

**THIRTY-FOURTH ANNUAL ASSEMBLY**  
**of the Upper Susquehanna Synod, ELCA**  
**June 19, 2021**

**“LIBERATED TO LOVE”**  
**Galatians 5:13-14**

**Minutes**

The assembly took place via the Zoom digital meeting platform, with some voting members present on site at Trinity Lutheran Church in Milton, PA. All voting used the digital voting application from Vevox ([vevox.com/vevox.app](https://vevox.com/vevox.app)).

Prior to the start of the assembly participants saw short videos from Seafarers and International House and from Lutheran Campus Ministry.

**Plenary I**

The thirty-fourth assembly of the Upper Susquehanna Synod came to order at 9:00am with a brief order of worship. Bishop Collins reminded members of the assembly that offerings were designated to Seafarers and International House.

Bishop Collins reminded voting members to log on to the voting application and began her opening remarks. She welcomed voting members and visitors and expressed appreciation to the tech team of Trinity Lutheran Church, as well as to the congregation for hosting the assembly leaders. She noted that more than sixty first-time voting members had registered for the assembly: thirteen voting members were young adults and six were youth. Bishop Collins also acknowledged the ministries that submitted videos for sharing during the assembly.

Bishop Collins proceeded to introduce the keynote speakers for the assembly: Rev. Nicolette Marie Peñaranda, the pastor of First Lutheran Church of the Trinity in the Bridgeport neighborhood of Chicago, Illinois. She was raised in Metro New York and received her Master of Divinity at the Lutheran Theological Seminary at Philadelphia. She is known for her facilitation of racial justice conversations for communities. Rev. Dr. Guillermo Hansen, a native of Argentina, where he was ordained in the United Evangelical Lutheran Church of Argentina and Uruguay. Currently he is a professor of theology and global Christianity at Luther Seminary in Saint Paul, MN. and is known for his teachings on Liberation theology. She expressed gratitude for their willingness to provide videos with their reflections on the assembly theme and scripture.

Bishop Collins called on Chad Hershberger, director of Camp Mount Luther to introduce a video of the installation of counsellors for the 2021 season. Chad reminded assembly members that the camp seeks congregation sponsors to “adopt” camp staff members.

Bishop Collins called on Deacon Shelby Wyland for the report of the Registrar.

Deacon Wyland reported attendance as of 9:40AM

204 voting members registered in attendance.

Deacon Wyland moved on behalf of the credentialing committee that the roll of voting members hereby submitted be the official roll of the voting members of this assembly.

**SA21.1. To adopt the roll of voting members hereby presented as the official roll of the voting members of this assembly. Adopted.**

Bishop Collins called on vice president Holly Fry to present the Rules and Procedures and the Agenda

**SA21.2. To adopt the Rules and Procedures and the Agenda for this Assembly. Adopted**

**Saturday, June 19**

8:30 – 8:45 a.m. Voting Members' Registration/Log Online

8:45 – 9:00 a.m. Test run of voting app with voting members

**Plenary I**

9:00 a.m. Hymn and Opening of the Assembly

Welcome and opening remarks

Introduction of Keynote speakers – the Rev. Dr. Guillermo Hansen and the Rev. Nicolette Peñaranda

Report of the Registrar

Consent Agenda (appointments; adoption of rules, procedures and agenda)

Recommendations from Synod Council (See *Essentials*)

Ministry Video

Report of the Nominating Committee and Elections (See *Essentials*)

USS Secretary

Synod Council

Consultation Committee

Committee on Discipline

9:40 a.m. Keynote Presentation

9:50 a.m. Stretch Break / Ministry Videos

**Plenary II**

10:00 a.m. Hymn

Video Presentation from ELCA Presiding Bishop Eaton

Report of the Bishop, Bp. Barb Collins

Recognition of Rostered Leaders' Anniversaries

Report of the Nominating Committee and Elections continued

2022 Churchwide Assembly Voting Members

Report of the Synod Treasurer, Rev. Chad Hebrink

Recognition of Congregation Anniversaries

10:40 a.m. Keynote Presentation

10:50 a.m. Stretch Break / Ministry Videos

**Plenary III**

11:00 a.m. Hymn

Keynote Presentation

11:10 a.m. Camp Mt. Luther Staff Installation Video

Recommendations from Synod Council continued (See *Essentials*)

Reference and Counsel

11:50 a.m. Lunch Break / Ministry Videos

**Plenary IV**

12:30 p.m. Hymn

Keynote Presentation

Unfinished Business

What's Next - Living into our Strategy

Closing Worship

Installation of Conference Deans and Secretaries

Necrology

Closing of the 34<sup>th</sup> Annual Synod Assembly

Holly fry presented recommendations from Synod Council.

**SA21.3. To adopt amendments to S9.01.01, S10.01.01, S10.01.02, and S12.01.14. Adopted**

**S9.01.01. Synod Assembly**

**c. Synod Council**

- ~~1) There shall be one clergy and two lay representatives nominated from each conference, and one youth and one young adult member elected at large.~~
- 1) Synod Council members, excluding the officers and youth member, shall be elected in such a way that approximately one-third of the terms expire in any given year.
- ~~2) Normally each conference will present the nominating committee two nominees for a position (clergy or lay) on synod council.~~
- 2) The nominating committee shall strive to maintain inclusivity on the synod council through the nominating process.
- 3) The youth and young adult members shall each be a confirmed member of a congregation whose age is as defined by the ELCA churchwide expression (see footnote to S7.21.A10).

**S10.01.01. Membership**

- a. The Synod Council shall consist of 18 ~~16~~ adult members, and one youth member and one young adult member in addition to the officers including the officers, at least one of whom shall be a youth and one a young adult. Membership shall conform to the standards of representation of the ELCA.
- b. With the exception of the bishop, officers of the synod and youth member, no more than one lay member of any congregation shall serve on the Synod Council at any given time.

**S10.01.02. Term of Office**

- a. Except for the officers and the youth member, each ~~Each~~ adult member elected to the Synod Council shall be elected for a term of three years. Each member shall serve no more than two consecutive terms. One-third of the members shall be elected by the Synod Assembly each year.

~~S12.01.14. The Conference Nominating Committee shall present to the Conference Assembly up to two nominees for each Synod Council position to be filled from that conference, and shall provide biographical information for each nominee. Additional nominations may be made from the floor with the consent of the person being nominated. The conference shall select two nominees to be presented through the chair of the Conference Nominating Committee to the Synod Nominating Committee, along with biographical information, for presentation to the Synod Assembly.~~

**SA21.4. To adopt a new bylaw – S7.13.03 – to replace the continuing resolution S7.13.A21. Adopted**

S7.13.03. Meetings of the Assembly may be conducted through use of Internet meeting services (a) when the Bishop or Vice President has obtained written consent for this from four fifths of the Synod Council; (b) when so directed by the Synod Assembly; or (c) in the case of special meetings, when so directed by those calling the special meeting. Meetings of the Assembly using Internet meeting services shall be subject to all rules adopted by the Assembly to govern such meetings, which may include any reasonable limitations on, and requirements for, Assembly members' participation. Any such rules adopted by the Assembly shall supersede any conflicting rules in the parliamentary authority, but may not otherwise conflict with or alter any rule or decision of the Synod.

**SA21.5. To adopt amendments to S7.13.02. Adopted**

S7.13.02. All voting members including all Ministers of Word and Sacrament and Ministers of Word and Service shall attend all meetings of the synod assembly. Absence ~~for valid reasons~~ will be excused upon notification to the secretary before the day of the assembly at the discretion of the secretary in consultation with the bishop of the synod.

