motions. He then thanked the Parliamentarian for keeping the Assembly on track.

The Bishop called upon Rev. Brian Bennett to address the Assembly. He spoke in favor of the motion. LCM has not sat idly in this time as it faces the move from a mission supported agency to a fundraising oriented agency. The Board has engaged a number of ways to work in new ways and equip themselves to reach out and to fundraise. What does this mean? What does this look like? This is foreign territory. He said losing a year from the plan makes it very, very difficult, of that the reality of moving into fundraising and regaining 20% of one's budget through fundraising alone is almost unheard of in fundraising circles. The value of campus ministry and seminary theological education is well-attested by many. LCM is definitely looking to continue to reach out, to continue in campus ministry to send folks to seminary, to continue to work through equipping students to be ministers to one another here in the university setting. This step would be incredibly helpful as we do that here in Pittsburgh.

The Bishop called up Rev. Ryan Kobert. Rev. Kobert said he was also speaking in favor of the motion. He stated last year our church body decided to create and operate under a balanced budget which is before the Assembly. That moved up, as Pr. Bennett mentioned, the timeline that LCM was able to find and secure other funding for their operation year. No one was prepared for the COVID-19 pandemic. He said that being someone who has gone through campus and outdoor ministry that he would not be a pastor today without either of those. He cannot speak highly enough of Pr. Bennett and his colleagues in campus ministry, Deacon Anderson out at Penn State. He said he would not be here, and he is confident many of his colleagues would not be here, were it not for the support of campus ministry, outdoor ministry. He said he mentioned last year that as he looked around and saw that there are not many younger individuals at Synod Assembly. It is important to lift up younger folks, those young adults who are going through college, to help them identify who they are in their faith life and help to discern a call for the future. With that he speaks in favor of this in giving our campus ministry another year to build up that opportunity to find funding in other ways.

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The Bishop called upon David Hauser. He stated that he wished to bring notice to the Assembly that according to the financial statements, the Legacy Fund had a balance of \$661,796 and that each of the past two years \$264,000 this past year and \$258,639 was spent from the fund in 2019.

The Bishop recognized Rev. Allen Riethmiller next. Rev. Riethmiller moved *to table the current motion to amend regarding the two amounts, and instead consider the other motion to amend only the amount to LCM.*

There was discussion between Rev. Riethmiller and the Bishop about the wording and intention of the motion. Following the discussion, Rev. Riethmiller refined his motion to state: *moved to table the motion of Don Green until after the motion by Mr. Franzen is acted upon.*

The Bishop said the motion is in order and asked for a second. The motion was seconded. The Bishop asked if Rev. Riethmiller would like to speak to his motion.

Rev. Riethmiller stated that he was trying to accomplish what Catherine Holm was hoping to do and do it in a parliamentary correct way.

The Bishop asked if there was anyone who wished to speak to the motion. He acknowledged that there were hands raised and wanted to check to see if any were speaking to the motion currently on the floor.

Rev. Gruesu asked for clarification as to what were debating and/or voting upon. The Bishop said that the motion of Rev. Green would be tabled until after the Assembly deliberates on the motion of Mr. Franzen. If we vote yes, then the Assembly will have said that it wants to come back to Rev. Green's motion later. If the Assembly votes no, then the Assembly wants to continue talking about Rev. Green's motion and resolve it before going forward.

Rev. Gruesu then asked to be refreshed as to what the amendment that Mr. Franzen brought. The Bishop asked for the budget with the blue and yellow columns to be put back on the screen. He said in column C you can see that Rev. Green's amendment wishes to add money to the budget for ULS and LCM and to pull money from the Legacy Fund to offset the increase in the expenditure side of the budget. Mr. Franzen had a similar amendment, but not identical in that it only asks for the funds to be returned to LCM and it does not mention anything about revenue. So voting yes will table the conversation about Rev. Green's amendment and stop our conversation on this matter. If Mr. Franzen would move it, we would begin conversation on the information in column D. Once the Assembly decides what to do with Mr. Franzen's amendment, we would then come back to Rev. Green's amendment. So, the vote is a simple yes/no vote. A simple majority to table the conversation on Rev. Green's amendment until after we act upon Mr. Franzen's amendment. He then asked Rev. Gruesu to lead the Assembly in a vote. **The motion to table Rev. Green's amendment until after we have made a decision on Mr. Franzen's amendment was approved 218 to 54.**

The Bishop then declared the Assembly to be in recess for a break until 3:37 PM.

### PLENARY SESSION 7

The Assembly was called to order at 3:38 PM with a video report from the ELCA Foundation.

The ELCA Foundation video gives an overview of how the Foundation can help people form a legacy plan so that they can touch the lives of others through the gifts they gift toward the future. Gift planners help people to form a plan for what will happen to their estates and funds after we die. It is a way to leave a legacy for the future for people, institutions, and congregations.

The Bishop welcomed the Assembly back from its break. He informed the Assembly that the list of who was speaking to Rev. Green's amendment has been captured and when we come back to that amendment, we will have the list ready so your place in line is saved. As the Assembly begins a new conversation, he told the Assembly that the blue hands would be put down and a new list of speakers started. He then invited Wayne Franzen to speak to the Assembly.

Mr. Franzen moved *to amend the budget to increase the funding to LCMGP to \$75,000.* The motion was seconded.



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The Bishop called on Rev. Barbara Love. Rev. Love *moved the previous question*. The motion was seconded. The Bishop stated that the motion to end debate is not debatable and requires a 2/3 majority. He then called upon Rev. Gruesu to lead the Assembly in a vote. **The motion to end debate was defeated. Yes 183 (66.55%) to No 82 (2/3 would be 66.67%)**

The Bishop stated that the debate will continue and called upon Rev. David Hanssen.

Rev. Hanssen stated that the last assembly voted to have a balanced budget this year and specifically not to touch the Legacy Fund. He questioned why were even discussing these amendments when the Legacy Fund being drawn upon is being discussed to fund these things, when the Assembly last year said that we would no longer do that.

The Bishop responded that the Assembly, last year, required that the Synod Council bring a non-deficit budget to this year's Assembly. He felt that the Synod Council had done that and felt that last year's Assembly action had been accomplished and did not preclude this year's assembly from making a different decision. The Bishop asked the Parliamentarian Rev. Cliff Suehr to help in understanding how last year's Assembly action affects this year's Assembly. Rev. Suehr wanted clarification if the action of the 2019 Assembly was binding for future assemblies. If it was then this Assembly would need a 2/3 majority to change the rules.

The Bishop then asked the Secretary for clarification on the motion that was passed by the 2019 Assembly as it pertains to the Budget for 2021.

Secretary Schaefer read the motion passed by the 2019 Assembly from Rev. Jill McGregor. "Be it resolved, that the SWPA Budget and Finance Committee present a proposed 2021 Recommended Budget to voting delegates with an annual operating budget that is balanced or has an anticipated surplus." He also noted that there was no mention of the Legacy Fund in the action taken only in the whereas statements.

The Bishop recognized Rev. Donald Green. Rev. Green spoke in support of the motion by Mr. Franzen, but he had reservations about it because it does not provide a revenue stream for the addition to the budget.

Rev. JJ Lynn raised a question that if we pass both motions that we will have doubled the amount that we were adding to LCM. The Bishop felt that the will of the assembly was to vote on the ULS and the LCM funding separately. He felt that if the Assembly adopted Mr. Franzen's motion and if Rev. Green's motion would be adopted that the would not be layered, but would have been decided upon independently.

The Bishop called upon Rev. Roger Steiner. Rev. Steiner asked the Synod Treasurer Gary Teti to clarify where the Legacy Fund is right now because it is germane to both motions before the Assembly. Mr. Teti stated that as of the end of August, the Legacy Fund Balance was \$552,670. The decrease from the earlier number is due to funding the deficit in 2020.

The Bishop called upon Rev. Brian Bennett to address the Assembly. Rev. Bennett spoke in support of the motion. The video earlier showed students who are well connected and find value and importance, faith that is deepened and deeper connections between others. LCM is the only Christian student group on campus connected to campus ministry that is open, welcome and affirming of LGBT folk. LCM is in a unique position here among these 4 universities. The presence and the witness that LCM continues to hold and provide for students here in these schools is vital. LCM continues to hold public witness to a life that is deeply connected to Jesus Christ. LCM deeply wants to continue this. This helps LCM again as it makes the move from a mission supported organization to a fundraising organization. This is not something LCM sees happening forever. This is a continued move that helps LCM in a time that has brought great challenges to fundraising.

The Bishop called upon David Hauser. Mr. Hauser asked if there was a deficit, would the money come from the Legacy Fund. The Bishop said yes. Mr. Hauser then asked if the motion from last year required the Finance Committee to bring a balanced budget this year. The Bishop said either balanced or with a surplus, but not a deficit.

Mr. Hauser was unsure if the Finance Committee did right by that motion as there is \$56,000 from the Legacy Fund already in the budget. The Bishop asked the Secretary for clarification on the motion as it pertains to Legacy Fund expenditures. Secretary Schaefer stated that the motion from last year does not in any way state that money from the Legacy Fund cannot

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be used. It only says that the budget brought must be balanced or have a surplus. The Bishop then described the variety of sustainable revenue sources that are contained in the budget and why they are important to the funding of the mission of the synod.

Bishop Kusserow then called upon Rev. Margarethe Galbraith-Cordes. Rev. Galbraith-Cordes stated she was speaking in favor of the motion. She noted that many organizations have paid fundraising staff to help support the ministry. LCM does not have the benefit of that and that task falls onto the person who is also tasked with caring for the students. She felt that was important for the Assembly to hear.

The Bishop called upon Rev. Sherry Hazuda. Rev. Hazuda asked for clarification between Lutheran Campus Ministry of Greater Pittsburgh and PSALM. Rev. Brian Bennett explained that LCMGP is the official, legal title of the organization and PSALM is the name of the actual student group (Pittsburgh Students Active in Lutheran Ministry)

The Bishop called upon Rev. Angela Smith. Rev. Smith *moved the previous question*. The motion was seconded. Bishop Kusserow noted that the motion was in order and has been seconded. It also noted that it requires a 2/3 majority to end debate and called upon Rev. Gruesu to lead the Assembly in a vote. **The motion to end debate on the amendment carried 248 to 20.**

The Bishop noted that the Assembly would move directly to voting on the amendment by Wayne Franzen to amend the synod budget by adding \$25,000 to the LCM line item and make it total \$75,000. He again called upon Rev. Gruesu to lead the Assembly in the vote. **The amendment to the budget proposed by Mr. Franzen was approved 205 to 70.**

The Bishop highlighted that Rev. Riethmiller moved to table to a definite time the motion of Rev. Green. Now that the amendment that Mr. Franzen had brought has been voted upon, the motion of Rev. Green is before the Assembly. It is important to know that part of that amendment is now moot as Mr. Franzen's amendment accomplished the section of Rev. Green's amendment about adding money for LCM. There are other matters in the motion that have not yet been accomplished and are still germane. Specifically, to increase the line item of ULS and to draw money from the Congregation Legacy Fund to be added to the Revenue. The Bishop called upon Roger Randolph to address the Assembly.

Roger Randolph began his remarks by saying he is a 2<sup>nd</sup> year student at ULS and current Student Body President. He stated that he was speaking in favor of the motion. He emphasized that ULS is stable financially, but it took a long time to get to that point and it was difficult to do. He reminded the Assembly about the important work that the Seminary does in preparing students for ministry. He noted that in a COVID-19 world, has put the Seminary and other institutions in precarious positions and that as we consider our financial support, we need to remember the work they do for students and the church in the world today.

The Bishop recognized Rev. Roger Steiner. Rev. Steiner noted that he was concerned about the amount of money that would be taken from the Legacy Fund if we approved this amendment. He was also concerned that we are counting on money from the sale of the synod office that we do not have in hand yet.

The Bishop explained that the money originally budgeted from the Legacy fund was interest monies and also money that congregations place directly into the fund as their mission support. He also explained that the sale of the Synod Office building will be completed in the next 30 days.

John Harman was recognized and asked that if mission support came in higher than what was anticipated then less money would be needed from the Legacy Fund. The Bishop noted that he was correct and reiterated what he had said earlier that if all the congregations of the synod gave 10%, we would have an extra \$500,000 to go toward the mission of the synod and the church.

The Bishop called upon R. Brandon James. Mr. James *moved the previous question*. The motion was seconded. The Bishop called upon Rev. Gruesu to lead the Assembly in a vote. **The motion to end debate was approved 258 to 9.**

The Bishop stated that the Assembly will move directly to voting on the amendment brought by Rev. Green. The matter before the Assembly was whether or not to increase funding to ULS and to add to the amount taken from the Legacy Fund to

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accomplish this. He called upon Rev. Gruesu to lead the Assembly in a vote. **The amendment brought by Rev. Green was approved 145 to 119.**

The Bishop told the assembly that the proposed budget had been amended and that there were no other amendments brought before the deadline, so the matter before the Assembly was the Proposed Budget for 2021 as amended. He called upon Rev. Jill McGregor to address the Assembly.

Rev. McGregor expressed her concern about larger expenses in the budget, like ELCA Share, staff support and others. She is concerned that the budget does not help to rejuvenate at-risk congregations. She is concerned that we do not look deeper into helping the long list of congregations that are served by interims and how to inspire more units to give more.

The Bishop did not see anyone else wanting to speak. He called upon Rev. Gruesu to lead the Assembly in a vote. **The motion to approve the Proposed Amended Budget was approved 221 to 43.**

The Bishop thanked the Assembly for its work today. He thanked them for the passion and concern that they discussed the matter before us for our shared ministry.

The Bishop called for the video presentations of our ministry partners.

President Jennifer Armstrong-Schaefer sent greetings to the Assembly from the Women of the ELCA of Southwestern PA. She reported that while most of their in-person activities were cancelled due to COVID-19, they were still able to be together during a virtual cluster meeting held in December. Over 60 people attended the ZOOM event and were able to worship, sing and talk with old friends. There are plans to have another virtual cluster meeting on December 12<sup>th</sup> at 10:00 AM. The subject will be "The Holy Family: Then and Now".

The Women of the ELCA of SWPA each year choose an organization to support financially and with needed items. Currently the group is supporting Blessed Bundles from Our Savior Lutheran Church in North Huntington. There will be a synod-wide collection scheduled for December 5 at different locations throughout the synod.

Social Justice issues for women and people of Color are being actively talked and lived out by the women of our synod. Wearing black on Thursdays to promote a world without rape and violence against women highlight the importance of standing together not only as women, but as a church. She encouraged every woman to find out how they can act boldly in their faith and mobilize with their Lutheran sisters.

Rev. Jocelyn Johnston, chair of the Synod Hunger Elimination and Advocacy Team, gave a report about the ongoing activities of the team. While hunger is always an issue in our nation and world, Covid has magnified this problem. Ministries across the synod have been responding in many ways to help. With the closing of Apostles' Lutheran Church in Verona, a generous gift was given to the synod that allowed the team to establish a matching hunger grant program. Six grants were given during the past year and the program will continue into next year as well. The team also helps with reviewing applications for ELCA World Hunger grants and they will be offering a Lent Hunger Challenge in the spring. Rev. Johnston invited those seeking more information or any questions to email the team at [hunger@swpasynod.org](mailto:hunger@swpasynod.org).

Rev. Nathaneil Christman brought the report of the Stewardship and Financial Support Committee. He brought the Assembly information about a new program, Living Stewardship, that is available to congregations free of cost. The program is a series of short videos of people from our synod who are exemplifying stewardship. The videos can be found on the synod's webpage. He also gave an overview of how the program could be used: as a sermon, as temple talks, to be shared on social media, or to find other ways to use them in house. He hoped that every congregation of the synod would use them to strengthen their stewardship ministries.

The Bishop thanked our organizations for their reports. He noted that there was no unfinished business and called upon Rev. Scott Bryte, Chairperson of the Committee on Resolutions to give his report.