Following a break, during which video presentations from the Middle Creek Conference and Protestant Campus Ministries at Bloomsburg University were shown, and a hymn sung, Bishop Collins called on Deacon Wyland to present a further report from the registrar. The report of attendance by rostered leaders:

Ministers of Word and Sacrament – 59

Ministers of Word and Service – 3

Vicar Mindelle Bartholomew to present the report of the Nominating Committee and to introduce elections.

Vicar Bartholomew offered thanks to the nominating committee for their work. She directed attention to the report of the Nominating Committee in the Bulletin of Reports.

Nominated to a four-year term as Secretary of the Upper Susquehanna Synod: Mr. C. Ray Huff

Bishop Collins noted that the rules of the assembly state that nominations are closed and moved to elect Mr. C. Ray Huff as secretary of the Upper Susquehanna Synod.

For: 176 Against: 1

**C. Ray Huff was elected as Secretary of the Upper Susquehanna Synod**

Vicar Bartholomew explained the process for nominating and electing to synod council according to the amendment adopted earlier. She then presented nominations for synod council positions.

Synod Council position for a rostered leader, a two-year term ending in 2023.

Nominations:

Rev. Richard Adams 112

Rev. Joshua Reinsburrow. 71

**Rev. Richard Adams was elected to synod council.**

Synod Council position for lay female, a two-year term ending in 2023.

Nomination

Ms. Karen Sigler For: 178 Against: 3

**Karen Sigler was elected to synod council.**

Synod Council position for rostered leader, a three-year term ending in 2024.

Nominations

Rev. Kate Drefke 106

Rev. Vicky Schaffner 74

**Rev. Kate Drefke was elected to synod council.**

Synod Council position for lay male, a two-year term ending in 2023.

Nominations

Mr. Lucas Bingman 61

Mr. Scott F. Frost 120

**Scott Frost was elected to synod council.**

Synod Council position for lay female, a 3-year term ending in 2024.

Nominations

Ms. Wendelin Davis 78

Ms. Eileen Stauffer 103

**Eileen Stauffer was elected to synod council.**

Synod Council position for lay male, a three-year term ending in 2024.

Nominated for this position are:

Mr. Dennis Buttorff	81
Mr. R. Craig Rhoades	103

**R. Craig Rhoades was elected to synod council.**

Synod Council position for lay youth, a two-year term ending in 2023.

Nominated for this position are:

Mr. Gabriel J. Schaeffer	114
Mr. Slone Smith	71

**Gabriel Schaeffer was elected to synod council.**

Bishop Collins introduced the first keynote presentation from The Rev. Dr. Guillermo Hansen.

Bishop Collins recognized anniversaries of rostered leaders.

**Celebrating in 2020**

- 25<sup>th</sup> - Rev. Beverly Cotner, Messiah, Clarkstown/St. James, Rauchtown
- 30<sup>th</sup> - Rev. Greg Kramer, retired  
Rev. Rosalie Smith, retired
- 35<sup>th</sup> - Rev. Gordon Smith, St. John, Espy/St. Paul, Numidia
- 40<sup>th</sup> - Rev. Martin Kessler (who died this past February)
- 55<sup>th</sup> - Rev. Steve Middernacht, retired/interim to Grace/Faith  
Rev. Thomas Kramm, retired
- 60<sup>th</sup> - Rev. David Harris, retired

**Celebrating in 2021**

- 25<sup>th</sup> - Rev. Debra Ernst, Chaplain at Ohesson  
Rev. Dr. Lois Martin, retired  
Rev. Craig Miller, Assistant to the Bishop/DEM  
Rev. Mary Peterhaensel, retired/interim to Trinity, Pt. Township
- 30<sup>th</sup> - Rev. Ronald Shellhamer, retired  
Rev. John Yost, Christ's United, Millmont/First, Mifflinburg
- 35<sup>th</sup> - Rev. Richard Fangmann, Zion, Sunbury  
Rev. Jeffrey Gainsley, retired  
Rev. Vicky Schaffner, Christ, Buckhorn/St. Paul, Straubs  
Rev. Brian Vasey, St. Mark, Williamsport
- 40<sup>th</sup> - Rev. William Henderson, Christ's, Lewisburg
- 45<sup>th</sup> - Rev. Dale Biesecker, Jr., retired
- 55<sup>th</sup> - Rev. Donald Nice, retired [died 6.14.2021]
- 60<sup>th</sup> - Rev. Alfie Bashore, retired
- 70<sup>th</sup> - Rev. David Bomboy, retired

The assembly viewed a video from the Presiding Bishop of the ELCA, the Rev. Elizabeth Eaton.

Bishop Collins called on Vicar Bartholomew to continue the nominations and elections.

After a brief explanation, Vicar Bartholomew presented nominations to the Consultation Committee and Committee on Discipline.

Consultation Committee

For terms ending 2027

Mr. Barry E. Spangler  
Rev. Joel Zeiders  
Rev. Andrew Weaver  
Ms. Barbara E. Horn

For unexpired terms ending 2025

Rev. Richard Adams  
Ms. Cinda Crissinger

For all candidates: 185 Against: 1

**Barry Spangler, Joel Zeiders, Andy Weaver, Barb Horn, Rick Adams and Cinda Crissinger were elected to the Consultation Committee.**

Committee on Discipline

For terms ending 2027

Rev. Mike Sigler  
Mr. Adam R. Mitchell  
Rev. Karen Minnich-Sadler  
Ms. Carol Winter

For an unexpired term ending in 2025

Mr. Ken Mummah

For an unexpired term ending in 2023

Rev. Steven Middernacht

For all candidates: 183 Against: 2

**Mike Sigler, Adam Mitchell, Karen Minnich-Sadler, Carol Winter, Ken Mummah and Steve Middernacht were elected to serve on the Committee on Discipline.**

Vicar Bartholomew described the criteria given to the synod for election of voting members to the 2022 Churchwide Assembly.

Nominations for Rostered Leader

Rev. Richard Adams	22
Rev. Lisa Barnes	37
Rev. Erwin Roux	43
Rev. Gary Schaeffer	58
Deacon Shelby Wyland	27

There was not an election. Rev. Gary Schaeffer & Rev. Erwin Roux, with the highest vote tallies, were placed in a runoff election.

Nomination for Lay Female

Malin Kint	82
Alicia Wyland	100

**Alicia Wyland was elected as a voting member to the 2022 Churchwide Assembly.**

Nomination for a Lay Male

Terry Brown	89
C. Ray Huff	94

**C. Ray Huff was elected as a voting member to the 2022 Churchwide Assembly.**

Nomination for a Lay Female

Diane Bubb	95
Christine Wilhem	87

**Diane Bubb was elected as a voting member to the 2022 Churchwide Assembly.**

Nomination for a Youth

Taylor Brown

For: 187 Against: 0

**Taylor Brown was elected as a voting member to the 2022 Churchwide Assembly.**

Nomination for the position for a person whose first language is not English:

Rev. Tormod Svensson

For: 183 Against: 2

**Rev. Tormod Svensson was elected as a voting member to the 2022 Churchwide Assembly.**

The bishop thanked Vicar Bartholomew and the nominees and called on the Rev. Chad Hebrink to present the report of the Treasurer. Pastor Hebrink thanked congregations for sending their Mission Support, noting that the synod Mission Support receipts were 97.5% of budget. He provided highlights from his written report, including that total income was 93.4 % and expenses 93.3 % of budget. He pointed out that the transfers from restricted funds totaled \$12,500 compared to a budgeted \$30,000. Budget surplus was \$493 for the year.

Thanking those who attended the budget hearing, he stated that he expects that practice to continue. Pastor Hebrink expressed gratitude to the Fiscal Management Team, and synod staff Brenda Krouse and Chad Hershberger.

Bishop Collins called for the vote of the runoff election for Churchwide Assembly, rostered.

Nominees

The Rev. Gary Schaeffer	126
The Rev. Erwin Roux	60

**Rev. Gary Schaeffer was elected as a voting member to the 2022 Churchwide Assembly.**

The assembly took a brief recess during which videos from St. Matthew's Lutheran Church, Shamokin Dam, The Table – Bloomsburg, and the Middle Creek Conference were shown.

Following a hymn, Bishop Collins called the assembly back to order at 11:05 and introduced a keynote presentation from the Rev. Nicolette Peñaranda.

Bishop Collins invited the Rev. Craig Miller, Assistant to the Bishop and Director for Evangelical Mission to recognize congregations that have or are celebrating anniversaries.

Pastor Miller read the names of congregations celebrating anniversaries in 2020 and 2021.

Celebrated in 2020:

Garman Lutheran, Jersey Shore (Gary Shumway) – 175 years  
Pine Street Lutheran, Danville (Tim Sadler) – 175 years  
St. Peter Lutheran, Freeburg (Ann Zimmerman) – 250 years

Celebrating in 2021:

Grace Lutheran, Point Township (Steve Middernacht) – 125 years  
Liberty Lutheran, Liberty (Ted Cockley) – 125 years  
Christ Lutheran (Brick), Middleburg (Jim Vitale) – 150 years  
Trinity Lutheran, Cowan (Paul Kampa) – 125 years

Christ United Lutheran, Catawissa (Karen M-S) – 225 years  
St. John's Lutheran in Lewistown (Alan Hulslander) – 225 years  
Trinity Lutheran, Milton (Gary Schaeffer) – 225 years

Bishop Collins invited Holly Fry to continue presenting recommendation from the synod council.

**SA21.6. To adopt *en bloc* of amendments to bring the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod into conformity with the ELCA Model Constitution for Synods and to use consistent language. Adopted**

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

~~*An allowance, in an amount to be determined by the Synod Council, shall be provided for ministers of Word and Sacrament, disabled, retired, or on leave from call, ministers of Word and Service and ordinands, for the purpose of attending the assemblies of this synod. Those ministers of Word and Sacrament under call to special service shall be included under the provisions if their expenses are not reimbursed by their employing agencies or institutions.*~~

**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.*

**S10.07.02.** *Meetings*

- a. *The Synod Council shall have at least four stated meetings annually. Special meetings may be called by the vice president, the bishop, or by petition of 10 members of the Synod Council.*
- b. *A majority of the members of the Synod Council shall constitute a quorum.*
- e. ~~*To the extent permitted by commonwealth 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.*~~

**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 commonwealth 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.*

**S12.01.03.** *Each conference shall consist of:*

- a. *All congregations within its boundaries;*
- b. *All rostered ministers whose calls are within its boundaries and all rostered ministers who are retired or on leave from call and residing holding membership in a congregation within its boundaries. All ministers of Word and Sacrament on the roster of the conference, that is, all parish pastors, retired ministers of Word and Sacrament, ministers of Word and Sacrament on leave from call, and ministers of Word and Sacrament with calls to special service;*
- c. *All ministers of Word and Service within the conference.*

**S12.01.08.** *The dean, a rostered minister of Word and Sacrament of the ELCA rostered who is a member of the conference, shall be elected at the annual assembly of the conference. The*

*dean shall be elected by a nominating process. Additional nominations may be made from the floor with the prior approval of the candidate being nominated. The conference dean shall serve a term of two years, and may be eligible for two consecutive terms.*

**S12.01.09** *The Juniata Valley, Tulpehocken, and West Branch conferences shall elect a secretary in the even-numbered years, the Middle Creek, Buffalo Valley and North Branch shall elect a secretary in the odd-numbered years. The secretary, a rostered minister of Word and Sacrament of the ELCA ~~rostered~~ who is a member of ~~in~~ the conference, shall be elected at the annual assembly of the conference. The procedure for election and the term of office shall be the same as that of the dean.*

**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.

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

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

**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 ~~Lutheran~~ congregation nearer to their place of residence.

**SA21.7.** To amend the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod to delete S10.03.01. and add a new item ‘f’ under S10.07.01. Adopted

~~**S10.03.01. Synod Council**~~

~~**a. General Provisions**~~

~~**1)** *The Synod Council shall be responsible for the election of members: to the Board of Diakon, to be elected from nominees submitted by the agency, in numbers required by the constitution of the agency; to the Lutheran Council for Campus Ministry; to the Board of Directors of the Pennsylvania Council of Churches. It shall also elect regional representatives as determined by the ELCA Regional Council, and representatives to other institutions and agencies as may be determined.*~~

**S10.07.01.** Functions of the Synod Council in addition to those specified in the synod constitution:

**f. When requested, elect or appoint directors or trustees to institutions or agencies as may be determined.**

**SA21.8.** To strike the words “members to the board of Susquehanna University” from S9.01.01. Adopted

**S9.01.01.** Synod Assembly

**a. General Provisions:**

**1)** *It shall be the responsibility of the Synod Assembly to elect voting members to the Churchwide Assembly, ~~members to the board of Susquehanna University~~, officers of the Synod, members of the Synod Council, members of the Consultation Committee, and members of the Committee on Discipline. Two nominees shall be presented for each*

*position by the Synod Nominating Committee, along with biographical information for each nominee.*

**SA21.9. To ratify the vote to include a new clause, S15.41. to the Constitution, Bylaws, and Continuing Resolutions of the Upper Susquehanna Synod. Adopted**

**S15.41. The synod council shall establish policies appropriate to management of synod finances. Such policies will be included in a policy manual.**

**SA21.10. To adopt the 2022 salary and housing guidelines for rostered leaders. Adopted**

<b>2022 CLERGY SALARY GUIDELINES</b>			
<b>FOR THE UPPER SUSQUEHANNA SYNOD, ELCA</b>			
<i><b>Recommended January 27, 2021 - Leadership Support Team</b></i>			
<b>Years Ordained</b>	<b>Year Of Ordination</b>	<b>2021 Minimum Salary Guidelines</b>	<b>2022 Minimum Salary Guidelines</b>
0	2022	N/A	\$36,150
1	2021	\$35,272	\$36,575
2	2020	\$35,697	\$37,000
3	2019	\$36,122	\$37,425
4	2018	\$36,547	\$37,850
5	2017	\$36,972	\$38,275
6	2016	\$37,397	\$38,700
7	2015	\$37,822	\$39,125
8	2014	\$38,247	\$39,550
9	2013	\$38,672	\$39,975
10	2012	\$39,097	\$40,400
11	2011	\$39,522	\$40,825
12	2010	\$39,947	\$41,250
13	2009	\$40,372	\$41,675
14	2008	\$40,797	\$42,100
15	2007	\$41,222	\$42,525
16	2006	\$41,647	\$42,950
17	2005	\$42,072	\$43,375
18	2004	\$42,497	\$43,800
19	2003	\$42,922	\$44,225
20	2002	\$43,347	\$44,650
21	2001	\$43,772	\$45,075
22	2000	\$44,197	\$45,500
23	1999	\$44,622	\$45,925
24	1998	\$45,047	\$46,350
25	1997	\$45,472	\$46,775

26	1996	\$45,897	\$47,200
27	1995	\$46,322	\$47,625
28	1994	\$46,747	\$48,050
29	1993	\$47,172	\$48,475
30	1992	\$47,597	\$48,900
31	1991	\$48,022	\$49,325
32	1990	\$48,447	\$49,750
33	1989	\$48,872	\$50,175
34	1988	\$49,297	\$50,600
35	1987	\$49,722	\$51,025
36	1986	\$50,147	\$51,450
37	1985	\$50,572	\$51,875
38	1984	\$50,997	\$52,300
39	1983	\$51,422	\$52,725
40	1982	\$51,847	\$53,150
41	1981	\$52,272	\$53,575
42	1980	\$52,697	\$54,000
43	1979	\$53,122	\$54,425
44	1978	\$53,547	\$54,850
45	1977	\$53,972	\$55,275
46	1976	\$54,397	\$55,700
47	1975	\$54,822	\$56,125
48	1974	\$55,247	\$56,550
49	1973	\$55,672	\$56,975
50	1972	\$56,097	\$57,400

### Recommended Minimum Housing Allowance

2022 \$15,580-\$18,860

Ministers of Word and Service minimum salary recommendations for 2022\*  
 or those with master's degrees or equivalent experience.