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The Report of the Committee on Resolutions follows:

*To the tune of "A Mighty Fortress" Pr. Bryte and his church member gave the report of the Committee on Resolutions silently, using handwritten cue cards (in the style of Bob Dylan's "Subterranean Homesick Blues") that say the following:*

*Please stand by  
I have been drafted  
By my pastor  
Who has a twisted sense of humor  
To give the Report of  
the Committee on Resolutions  
aka the "Gratitude Committee"  
I have no idea  
What is on any of these cards  
For instance I don't know that 3 cards from now  
There will be a picture of  
A llama wearing sunglasses  
(hand-drawn llama wearing sunglasses)  
See... look at my face.  
I had no idea. Anyways  
On the report of the Committee  
Blah blah blah...  
It's really just a time to say "thank you"  
So...  
Thank you!  
Thank you, Bethlehem Lutheran Church—the host site of today's assembly  
Oh, little town of Glenshaw, how still we see thee ZOOM  
To those who worked to make this year... uh... unusual:  
Barbara Nugent, our Synod's Vice President  
Gary Teti, our Treasurer  
Rev. Bill Schaefer, our Secretary  
Holly Schmitt  
Dennis Lane who has been both technical and direct  
Rev. Bob Schaefer, who managed to assemble us  
We must also register our gratitude to Rev. Ellen Lundie  
To Rev. Clifton Suehr, our Parliamentarian  
(this year we don't have to worry about pronouncing his name correctly)  
Rev. Kara Propst and the "Minutes Committee"  
Who have been at this for hours and hours  
(that's going above and beyond if you ask me)  
To Rev. Brian Chaffee, our worship chair  
... and to all of our other worship furniture too  
And to "Twisted Computing"  
[insert clever pun here]  
Let's take a minute to feel the love.  
[2 blank pages]  
And a big ol' pile of gratitude...  
To Bishop Kusserow [hand-drawn image of chess bishop] and the bishop's staff  
Not the big curly stick  
But the other staff The people "staff"  
Lauren Wolcott  
Carol Ruckert  
Sandy DeLorenze  
Marty Burkett*

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*Bob Cairns*

*Patty Davidson*

*Deacon Elizabeth Caywood*

*Rev. Melissa Stoller*

*Rev. Peter Asplin*

*Also we say our thanks to God for:*

*Our Covid bubble chaplains,*

*Rev. Martha Clementson & Rev. Beth Clementson*

*Our churchwide representative, Kristen Opalinski*

*For our Synod Assembly Committees*

*And for the work of our standing committees*

*We're getting near to the end here*

*But first*

*And very importantly*

*[ahem.]*

*We thank God for the movement of the Holy Spirit*

*In our church 50 years ago*

*To open the rite of ordination to called and qualified*

*Women of faith.*

*And we extend our deep gratitude*

*In the ministry of Word and Sacrament*

*And to all who are serving now*

*To all of the women who have served*

*Thanks be to GOD!*

*And as we wrap up this report*

*We thank all of you participating in the work of the Synod today*

*From church halls and from living rooms*

*Especially those of you*

*Who put on pants.*

*[blank page]*

*And may all of this be officially resolved*

*Or whatever.*

*THANK YOU!*

Rev. Bryte stated that this report is respectfully submitted and yes that was a ragtime version of "A Mighty Fortress" played on a two-minute wax cylinder as Jesus intended.

The Bishop stated that there were a couple of announcements. He thanked Bethlehem Lutheran Church in Glenshaw for allowing us to use their building for the Assembly today. He thanked the Assembly for working through technical difficulties and for their passion for the Synod's ministries that was shown. He then called upon the Secretary for other announcements.

Secretary Schaefer noted that each person registered for the Assembly would soon be getting an evaluation about the assembly. It is hoped that everyone will fill it out as it will help us as we plan for future assemblies.

He also noted that during this time of Covid, that we are planning to hold the 2021 synod assembly in June as we normally do. We will be planning for another online assembly unless the situation changes drastically in the coming months.

Rev. Cliff Suehr *moved to adjourn the meeting.* The motion was seconded. The Bishop called upon Rev. Guesu for a final vote. **The motion to adjourn was approved 225 to 7.**

The Bishop then led the assembly in the liturgical closing of an assembly. The Bishop stated, "the thing that I would wish to say, as we enter into the closing of the Assembly which is our liturgical adjournment, is this: the world would have us line up as winners and losers. The culture that we are living in these days would say you're either for or against. The spirit that I have observed in our assembly today through the challenge of meeting virtually, gives me such hope that the word of the world is

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not the word that we live under. It is not the final word. We have deliberated things together; we have brought our best to our decisions; we will go forward as one assembly, not as winners and losers, but as one body of Christ. And in that spirit, let me gather you up in prayer, a prayer that is deeper and wider than any of us, that has been used for a very, very long time in our assembly. And you can join in that prayer as well, for it is the order for the closing of an Assembly. Think of these words as your mandate and your encouragement, and not just as a formality.”

### **Order for the Closing of the Synod Assembly**

*The leader begins the dialogue, and the assembly responds.*

L: Jesus said, You will be my witnesses

**C: to the ends of the earth.**

L: I chose you and appointed you

**C: to bear fruit that will last.**

L: Remember, I will be with you always,

**C: to the end of time.**

L: The Lord be with you.

**C: And also with you.**

L: 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.**

L: O God, our beginning and our end, you kept Abraham and Sarah in safety throughout the days of their pilgrimage, you led the children of Israel through the midst of the sea, and by a star you led the magi to the infant Jesus. Protect and guide us now as we set out to travel. Make our ways safe and our homecomings joyful, and bring us at last to our heavenly home, where you dwell in glory with our Lord Jesus Christ and the life-giving Holy Spirit, one God, now and forever.

**C: Amen.**

L: I declare this assembly closed, in the name of the Father, and of the Son, and of the Holy Spirit.

**C: Amen.**

L: Go in peace. Share the good news.

**C: Thanks be to God.**

**The Assembly Adjourned at 4:47 PM.**

Respectfully submitted,



Rev. William A. Schafer  
Southwestern Pennsylvania Synod Secretary

# **MINIMUM COMPENSATION GUIDELINES**

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

**2021**

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 **\$37,768**. 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.



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Yrs Service	2020 Base	COLA 2019	yrs +400	2021
0	\$ 36,847.00	\$ 921.18	\$ -	\$ 37,768.18
1	\$ 36,847.00	\$ 921.18	\$ 400.00	\$ 38,168.18
2	\$ 36,847.00	\$ 921.18	\$ 800.00	\$ 38,568.18
3	\$ 36,847.00	\$ 921.18	\$ 1,200.00	\$ 38,968.18
4	\$ 36,847.00	\$ 921.18	\$ 1,600.00	\$ 39,368.18
5	\$ 36,847.00	\$ 921.18	\$ 2,000.00	\$ 39,768.18
6	\$ 36,847.00	\$ 921.18	\$ 2,400.00	\$ 40,168.18
7	\$ 36,847.00	\$ 921.18	\$ 2,800.00	\$ 40,568.18
8	\$ 36,847.00	\$ 921.18	\$ 3,200.00	\$ 40,968.18
9	\$ 36,847.00	\$ 921.18	\$ 3,600.00	\$ 41,368.18
10	\$ 36,847.00	\$ 921.18	\$ 4,000.00	\$ 41,768.18
11	\$ 36,847.00	\$ 921.18	\$ 4,400.00	\$ 42,168.18
12	\$ 36,847.00	\$ 921.18	\$ 4,800.00	\$ 42,568.18
13	\$ 36,847.00	\$ 921.18	\$ 5,200.00	\$ 42,968.18
14	\$ 36,847.00	\$ 921.18	\$ 5,600.00	\$ 43,368.18
15	\$ 36,847.00	\$ 921.18	\$ 6,000.00	\$ 43,768.18
16	\$ 36,847.00	\$ 921.18	\$ 6,400.00	\$ 44,168.18
17	\$ 36,847.00	\$ 921.18	\$ 6,800.00	\$ 44,568.18
18	\$ 36,847.00	\$ 921.18	\$ 7,200.00	\$ 44,968.18
19	\$ 36,847.00	\$ 921.18	\$ 7,600.00	\$ 45,368.18
20	\$ 36,847.00	\$ 921.18	\$ 8,000.00	\$ 45,768.18
21	\$ 36,847.00	\$ 921.18	\$ 8,400.00	\$ 46,168.18
22	\$ 36,847.00	\$ 921.18	\$ 8,800.00	\$ 46,568.18
23	\$ 36,847.00	\$ 921.18	\$ 9,200.00	\$ 46,968.18
24	\$ 36,847.00	\$ 921.18	\$ 9,600.00	\$ 47,368.18
25	\$ 36,847.00	\$ 921.18	\$ 10,000.00	\$ 47,768.18
26	\$ 36,847.00	\$ 921.18	\$ 10,400.00	\$ 48,168.18
27	\$ 36,847.00	\$ 921.18	\$ 10,800.00	\$ 48,568.18
28	\$ 36,847.00	\$ 921.18	\$ 11,200.00	\$ 48,968.18
29	\$ 36,847.00	\$ 921.18	\$ 11,600.00	\$ 49,368.18
30	\$ 36,847.00	\$ 921.18	\$ 12,000.00	\$ 49,768.18
31	\$ 36,847.00	\$ 921.18	\$ 12,400.00	\$ 50,168.18
32	\$ 36,847.00	\$ 921.18	\$ 12,800.00	\$ 50,568.18
33	\$ 36,847.00	\$ 921.18	\$ 13,200.00	\$ 50,968.18
34	\$ 36,847.00	\$ 921.18	\$ 13,600.00	\$ 51,368.18
35	\$ 36,847.00	\$ 921.18	\$ 14,000.00	\$ 51,768.18
36	\$ 36,847.00	\$ 921.18	\$ 14,400.00	\$ 52,168.18
37	\$ 36,847.00	\$ 921.18	\$ 14,800.00	\$ 52,568.18
38	\$ 36,847.00	\$ 921.18	\$ 15,200.00	\$ 52,968.18
39	\$ 36,847.00	\$ 921.18	\$ 15,600.00	\$ 53,368.18
40	\$ 36,847.00	\$ 921.18	\$ 16,000.00	\$ 53,768.18

**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

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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**. 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 2021 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

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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 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.

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### **Portico Health Plan – 2021**

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 2021 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](mailto: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 “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 “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. The “Interim Ministry Guidelines” can be downloaded from <https://www.swpasynod.org/callprocess>

# **MINIMUM COMPENSATION GUIDELINES**

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

**2021**

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.*

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### 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) **\$40,950**. 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.

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Years of Service	2020	Increase	Years of Service @ \$400	2021
0	\$ 39,000	\$ 1,950	\$ -	\$ 40,950
1	\$ 39,000	\$ 1,950	\$ 400	\$ 41,350
2	\$ 39,000	\$ 1,950	\$ 800	\$ 41,750
3	\$ 39,000	\$ 1,950	\$ 1,200	\$ 42,150
4	\$ 39,000	\$ 1,950	\$ 1,600	\$ 42,550
5	\$ 39,000	\$ 1,950	\$ 2,000	\$ 42,950
6	\$ 39,000	\$ 1,950	\$ 2,400	\$ 43,350
7	\$ 39,000	\$ 1,950	\$ 2,800	\$ 43,750
8	\$ 39,000	\$ 1,950	\$ 3,200	\$ 44,150
9	\$ 39,000	\$ 1,950	\$ 3,600	\$ 44,550
10	\$ 39,000	\$ 1,950	\$ 4,000	\$ 44,950
11	\$ 39,000	\$ 1,950	\$ 4,400	\$ 45,350
12	\$ 39,000	\$ 1,950	\$ 4,800	\$ 45,750
13	\$ 39,000	\$ 1,950	\$ 5,200	\$ 46,150
14	\$ 39,000	\$ 1,950	\$ 5,600	\$ 46,550
15	\$ 39,000	\$ 1,950	\$ 6,000	\$ 46,950
16	\$ 39,000	\$ 1,950	\$ 6,400	\$ 47,350
17	\$ 39,000	\$ 1,950	\$ 6,800	\$ 47,750
18	\$ 39,000	\$ 1,950	\$ 7,200	\$ 48,150
19	\$ 39,000	\$ 1,950	\$ 7,600	\$ 48,550
20	\$ 39,000	\$ 1,950	\$ 8,000	\$ 48,950
21	\$ 39,000	\$ 1,950	\$ 8,400	\$ 49,350
22	\$ 39,000	\$ 1,950	\$ 8,800	\$ 49,750
23	\$ 39,000	\$ 1,950	\$ 9,200	\$ 50,150
24	\$ 39,000	\$ 1,950	\$ 9,600	\$ 50,550
25	\$ 39,000	\$ 1,950	\$ 10,000	\$ 50,950
26	\$ 39,000	\$ 1,950	\$ 10,400	\$ 51,350
27	\$ 39,000	\$ 1,950	\$ 10,800	\$ 51,750
28	\$ 39,000	\$ 1,950	\$ 11,200	\$ 52,150
29	\$ 39,000	\$ 1,950	\$ 11,600	\$ 52,550
30	\$ 39,000	\$ 1,950	\$ 12,000	\$ 52,950
31	\$ 39,000	\$ 1,950	\$ 12,400	\$ 53,350
32	\$ 39,000	\$ 1,950	\$ 12,800	\$ 53,750
33	\$ 39,000	\$ 1,950	\$ 13,200	\$ 54,150
34	\$ 39,000	\$ 1,950	\$ 13,600	\$ 54,550
35	\$ 39,000	\$ 1,950	\$ 14,000	\$ 54,950
36	\$ 39,000	\$ 1,950	\$ 14,400	\$ 55,350
37	\$ 39,000	\$ 1,950	\$ 14,800	\$ 55,750
38	\$ 39,000	\$ 1,950	\$ 15,200	\$ 56,150
39	\$ 39,000	\$ 1,950	\$ 15,600	\$ 56,550
40	\$ 39,000	\$ 1,950	\$ 16,000	\$ 56,950

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### 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 2021 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,



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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](mailto:mail@porticobenefits.org) Website: <https://porticobenefits.org>

### **Portico Health Plan – 2021**

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 2021 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 "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 "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 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**

**2021**

*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.*

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*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

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- 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 synod 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

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### 2021 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 synod 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 2021. 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 synod 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 synod bishop, who will strive to balance the requirements and abilities of the congregation with equitable considerations for the pastor.

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**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?

**VOTING MEMBERS TO THE 2022 ELCA CHURCHWIDE ASSEMBLY - PANEL ONE**

**(Panel 1 - Laywoman)**

**Melanie Thomas, Bachelor's Degree in Criminal Justice**

1206 York Street, White Oak, PA 15131; 412-951-0250; mat259psu@gmail.com

Parole Agent

Conference 5; Faith, 8McKeesport (White Oak)

Position for which nominated: Churchwide Assembly, Panel 1 - Lay Female

At home church - Head of Christian Education Committee, co-chair witness committee, assisting minister, Faith Quilters. Synod - voting member for 8 years, synod worship 3 years, assisting minister at assembly 2 times

Never been to Churchwide.

**Michele R Sweeney, BS, MS**

1267 Country Club Rd., Monongahela, PA. 15063; 724-366-1617; aprilsmichele@comcast.net

Professor of Dental Hygiene

Conference 5; Grace, Monongahela (Mid-Mon Valley Lutheran Parish)

Position for which nominated: Churchwide Assembly, Panel 1 - Lay Female

\*Child of God

\*Lifetime member of Grace Ev. Lutheran (Mid Mon Valley Parish) Monongahela, PA

\*Baptized, Confirmed, Communed, and Married at Grace

\*Held positions in past in Choir, Sunday School, Bible School, Search committees, and Council

\*Past President of Grace Council

\*Currently a divorced mother of two adult children

\*Proud grandmother of 3 little girls; 20 months, 4 Years, and 7 years.

\*Registered Dental Hygienist

\*Full time Professor of Dental Hygiene, West Liberty University

\*Hobbies: hiking, biking, and photography

**(Panel 1 - Layman)**

**Thomas Hough, Broadcasting & Public Relations**

414 Soose Rd., Pittsburgh, PA 15209; 412-805-1721; Tshough3@gmail.com

CS Team Lead

Conference 2; Emmanuel, Etna

Position for which nominated: Churchwide Assembly, Panel 1 - Lay Male

My name is Tom Hough and I am the council president of Emmanuel Lutheran Church in Etna, PA. I grew up in the South Hills (Dormont) and 5 years ago I happily crossed two bridges and a tunnel to move to the North Hills (Shaler Township). I work for PPG and have held multiple positions over the last 7 years. My wife, (Christina) and I have a 4-year old son named TJ and a 1-year old pup named Kaia.