#### Years of

#### Experience

#### 2022 Recommended Salaries

0	\$40,035 - \$42,158
5	\$42,158 - \$44,280
10	\$44,280 - \$46,401
15	\$46,401

Increase for each year of service approximately \$424.50

\* Based on not receiving a housing allowance.

**SA21.11. To adopt the budget for fiscal year-end January 31, 2022. Adopted**

Upper Susquehanna Synod, ELCA							
Actual & Revised Budget for Fiscal Year Ending January 31, 2021							
Provisional Budget for Fiscal Year Ending January 31, 2022							
	Synod Council						
	Actual	Approved	Adopted Revised	% of	Provisional	Change	% Change
	Budget	Budget	Budget	Revised	Budget	from 2020	from 2020
Provisional Budget Adopted by Synod Council on 11/21/2020	2020	2020	2020	Budget	2021	Revised	Revised
	FYE 1/31/2021	FYE 1/31/2021	FYE 1/31/2021		FYE 1/31/2022	Budget	Budget
<b>Revenues</b>							
<b>General Fund Revenue</b>							
1-501-0000 - Mission Support - Congregation	741,375.96	785,000.00	760,000.00	97.55%	760,000.00	0.00	0.00%
1-502-0000 - Mission Support - Cong Restricted to Synod	1,450.00	3,000.00	2,000.00	72.50%	2,000.00	0.00	0.00%
1-509-0000 - Special Appeal Campus Ministries	305.00	0.00	0.00	0.00%	0.00	0.00	0.00%
1-512-0000 - Contributions for Synod Ministries / Non-Congregation	20,620.26	11,500.00	5,000.00	412.41%	7,500.00	2,500.00	50.00%
1-513-0000 - Covid Appeal	204.20			0.00%	5,200.00	5,200.00	0.00%
1-515-0000 - Synod Assembly Fees	0.00	27,190.00	27,190.00	0.00%	27,190.00	0.00	0.00%
1-517-0000 - Office Space Reimbursement ELCA grant program	0.00	2,000.00	2,000.00	0.00%	2,000.00	0.00	0.00%
1-521-0000 - Interest Income	638.56	2,000.00	2,000.00	31.93%	300.00	(1,700.00)	-85.00%
1-524-0000 - Miscellaneous Income	103.52	250.00	250.00	41.41%	250.00	0.00	0.00%
1-532-0000 - Workshop/Program Fees	590.00	0.00	0.00	0.00%	0.00	0.00	0.00%
1-532-0009 - Fees/Candidacy Application	700.00	150.00	150.00	466.67%	300.00	150.00	100.00%
1-535-0000 - Reimbursement / Office Exp	114.65	0.00	0.00	0.00%	0.00	0.00	0.00%
1-537-1010 - Transfer from Restrictive Reserve : Insurance Dividend	12,500.00	20,000.00	30,000.00	41.67%	30,000.00	0.00	0.00%
1-537-1050 Transfer -- Small Grants	2,000.00	7,000.00	7,000.00	28.57%	7,000.00	0.00	0.00%
1-537-1060 Transfer -- LMI Restricted (toward LMI Coordinator)	1,000.00	1,000.00	1,000.00	100.00%	0.00	(1,000.00)	-100.00%
<b>Total General Fund Revenue</b>	<b>781,602.15</b>	<b>859,090.00</b>	<b>836,590.00</b>	<b>93.43%</b>	<b>841,740.00</b>	<b>5,150.00</b>	<b>0.62%</b>
<b>Expenditures</b>							
<b>Churchwide Support</b>							
<b>Mission Support</b>							
1-601-1000 - ELCA Churchwide Support	342,524.92	362,670.00	351,120.00	97.55%	351,120.00	0.00	0.00%
<b>Total Mission Support</b>	<b>342,524.92</b>	<b>362,670.00</b>	<b>351,120.00</b>	<b>97.55%</b>	<b>351,120.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Region 8 Support</b>							
1-602-1400 - Region 8 - Program Support	0.00	3,100.00	1,500.00	0.00%	1,500.00	0.00	0.00%
1-605-1400 - Region 8 - Support Archives	0.00	800.00	1,500.00	0.00%	1,500.00	0.00	0.00%
1-606-1400 - Region 8 - First-Call Theological Education	0.00	1,200.00	0.00	0.00%	0.00	0.00	0.00%
1-673-1400 - Region 8 - Committee Travel	0.00	100.00	100.00	0.00%	100.00	0.00	0.00%
1-674-1400 - Region 8 - Planned Giving Support	0.00	2,500.00	2,500.00	0.00%	2,500.00	0.00	0.00%
<b>Total Region 8 Support</b>	<b>0.00</b>	<b>7,700.00</b>	<b>5,600.00</b>	<b>0.00%</b>	<b>5,600.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Total Churchwide Support</b>	<b>342,524.92</b>	<b>370,370.00</b>	<b>356,720.00</b>	<b>96.02%</b>	<b>356,720.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Strengthening Congregations/ Missions</b>							
<b>Small Church/Outreach</b>							
1-606-2700 - Support - Small Church Grants	2,000.00	7,000.00	7,000.00	28.57%	7,000.00	0.00	0.00%
<b>Total Small Church/Outreach</b>	<b>2,000.00</b>	<b>7,000.00</b>	<b>7,000.00</b>	<b>28.57%</b>	<b>7,000.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Synod Programs</b>							
1-774-2400 - Program - Worship and Music	450.22	500.00	500.00	90.04%	500.00	0.00	0.00%
<b>Total Synod Programs</b>	<b>450.22</b>	<b>500.00</b>	<b>500.00</b>	<b>90.04%</b>	<b>500.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Total Strengthening Congregations/ Missions</b>	<b>2,450.22</b>	<b>7,500.00</b>	<b>7,500.00</b>	<b>32.67%</b>	<b>7,500.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Preparing/Supporting Leaders</b>							
<b>Theological Education</b>							
1-610-3000 - Support - ELCA Seminaries	20,051.00	20,051.00	20,051.00	100.00%	20,051.00	0.00	0.00%
<b>Total Theological Education</b>	<b>20,051.00</b>	<b>20,051.00</b>	<b>20,051.00</b>	<b>100.00%</b>	<b>20,051.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Candidacy</b>							
1-603-3100 - Prof Career Consultative Service	1,800.00	1,200.00	1,200.00	150.00%	1,200.00	0.00	0.00%
1-609-3100 - Support - Student Scholarships	5,000.00	5,000.00	5,000.00	100.00%	5,000.00	0.00	0.00%
1-774-3200 - Program - Candidacy Committee	176.70	500.00	500.00	35.34%	500.00	0.00	0.00%
<b>Total Candidacy</b>	<b>6,976.70</b>	<b>6,700.00</b>	<b>6,700.00</b>	<b>104.13%</b>	<b>6,700.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Leadership Support/Development</b>							
1-602-3300 - Support - Rostered Leadership	288.00	400.00	400.00	72.00%	400.00	0.00	0.00%
1-602-3310 - Workshop / Event Expenses	1,090.00	0.00	0.00	0.00	0.00	0.00	0.00%
<b>Total Leadership Support/Development</b>	<b>1,378.00</b>	<b>400.00</b>	<b>400.00</b>	<b>344.50%</b>	<b>400.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Lay Leadership</b>							
1-774-3400 - Lay Ministry Institute	2,500.00	5,000.00	5,000.00	50.00%	0.00	(5,000.00)	-100.00%
<b>Total Lay leadership</b>	<b>2,500.00</b>	<b>5,000.00</b>	<b>5,000.00</b>	<b>50.00%</b>	<b>0.00</b>	<b>(5,000.00)</b>	<b>-100.00%</b>
<b>Support-Rostered Leaders</b>							
1-602-3500 - Bishop Disc Fund - Support/Rostered							
1-609-3500 - Bishop Disc Fund - Pensions	0.00	1,000.00	1,000.00	0.00%	1,000.00	0.00	0.00%
1-743-3500 - Bishop Disc Fund - Counseling							
<b>Total Support Rostered Leaders</b>	<b>0.00</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>0.00%</b>	<b>1,000.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Total Preparing/Supporting Leaders</b>	<b>30,905.70</b>	<b>33,151.00</b>	<b>33,151.00</b>	<b>93.23%</b>	<b>28,151.00</b>	<b>(5,000.00)</b>	<b>-15.08%</b>

<b>Providing Service/Youth and Adults</b>								
<b>Camp Mount Luther</b>								
1-602-4000 - Support - Camp Mount Luther	46,275.00	46,275.00	46,275.00	100.00%	46,275.00	0.00	0.00%	
<b>Total Camp Mount Luther</b>	<b>46,275.00</b>	<b>46,275.00</b>	<b>46,275.00</b>	<b>100.00%</b>	<b>46,275.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Campus Ministry</b>								
1-602-4100 - Susquehanna University	1,000.00	1,000.00	1,000.00	100.00%	1,000.00	0.00	0.00%	
1-602-4200 - Penn College	1,000.00	1,000.00	1,000.00	100.00%	1,000.00	0.00	0.00%	
1-603-4200 - Penn State University	5,000.00	5,000.00	5,000.00	100.00%	5,000.00	0.00	0.00%	
1-604-4200 - Mansfield University	1,000.00	1,000.00	1,000.00	100.00%	1,000.00	0.00	0.00%	
1-605-4200 - Bloomsburg University	5,000.00	5,000.00	5,000.00	100.00%	5,000.00	0.00	0.00%	
1-606-4200 - Lock Haven University	1,000.00	1,000.00	1,000.00	100.00%	1,000.00	0.00	0.00%	
1-774-4200 - Campus Ministry Team	0.00	100.00	100.00	0.00%	100.00	0.00	0.00%	
<b>Total Campus Ministry</b>	<b>14,000.00</b>	<b>13,100.00</b>	<b>14,100.00</b>	<b>99.29%</b>	<b>14,100.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Providing Service/ Youth and Adults</b>	<b>60,275.00</b>	<b>59,375.00</b>	<b>60,375.00</b>	<b>99.83%</b>	<b>60,375.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Concern/Human Need</b>								
<b>Support-Related Agencies</b>								
1-602-5100 - Support - Lutheran Advocacy in Pa	4,820.00	4,820.00	4,820.00	100.00%	4,820.00	0.00	0.00%	
<b>Total Support-Related Agencies</b>	<b>4,820.00</b>	<b>4,820.00</b>	<b>4,820.00</b>	<b>100.00%</b>	<b>4,820.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Concern/Human Need</b>	<b>4,820.00</b>	<b>4,820.00</b>	<b>4,820.00</b>	<b>100.00%</b>	<b>4,820.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Fostering/Main/Ecumenical Relation</b>								
1-602-6000 - Support - PA Council of Churches	964.00	964.00	964.00	100.00%	964.00	0.00	0.00%	
1-774-6200 - Program - Ecumenical Relations	0.00	300.00	300.00	0.00%	300.00	0.00	0.00%	
<b>Total Fostering/Main/Ecumenical Relation</b>	<b>964.00</b>	<b>1,264.00</b>	<b>1,264.00</b>	<b>76.27%</b>	<b>1,264.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Interpreting-Mission &amp; Ministry of Church</b>								
1-749-7000 - Synod Web Site	300.00	500.00	500.00	60.00%	500.00	0.00	0.00%	
<b>Total Synod Web Site</b>	<b>300.00</b>	<b>500.00</b>	<b>500.00</b>	<b>60.00%</b>	<b>500.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Interpreting-Mission &amp; Ministry of Church</b>	<b>300.00</b>	<b>500.00</b>	<b>500.00</b>	<b>60.00%</b>	<b>500.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Global Mission Education</b>								
<b>Global Mission</b>								
1-602-8000 - Support - Global Mission		0.00	0.00	0.00%	2,000.00	2,000.00	Combined	
1-602-8100 - Support Liberia Companion Synod	680.11	1,500.00	1,500.00	45.34%	0.00	(1,500.00)	Combined	
1-602-8101 - Support-AWK Companion Synod Program		500.00	500.00	0.00%	0.00	(500.00)	Combined	
<b>Total Global Mission Education</b>	<b>680.11</b>	<b>2,000.00</b>	<b>2,000.00</b>	<b>34.01%</b>	<b>2,000.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Global Mission Education</b>	<b>680.11</b>	<b>2,000.00</b>	<b>2,000.00</b>	<b>34.01%</b>	<b>2,000.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Providing/Effective Organization</b>								
<b>Administration</b>								
1-701-9000 - Postage	2,570.00	3,000.00	3,000.00	85.67%	3,000.00	0.00	0.00%	
1-725-9000 - Office Supplies	2,002.93	1,500.00	1,500.00	133.53%	1,500.00	0.00	0.00%	
1-729-9000 - Training/Instruction-Support Staff	0.00	500.00	500.00	0.00%	500.00	0.00	0.00%	
1-737-9000 - Forms	387.50	500.00	500.00	77.50%	500.00	0.00	0.00%	
1-740-9000 - Payroll Services	1,017.40	1,200.00	1,200.00	84.78%	1,212.00	12.00	1.00%	
1-741-9000 - Accounting/Auditing	6,900.00	6,600.00	6,600.00	104.55%	7,000.00	400.00	6.06%	
1-742-9000 - Legal	847.71	250.00	250.00	339.08%	500.00	250.00	100.00%	
1-743-9000 - ELCA Shared Risk Fund	0.00	650.00	650.00	0.00%	650.00	0.00	0.00%	
1-747-9000 - Phone	2,641.12	3,500.00	3,500.00	75.46%	2,500.00	(1,000.00)	-28.57%	
1-748-9000 - E-mail/Internet	1,199.40	1,200.00	1,200.00	99.95%	1,200.00	0.00	0.00%	
1-775-9000 - Hospitality	249.82	600.00	600.00	41.64%	600.00	0.00	0.00%	
1-793-9000 - Bank Fees	48.00	50.00	50.00	96.00%	50.00	0.00	0.00%	
1-794-9000 - Electronic Giving Fees	70.00	0.00	0.00	0.00%	0.00	0.00	0.00%	
1-801-9000 - Maintenance/Repair of Equipment	1,246.97	1,250.00	1,250.00	99.76%	1,250.00	0.00	0.00%	
1-802-9000 - Technical Support/ Computers	7,465.58	12,000.00	12,000.00	62.21%	10,000.00	(2,000.00)	-16.67%	
1-804-9000 - Leasing/Office Equipment	5,714.85	7,000.00	7,000.00	81.64%	6,000.00	(1,000.00)	-14.29%	
<b>Total General Office</b>	<b>32,361.28</b>	<b>39,800.00</b>	<b>39,800.00</b>	<b>81.31%</b>	<b>36,462.00</b>	<b>(3,338.00)</b>	<b>-8.39%</b>	
<b>Building/Maintenance Expense</b>								
1-722-9100 - Building Maintenance	8,613.27	10,500.00	10,500.00	82.03%	10,500.00	0.00	0.00%	
1-751-9100 - Building & Liability Ins Package	5,580.92	5,000.00	5,000.00	111.62%	5,500.00	500.00	10.00%	
1-836-9100 - Utilities	7,153.09	7,000.00	7,000.00	102.19%	7,000.00	0.00	0.00%	
1-837-9100 - Depreciation Building	11,450.81	11,190.00	11,190.00	102.33%	11,450.00	260.00	2.32%	
1-838-9000 - Depreciation Equipment	2,529.86	1,500.00	1,500.00	168.66%	2,500.00	1,000.00	66.67%	
<b>Total Building/Maintenance Expense</b>	<b>35,327.95</b>	<b>35,190.00</b>	<b>35,190.00</b>	<b>100.39%</b>	<b>36,950.00</b>	<b>1,760.00</b>	<b>5.00%</b>	
<b>Staff Salaries</b>								
1-652-9204 - Bishop's Salary	54,417.12	54,417.08	54,417.08	100.00%	55,505.42	1,088.34	2.00%	
1-652-9214 - Assistant to the Bishop	22,524.72	22,524.66	22,524.66	100.00%	22,975.15	450.49	2.00%	
1-652-9215 - Dean Stipends	19,617.12	20,009.07	19,616.73	100.00%	20,009.06	392.33	2.00%	
1-652-9224 - Office Manager	41,276.16	41,276.09	41,276.09	100.00%	42,101.61	825.52	2.00%	
1-652-9245 - Bookkeeper	1,560.60	1,560.60	1,560.60	100.00%	1,591.81	31.21	2.00%	
1-652-9247 - Communications Director	6,905.40	6,905.40	6,905.40	100.00%	7,043.51	138.11	2.00%	
<b>Total Staff Salaries</b>	<b>146,301.12</b>	<b>146,692.90</b>	<b>146,300.56</b>	<b>100.00%</b>	<b>149,226.56</b>	<b>2,926.00</b>	<b>2.00%</b>	
<b>Staff Benefits</b>								
1-654-9300 - Staff Housing Allowance	26,166.00	26,166.06	26,166.06	100.00%	26,689.38	523.32	2.00%	
1-655-9300 - Staff-FICA Contributions	3,774.60	3,805.27	3,805.27	99.19%	3,881.38	76.11	2.00%	
1-656-9300 - Staff Pension & Health Benefits	79,448.85	83,000.00	75,000.00	105.93%	80,500.00	5,500.00	7.33%	
1-657-9300 - Clergy Staff Education Benefits	794.00	1,125.00	1,125.00	70.58%	1,125.00	0.00	0.00%	
1-659-9300 - Staff Work Comp Ins	843.23	750.00	750.00	112.43%	750.00	0.00	0.00%	
1-661-9300 - Clergy-FICA Contributions	9,388.32	9,233.77	9,233.77	101.67%	9,418.45	184.68	2.00%	
1-673-9300 - Staff Travel	3,782.98	12,000.00	12,000.00	31.52%	14,000.00	2,000.00	16.67%	
<b>Total Staff Benefits</b>	<b>124,197.98</b>	<b>136,080.10</b>	<b>128,080.10</b>	<b>96.97%</b>	<b>136,364.21</b>	<b>8,284.11</b>	<b>6.47%</b>	