I wish to serve in this position to gain a greater understanding of the larger church and how the decisions made affect each synod and local church. I also would like to gather new ideas and ways to serve and worship from other congregations' resources.

**Chris Atwood, Certificate of Youth and Family Ministry**

1005 Pemberton St. Pittsburgh, PA 15212; 724-208-9169; director.faith.formation@standrewpittsburgh.org

Director of Faith Formation

Conference 3; St. Andrew, Pittsburgh (Shadyside)

Position for which nominated: Churchwide Assembly, Panel 1 - Layman

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In early March I began to feel a nudge to be a part of Churchwide Assembly, for the first as voting member. I have served my home congregation of St. Andrew in many ways over the years before becoming staff, I have served the Synod in many ways over the years, and I have also served in volunteer roles with our churchwide expression; throughout all of this there is only one job I have said I wouldn't want to do and that is to be a Voting Member to Churchwide. What has changed? I think my years of serving all three expressions of the church as an unpaid volunteer and now as a paid uncalled church staff, has given me a unique view of the church, it allows me to see the hardships of both small 20 member churches, and the landscape of larger churchwide organization. This is where I believe this new call to serve the church in a new and well uncertain way is coming from. May the Grace of Jesus Christ be known to you this day and always.

### **Donald Madzey, BS, MA**

1435 Lincoln Street, Monessen, PA; 412-641-9647; donaldmadzey@yahoo.com

School Principal

Conference 5; St. Paul's, Monessen (Mid-Mon Valley Lutheran Parish)

Position for which nominated: Churchwide Assembly, Panel 1 - Layman

I was living by the way of the world for 44 years of my life. On June 22nd, 2018, the doctor's at Children's Hospital found a tumor the size of a fist in my son Mason's head. the next day, as I laid in that hospital bed, God reached out to me with the feeling of peace I just can't explain. From that point on, I have given my life to serving him.

I want to serve God in all ways possible and this gives me that opportunity.

### **(Panel 1 - Youth, Female)**

#### **Nominees to be determined**

### **(Panel 1 - Clergy [Pastor or Deacon])**

### **Rick Frederick, BA Physical Education/K-12 Education and MA in Religion**

775 N. Main St. Washington PA 15301; 859-644-8626; executivedirector@campagape.org

Executive Director of Camp Agape

Conference 6; St. Paul's, Washington

Position for which nominated: Churchwide Assembly, Panel 1 - Clergy

School Teacher and Coach for 4 years, Director of Christian Education and Family Ministry for 21 years, Outdoor Ministry full time for 16 years. I currently serve as the Executive Director of Camp Agape in Hickory Pennsylvania. Served on Lutheran Church Youth Board in South Carolina for 4 years. Worked with Ulster Program (Protestant - Roman Catholic Youth Program) in Ohio for 2 years, Member of Confirmation Curriculum committee for South Carolina Synod, Masters of Arts in Religion Graduate of Lutheran Theological Southern Seminary in Columbia South Carolina, Bachelor of Arts in Physical Education and K - 12 Education from Newberry College in South Carolina, and member of Lutheran Outdoor Ministry of the ELCA.

I am interested in serving as a voting member to the ELCA National Assembly in order to work with others to insure that our church is fulfilling God's call to serve all people and share his Gospel of Grace and Salvation.

### **Jennifer Peters McCurry, M.Div., B.A.**

821 Heberton St, Pittsburgh, PA 15206; 412-297-9953; jpm@flcpittsburgh.org

Pastor

Conference 1; First, Downtown

Position for which nominated: Churchwide Assembly, Panel 1 - Clergy

I have served as an ordained pastor for twelve years and as a lay church professional in youth ministry for five years before seminary. Between my lay and ordained ministry roles, I have worked in both small and mid-sized congregations in suburban, ex-urban, and urban neighborhoods. For the past six years, I have been in my current call as Associate Pastor at First Lutheran Church (Downtown Pittsburgh), with specialized focuses in social ministry and young adult ministry. In our Synod life, I am the current chair of the Ecumenical Affairs committee, a mentor in our First Call Theological Education program, and a member of the Committee on Discipline. I am also pleased to serve as a board member of the national Lutheran Ecumenical and Inter-Religious Network, as well as a member of the Allegheny County Homeless Advisory Board and co-chair of its Communication and Education Committee. In the past I have offered my time and talents as a member of: Synod Council, the Synod's Global Mission Committee, the Lutheran SeniorLife Foundation Board, and the Council of Lutheran Campus Ministry of Greater Pittsburgh, as well as advisory boards of several congregational or ecumenical social ministry outreach efforts and local ecumenical ministerium groups. I live in Pittsburgh with my husband and two children.

The last decade has demanded great change in our church, especially in congregations and ministries that have had to re-articulate their identity and vocation in an increasingly secular society and struggled to maintain funding through traditional patterns of member donations. These challenges to church participation have only been exacerbated with the current global pandemic, which has demanded that Christ's church find new ways of sustaining and flourishing in



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the work of Christian community the work of loving the neighbor in the larger society. I am interested in how the three expressions of our church—congregation, synod, and churchwide – each strategize to empower a collective Christian witness in our neighborhoods, cities, states, and nation. Given all this, I would enjoy the opportunity to participate in decision making at churchwide assembly.

### **Martha McCreight, B.A. - Luther College (2005); MDiv - Luther Seminary (2014)**

119 Ligonier Lane, New Kensington, PA 15068; 406-565-3592; martha.mccreight@gmail.com

Pastor

Conference 4; Zion, Pittsburgh (Penn Hills)

Position for which nominated: Churchwide Assembly, Panel 1 - Clergy

A native Iowan and life-long Lutheran, my faith was developed and nurtured at St Paul Lutheran Church (Davenport, IA). I received my B.A. from Luther College and spent 4 years as a credit analyst in commercial banking before following my call to ordained ministry at Luther Seminary. I was an intern at Joy Lutheran Church (Parker, CO), ordained in 2014, and served Gloria Dei Lutheran Church in Butte, MT until I came to the SWPA synod in 2018. I have been the pastor of Zion Lutheran Church in Penn Hills since 2018. I currently chair the budget and finance committee of the synod. Previously (while serving in the MT synod), I chaired the NRIT and MT Association of Christians Boards and helped organize a synod bike-ride to raise money for ELCA World Hunger. In my spare time, I'm an avid Crossfitter at a gym in Blawnox and I also enjoy cycling and hiking around SWPA, spending time with family and friends, and hunting down the best cup of espresso or chicken red curry dish in the 'Burgh.

I have never attended a CWA before and am curious to learn more about the 3-fold expressions of the church and how they all converge together at the assembly. Given my background of being raised in and serving my first and second calls in different parts of the country, I provide a unique perspective in regards to ministry and the church as a whole. I also believe in the importance of: outdoorstime (when able), hydration, caffeine, and snacks, and so I will add to the importance of self-care during the assembly.

### **Susan K. Devine, MDiv.**

1107 Tyndall Street, Pittsburgh, PA 15204; 412-496-4889; Skdkod81@gmail.com

Pastor

Conference 6; St. Andrew, Carnegie (PLUM; Pittsburgh Lutheran United Ministries)

Position for which nominated: Churchwide Assembly, Panel 1 – Clergy

I am a second career Pastor, coming from a career in banking. I was ordained one year ago, just before Covid 19 caused us to suspend in person worship. It has been a year of challenges and rewards. I am married to my husband of forty years. We have lived most of our married life in Pittsburgh. I have three grown children and four grandchildren - soon to be five!

It would be an honor to serve in this position. I have experienced the benefits of involvement in the Church at the local and national level. I was fortunate to participate in Stewardship training in Chicago many years ago. Being a distance learner, I formed friendships with members of the ELCA from many different states. I think that it is important to build relationships with ELCA members from outside my own synod. It expands our resources and opens opportunities for learning.

## **VOTING MEMBERS TO THE 2022 ELCA CHURCHWIDE ASSEMBLY - PANEL TWO**

### **(Panel 2 - Laywoman)**

### **Holly Schmitt**

469 Macassar Drive Pittsburgh, PA 15236; 412-973-5720; Hollzpop@gmail.com

Supervisor - Quality Audit

Conference 5; Messiah, Munhall (PLUM – Pittsburgh Lutheran United Ministries)

Position for which nominated: Churchwide Assembly, Panel 2 - Lay Female

I've worked for a health insurance company for 13 1/2 years and I'm currently a supervisor in the quality audit department. I am a lifelong member of Messiah Lutheran Church in Munhall. I have served on the church council and spent three years as the president of the council. I have sung in the choir and taught Sunday school. I have been a member of Synod Council and Synod Council Executive Committee and have previously served as chairperson of the Committee on Communication Services. I was a sacristan for the synod and spent several years working with the visual presentations at Synod Assembly.

I love to serve the church. Representing our Synod at Churchwide Assembly would be a wonderful opportunity where I could meet and interact with other Lutherans from across the country.

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### **Wendy S Farone, PhD. in Education**

722 Spencer Woods Drive, Glenshaw, PA 15116; 412-443-9122; wendyfarone@gmail.com

Educational Consultant

Conference 2; Bethlehem, Glenshaw

Position for which nominated: Churchwide Assembly, Panel 2 – Lay Female

Dr. Farone is recently retired from a position as educational consultant with the PA Department of Education, Bureau of Special Education serving as the Western PA state lead in Literacy/Reading. She has been in education for 30 years. In retirement, she is an independent consultant offering training to State Departments of Education and international webinars. Dr. Farone serves as a member of Executive Council at Bethlehem Lutheran, Glenshaw and a council member of the SWPA Synod, served on the Synod SILT (Strategic Initiative Leadership Team) and produces a podcast about our worship and community as Lutherans called Bethlehem Backchat with Pastor Dan Smal. She is presently attending classes at the Pittsburgh Theological Seminary focusing on Theological Studies.

Leadership and informed decision-making are critical in moving organizations forward. As God places us in positions of leadership and we respond to that call, it is imperative that the serious nature of that position is met with much prayer, guidance, and energy. As I serve in church and synod-level leadership positions, I gain insight into how, we, as people of Christ influence and impact the church body. Being a part of this experience from a churchwide view will add to my ability to serve others in a unique way and to become a part of carrying the good news of Jesus Christ beyond my present capacity. I appreciate the opportunity to serve the wider church and with God's grace, will do my best to serve well.

### **(Panel 2 - Laymen)**

### **Dennis Lane, MA, Emergency & Disaster Management, BA Communications**

1305 Sharps Hill Road, Pittsburgh, PA 15215; 412-780-3729; dtl136@gmail.com

Photojournalist

Conference 2; Bethlehem, Glenshaw

Position for which nominated: Churchwide Assembly, Panel 2 – Lay Male

Congregational experience: Congregational council, worship and music committee, communion assistant and the chair of the property committee at the former First English Lutheran Church, Sharpsburg. Now as a member of Bethlehem, Glenshaw I have been able to put new live streaming production into practice. Synod: Synod council, communications and synod assembly planning. Synod property committee, Lutheran Disaster Response Task Force, special events planning committee. Churchwide Assemblies as voting member: 2003, 2019. Community: President and lieutenant at the Sharpsburg Fire Department.

I have served at the church and synod level for close to 20 years and would like to take my leadership to the churchwide level by representing the Synod again at the churchwide assembly. It is an honor to be nominated for this position. The ELCA has much to offer and I would be honored to serve as a voting member to Churchwide assembly.

### **Gary Teti, MBA**

210 Summit View Drive, Jeannette, PA 15644; 724-875-9233; gteti5150@comcast.net

Retired

Conference 4; Penn-Zion's Lutheran Parish

Position for which nominated: Churchwide Assembly, Panel 2 – Lay Male

I have been the Treasurer of our Parish for 43 years. I worked as a Business Lender for various Pittsburgh Banks for 48 years.

[I wish to serve in this position] To further my understanding and workings of the ELCA.

### **Andrew Sabol, B.S. in Music Education**

5200 Brightwood Rd. Bethel Park, PA 15102; 724-809-0687; arsabol7@gmail.com

Teacher & Church Musician

Conference 4; Zion, Pittsburgh (Penn Hills)

Position for which nominated: Churchwide Assembly, Panel 2 - Lay Male

I have served for the past 5 years as Director of Music Ministries at Zion Lutheran Church, Penn Hills and prior to that for 7 years as Music Director at St. Paul's Lutheran Church, Canonsburg (P.L.U.M.). During that time, I have also served on Synod Council and as a member of the Executive Committee, on the Synod Assembly Worship Committee, and as a musician for several synod events (3 Synod Assemblies, Lutheran Day at Kennywood, Synod Day at the ELCA Youth Gathering). I have served on the Synod Youth Committee since 2014 and have been its secretary for the last 3 years. In 2013, I was honored to volunteer at the Churchwide Assembly hosted in Pittsburgh, and in 2016 I served as a voting member at the Churchwide Assembly in New Orleans. In the other half of my life, I am a music and chorus teacher in the Canon-McMillan School District, where I currently teach 5-6 General Music and Chorus. Prior to that I worked at St. Louise de Marillac Catholic School in Upper St. Clair where I taught K-8 General Music and 4-8 Band. In my free time I enjoy hiking, painting, cooking, studying history, playing Dungeons & Dragons, and ice cream in all forms and flavors!

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I would like to serve as a voting member to the Churchwide Assembly as an advocate for the work I believe the churchwide expression of the ELCA can and should do in this time and for the opportunities for learning, renewal in faith, worship, and fellowship that I can bring back to our synod and congregations. As a church musician, I am nourished and grounded by the daily worship at CWA, which inspires me to set Jesus as the center of my life each day and to bring fresh musical and liturgical perspectives back to our synod assemblies and to my congregation. As someone who works with young people, I would like the opportunity to ensure that Youth and Young Adult ministries are given the adequate support and attention they deserve at the churchwide level. As someone who has seen two very old and often entrenched institutions (church and schools) learn to quickly adapt and try new things out of necessity this past year, I look forward to the ways that this same hopeful spirit of innovation can drive reform at the churchwide level and throughout the expressions of the church. Each time that I've attended or served at a churchwide event, I am renewed in faith and in hope for the church's mission in the world today and inspired by the ways that our polity and faith can guide difficult, divisive discussions in loving ways. I hope to be able to be a part of that again next year!

### **Robert Errett, BS, MBA**

309 Oakland Ave., Greensburg, PA 15601-2929; 412-558-8397; bobandpam309@comcast.net

Retired. Was Advertising/Marketing/PR Solutions Consultant with Trib Total Media. At present, volunteer community activist Conference 4; First, Greensburg

Position for which nominated: Churchwide Assembly, Panel 2, Lay Male

I am a member of First Evangelical Lutheran Church, Greensburg, where I chair the Budget and Finance Committee and am a Trustee. I am a lector, sing in the choir, past Council member and past secretary of Council. During the summer, I usher. In the Synod, I have a footprint as the Lay Member of the Conference 4 Cabinet and as an active member of the Church in Society Committee, charged with work on creation resources, mental health and addiction. In my community I serve as a consultant to several non-profits in the areas of grant-writing, resources development and organizational development. I have several leadership positions in the community, which include: (1) First Greensburg: Chair of Budget & Finance Committee and Trustee (2) Scouts of America: Vice Chair of Finance for the Laurel Hills district (3) Council on Substance Abuse and Youth: Chair of the Sustainability Committee (4) Westmoreland Community Action: Member Board of Directors, serving on the Personnel/Finance Committee and the Governance Committee. It is my purpose to continue to grow in my involvement in my community, in order to help create positive outcomes for my "Neighbors" in my community, my region, my nation and the world, seeking to invite as many people to the table, as possible.

There are several reasons that I want to serve. I want to use my church and community work knowledge to help as many people as the Spirit will allow. This position has the broadest reach of service, allowing me to help more people, and bring more people to the Lord's Table.