Synod Assembly							
1-655-9400 - Non-employee Comp-Synod Assembly	0.00	2,500.00	2,500.00	0.00%	2,500.00	0.00	0.00%
1-673-9400 - Travel -Assembly Planning Commit	0.00	100.00	100.00	0.00%	100.00	0.00	0.00%
1-701-9400 - Postage-Assembly Planning Committee	0.00	50.00	50.00	0.00%	50.00	0.00	0.00%
1-725-9400 - Supplies-Assembly	0.00	500.00	500.00	0.00%	500.00	0.00	0.00%
1-743-9400 - Miscellaneous Services	0.00	197.00	197.00	0.00%	197.00	0.00	0.00%
1-832-9400 - Facility Rental - Synod Assembly	0.00	17,000.00	17,000.00	0.00%	17,000.00	0.00	0.00%
Total Synod Assembly	0.00	20,347.00	20,347.00	0.00%	20,347.00	0.00	0.00%
Synod Council							
1-602-9500 - Deans' Fund	0.00	250.00	250.00	0.00%	250.00	0.00	0.00%
1-673-9500 - Travel - Synod Council	0.00	500.00	500.00	0.00%	500.00	0.00	0.00%
1-775-9500 - Hospitality - Synod Council	0.00	250.00	250.00	0.00%	250.00	0.00	0.00%
1-775-9600 - Church Wide Assembly	0.00	0.00	0.00	0.00%	0.00	0.00	0.00%
Total Synod Council	0.00	1,000.00	1,000.00	0.00%	1,000.00	0.00	0.00%
Total Providing/Effective Organization	338,188.33	379,110.00	370,717.66	91.23%	380,349.77	9,632.11	2.60%
Total Expenses	781,108.28	858,090.00	837,047.66	93.32%	841,679.77	4,632.11	0.55%
Excess Revenues (Expenditures)	493.87	1,000.00	(457.66)	0.00%	60.23	517.89	-113.16%

**SA21.12. To adopt the budget for fiscal year-end January 31, 2023. Adopted**

Upper Susquehanna Synod, ELCA									
Actual & Revised Budget for Fiscal Year Ending January 31, 2021									
Provisional Budget for Fiscal Year Ending January 31, 2022									
Proposed Budget for Fiscal Year Ending January 31, 2023									
	Actual	Approved Budget	Adopted Revised Budget	% of	Provisional Budget	Proposed Budget	Change from 2021	% Change from 2021	
Recommended by Synod Council on 4/24/2021	2020	2020	2020	Revised	2021	2022	Provisional Budget	Provisional Budget	
	FYE 1/31/2021	FYE 1/31/2021	FYE 1/31/2021	Budget	FYE 1/31/2022	FYE 1/31/2023			
<b>Revenues</b>									
<b>General Fund Revenue</b>									
1-501-0000 - Mission Support - Congregation	741,375.96	785,000.00	760,000.00	97.55%	760,000.00	740,000.00	(20,000.00)	-2.63%	
1-502-0000 - Mission Support - Cong Restricted to Synod	1,450.00	3,000.00	2,000.00	72.50%	2,000.00	1,500.00	(500.00)	-25.00%	
1-509-0000 - Special Appeal Campus Ministries	305.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	
1-512-0000 - Contributions for Synod Ministries / Non-Congregation	20,620.26	11,500.00	5,000.00	412.41%	7,500.00	7,500.00	0.00	0.00%	
1-513-0000 - Covid Appeal	204.20	0.00	0.00	0.00%	5,200.00	0.00	(5,200.00)	-100.00%	
1-515-0000 - Synod Assembly Fees	0.00	27,190.00	27,190.00	0.00%	27,190.00	27,190.00	0.00	0.00%	
1-517-0000 - Office Space Reimbursement ELCA grant program	0.00	2,000.00	2,000.00	0.00%	2,000.00	0.00	(2,000.00)	-100.00%	
1-521-0000 - Interest Income	638.56	2,000.00	2,000.00	31.93%	300.00	750.00	450.00	150.00%	
1-524-0000 - Miscellaneous Income	103.52	250.00	250.00	41.41%	250.00	250.00	0.00	0.00%	
1-532-0000 - Workshop/Program Fees	590.00	0.00	0.00	0.00%	0.00	1,000.00	1,000.00	0.00%	
1-532-0009 - Fees/Candidacy Application	700.00	150.00	150.00	466.67%	300.00	300.00	0.00	0.00%	
1-535-0000 - Reimbursement / Office Exp	114.65	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	
1-537-1010 - Transfer from Restrictive Reserve : Insurance Dividend	12,500.00	20,000.00	30,000.00	41.67%	30,000.00	20,000.00	(10,000.00)	-33.33%	
1-537-1050 Transfer -- Small Grants	2,000.00	7,000.00	7,000.00	28.57%	7,000.00	7,000.00	0.00	0.00%	
1-537-10XX Transfer -- From Synod Reserve (toward Bishop Transition)						7,500.00	7,500.00	0.00%	
1-537-1060 Transfer -- LMI Restricted (toward LMI Coordinator)	1,000.00	1,000.00	1,000.00	100.00%	0.00	0.00	0.00	0.00%	
<b>Total General Fund Revenue</b>	<b>781,602.15</b>	<b>859,090.00</b>	<b>836,590.00</b>	<b>93.43%</b>	<b>841,740.00</b>	<b>812,990.00</b>	<b>(28,750.00)</b>	<b>-3.42%</b>	
<b>Expenditures</b>									
<b>Churchwide Support</b>									
<b>Mission Support</b>									
1-601-1000 - ELCA Churchwide Support	342,524.92	362,670.00	351,120.00	97.55%	351,120.00	296,000.00	(55,120.00)	-15.70%	
<b>Total Mission Support</b>	<b>342,524.92</b>	<b>362,670.00</b>	<b>351,120.00</b>	<b>97.55%</b>	<b>351,120.00</b>	<b>296,000.00</b>	<b>(55,120.00)</b>	<b>-15.70%</b>	
<b>Region 8 Support</b>									
1-602-1400 - Region 8 - Program Support	0.00	3,100.00	1,500.00	0.00%	1,500.00	1,500.00	0.00	0.00%	
1-605-1400 - Region 8 - Support Archives	0.00	800.00	1,500.00	0.00%	1,500.00	1,500.00	0.00	0.00%	
1-606-1400 - Region 8 - First-Call Theological Education	0.00	1,200.00	0.00	0.00%	0.00	0.00	0.00	0.00%	
1-673-1400 - Region 8 - Committee Travel	0.00	100.00	100.00	0.00%	100.00	100.00	0.00	0.00%	
1-674-1400 - Region 8 - Planned Giving Support	0.00	2,500.00	2,500.00	0.00%	2,500.00	2,500.00	0.00	0.00%	
<b>Total Region 8 Support</b>	<b>0.00</b>	<b>7,700.00</b>	<b>5,600.00</b>	<b>0.00%</b>	<b>5,600.00</b>	<b>5,600.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Churchwide Support</b>	<b>342,524.92</b>	<b>370,370.00</b>	<b>356,720.00</b>	<b>96.02%</b>	<b>356,720.00</b>	<b>301,600.00</b>	<b>(55,120.00)</b>	<b>-15.45%</b>	
<b>Strengthening Congregations/ Missions</b>									
<b>Small Church/Outreach</b>									
1-606-2700 - Support - Small Church Grants	2,000.00	7,000.00	7,000.00	28.57%	7,000.00	7,000.00	0.00	0.00%	
<b>Total Small Church/Outreach</b>	<b>2,000.00</b>	<b>7,000.00</b>	<b>7,000.00</b>	<b>28.57%</b>	<b>7,000.00</b>	<b>7,000.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Synod Programs</b>									
1-774-2400 - Program - Worship and Music	450.22	500.00	500.00	90.04%	500.00	500.00	0.00	0.00%	
<b>Total Synod Programs</b>	<b>450.22</b>	<b>500.00</b>	<b>500.00</b>	<b>90.04%</b>	<b>500.00</b>	<b>500.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Strengthening Congregations/ Missions</b>	<b>2,450.22</b>	<b>7,500.00</b>	<b>7,500.00</b>	<b>32.67%</b>	<b>7,500.00</b>	<b>7,500.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Preparing/Supporting Leaders</b>									
<b>Theological Education</b>									
1-610-3000 - Support - ELCA Seminaries	20,051.00	20,051.00	20,051.00	100.00%	20,051.00	20,051.00	0.00	0.00%	
<b>Total Theological Education</b>	<b>20,051.00</b>	<b>20,051.00</b>	<b>20,051.00</b>	<b>100.00%</b>	<b>20,051.00</b>	<b>20,051.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Candidacy</b>									
1-603-3100 - Prof Career Consultative Service	1,800.00	1,200.00	1,200.00	150.00%	1,200.00	1,200.00	0.00	0.00%	
1-609-3100 - Support - Student Scholarships	5,000.00	5,000.00	5,000.00	100.00%	5,000.00	5,000.00	0.00	0.00%	
1-774-3200 - Program - Candidacy Committee	176.70	500.00	500.00	35.34%	500.00	500.00	0.00	0.00%	
<b>Total Candidacy</b>	<b>6,976.70</b>	<b>6,700.00</b>	<b>6,700.00</b>	<b>104.13%</b>	<b>6,700.00</b>	<b>6,700.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Leadership Support/Development</b>									
1-602-3300 - Support - Rostered Leadership	288.00	400.00	400.00	72.00%	400.00	400.00	0.00	0.00%	
1-602-3310 - Workshop / Event Expenses	1,090.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	
<b>Total Leadership Support/Development</b>	<b>1,378.00</b>	<b>400.00</b>	<b>400.00</b>	<b>344.50%</b>	<b>400.00</b>	<b>400.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Lay Leadership</b>									
1-774-3400 - Lay Ministry Institute	2,500.00	5,000.00	5,000.00	50.00%	0.00	0.00	0.00	0.00%	
<b>Total Lay leadership</b>	<b>2,500.00</b>	<b>5,000.00</b>	<b>5,000.00</b>	<b>50.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Support-Rostered Leaders</b>									
1-602-3500 - Bishop Disc Fund - Support/Rostered									
1-609-3500 - Bishop Disc Fund - Pensions	0.00	1,000.00	1,000.00	0.00%	1,000.00	1,000.00	0.00	0.00%	
1-743-3500 - Bishop Disc Fund - Counseling									
<b>Total Support Rostered Leaders</b>	<b>0.00</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>0.00%</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Preparing/Supporting Leaders</b>	<b>30,905.70</b>	<b>33,151.00</b>	<b>33,151.00</b>	<b>93.23%</b>	<b>28,151.00</b>	<b>28,151.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Providing Service/Youth and Adults</b>									
<b>Camp Mount Luther</b>									
1-602-4000 - Support - Camp Mount Luther	46,275.00	46,275.00	46,275.00	100.00%	46,275.00	46,275.00	0.00	0.00%	
<b>Total Camp Mount Luther</b>	<b>46,275.00</b>	<b>46,275.00</b>	<b>46,275.00</b>	<b>100.00%</b>	<b>46,275.00</b>	<b>46,275.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Campus Ministry</b>									
1-602-4100 - Susquehanna University	1,000.00	1,000.00	1,000.00	100.00%	1,000.00	1,000.00	0.00	0.00%	
1-602-4200 - Penn College	1,000.00	1,000.00	1,000.00	100.00%	1,000.00	1,000.00	0.00	0.00%	
1-603-4200 - Penn State University	5,000.00	5,000.00	5,000.00	100.00%	5,000.00	5,000.00	0.00	0.00%	
1-604-4200 - Mansfield University	1,000.00	1,000.00	1,000.00	100.00%	1,000.00	1,000.00	0.00	0.00%	
1-605-4200 - Bloomsburg University	5,000.00	5,000.00	5,000.00	100.00%	5,000.00	5,000.00	0.00	0.00%	
1-606-4200 - Lock Haven University	1,000.00	1,000.00	1,000.00	100.00%	1,000.00	1,000.00	0.00	0.00%	
1-774-4200 - Campus Ministry Team	0.00	100.00	100.00	0.00%	100.00	100.00	0.00	0.00%	
<b>Total Campus Ministry</b>	<b>14,000.00</b>	<b>13,100.00</b>	<b>14,100.00</b>	<b>99.29%</b>	<b>14,100.00</b>	<b>14,100.00</b>	<b>0.00</b>	<b>0.00%</b>	
<b>Total Providing Service/ Youth and Adults</b>	<b>60,275.00</b>	<b>59,375.00</b>	<b>60,375.00</b>	<b>99.83%</b>	<b>60,375.00</b>	<b>60,375.00</b>	<b>0.00</b>	<b>0.00%</b>	