### **(Panel 2 - Layperson of Color or Primary Language Other Than English)**

### **DaMisha McFarland-Pollock, AS Accounting**

916 California Avenue, Avalon, PA 15202; 412-628-6382; dmcfarland-pollock@wartburgseminary.edu  
Seminarian

Conference 1; First, Downtown

Position for which nominated: Churchwide Assembly, Panel 2 - Lay Person of Color

I am a first year seminary student attending Wartburg Seminary. I have been part of WELCA for over 5 years and active in my congregation before attending seminary. I served as Lector, Communion Assistant, part of the Stewardship Committee, and the Social Committee. I have recently preached a Lenten homily. I am active in the community as a tutor, mentor, and volunteer at various 5K races. I have held volunteer leadership positions with the Pittsburgh Marathon. I love to read, dance, and write poetry. My calling upon graduation from seminary in 2024 is to serve a multi-point rural parish.

I think it is vital for people of color to have a seat at the table. All voices need to be heard in order to serve the entire body of Christ.

### **(Panel 2 - Layman, Young Adult)**

### **Kyle Neumann M.S. Nuclear Engineering**

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

Engineer

Conference 1; First, Pittsburgh (Downtown)

Position for which nominated: Churchwide Assembly, Panel 2 - Young Adult, Male

I was born and raised in Albuquerque, New Mexico, where I attended St. Luke Lutheran Church, which is a part of the Rocky Mountain Synod. I moved to Pittsburgh in January of 2017 for work, where I joined First Lutheran Church in downtown Pittsburgh.

In my role as a voting member, I will carefully consider all proposals, policies, and reports from the churchwide units. Through serving at Churchwide Assembly, I would like to grow my own understanding of the diversity of churches and perspectives within the ELCA. I have participated in two ELCA youth gatherings and a trip with members of the Rocky Mountain Synod to our partner Synod in Madagascar. These experiences have taught me that sharing ideas between churchwide units is an important step to promoting thoughtful proposals.

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### **Ben Scariot**

15 Kay Street, Pittsburgh, PA; 412-592-5637; Bscariot92@gmail.com

Student

Conference 2; Emmanuel, Pittsburgh (Etna)

Position for which nominated: Churchwide Assembly, Panel 2 - Young Adult, Male

18 years old. Student at CCAC pursuing a degree in liberal arts. Head of the virtual worship team at Emmanuel, Etna Firefighter at Etna VFD Station 149. Server at Monte Cellos on Babcock

I have always enjoyed local synod assembly and look forward to seeing it in a much larger scale

### **(Panel 2 - Clergy [Pastor or Deacon])**

### **Beth Clementson, BA, MDiv.**

2810 Brownsville Road, Pittsburgh, PA 15227; 412-491-0903; pastorbethc@gmail.com

Pastor

Conference 6; Stewart Avenue, Pittsburgh (Carrick)

Position for which nominated: Churchwide Assembly, Panel 2 - Clergy

I currently serve as the Pastor of Stewart Avenue Lutheran Church in Carrick. I also serve as the Interim Lutheran Pastor for Community 341 in Brookline. I grew up 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. 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 graduation, I was called to be the Associate Pastor of Zion Lutheran Church in Middletown, MD. I was then called to be the Interim Pastor of the Conococheague Lutheran Parish in Clear Spring, MD, before being called back to Pittsburgh to serve Stewart Avenue. It is my great joy to be back in the city 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 love the church and I especially love to see the church at work. I view Churchwide Assembly to be one of the most important parts of the business of the church. It represents who we are now, where we want to see the church go in the future, and how we want to live into the church's call to be God's hands and feet in the world. I volunteered at the assembly in Pittsburgh in 2013. I was also elected by the SWPA Assembly to attend Churchwide Assembly once before as a young adult representative in 2007. It would be my sincere honor to represent the good people of SWPA at Churchwide Assembly once again in a new capacity!

### **Jocelyn Johnston, Bachelor of Music in Music Education, MDiv., Graduate Cert. in Church Planting and Revitalization**

1158 Davis Ave Apt 1, Pittsburgh, PA 15212; 216-926-3841; jxjohnston2010@gmail.com

Pastor

Conference 1; House of Prayer, Aliquippa (Around the River Lutheran Parish)

Position for which nominated: Churchwide Assembly, Panel 2 - Clergy

I served my first call in the New Jersey Synod, and have returned to serve congregations in SWPA since 2013. In addition to serving in both called and interim positions, I have served both as a solo pastor and as part of a pastoral team serving in cooperative ministry, and have served congregations in the city and in small towns. I have also served this Synod as a member of the Authentic Diversity and Justice Team, as the (current) chair of the Hunger Team, and as the (past) chair of the Church in Society Committee. I also served two terms on the Lutherlyn Board of Directors, and filled the roles of Vice President (two years) and President (one year).

I have always had an interest in attending Churchwide Assembly to see and be part of our church in action in this way, with representatives from such a wide variety of communities all over the country. I have participated in several churchwide trainings through ELCA World Hunger and have very much appreciated the opportunity to see how the church is at work in feeding the hungry throughout our country and around the world. Participating in Churchwide Assembly would enable me to learn even more about the work of our church, and help represent our Synod in making important decisions.

### **Brenda N. Henry, MSW, MDiv**

218 Alter Street; Carnegie, PA 15106; 412-390-8005; brenda.henry@gmail.com

Pastor

Conference 6; St. Andrew, Carnegie (PLUM – Pittsburgh Lutheran United Ministries)

Position for which nominated: Churchwide Assembly, Panel 2 - Clergy

By the grace of God, and the support of the church, Pastor Brenda was ordained on November 3, 2019 to the ministry

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of Word and Sacrament by Bishop Kurt F. Kusserow. She currently serves with the pastoral team of Pittsburgh Lutheran United Ministries, a cooperative ministry called to care for 11 congregations. She is a member of the Authentic Diversity and Justice Working Group and was recently appointed to serve on the Mutual Ministry committee of the Synod. Pastor Brenda's first vocation was social work, which she did for 20 years. She received both her undergraduate (1990) and Master of Social Work (1992) degrees from Michigan State University. She earned her Master of Divinity degree in 2017, from the Pittsburgh Theological Seminary and served as an Intern with PLUM as part of her Lutheran training. Pastor Brenda is the proud mother of two. Her daughter, a graduate of LaSalle University (2019), resides in Philadelphia. Her son is a graduate of Thiel College (2020). Her family relocated to Pittsburgh in 2004, from Michigan, and have made it their home. Her younger sister, 'her first' child, also lives here in Pittsburgh.

Participation in the Churchwide Assembly provides an opportunity to offer voice to the polity of the ELCA as it seeks to faithfully live out its mission and vision to be Church. I believe I can contribute to this process by bringing the diverse voices of the congregations I serve, as well as my own lived experiences.

### **Clifton J. Suehr, BS Bio, M. Div., MEd Pastoral Counseling, DMin**

1034 Johnson Drive, Gettysburg, PA 17325; 724-640-0661; Pastorsuehr@yahoo.com

Retired Pastor

Conference 5

Position for which nominated: Churchwide Assembly. Panel 2 - Clergy

I lived the vast majority of my life in southwestern Pennsylvania. I recently retired to Gettysburg in order to be closer to my family. I am active at Christ Lutheran Church in Gettysburg, but kept my clergy membership in southwestern Pennsylvania. I was born in Pittsburgh, and grew up near Greensburg. I am a graduate of Greensburg Salem High School. I am an alumni of Grove City College, Lutheran Seminary at Gettysburg, Duquesne University, and Philadelphia Lutheran Seminary. I have always desired to learn, serve, and grow as much as possible. My four parishes were: the Arona-Seanors Lutheran parish, First Lutheran in Leechburg, Saint Paul's in Littlestown, and Holy Trinity Lutheran Church in Irwin. My wife, Jeanne, has been very involved in the church and Synod wherever we have been. Jeanne and I are the parents of two children. Christopher is a pastor, working on his PhD (ABD). Joanna is a radio personality. Christopher and his wife Angela have blessed us with two granddaughters: Ramona and Maya. We love being with them. We believe family is a crucial connection. I believe that our Lutheran denomination needs to both be faithful to the gospel and relevant to our community. Over the years I have served the church at large by being on synod committees, pericope studies, theological book clubs, and active in Custer activities. I've been privileged to serve the synod in assembly for several years as parliamentarian.

It is my hope that my many and various experiences would be helpful at churchwide assembly. We need to be faithful to the gospel and to speak relevantly to our multi-cultural environment.

### **Jonathan "JJ" Lynn AS, BA, MDiv.**

1084 Woodhill Drive Gibsonia PA 15044; 412-600-6232; pastor.jj.lynn@gmail.com

Pastor

Conference 2; Emmanuel, Etna

Position for which nominated: Churchwide Assembly, Panel 2 - Clergy

Pastor Jonathan "JJ" Lynn was ordained as a minister of Word and Sacrament by the Evangelical Lutheran Church in America in 2011. He currently serves Emmanuel Lutheran Church of Etna. Pastor JJ enjoys most about ministry the opportunity to hear people's stories and to be a part of those stories in a faith leadership role. In addition to serving as pastor of Emmanuel, he also serves as the chaplain of Etna Volunteer Fire Company, 149, continues to keep a hand in the towing and recovery industry, and currently serves on the boards of Etna Commons, and Bread of Life Food Pantry. JJ's hobbies include, family, friends, motorcycling, hiking, and reading. He is a graduate of North Hills High School in Ross Township Pennsylvania, class of 1998, he has earned an A.S. from the Community College of Allegheny County, a B.A. from Capital University in Columbus Ohio, and earned his Master of Divinity in 2010 at Trinity Lutheran Seminary in Columbus Ohio.

I am interested in serving as a Churchwide Assembly delegate as it is important work to continue to connect the congregational work with the work of Churchwide.

### **Kerri Clark BA, MDiv.**

1006 Race St Connellsville, PA 15425; 724-603-5589; rev.kerri.clark@gmail.com

Pastor

Conference 5; Trinity, Connellsville

Position for which nominated: Churchwide Assembly, Panel 2 – Clergy

I currently serve as pastor of Trinity, Connellsville, and have been there since my ordination in October 2014. I also serve as a member of Synod Council (conference 5 clergy representative), the SWPA/WV-WMD Candidacy Committee, the Resource Ministry Advisory Board, the Authentic Diversity & Justice Team, and the planning group for 50th anniversary of the ordination of women.

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The wider church is more connected now than ever before. Especially during the pandemic, it's been a joy to experience worship and programming from congregations and colleagues across the ELCA. I hope to attend Churchwide Assembly for the first time as a way to learn more about these connections, and to represent the SWPA Synod during this time of conversation, discernment, and decision-making.

### **SYNOD COUNCIL REPRESENTATIVE - MEMBER-AT-LARGE (Clergy - Pastor or Deacon)**

#### **Beth Clementson, BA, MDiv.**

2810 Brownsville Road, Pittsburgh, PA 15227; 412-491-0903; pastorbethc@gmail.com

Pastor

Conference 6; Stewart Avenue, Pittsburgh (Carrick)

Position for which nominated: Synod Council Member at Large, Clergy

I currently serve as the Pastor of Stewart Avenue Lutheran Church in Carrick. I also serve as the Interim Lutheran Pastor for Community 341 in Brookline. I grew up 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. 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 graduation, I was called to be the Associate Pastor of Zion Lutheran Church in Middletown, MD. I was then called to be the Interim Pastor of the Conococheague Lutheran Parish in Clear Spring, MD, before being called back to Pittsburgh to serve Stewart Avenue. It is my great joy to be back in the city 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 like to serve in this leadership role on Synod Council because I can bring both youthful leadership in conjunction with a long history of involvement in the SWPA Synod. I care deeply for the wellbeing of the congregations, agencies, and institutions of our synod. I would be honored to serve in this capacity.

#### **Rick Frederick, BA Physical Education/K-12 Education, MA In Religion**

775 N. Main Street, Washington PA 15301; 859-644-8626; executivedirector@campagape.org

Executive Director Camp Agape

Conference 6; St. Paul's, Washington

Position for which nominated: Synod Council Member At Large, Clergy

School teacher from 1978 - 1981. Served as a Deacon in the LCA/ELCA since 1984. Director of Christian Education & Youth and Family Ministry in the parish for 20 years and full time Outdoor Ministry for 20 years. Served on various committees in the South Carolina Synod and been member of Task Forces on several occasions in several synods.

My interest in the position is to work with other synod leaders to move the Southwestern PA Synod forward in its mission to spread the word of God through the networking of the congregations, agencies, and camps. To be part of visioning for the church into the future.

### **SYNOD COUNCIL REPRESENTATIVE - MEMBER-AT-LARGE (Laypersons)**

**Nominees to be determined**

### **SYNOD COUNCIL REPRESENTATIVE - YOUTH (Layperson)**

**Nominees to be determined**

### **COMMITTEE ON DISCIPLINE (Clergy - Pastor or Deacon)**

#### **John F. Yedlicka**

192 Friar Ln., McMurray, Pa. 15317; 724-941-8183; jack72340@gmail.com

Retired clergy

Conference 6; Our Redeemer, McMurray

Position for which nominated: Committee on Discipline

Maria, Dagus Mines (65-68); Emmanuel, Export (68-78); Our Redeemer, McMurray (78-02); interims St. Paul, Canonsburg; Redeemer, Carrick; Zion, Mt. Oliver; Bethany, Bethel Park

[I wish to serve in this position to] Utilize experience in service to the Church.

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### **Roger Steiner, B.A. in English; MDiv.**

1633 Larch Avenue, Turtle Creek, PA 15145; 412-913-9391; RevRSteiner@verizon.net  
Clergy

Conference 4; Penn Zion's Lutheran Parish

Position for which nominated: Committee on Discipline

I have a B.A. in English from Penn State (1985) and an M. Div. from Gettysburg Seminary (1989). I was ordained in 1989 in this synod. My current call is to the Penn-Zion's Lutheran Parish in Harrison City, PA, now in my 14th year here as pastor, which has been extended to include Brush Creek Lutheran Church in a cooperative ministry agreement. As an active member of the International Conference of Police Chaplains, I serve as a Volunteer Chaplain for our local Penn Township Police Department and as a Federal Chaplain for the U.S. Secret Service. Other life experiences include a two-year "On Leave from Call" stint with Thrivent Financial as a registered Financial Representative with a Series 7 license (2005-2007); serving as Conference 4 Dean for the last 4 years; and playing drums/percussion for the Penn-Trafford Community Band and its off-shoot, the Penn-Trafford Jazz Warriors. I am married to Gwen Steiner and we have one daughter who is now married and enjoying life with her husband.

With the blessing of 10 formative years at Lutherlyn while my father served as Program Director, AND as he served as Pastor of Emmanuel Lutheran Church in Prospect at the same time, I grew up getting to know and love this region as well as many servants of the Gospel within our Southwestern PA Synod. Coupling this with having served almost 32 years as an ordained pastor of Word and Sacrament, I believe I bring to the Committee on Discipline a wealth of knowledge and informed life experiences which may be fruitful in its difficult work

### **Scott Bryte, BA, MDiv.**

Berkeley Hills Lutheran Church, 517 Sangree Rd., Pittsburgh PA 15237; 412-726-5735; pastorscottb@aol.com  
Pastor

Conference 2; Berkeley Hills, Pittsburgh (North Hills)

Position for which nominated: Committee on Discipline

Scott Bryte was ordained in 1989, and has served congregations in the SWPA Synod ever since. He has experience in small town, urban and suburban contexts and has served in multi-point, solo and staff ministries. He has been under call to Berkeley Hills Lutheran Church in Ross Township since 2008. In the more than two hundred years since his ordination, he has been on synod council, been a conference dean, and has served on numerous committees of the synod.

I am interested in ensuring that the Gospel is proclaimed in its purity, and that the sin of the people of God get in the way of that message as little as possible.

### **Erin Jones, M.Div**

2700 Jane St. Pittsburgh, PA 15203; 412-204-7105; pastor.erin.jones@gmail.com

Pastor

Conference 3; St. Andrew, Pittsburgh (Shadyside) [membership]

Position for which nominated: Committee on Discipline

I am a pastor serving in a full communion partner congregation of Hot Metal Bridge Faith Community, a joint Presbyterian and Methodist congregation on the South Side of the city. My husband and I moved to Pittsburgh three years ago from Southern California, where I had my first call. I served as an intentional interim in the Synod before taking my current call. I also am on the teaching team for Transitional Ministry continuing education at Pittsburgh Theological Seminary, where I help prepare pastors for all forms of transitional ministry.

Serving as an interim and teaching transitional ministry means I have seen first hand the impact of conflict and misconduct on congregations. I am convinced that having grace-filled accountability for issues of discipline is necessary for healing and reconciliation for individuals and communities. I would be humbled and honored to help chart those courses for issues that arise in the Synod.

## **COMMITTEE ON DISCIPLINE (Laypersons)**

### **Lori Greene, BS in Music Education Elementary Ed., Early Childhood Ed, Masters in Reading Specialist**

1028 Sabino Drive Washington, PA 15301; 724-984-2105; lorigreene130@gmail.com

Retired Educator

Conference 6; Our Redeemer, McMurray

Position for which nominated: Committee on Discipline

I taught Music Education for 11 years and First Grade for 23 years. I have served on Congregation Council, taught Sunday School, planned and taught Bible School, been a choir member, and served as choir director, at the churches I have attended. At the synodical level, I have served on Synod Council, Synod Assembly Planning, Synod Assembly Worship Planning and as director of the Synod Assembly Choir.

I feel I have the skills to serve on this committee.

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### **Barbara L Schumacher, BS, Medical Technology**

51 Valley Road Washington PA. 25301; 724-747-7505; barb7505@icloud.com

Retired from Washington Health System

Conference 6; Our Redeemer, McMurray

Position for which nominated: Committee on Discipline

I am a life long Lutheran and current member of Our Redeemer Lutheran Church in McMurray where I am active in the life of the congregation serving as a member of the Christian Education and Audit Committees as well as serving as Head Teller, Lay Assistant and Usher. For many years I was a mentor in our confirmation program and served 8 years on congregational council - 3 as president. Professionally I am retired from Washington Health System. The majority of my employment was in the laboratory as Education Specialist and Supervisor. The last 6 years of my employment was developing and implementing a systemwide Performance Improvement Department of 6 people. The goal of the department was to help people identify and address issues that prevent them from doing their best work. For community service, I served for 22 years on the board of a credit union with 4 branches where I chaired the Personnel and Marketing committees.

For 40 years I have had a wide variety of experiences that have given me insight into interpersonal relationships and strategies to remediate conflicts and performance issues. Keeping an open mind, good listening skills and the ability to ask questions to determine the root cause of the issue are essential to creating opportunities for change and conflict resolution. I believe I have the temperament and experience to be an effective member of the Discipline Committee and would be honored to serve.

### **Jeannette Christensen**

1344 Hillsdale Drive, Monroeville, PA 15146; 412-736-8583; jchris2775@aol.com

Consultant

Conference 4; Zion, Pittsburgh (Penn Hills)

Position for which nominated: Committee on Discipline

Synod Service: Synod Secretary (2011-2019); Synod Council and Synod Council Executive Committee (2006-2019), 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. Congregation Service: council member and president, confirmation program coordinator and teacher; Bible Bowl coach, chaired pastoral call and lay parish worker search committees; Mutual Ministry, Christian Education, Witness, Service and Stewardship Committees.

If elected to this position, and should the Bishop find it necessary to convene the Committee on Discipline, I commit to prayerful discernment and deliberation, having been prepared for such work through my broad experience at the synod and congregation levels.

### **Nominee to be determined**

## **LUTHERAN SENIORLIFE – BOARD OF DIRECTORS (Laypersons - 2-year term)**

### **Michael Sparlin, BS from University of Iowa, Member of US Army Airborne (1968-1972)**

311 Belladonna Drive, Glenshaw, PA 15116; 412-487-4399; mjsparlin@comcast.net

Retired

Conference 2; Bethlehem, Glenshaw

Position for which nominated: Lutheran SeniorLife Board of Directors, Layperson (2-year term)

Mike is currently a member of the Lutheran SeniorLife Board of Directors and the Lutheran SeniorLife Foundation Board of Directors. As a professional sales person at PNC Bank, he marketed the Bank's investment products to a client base of non-profit organizations throughout Western PA. From this experience, Mike commented that he learned of the crucial importance that a properly managed endowment or foundation plays in the ongoing success of organizations. Mike commented that he has been privileged to serve on a number of Boards in almost every capacity including President. At the Animal Rescue Board as Treasurer, he changed the Board from a social one to a working Board, recruited financial professionals, hired an outside auditor, and brought on high profile Pittsburgh individuals to the League. Mike feels his greatest accomplishment was guiding the Board to develop a Wild Life Center and clinic that over the years has become a recognized leader in its community. Mike has been married for 48 years, raising two daughters who have grown to be successful businesspersons.

I have been a member of Bethlehem Evangelical Lutheran Church for 15 years and currently serve as the audit chairman. The time I have spent on the Lutheran SeniorLife Foundation Board has made me aware of all the services that Lutheran SeniorLife provides to the community and has instilled in me an understanding that the organization as a whole has a compassionate heart. I look forward to being re-elected as a member of the Lutheran SeniorLife Board.



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### **Scott E. Celin, MD BSE, Chemical Engineering; MD Washington University School of Medicine; Diplomate American Board of Otolaryngology**

2171 Grandeur Drive, Gibsonia, PA 15044; 412-496-9277; scott.celin@gmail.com

Physician

Conference 2; St. John's of Highland, Pittsburgh (North Hills)

Position for which nominated: Lutheran SeniorLife Board of Directors, Layperson (2-year term)

Dr. Celin is currently a member of the Lutheran SeniorLife Board of Directors. He is a physician specialized in Otolaryngology-Head and Neck surgery. After completing residency in 1990 then Fellowship in Facial Plastic Surgery in 1991, he was a partner in private practice at Metropolitan Ear, Nose & Throat Associates from 1991 through 2012. In 2013, he became employed by UPMC, currently working under METROENT-UPMC (2013 to present). He was an Adjunct Associate Professor of Surgery from 2007-2010 at Drexel University of Medicine and has been a Clinical Assistant Professor of the University of Pittsburgh School of Medicine since 2013. He is both an author and presenter in his field of medicine.

Throughout my medical career, I have held many volunteer positions in hospital leadership, committee service and with the Passavant Hospital Foundation. It would be an honor to give back to the community at large through Lutheran SeniorLife. Serving on the Board would have special meaning to me, as my mother-in-law was a resident at RoseCrest, one of the Lutheran SeniorLife facilities. By volunteering on the Board, I would hope to help maintain and advance the high quality of care that has been provided to our family and the community.

### **LUTHERAN SENIORLIFE – BOARD OF DIRECTORS (Clergy [Pastor or Deacon] - 3-year term)**

#### **Kimberly van Driel, B.A., M.Div., S.T.M.**

4161 Bakerstown Road Gibsonia, PA 15044; 412-316-5028; pastorkvd@gmail.com

Pastor

Conference 2; First English, Butler

Position for which nominated: Lutheran SeniorLife Board of Directors

I have served as pastor of First English in Butler for six years, and prior to that served congregations in the South Hills of Pittsburgh and in Connecticut. As pastor at First English, I have led the congregation through making and executing a strategic ministry plan, which involved making major changes to our Sunday morning schedule and revamping our ministry with children. I am passionate about inviting people to discover what gifts God has given them for service and empowering them to use those gifts in ministry. In our synod, I have served on Synod Council as well as on the Mission Endowment Fund Board. In the community of Butler, I have been involved as a board member on the Community Health Clinic since 2020. I also am one of the founding facilitators of the Butler Clergy Network, which connects clergy and houses of worship across issues of community concern. I am also involved in a very young effort to involve our congregation in supporting the elementary school nearest our congregation's building. That school has the highest concentration of poverty in the Butler Area School District. We have supported the school through COVID by providing masks and support to teachers. I also serve every other month as worship leader at LIFE Butler County.

I would be willing to serve on the Lutheran SeniorLife Board for several reasons. First, I have seen in my own ministry the critical needs facing seniors in our area spiritually and psychologically, especially in the light of the pandemic. If the Spirit would invite me to serve in a way in which I could have positive impact on the lives of seniors in our area, I would be very grateful for the opportunity. Second, Lutheran SeniorLife has a great impact on the community of Butler that I love and serve, especially through LIFE Butler and the VNA. I have seen how the Holy Spirit can work through relationships of individuals, congregations, and institutions to strengthen and empower communities. I would appreciate the opportunity to deepen those relationships in ways that bring healing and wholeness to Butler and to the whole region served by Lutheran SeniorLife.

#### **Kari Smail, Bachelor of Music, MDiv, STM**

548 Guenevere Drive; Pittsburgh, PA 15237; 412-613-8393; kbsmail1@verizon.net

Pastor

Conference 2; St. John's of Highland, Pittsburgh (North Hills)

Position for which nominated: Lutheran SeniorLife Board of Directors

I am the Senior Pastor of St. John's Lutheran Church of Highland. I was ordained in the SWPA Synod in 2001 and over the years have served on the board at Lutherlyn, served as the chair of the congregation relations committee for Glade Run at the committee's inception, and was the co-chair of the congregational capital campaign for Glade Run Lutheran Services' "Bridging Community Campaign." In addition, I served on the synod's worship committee for synod assembly and was chair of the committee for three years.

I would be honored to serve on the board for Lutheran SeniorLife. I have had many congregation members over the years who have been blessed by the ministry of Lutheran SeniorLife and as a result, I know what a quality organization it is. As a pastor I have had the privilege of experiencing the various facilities of Lutheran SeniorLife as I have visited

## BULLETIN OF REPORTS

members over the years. I also have had the joy of working with Lutheran SeniorLife and its LSS Senior Center in Bellevue who has partnered with my congregation to provide a "Healthy Start Café" at my church which is in conjunction with our "Having Fun Staying Young" senior exercise program. I have supported Lutheran SeniorLife in various ways over the years and I feel that if I had the opportunity to serve on the board that it would be a new way that I could support this wonderful ministry.

### **LUTHERAN SENIORLIFE – BOARD OF DIRECTORS (Layperson - 3-year term)**

**Chad J. Zutter, PhD BBA in Finance, MB in Finance, PhD in Finance**  
100 Zutter Ridge Ridge, Baden PA 15005; 724-650-7420; czutter@pitt.edu  
Finance Professor, University of Pittsburgh  
Conference 2; Hope, Cranberry Township  
Position for which nominated: Lutheran SeniorLife Board of Directors

In service to my church and congregation, I have shared the time, effort, and wealth that God has blessed me with. I regularly support my church financially and attend to occasional facility needs that arise at my church. Over time, this has included lawn care, routine building maintenance or repairs, and providing/setting up the annual Christmas tree. In service to my community, I currently serve on the Board of Lutheran SeniorLife, and I served as a longtime volunteer for Victim Outreach Intervention Center (VOICe). As a volunteer with VOICe, I collected furniture donations and set up new homes for families victimized by abuse.

I wish to serve as a member of the Board of Lutheran SeniorLife because I believe that I can, on behalf of its moral owners, provide insight and guidance to its leadership that will help ensure an abundant life for the elders it serves. I believe that God has called me to serve in this position and that serving in this position will not only enrich the lives of those I serve, but will also enrich my life through service to others.

### **Chris Jordheim, BS University of Maryland - Management and Russian Studies, MS - Security Analysis and Portfolio Management**

126 Homer Place, Pittsburgh, PA 15223; 412-398-5621; cjordheim@stratoswp.com  
Certified Financial Planner  
Conference 2; Bethlehem, Glenshaw  
Position for which nominated: Lutheran SeniorLife Board of Directors

Chairman of Lutheran SeniorLife Board of Directors and a member of its Audit/Finance Committee; Lector and usher at church; multi-year participant in Hurricane Katrina Disaster Relief, rehabbed St. Paul's parsonage in Washington, PA; President of the Teutonia Mannerchor in Pittsburgh; Board member of Veterans Place on Washington Boulevard, leading the restoration of Rosemont Cemetery in Ross Township; Rosemont is an African-American cemetery in which are buried 7 WWI soldiers and 85 of their family members. It had all but disappeared.

I believe a country can be judged by the way it cares for its elderly. I'm happy to do anything that I can do to help make their lives a little better. Also, there is an underserved demographic (low to middle income) that deserves the level of services that Lutheran SeniorLife provides.

### **LUTHERAN SERVICE SOCIETY – BOARD OF DIRECTORS (Clergy [Pastor or Deacon] or Layperson, 2-year term)**

**Martin Galbraith, BA; M.Div**  
200 Second Avenue, Freedom, PA 15042; 724-869-1187; pastor.mjg@comcast.net  
Parish Pastor  
Conference 1; New Hope, Freedom  
Position for which nominated: LSS Board Member (for 2nd and 3rd year of term)

I have been a pastor in our synod since 1993, with calls in Beaver Falls, Canonsburg, and now Freedom, and with interim ministries in Cranberry and Bellevue while I was on leave from call. I have previously served on our synod's Church in Society (including time as secretary and then chairperson) and Youth Ministry (including time as secretary) Committees, on the Policy Council for Lutheran Advocacy Ministry in Pennsylvania (including briefly as chairperson), on the informal advisory board for Abiding Ministries, as the Cabinet Secretary for Conference One, and as secretary of the Local Planning Committee for the 2013 ELCA Churchwide Assembly in Pittsburgh. I am currently on the Boards for Lutheran Service Society, and for Crossroads Men's Shelter of Beaver County.

While I readily admit to having no great financial knowledge or organizational skills, I do have a non-expert's appreciation for the church's call to walk with and serve its communities and needy neighbors, and will gladly offer what I can if elected.

**Nominee to be determined**

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### **LUTHERAN SERVICE SOCIETY – BOARD OF DIRECTORS (Clergy [Pastor or Deacon] or Layperson, 3-year term)**

#### **R. Brandon James BA, MSW**

1189 Route 68, New Brighton, Pa. 15066; 724-843-5037; james57@comcast.net  
Retired Social Service Agency Executive Director  
Conference 1; Oak Grove, Zelienople  
Position for which nominated: Lutheran Service Society Board of Directors

I retired in 2005 from the Beaver County Office on Aging after being Director for 27 years. I am happily married with two grown children who both teach high school in Maryland. I am currently a member of the Synod Constitutions and Bylaws Committee. I serve on the United Lutheran Seminary Endowment Foundation and The Camp Agape Board of Directors where I also serve as Treasurer. I have served on a number of Boards both of Lutheran affiliated and professional organizations. I served for twelve years as the Synod Vice President.

I am seeking another opportunity to serve the Church using my experiences with boards of directors.

#### **Jeffrey Schock BS, Business Admin. at U. of Wisconsin and MDiv at Trinity Seminary, Columbus, OH**

1104 Raymond Drive, Oakdale, PA 15071; 412-610-9252; pjschock@verizon.net  
Retired Pastor of Trinity Lutheran Church  
Conference 4; Trinity, Latrobe  
Position for which nominated: LSS Board of Directors

Pastor Schock served at St. Paul's in Beaver Falls for five years and 32 years at Trinity Lutheran Church in Latrobe. Throughout his years of ministry, he has served on the Synod Council, Executive Committee of the Synod and ELCA Church Board. Active in his local ministerium, he was involved with the food pantry and helped to organize a Faith in Action program for the Greater Latrobe area. Together with Trinity members, he helped to develop an independent senior living community in the Latrobe area; and most recently, collaborating with a men's homeless shelter, purchased a house for transitional housing for men 18-24 years of age. Pastor Schock has also served on committees with the Red Cross and at Excelsa Hospital. He has been married for 39 years to Pam, who is also very active in church ministry; they have one son, two daughters and four grandchildren.

During my years in the parish, community, and synod, I witnessed many layers of need and appreciated the opportunities we have as a church to respond in real and tangible ways to offer support, hope, and Christ-like compassion. I continue to believe that working together as a congregation, in a local ministerium, and as a synod, we can do far more together than on our own. The work of our social ministry agencies like Lutheran Senior Life and Lutheran Service Society is an example of how God is at work for the greater good of others. With what I have experienced and been involved, I have an interest and would welcome the opportunity to be involved and help further the work and vision of LSS's ministry.

### **BETHESDA LUTHERAN SERVICES - BOARD OF DIRECTORS (Clergy [Pastor or Deacon], 4-year term)**

#### **James V. Arter, III B.S., M.Div**

930 Wildlife Lodge Rd. Apt. 302 Lower Burrell, PA 15068; 724-212-7240; pr.jim@comcast.net  
Pastor  
Conference 3; FIRST LEECHBURG  
Position for which nominated: Bethesda Lutheran Services Board of Directors - Clergy

I am the pastor of First Evangelical Lutheran Church in Leechburg, where I have served since June of 2011. In that time, I have served as a local interim pastor for four ELCA congregations, whom I supported and guided through times of change in pastoral leadership. I served two terms as Dean of Conference 3, where I worked collaboratively with neighboring ELCA congregations to bring together our gifts, strengthen our relationships with fellow Lutherans, raise up lay leaders for ministry, and grow the Lutheran witness in Lower Armstrong County. I am the president of the Leechburg Ministerial Association, which sponsors our local food bank. I also serve on Board of Directors for Bethesda Lutheran Services and the Participants' Advisory Council of the Lutheran SeniorLIFE Community Life program of Armstrong County.

As a proud foster-to-adoptive parent, I have always admired Bethesda's conviction that "There's no such thing as a bad kid; just a kid who needs extra love and support." It has been a privilege to serve Bethesda Lutheran Services as the ministry continues to expand in order to provide promising futures to young people and families facing various challenges. It would be an honor to serve an additional term on the board, if I am elected.

#### **Nominees to be determined**

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**BETHESDA LUTHERAN SERVICES**  
(Layperson, 4-year term)

**Nominees to be determined**

**GLADE RUN LUTHERAN SERVICES - BOARD OF DIRECTORS**  
(Clergy [Pastor or Deacon] or Layperson, 2-year term)

**Jim Thompson (More information to follow)**

**Ronald Montelaro (More information to follow)**

*Following this page is the  
Preliminary Revenue and Expense Report for 2020.*

*The Independent Auditor's Report for the Southwestern Pennsylvania  
Synod, ELCA, will be provided in this section when it has been finalized.*

Southwestern Pennsylvania Synod, ELCA  
 Preliminary Revenue & Expense Report (Fiscal 2020)  
 February 2020 to January 2021

Accounts	YTD Actual (2020)	YTD Actual (2019)	Actual Change (2020 vs 2019)	Annual Budget (2020)
<b>Revenues</b>				
400100 - Mission Support (Congregations)	\$1,360,301.02	\$1,444,091.58	(\$83,790.56)	\$1,620,000.00
400101 - Unrestricted Gifts	\$4,044.57	\$7,502.00	(\$3,457.43)	\$0.00
400102 - Interest Earned	\$85.52	\$121.17	(\$35.65)	\$500.00
400103 - Mission Support (Individuals)	\$40.00	\$40.00	\$0.00	\$0.00
400104 - Rental Revenue	\$25,800.00	\$25,600.00	\$200.00	\$26,000.00
400105 - Mission Support (Synod Only)	\$1,214.50	\$1,780.00	(\$565.50)	\$0.00
400106 - Miscellaneous Revenue	\$11,758.27	\$1,078.15	\$10,680.12	\$500.00
400107 - ELCA Deployed Staff Support	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00
400108 - Royalty Revenue	\$173.19	\$318.84	(\$145.65)	\$1,000.00
400112 - Trust/Estate Revenue	\$12,991.76	\$12,459.52	\$532.24	\$14,000.00
400114 - Congregation Legacy Principal	\$92,517.00	\$243,268.80	(\$150,751.80)	\$0.00
400115 - Mission Spending-Board Designated	\$0.00	\$0.00	\$0.00	\$10,000.00
400116 - Congregation Legacy Revenue	\$19,949.96	\$21,156.32	(\$1,206.36)	\$30,000.00
400117 - Mission Spending-Fixed Assets	\$18,883.00	\$0.00	\$18,883.00	\$0.00
400118 - Mission Spending-Temp Restricted	\$2,492.00	\$0.00	\$2,492.00	\$0.00
400120 - Grant Revenue	\$88,795.00	\$0.00	\$88,795.00	\$0.00
<b>Total Revenues</b>	<b>\$1,649,045.79</b>	<b>\$1,767,416.38</b>	<b>(\$118,370.59)</b>	<b>\$1,712,000.00</b>

Accounts	YTD Actual (2020)	YTD Actual (2019)	Actual Change (2020 vs 2019)	Annual Budget (2020)
<b>Expenses</b>				
<b>ELCA Mission Support</b>				
500100 - ELCA Mission Support	\$680,150.52	\$722,065.81	(\$41,915.29)	\$750,000.00
<b>Total ELCA Mission Support</b>	<u>\$680,150.52</u>	<u>\$722,065.81</u>	<u>(\$41,915.29)</u>	<u>\$750,000.00</u>
<b>Faith Formation</b>				
500200 - Congregational Life Min Expense	\$1,680.69	\$8,210.56	(\$6,529.87)	\$4,900.00
500201 - Congregational Life Min Revenue	(\$1,002.22)	(\$7,229.11)	\$6,226.89	(\$4,900.00)
<b>Total Faith Formation</b>	<u>\$678.47</u>	<u>\$981.45</u>	<u>(\$302.98)</u>	<u>\$0.00</u>
<b>Youth Ministry</b>				
500400 - Youth Ministry Programs Expense	\$0.00	\$1,611.30	(\$1,611.30)	\$2,000.00
500401 - Youth Ministry Programs Revenue	\$0.00	\$0.00	\$0.00	(\$2,000.00)
<b>Total Youth Ministry</b>	<u>\$0.00</u>	<u>\$1,611.30</u>	<u>(\$1,611.30)</u>	<u>\$0.00</u>
<b>Global Missions</b>				
500500 - Mission Events	\$0.00	\$0.00	\$0.00	\$1,000.00
<b>Total Global Missions</b>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$1,000.00</u>
<b>Ministry</b>				
500600 - Student Grants	\$5,000.00	\$1,025.00	\$3,975.00	\$5,000.00
500602 - Candidacy Committee	\$144.76	\$3,538.13	(\$3,393.37)	\$5,000.00
500604 - Leadership Development Grants	\$2,600.00	\$18,688.40	(\$16,088.40)	\$15,000.00
500605 - Leadership Development Revenues	(\$3,100.00)	(\$15,232.61)	\$12,132.61	(\$15,000.00)
500612 - First Call Theological Education	\$770.00	\$671.77	\$98.23	\$5,000.00
500614 - Career Development Services	\$1,446.02	\$1,541.50	(\$95.48)	\$6,000.00
500618 - United Lutheran Seminary	\$89,000.00	\$89,000.00	\$0.00	\$89,000.00
500620 - Lay Education Expenses	\$0.00	\$6,899.33	(\$6,899.33)	\$7,500.00
500621 - Lay Education Revenues	\$0.00	(\$6,899.33)	\$6,899.33	(\$7,500.00)
<b>Total Ministry</b>	<u>\$95,860.78</u>	<u>\$99,232.19</u>	<u>(\$3,371.41)</u>	<u>\$110,000.00</u>
<b>Outreach</b>				
500300 - Campus Ministry-Pgh	\$75,000.00	\$73,500.00	\$1,500.00	\$75,000.00
500316 - Thiel College	\$3,500.00	\$3,500.00	\$0.00	\$3,500.00
500318 - Camp Agape	\$1,200.00	\$1,170.00	\$30.00	\$1,200.00
500320 - Camp Lutheryln	\$6,000.00	\$5,830.00	\$170.00	\$6,000.00
500700 - Outreach Ministries Expenses	\$0.00	\$0.00	\$0.00	\$5,000.00
500701 - Outreach Ministries Revenues	\$0.00	\$0.00	\$0.00	(\$5,000.00)
500704 - New & Revitalized Ministries Grants	\$0.00	\$0.00	\$0.00	\$7,000.00
500706 - Mission Partnerships	\$0.00	\$6,600.00	(\$6,600.00)	\$0.00
500712 - Pilot Projects	\$0.00	\$2,488.00	(\$2,488.00)	\$2,500.00
<b>Total Outreach</b>	<u>\$85,700.00</u>	<u>\$93,088.00</u>	<u>(\$7,388.00)</u>	<u>\$95,200.00</u>
<b>Synod Resource Center</b>				
500800 - Ministries	\$986.00	\$4,388.37	(\$3,402.37)	\$150.00
500801 - Ministries Revenue	\$0.00	(\$3,116.87)	\$3,116.87	\$0.00
500806 - Resources-Software	\$280.00	\$280.00	\$0.00	\$300.00
500808 - Resources-Publications	\$374.32	\$1,153.56	(\$779.24)	\$2,000.00

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Accounts	YTD Actual (2020)	YTD Actual (2019)	Actual Change (2020 vs 2019)	Annual Budget (2020)
500810 - Public Relations/Advertising	\$55.24	\$0.00	\$55.24	\$500.00
500812 - Office Supplies	\$0.00	\$844.91	(\$844.91)	\$900.00
500824 - Director-Event Registrations	\$15.00	\$442.00	(\$427.00)	\$400.00
500826 - Director-Travel	\$0.00	\$243.60	(\$243.60)	\$0.00
<b>Total Synod Resource Center</b>	<b>\$1,710.56</b>	<b>\$4,235.57</b>	<b>(\$2,525.01)</b>	<b>\$4,250.00</b>
<b>Church in Society</b>				
500900 - Church in Society Ministries	\$250.00	\$458.48	(\$208.48)	\$1,000.00
500901 - Church in Society Revenues	\$0.00	(\$458.48)	\$458.48	(\$1,000.00)
500908 - Lutheran Advocacy Min in PA	\$4,500.00	\$4,500.00	\$0.00	\$4,500.00
500916 - Lutheran Service Society	\$3,500.00	\$3,500.00	\$0.00	\$3,500.00
500918 - Lutheran SeniorLife	\$3,500.00	\$3,500.00	\$0.00	\$3,500.00
500920 - Glade Run Lutheran Services	\$3,500.00	\$3,500.00	\$0.00	\$3,500.00
500922 - Bethesda Foundation for Children	\$1,500.00	\$1,500.00	\$0.00	\$1,500.00
500924 - Lutheran Disaster Response	\$18,000.00	\$0.00	\$18,000.00	\$10,000.00
500925 - Disaster Response Revenues	(\$18,000.00)	\$0.00	(\$18,000.00)	(\$10,000.00)
<b>Total Church in Society</b>	<b>\$16,750.00</b>	<b>\$16,500.00</b>	<b>\$250.00</b>	<b>\$16,500.00</b>
<b>Ecumenical Affairs</b>				
501000 - Ecumenical Affairs Ministries	\$565.78	\$173.67	\$392.11	\$500.00
501008 - Christian Assoc of Southwest PA	\$8,500.00	\$7,500.00	\$1,000.00	\$8,500.00
501010 - PA Council of Churches	\$0.00	\$1,000.00	(\$1,000.00)	\$0.00
<b>Total Ecumenical Affairs</b>	<b>\$9,065.78</b>	<b>\$8,673.67</b>	<b>\$392.11</b>	<b>\$9,000.00</b>
<b>Communications Services</b>				
501100 - Communications Ministries Expenses	\$738.12	\$3,192.78	(\$2,454.66)	\$1,800.00
501101 - Communications Ministries Revenues	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Communications Services</b>	<b>\$738.12</b>	<b>\$3,192.78</b>	<b>(\$2,454.66)</b>	<b>\$1,800.00</b>
<b>Stewardship/Financial Support</b>				
501200 - Stewardship Ministries Expenses	\$0.00	\$1,156.25	(\$1,156.25)	\$500.00
501201 - Stewardship Ministries Revenues	\$0.00	(\$1,103.69)	\$1,103.69	(\$500.00)
501205 - ELCA Regional Gift Planner	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00
<b>Total Stewardship/Financial Support</b>	<b>\$10,000.00</b>	<b>\$10,052.56</b>	<b>(\$52.56)</b>	<b>\$10,000.00</b>
<b>Regional/Churchwide</b>				
501300 - Regional Meetings & Travel	\$0.00	\$4,793.97	(\$4,793.97)	\$1,032.00
501304 - Region 8 Center for Mission	\$0.00	\$5,442.00	(\$5,442.00)	\$6,268.00
<b>Total Regional/Churchwide</b>	<b>\$0.00</b>	<b>\$10,235.97</b>	<b>(\$10,235.97)</b>	<b>\$7,300.00</b>
<b>Synod Council/Conferences</b>				
501400 - Hospitality	\$175.50	\$2,901.52	(\$2,726.02)	\$2,500.00
501402 - Council Sub-Committee Meetings	\$0.00	\$572.82	(\$572.82)	\$250.00
501404 - Conferences & Deans	\$0.00	\$588.16	(\$588.16)	\$250.00
501406 - Synod Assembly Proceedings Expenses	\$5,248.03	\$71,125.32	(\$65,877.29)	\$65,000.00
501407 - Synod Assembly Proceedings Revenues	(\$8,668.94)	(\$67,712.03)	\$59,043.09	(\$65,000.00)
<b>Total Synod Council/Conferences</b>	<b>(\$3,245.41)</b>	<b>\$7,475.79</b>	<b>(\$10,721.20)</b>	<b>\$3,000.00</b>
<b>Contingency/Adjustments</b>				



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501500 - Contingency Fund	\$0.00	\$0.00	\$0.00	\$0.00
501502 - Support/Counseling Fund	\$440.00	\$160.00	\$280.00	\$1,000.00
501504 - Support to Congregations	\$7,500.00	\$946.15	\$6,553.85	\$1,000.00
501505 - Congregation Conflict Mediation	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Contingency/Adjustments</b>	<b>\$7,940.00</b>	<b>\$1,106.15</b>	<b>\$6,833.85</b>	<b>\$2,000.00</b>
<b>Director-Evangelical Mission</b>				
501550 - Administrative Support	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00
501560 - Travel/Meetings	\$405.76	(\$1,072.52)	\$1,478.28	\$1,800.00
501562 - Meals/Entertainment	\$43.72	\$298.44	(\$254.72)	\$250.00
501564 - Lodging	\$672.33	\$199.98	\$472.35	\$600.00
501570 - Continuing Education	\$55.00	\$440.25	(\$385.25)	\$550.00
501572 - Publications	\$129.82	\$239.42	(\$109.60)	\$0.00
501574 - Event Registrations	\$1,235.00	\$2,072.41	(\$837.41)	\$1,350.00
<b>Total Director-Evangelical Mission</b>	<b>\$4,541.63</b>	<b>\$4,177.98</b>	<b>\$363.65</b>	<b>\$6,550.00</b>
<b>Bldg/Operat/Administrative</b>				
<b>Legal &amp; Accounting</b>				
501680 - Legal	\$6,984.62	\$2,013.11	\$4,971.51	\$1,200.00
501682 - Auditing	\$15,300.00	\$14,800.00	\$500.00	\$15,300.00
<b>Total Legal &amp; Accounting</b>	<b>\$22,284.62</b>	<b>\$16,813.11</b>	<b>\$5,471.51</b>	<b>\$16,500.00</b>
<b>Synod Archives Committee</b>				
501690 - Synod Archives Committee	\$1,300.00	\$1,300.00	\$0.00	\$1,500.00
<b>Total Synod Archives Committee</b>	<b>\$1,300.00</b>	<b>\$1,300.00</b>	<b>\$0.00</b>	<b>\$1,500.00</b>
<b>Building Expenses</b>				
501601 - Outdoor Maintenance	\$7,701.89	\$15,997.94	(\$8,296.05)	\$16,000.00
501608 - Carriage House Repairs/Maint	\$187.20	\$130.85	\$56.35	\$500.00
501610 - Lutheran Center Repairs/Maint	\$18,580.26	\$32,027.19	(\$13,446.93)	\$30,000.00
501622 - Property Insurance	\$4,057.43	\$4,192.75	(\$135.32)	\$4,000.00
501624 - Property Taxes	\$7,476.43	\$7,460.15	\$16.28	\$7,500.00
501632 - Building Supplies	\$2,001.20	\$3,593.76	(\$1,592.56)	\$1,500.00
501640 - Lutheran Center Utilities	\$12,693.90	\$15,488.02	(\$2,794.12)	\$15,500.00
501642 - Carriage House Utilities	\$1,586.04	\$1,839.52	(\$253.48)	\$2,000.00
501650 - Rent expense	\$14,864.49	\$0.00	\$14,864.49	\$0.00
<b>Total Building Expenses</b>	<b>\$69,148.84</b>	<b>\$80,730.18</b>	<b>(\$11,581.34)</b>	<b>\$77,000.00</b>
<b>Office &amp; Administrative</b>				
501602 - Postage	\$4,841.36	\$3,493.05	\$1,348.31	\$5,500.00
501614 - Office Supplies	\$7,977.02	\$5,802.00	\$2,175.02	\$6,000.00
501616 - Telephone Expense	\$7,530.49	\$5,569.08	\$1,961.41	\$5,500.00
501620 - Cellular Telephones	\$118.89	\$688.82	(\$569.93)	\$0.00
501623 - Employer Liability Insurance	\$2,955.08	\$2,323.00	\$632.08	\$2,500.00
501625 - Umbrella Insurance	\$2,907.00	\$2,912.00	(\$5.00)	\$3,000.00
501626 - Publications	\$113.56	\$0.00	\$113.56	\$500.00
501628 - Event Registrations	\$1,147.19	\$571.14	\$576.05	\$2,000.00

**Southwestern Pennsylvania Synod, ELCA  
 Preliminary Revenue & Expense Report (Fiscal 2020)  
 February 2020 to January 2021**

Accounts	YTD Actual (2020)	YTD Actual (2019)	Actual Change (2020 vs 2019)	Annual Budget (2020)
501630 - Miscellaneous Expense	\$581.78	\$764.30	(\$182.52)	\$500.00
501634 - Bank Charges	\$1,277.03	\$1,069.12	\$207.91	\$500.00
501636 - Equipment Repairs/Maint	\$25,301.33	\$25,866.97	(\$565.64)	\$27,000.00
<b>Total Office &amp; Administrative</b>	<u>\$54,750.73</u>	<u>\$49,059.48</u>	<u>\$5,691.25</u>	<u>\$53,000.00</u>
<b>Total Bldg/Operation/Administrative Synod Staff Support</b>	<u>\$147,484.19</u>	<u>\$147,902.77</u>	<u>(\$418.58)</u>	<u>\$148,000.00</u>
<b>Travel &amp; Meetings</b>				
501730 - Travel & Meetings	\$1,028.46	\$6,135.87	(\$5,107.41)	\$8,000.00
501731 - Vehicle Insurance	\$2,986.07	\$3,602.35	(\$616.28)	\$4,500.00
501732 - Leased Vehicles	\$12,230.91	\$20,454.06	(\$8,223.15)	\$17,500.00
<b>Total Travel &amp; Meetings</b>	<u>\$16,245.44</u>	<u>\$30,192.28</u>	<u>(\$13,946.84)</u>	<u>\$30,000.00</u>
<b>Salaries &amp; Benefits</b>				
501700 - Salary-Clergy	\$146,216.12	\$158,207.01	(\$11,990.89)	\$190,000.00
501701 - Salary-Resource Director	\$24,864.00	\$23,976.00	\$888.00	\$30,000.00
501702 - Salary-Support Staff	\$178,753.18	\$171,631.79	\$7,121.39	\$190,000.00
501704 - Housing Allowance	\$46,000.00	\$67,499.99	(\$21,499.99)	\$60,000.00
501706 - Payroll Tax Expense	\$15,576.73	\$14,964.00	\$612.73	\$17,000.00
501708 - Pension/Benefits-Clergy	\$32,887.20	\$64,697.72	(\$31,810.52)	\$50,000.00
501709 - Pension/Benefits-Resource Director	\$15,330.14	\$14,833.41	\$496.73	\$17,500.00
501710 - Pension/Benefits-Staff	\$82,316.18	\$85,431.87	(\$3,115.69)	\$95,000.00
501712 - Worker's Comp Insurance	\$1,409.14	\$1,430.07	(\$20.93)	\$3,000.00
501714 - PA Unemployment Comp Tax	\$696.88	\$1,195.25	(\$498.37)	\$2,500.00
501716 - Non-Employee Compensation	\$10,000.00	\$2,825.00	\$7,175.00	\$5,000.00
<b>Total Salaries &amp; Benefits</b>	<u>\$554,049.57</u>	<u>\$606,692.11</u>	<u>(\$52,642.54)</u>	<u>\$660,000.00</u>
<b>Total Synod Staff Support</b>	<u>\$570,295.01</u>	<u>\$636,884.39</u>	<u>(\$66,589.38)</u>	<u>\$690,000.00</u>
<b>Total Expenses</b>	<u>\$1,627,669.65</u>	<u>\$1,767,416.38</u>	<u>(\$139,746.73)</u>	<u>\$1,854,600.00</u>
<b>Net Total</b>	\$21,376.14	\$0.00	\$21,376.14	(\$142,600.00)

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

Financial Statements and  
Supplementary Information

Years Ended January 31, 2021 and 2020  
with Independent Auditor's Report

**MaherDuessel**

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# **SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA**

YEARS ENDED JANUARY 31, 2021 AND 2020

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## **Independent Auditor's Report**

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

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, 2021 and 2020, and the related

statements of activities, functional expenses, and cash flows for the years then ended, and related notes to the financial statements.

### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

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, 2021 and 2020, 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.

### Other Matter

Our audits were conducted for the purpose of forming an opinion on the financial statements taken as a whole. The accompanying supplementary information as described 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 information is fairly stated, in all material respects, in relation to the financial statements as a whole.

*Maier Duessel*

Pittsburgh, Pennsylvania  
June 8, 2021

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENTS OF FINANCIAL POSITION

JANUARY 31, 2021 AND 2020

	2021	2020		2021	2020
<b>Assets</b>			<b>Liabilities and Net Assets</b>		
Cash and cash equivalents:			<b>Liabilities:</b>		
Without donor restrictions - undesignated	\$ 227,938	\$ 180,907	Accounts payable:		
Without donor restrictions - internally designated	163,149	148,964	Proportionate share due to ELCA	\$ 137,797	\$ 147,145
Agency funds	15,567	15,413	Designated gifts	93,670	94,907
With donor restrictions	358,403	290,969	Agency payables	15,567	15,413
			Other	75,836	23,951
Total cash and cash equivalents	765,057	636,253	Total accounts payable	322,870	281,416
Investments:			Accrued expenses	15,300	14,800
Without donor restrictions - internally designated	755,000	860,691	Total Liabilities	338,170	296,216
With donor restrictions	5,358,096	4,980,706	<b>Net Assets:</b>		
Total investments	6,113,096	5,841,397	Without donor restrictions:		
Congregational remittances receivable	92,635	72,059	Undesignated	(38,111)	(32,989)
Other receivables	83,319	71,912	Property and equipment	36,455	21,138
Prepaid expenses	19,453	12,088	Internally designated	1,691,990	1,702,016
Beneficial interest in perpetual trust	360,013	342,464	Total net assets without donor restrictions	1,690,334	1,690,165
Assets held for sale	558,057	573,928	With donor restrictions:		
Property and equipment:			Purpose restrictions	5,506,423	5,109,686
Furnishings and equipment	159,362	242,040	Restrictions that are perpetual in nature	493,158	475,172
Accumulated depreciation	(122,907)	(220,902)	Total net assets with donor restrictions	5,999,581	5,584,858
Total property and equipment	36,455	21,138	Total Net Assets	7,689,915	7,275,023
<b>Total Assets</b>	<b>\$ 8,028,085</b>	<b>\$ 7,571,239</b>	<b>Total Liabilities and Net Assets</b>	<b>\$ 8,028,085</b>	<b>\$ 7,571,239</b>

See accompanying notes to financial statements.

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENT OF ACTIVITIES

YEAR ENDED JANUARY 31, 2021

(WITH COMPARATIVE TOTALS FOR YEAR ENDED January 31, 2020)

	Without Donor Restrictions	With Donor Restrictions	Totals	
			2021	2020
<b>Support and Revenues:</b>				
Operating support and revenues:				
Mission support from congregations and members	\$ 1,361,555	\$ -	\$ 1,361,555	\$ 1,445,912
ELCA deployed staff support	10,000	-	10,000	10,000
Event registrations and grants	30,771	-	30,771	101,752
Rental income	25,800	-	25,800	25,600
Interest and dividend income	20,036	-	20,036	21,277
Trust revenue	12,992	-	12,992	12,460
Grant income	88,795	-	88,795	-
Miscellaneous income	15,976	-	15,976	8,899
Total operating support and revenues	1,565,925	-	1,565,925	1,625,900
Non-operating support and revenues:				
Contributions and bequests	38,820	56,454	95,274	125,680
Investment return, net	110,815	545,801	656,616	623,033
Net assets released from restrictions	205,081	(205,081)	-	-
Revenue from closed congregations	50,000	-	50,000	-
Restricted gain (loss) on beneficial interest in perpetual trust	-	17,549	17,549	27,239
Total non-operating support and revenues	404,716	414,723	819,439	775,952
Total support and revenues	1,970,641	414,723	2,385,364	2,401,852
<b>Expenses and Losses:</b>				
Operating expenses:				
Designated contributions:				
Evangelical Lutheran Church in America - proportionate share	680,151	-	680,151	722,066
Agencies and committees	259,389	-	259,389	362,648
Synod office	718,902	-	718,902	784,455
Total operating expenses	1,658,442	-	1,658,442	1,869,169
Non-operating expenses	312,030	-	312,030	325,648
Total expenses and losses	1,970,472	-	1,970,472	2,194,817
<b>Change in Net Assets</b>	169	414,723	414,892	207,035
<b>Net Assets:</b>				
Beginning of year	1,690,165	5,584,858	7,275,023	7,067,988
End of year	\$ 1,690,334	\$ 5,999,581	\$ 7,689,915	\$ 7,275,023

See accompanying notes to financial statements.



**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENT OF ACTIVITIES

YEAR ENDED JANUARY 31, 2020

	Without Donor Restrictions	With Donor Restrictions	Total
<b>Support and Revenues:</b>			
<u>Operating support and revenues:</u>			
Mission support from congregations and members	\$ 1,445,912	\$ -	\$ 1,445,912
ELCA deployed staff support	10,000	-	10,000
Event registration fees	101,752	-	101,752
Rental income	25,600	-	25,600
Interest and dividend income	21,277	-	21,277
Trust revenue	12,460	-	12,460
Miscellaneous income	8,899	-	8,899
	1,625,900	-	1,625,900
<u>Non-operating support and revenues:</u>			
Contributions and bequests	51,361	74,319	125,680
Investment return, net	104,283	518,750	623,033
Net assets released from restrictions	251,364	(251,364)	-
Revenue from closed congregations	-	-	-
Restricted gain on beneficial interest in perpetual trust	-	27,239	27,239
	407,008	368,944	775,952
Total support and revenues	2,032,908	368,944	2,401,852
<b>Expenses and Losses:</b>			
<u>Operating expenses:</u>			
Designated contributions:			
Evangelical Lutheran Church in America - proportionate share	722,066	-	722,066
Agencies and committees	362,648	-	362,648
Synod office	784,455	-	784,455
	1,869,169	-	1,869,169
Non-operating expenses	325,648	-	325,648
Total expenses and losses	2,194,817	-	2,194,817
<b>Change in Net Assets</b>	(161,909)	368,944	207,035
<b>Net Assets:</b>			
<u>Beginning of year</u>	1,852,074	5,215,914	7,067,988
End of year	\$ 1,690,165	\$ 5,584,858	\$ 7,275,023

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
<b>Total expenses</b>	<b>\$ 145,412</b>	<b>\$ 406,830</b>	<b>\$ 403,237</b>	<b>\$ 581,359</b>	<b>\$ 1,536,838</b>	<b>\$ 433,634</b>	<b>\$ 1,970,472</b>

See accompanying notes to financial statements.

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JANUARY 31, 2020

	Constitution and Call	Leadership Formation	Collaboration and Vitality	Mission and Service	Total Programs	Administration and General	Total
Synod grants	\$ 100	\$ 349,739	\$ 291,581	\$ 555,999	\$ 1,197,419	\$ -	\$ 1,197,419
Compensation and benefits	140,206	66,069	151,673	40,466	398,414	208,277	606,691
Synod events and support	76,797	27,649	22,991	12,359	139,796	1,300	141,096
Education and training	935	4,467	7,568	-	12,970	-	12,970
Travel and meetings	9,800	6,263	12,816	1,942	30,821	9,997	40,818
Office operations	11,338	5,343	13,281	3,324	33,286	18,135	51,421
Occupancy and depreciation	24,330	11,465	26,320	7,022	69,137	41,712	110,849
Professional and administrative services	260	1,601	2,784	10,000	14,645	18,908	33,553
<b>Total expenses</b>	<b>\$ 263,766</b>	<b>\$ 472,596</b>	<b>\$ 529,014</b>	<b>\$ 631,112</b>	<b>\$ 1,896,488</b>	<b>\$ 298,329</b>	<b>\$ 2,194,817</b>

See accompanying notes to financial statements.

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

STATEMENTS OF CASH FLOWS

YEARS ENDED JANUARY 31, 2021 AND 2020

	2021	2020
<b>Cash Flows From Operating and Non-Operating Activities:</b>		
Cash received from congregations	\$ 1,350,979	\$ 1,476,665
Cash received from registration fees and grants	30,771	101,752
Payments for designated contributions	(689,499)	(733,081)
Payments for agencies and committees	(259,389)	(362,648)
Payments to employees	(571,417)	(636,553)
Payments for facilities, equipment, and operations	(123,900)	(129,789)
Funds received from congregations for agency transactions	260,781	322,434
Funds remitted to ELCA and other agencies	(261,864)	(380,326)
Cash received from interest and trust revenue	280,461	217,198
Contributions and bequests	95,274	125,680
Other receipts	169,164	55,374
Other (payments)	(250,137)	(312,123)
Net cash provided by (used in) operating and non-operating activities	31,224	(255,417)
<b>Cash Flows From Investing Activities:</b>		
Purchase of property and equipment	(26,490)	(2,300)
Proceeds from sale of investments	126,500	310,917
Purchase of investments	(2,430)	(1,440)
Net cash provided by (used in) investing activities	97,580	307,177
<b>Net Increase (Decrease) in Cash and Cash Equivalents</b>	128,804	51,760
<b>Cash and Cash Equivalents:</b>		
Beginning of year	636,253	584,493
End of year	\$ 765,057	\$ 636,253
<b>Reconciliation of Change in Net Assets to Net Cash Provided by (Used in) Operating and Non-Operating Activities:</b>		
Change in net assets	\$ 414,892	\$ 207,035
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	24,836	24,549
(Gain) or loss on disposal of fixed assets	2,208	-
Net (gain) loss on investments	(395,769)	(431,799)
Net (gain) loss in perpetual trust	(17,549)	(27,239)
Change in:		
Receivables	(31,983)	33,835
Prepaid expenses	(7,365)	5,523
Accounts payable and accrued expenses	43,037	(9,429)
Total adjustments	(382,585)	(404,560)
Agency transactions:		
Funds received from congregations	260,781	322,434
Funds remitted to ELCA and other agencies	(261,864)	(380,326)
Net cash provided by (used in) agency transactions	(1,083)	(57,892)
Net cash provided by (used in) operating and non-operating activities	\$ 31,224	\$ (255,417)

See accompanying notes to financial statements.

# **SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA**

## **NOTES TO FINANCIAL STATEMENTS**

YEARS ENDED JANUARY 31, 2021 AND 2020

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### **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, 2021 and 2020, the proportionate share of congregation remittances received for mission support and transmitted to the ELCA was 50.0%.

### **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, 2021 AND 2020

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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, 2021 and 2020.

### 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.

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# **SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA**

## **NOTES TO FINANCIAL STATEMENTS**

**YEARS ENDED JANUARY 31, 2021 AND 2020**

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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 and a pooled trust fund. 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, 2021 AND 2020**

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### 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 \$1.65 million in February 2021. At January 31, 2021, the net book value of the building is 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

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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, 2021 and 2020.

### 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.

### Adopted Accounting Standards Updates

The provisions of these Standards Updates have been adopted and incorporated into these financial statements.

Accounting Standards Updates (ASU) 2018-13, "*Changes to the Disclosure Requirements for Fair Value Measurement (Topic 820)*,". The amendment removes and modifies certain fair value hierarchy leveling disclosures. The implementation of this amendment was applied retrospectively to all periods presented. Implementation resulted in financial statement disclosure modifications only.

### 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

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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.

### 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 our synod staff based on the constitutional purposes of a synod (†\$6.03), 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, 2021 and 2020, the book balances for total cash and cash equivalents are \$765,057 and \$636,253, respectively, and bank balances are \$857,020 and \$818,627, respectively, of which \$496,032 and \$475,801, 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

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institutions involved, as well as the ELCA Mission Investment Fund, is not of particular concern at this time.

### 4. Investments

Investments at January 31, 2021 and 2020 consist of:

	2021	2020
ELCA endowment fund A pooled trust	\$ 6,065,235	\$ 5,797,109
Mutual funds	47,861	44,288
	\$ 6,113,096	\$ 5,841,397

Investment income at January 31, 2021 and 2020 consists of:

	2021	2020
Interest and dividends	\$ 280,883	\$ 212,511
Unrealized gain (loss)	395,769	431,799
	\$ 676,652	\$ 644,310

#### 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, 2021 and 2020 were valued at \$360,013 and \$342,464, 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

# SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

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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.

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, 2021 and 2020. 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, even though that measurement is based on the unadjusted fair value of trust assets reported by the trustee, the Organization 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, 2021 and 2020, 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, 2021 and 2020. 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

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# **SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA**

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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 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, 2021 or 2020.

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.

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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	<u>\$ 47,861</u>	<u>\$ -</u>	<u>\$ 360,013</u>
Investments measured at net asset value *	6,065,235			
Investments at fair value	<u>\$ 6,473,109</u>			

Fair values of assets measured on a recurring basis as of January 31, 2020 are as follows:

Description	1/31/20	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	\$ 342,464	\$ -	\$ -	\$ 342,464
Mutual funds:				
Fixed income funds	44,288	44,288	-	-
Total assets in fair value hierarchy	386,752	<u>\$ 44,288</u>	<u>\$ -</u>	<u>\$ 342,464</u>
Investments measured at net asset value *	5,797,109			
Investments at fair value	<u>\$ 6,183,861</u>			

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## NOTES TO FINANCIAL STATEMENTS

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\* 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, 2021 and 2020, 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, 2021 and 2020 amounted to \$46,283 and \$50,486, respectively.

# SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

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### 6. Net Assets with Donor Restrictions

Net assets with donor restrictions subject to expenditure for a specified purpose as of January 31, 2021 and 2020 are available for use for the following purposes and programs:

	2021	2020
Mission endowment	\$ 42,344	\$ 35,218
Support for congregations	77,659	69,710
Local disaster relief	14,344	14,311
New sanctuary construction	207,676	207,676
Property maintenance	3,078	8,090
Seminary training	90,157	84,504
Special ministry/events	77,839	30,390
Companion Synod - Madagascar	16,981	16,930
Support for professional leaders	35,400	32,733
Office equipment and training	8,877	11,238
Youth programs	16,975	14,108
LDR disaster response work teams	18,085	18,033
Synod Resource Center	7,087	6,862
Ethel Verney Fund for Poverty Relief	4,889,555	4,559,518
Abiding Missions	366	365
	\$ 5,506,423	\$ 5,109,686

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, 2021 and 2020, \$205,081 and \$251,364, respectively, of net assets were released from donor restrictions by incurring expenses that satisfied the restricted purpose.



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Net assets with donor restrictions that are restricted as to investment in perpetuity, the income from which is available to support the following activities:

	2021	2020
Howard Miller Charitable Trust - operations	\$ 360,013	\$ 342,464
Scholarships for seminary students	10,319	10,319
Education related to church service	5,000	5,000
Mission Endowment Fund principal	117,826	117,388
	\$ 493,158	\$ 475,171

### 7. Net Assets Without Donor Restrictions - Designated

Net assets without donor restrictions that are internally designated as of January 31, 2021 and 2020 are available for the following purposes and programs:

	2021	2020
Congregation Legacy Fund	\$ 693,949	\$ 661,796
Synod office building held for sale	558,057	573,928
Support for congregations and pastors	102,123	101,924
Special events and Synod programs	213,412	187,650
Property maintenance and equipment purchases	37,861	90,917
Mission endowment	78,815	79,405
Support for professional staff	7,773	6,396
	\$ 1,691,990	\$ 1,702,016

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 \$112,467 and \$264,425 in 2021 and 2020, 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 Foundation's Pooled Trust A. For further detail, see the Congregation Legacy Fund Statements of Support and Revenues on page 33.

# SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

## NOTES TO FINANCIAL STATEMENTS

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### **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 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.

# SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2021 AND 2020

### 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

# SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

## NOTES TO FINANCIAL STATEMENTS

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### Endowments Net Asset Composition by Type of Fund at January 31, 2020:

	Without Donor Restrictions	With Donor Restrictions	Total
Board-designated:			
Mission Endowment Fund	\$ 79,405	\$ -	\$ 79,405
Donor-restricted:			
Mission Endowment Fund	-	152,606	152,606
Mehalov Memorial Fund	-	10,319	10,319
Ida Mae Mehalov Fund	-	5,000	5,000
Donor-restricted, held by others:			
Howard Miller Trust	-	342,464	342,464
Total funds	\$ 79,405	\$ 510,389	\$ 589,794

### Changes in Endowments Net Assets for the fiscal year ended January 31, 2020:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowments Net Assets, Beginning of Year	\$ 92,732	\$ 468,418	\$ 561,150
Investment return:			
Investment income	12,442	3,368	15,810
Net appreciation (depreciation) (realized and unrealized)	6,731	33,565	40,296
Total investment return	19,173	36,933	56,106
Contributions	-	9,338	9,338
Appropriation of endowment assets for expenditure	(32,500)	(4,300)	(36,800)
Board-designated transfers	-	-	-
Endowments Net Assets, End of Year	\$ 79,405	\$ 510,389	\$ 589,794

### 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, 2021 AND 2020**

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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

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The following reflects the Synod's financial assets as of January 31, 2021 and 2020, 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:

	2021	2020
Cash and cash equivalents (less agency funds and designated gifts)	\$ 655,823	\$ 525,933
Investments	6,113,096	5,841,397
Congregational remittances receivable	92,635	72,059
Other receivables	83,319	71,912
Financial assets, at year-end	6,944,873	6,511,301
Less: those unavailable for general expenditures within one year, due to:		
Internal designation (less assets held for sale)	(1,133,933)	(1,128,088)
Contractual or donor-imposed restrictions:		
Restricted by donor with time or purpose restrictions	(5,506,423)	(5,109,686)
Investments held in perpetuity	(133,145)	(132,708)
Financial asset available to meet cash needs for general expenditures within one year	\$ 171,372	\$ 140,819

### 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). The Synod did not hold any property from closed congregations as of January 31, 2021 or 2020.

### 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-

# SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2021 AND 2020

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year term. Lease expense was approximately \$85,000 and \$34,000 in 2021 and 2020, respectively.

At January 31, 2021, future minimum lease payments under long-term noncancelable operating leases are as follows:

Year Ending January 31,	Amount
2022	\$ 80,754
2023	68,383
2024	67,276
2025	65,956
2026	48,972
	<u>\$ 331,341</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 \$38,111. 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, 2021 AND 2020

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### **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 has 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.

### **15. Covid-19**

The COVID-19 pandemic remains a rapidly evolving situation. The extent of the impact of COVID-19 on the Synod's financial results will depend on future developments, including the duration and spread of the outbreak within the markets in which the Synod operates, which is highly uncertain.



## **SUPPLEMENTARY INFORMATION**

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2021 AND 2020

	2021	2020
<b>Net Assets Without Donor Restrictions:</b>		
Operating support and revenues:		
Mission support from congregations and members	\$ 1,360,341	\$ 1,444,132
Synod restricted benevolence	1,214	1,780
ELCA deployed staff support	10,000	10,000
Event registrations and grants *	30,771	101,752
Rental income	25,800	25,600
Interest income	86	121
Trust revenue	12,992	12,460
Congregation Legacy revenue **	19,950	21,156
Grant income	88,795	-
Miscellaneous income	15,976	8,899
Total operating support and revenues	1,565,925	1,625,900
Operating expenses:		
Designated contributions:		
Evangelical Lutheran Church in America - proportionate share (50.0% and 50.0%, respectively)	680,151	722,066
Agencies and committees:		
Congregational Life:		
Committee ministries	1,681	8,211
	1,681	8,211
Youth Ministry:		
Programs and events	-	1,611
	-	1,611

(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 investments to be an operating revenue.

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2021 AND 2020

(Continued)

	2021	2020
Ministry:		
United Lutheran Seminary	89,000	89,000
Student grants	5,000	1,025
Candidacy committee	145	3,538
Leadership support	2,600	18,688
First Call Theological Education	770	672
Lay education	-	6,899
Career development services	1,446	1,542
	98,961	121,364
Outreach:		
Pilot Projects	-	2,486
Mission Partnerships	-	6,600
Campus ministries	75,000	73,500
Thiel College	3,500	3,500
Camp Agape	1,200	1,170
Camp Lutherlyn	6,000	5,830
	85,700	93,086
Church in Society:		
Lutheran Service Society	3,500	3,500
Lutheran SeniorLife	3,500	3,500
Glade Run Lutheran Services	3,500	3,500
Bethesda Children's Home	1,500	1,500
Lutheran Advocacy Ministry in PA	4,500	4,500
Lutheran Disaster Response	18,000	-
Committee ministries	250	458
	34,750	16,958

(Continued)

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2021 AND 2020

(Continued)

	2021	2020
Ecumenical Affairs:		
Christian Associates of SWPA	8,500	7,500
PA Council of Churches	-	1,000
Committee ministries	566	174
Committee expenses	-	-
	9,066	8,674
Communication Services:		
Committee ministries	738	3,193
	738	3,193
Stewardship/Financial Support:		
Committee ministries	-	1,156
ELCA regional gift planner	10,000	10,000
	10,000	11,156
Regional/Churchwide Expenses:		
Regional/Churchwide Programs & Travel	-	4,794
Region 8 Center for Mission	-	5,442
	-	10,236
Synod Council/Conferences:		
Synod Assembly proceedings	5,248	71,125
Synod Council meetings	175	2,902
Subcommittees	-	573
Conferences/Deans	-	588
	5,423	75,188
Contingency:		
Bishop's emergency support/counseling	440	160
Support to congregations	7,500	946
	7,940	1,106

(Continued)

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2021 AND 2020

(Continued)

	2021	2020
Synod Resource Center:		
Event registrations	15	442
Resources	654	1,439
Office and building supplies	55	845
Ministries	986	4,388
	1,710	7,114
Director - Evangelical Mission:		
Administrative support	2,000	2,000
Director continuing education	185	679
Event registrations	1,235	2,072
	3,420	4,751
Total agencies and committees	259,389	362,648
Synod Office:		
Facilities	69,149	80,730
Operations	54,751	49,059
Staff compensation and benefits	554,050	606,692
Staff travel	17,367	29,861
Legal and auditing	22,285	16,813
Synod archives	1,300	1,300
	718,902	784,455
Total operating expenses	1,658,442	1,869,169
<b>Change in Net Assets Without Donor Restrictions From Operations Before Transfer</b>	(92,517)	(243,269)
Transfer in from internally designated funds	92,517	243,269
<b>Change in Net Assets Without Donor Restrictions From Operations After Transfer</b>	\$ -	\$ -

(Concluded)

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

DETAILED STATEMENTS OF NON-OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2021 AND 2020

	2021	2020
Non-operating support and revenues:		
Contributions and bequests	\$ 38,820	\$ 51,361
Interest, dividends, investment income (loss)	110,815	104,283
Net assets released from restrictions	205,081	251,364
Revenue from closed congregations	50,000	-
Total non-operating support and revenues	404,716	407,008
Non-operating expenses:		
Depreciation expense	24,836	24,549
Continuing education programs	2,209	4,042
Special ministry programs	2,317	6,703
Support for professional leaders	955	7,847
Property maintenance and equipment	62,592	5,760
Support for congregations	2,000	16,950
Youth programs	-	4,347
Mission Endowment grants	23,799	36,800
Abiding Missions	-	27,191
Health and wellness programs	-	339
Poverty relief programs	193,322	191,120
Total non-operating expenses	312,030	325,648
<b>Change in Net Assets Without Donor Restrictions From Non-operating Activities Before Transfer</b>	92,686	81,360
Transfer to operating fund	(92,517)	(243,269)
<b>Change in Net Assets Without Donor Restrictions From Non-operating Activities After Transfer</b>	\$ 169	\$ (161,909)

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

MISSION ENDOWMENT FUND

STATEMENTS OF SUPPORT AND REVENUES

YEARS ENDED JANUARY 31, 2021 AND 2020

	Without Donor	With Donor Restrictions		Totals 2021
	Restrictions Board- Designated	Purpose Restriction	Perpetual Restriction	
<b>Support and Revenues:</b>				
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
<b>Expenses:</b>				
Grants	20,549	3,250	-	23,799
<b>Change in Net Assets</b>	(590)	7,127	437	6,974
<b>Net Assets:</b>				
Beginning of year	79,405	35,218	117,388	232,011
End of year	<u>\$ 78,815</u>	<u>\$ 42,345</u>	<u>\$ 117,825</u>	<u>\$ 238,985</u>

	Without Donor	With Donor Restrictions		Totals 2020
	Restrictions Board- Designated	Purpose Restriction	Perpetual Restriction	
<b>Support and Revenues:</b>				
Contributions and bequests	\$ -	\$ -	\$ 9,338	\$ 9,338
Interest, dividends, and investment income (loss)	19,173	9,694	-	28,867
Total support and revenues	19,173	9,694	9,338	38,205
<b>Expenses:</b>				
Grants	32,500	4,300	-	36,800
<b>Change in Net Assets</b>	(13,327)	5,394	9,338	1,405
<b>Net Assets:</b>				
Beginning of year	92,732	29,824	108,050	230,606
End of year	<u>\$ 79,405</u>	<u>\$ 35,218</u>	<u>\$ 117,388</u>	<u>\$ 232,011</u>

**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

**CONGREGATION LEGACY FUND**

**STATEMENTS OF SUPPORT AND REVENUES**

YEARS ENDED JANUARY 31, 2021 AND 2020

	Without Donor Restrictions	
	Board-Designated	
	2021	2020
<b>Support and Revenues:</b>		
Contributions and bequests	\$ 36,000	\$ 36,000
Interest, dividends, and investment income (loss)	58,620	77,607
Revenue from closed congregations	50,000	-
Total support and revenues	144,620	113,607
<b>Expenses:</b>		
Congregation Legacy expenses	-	-
<b>Change in Net Assets Before Transfers</b>	144,620	113,607
Transfer to operating fund	(112,467)	(264,425)
<b>Change in Net Assets</b>	32,153	(150,818)
<b>Net Assets:</b>		
Beginning of year	661,796	812,614
End of year	\$ 693,949	\$ 661,796
<b>Net Asset Breakdown:</b>		
Congregation Legacy Fund	\$ 614,943	\$ 583,335
Ethel Verney insurance proceeds	79,006	78,461
Total	\$ 693,949	\$ 661,796



**SOUTHWESTERN PENNSYLVANIA SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

ETHEL VERNEY FUND FOR POVERTY RELIEF

STATEMENTS OF SUPPORT AND REVENUES

YEARS ENDED JANUARY 31, 2020 AND 2019

	With Donor Restrictions	
	Purpose Restriction	
	2021	2020
<b>Support and Revenues:</b>		
Interest, dividends, and investment income (loss)	\$ 520,859	\$ 492,950
Total support and revenues	520,859	492,950
<b>Expenses:</b>		
Grants	190,822	191,120
<b>Change in Net Assets</b>	330,037	301,830
<b>Net Assets:</b>		
Beginning of year	4,559,518	4,257,688
End of year	\$ 4,889,555	\$ 4,559,518