Camp Mount Luther									
1-602-4000 - Support - Camp Mount Luther		46,275.00	46,275.00	46,275.00	100.00%	46,275.00	46,275.00	0.00	0.00%
Total Camp Mount Luther		46,275.00	46,275.00	46,275.00	100.00%	46,275.00	46,275.00	0.00	0.00%
Campus Ministry									
1-602-4100 - Susquehanna University		1,000.00	1,000.00	1,000.00	100.00%	1,000.00	1,000.00	0.00	0.00%
1-602-4200 - Penn College		1,000.00	1,000.00	1,000.00	100.00%	1,000.00	1,000.00	0.00	0.00%
1-603-4200 - Penn State University		5,000.00	5,000.00	5,000.00	100.00%	5,000.00	5,000.00	0.00	0.00%
1-604-4200 - Mansfield University		1,000.00	1,000.00	1,000.00	100.00%	1,000.00	1,000.00	0.00	0.00%
1-605-4200 - Bloomsburg University		5,000.00	5,000.00	5,000.00	100.00%	5,000.00	5,000.00	0.00	0.00%
1-606-4200 - Lock Haven University		1,000.00	1,000.00	1,000.00	100.00%	1,000.00	1,000.00	0.00	0.00%
1-774-4200 - Campus Ministry Team		0.00	100.00	100.00	0.00%	100.00	100.00	0.00	0.00%
Total Campus Ministry		14,000.00	13,100.00	14,100.00	99.29%	14,100.00	14,100.00	0.00	0.00%
Total Providing Service/ Youth and Adults		60,275.00	59,375.00	60,375.00	99.83%	60,375.00	60,375.00	0.00	0.00%
Concern/Human Need									
Support-Related Agencies									
1-602-5100 - Support - Lutheran Advocacy in Pa		4,820.00	4,820.00	4,820.00	100.00%	4,820.00	4,820.00	0.00	0.00%
Total Support-Related Agencies		4,820.00	4,820.00	4,820.00	100.00%	4,820.00	4,820.00	0.00	0.00%
Total Concern/Human Need		4,820.00	4,820.00	4,820.00	100.00%	4,820.00	4,820.00	0.00	0.00%
Fostering/Main/Ecumenical Relation									
1-602-6000 - Support - PA Council of Churches		964.00	964.00	964.00	100.00%	964.00	964.00	0.00	0.00%
1-774-6200 - Program - Ecumenical Relations		0.00	300.00	300.00	0.00%	300.00	300.00	0.00	0.00%
Total Fostering/Main/Ecumenical Relation		964.00	1,264.00	1,264.00	76.27%	1,264.00	1,264.00	0.00	0.00%
Interpreting-Mission & Ministry of Church									
1-749-7000 - Synod Web Site		300.00	500.00	500.00	60.00%	500.00	500.00	0.00	0.00%
Total Synod Web Site		300.00	500.00	500.00	60.00%	500.00	500.00	0.00	0.00%
Total Interpreting-Mission & Ministry of Church		300.00	500.00	500.00	60.00%	500.00	500.00	0.00	0.00%
Global Mission Education									
Global Mission									
1-602-8000 - Support - Global Mission			0.00	0.00	0.00%	2,000.00	2,000.00	0.00	0.00%
1-602-8100 - Support Liberia Companion Synod		680.11	1,500.00	1,500.00	45.34%	0.00	0.00	0.00	0.00%
1-602-8101 - Support-AWK Companion Synod Program			500.00	500.00	0.00%	0.00	0.00	0.00	0.00%
Total Global Mission Education		680.11	2,000.00	2,000.00	34.01%	2,000.00	2,000.00	0.00	0.00%
Total Global Mission Education		680.11	2,000.00	2,000.00	34.01%	2,000.00	2,000.00	0.00	0.00%
Providing/Effective Organization									
Administration									
1-701-9000 - Postage		2,570.00	3,000.00	3,000.00	85.67%	3,000.00	3,000.00	0.00	0.00%
1-725-9000 - Office Supplies		2,002.93	1,500.00	1,500.00	133.53%	1,500.00	1,500.00	0.00	0.00%
1-729-9000 - Training/Instruction-Support Staff		0.00	500.00	500.00	0.00%	500.00	500.00	0.00	0.00%
1-737-9000 - Forms		387.50	500.00	500.00	77.50%	500.00	500.00	0.00	0.00%
1-740-9000 - Payroll Services		1,017.40	1,200.00	1,200.00	84.78%	1,212.00	1,212.00	0.00	0.00%
1-741-9000 - Accounting/Auditing		6,900.00	6,600.00	6,600.00	104.55%	7,000.00	7,100.00	100.00	1.43%
1-742-9000 - Legal		847.71	250.00	250.00	339.08%	500.00	1,000.00	500.00	100.00%
1-743-9000 - ELCA Shared Risk Fund		0.00	650.00	650.00	0.00%	650.00	650.00	0.00	0.00%
1-747-9000 - Phone		2,641.12	3,500.00	3,500.00	75.46%	2,500.00	2,500.00	0.00	0.00%
1-748-9000 - E-mail/Internet		1,199.40	1,200.00	1,200.00	99.95%	1,200.00	1,200.00	0.00	0.00%
1-775-9000 - Hospitality		249.82	600.00	600.00	41.64%	600.00	400.00	(200.00)	-33.33%
1-793-9000 - Bank Fees		48.00	50.00	50.00	96.00%	50.00	50.00	0.00	0.00%
1-794-9000 - Electronic Giving Fees		70.00	0.00	0.00	0.00%	0.00	100.00	100.00	0.00%
1-801-9000 - Maintenance/Repair of Equipment		1,246.97	1,250.00	1,250.00	99.76%	1,250.00	1,250.00	0.00	0.00%
1-802-9000 - Technical Support/ Computers		7,465.58	12,000.00	12,000.00	62.21%	10,000.00	10,000.00	0.00	0.00%
1-804-9000 - Leasing/Office Equipment		5,714.85	7,000.00	7,000.00	81.64%	6,000.00	4,000.00	(2,000.00)	-33.33%
Total General Office		32,361.28	39,800.00	39,800.00	81.31%	36,462.00	34,962.00	(1,500.00)	-4.11%
Building/Maintenance Expense									
1-722-9100 - Building Maintenance		8,613.27	10,500.00	10,500.00	82.03%	10,500.00	10,500.00	0.00	0.00%
1-751-9100 - Building & Liability Ins Package		5,580.92	5,000.00	5,000.00	111.62%	5,500.00	6,000.00	500.00	9.09%
1-836-9100 - Utilities		7,153.09	7,000.00	7,000.00	102.19%	7,000.00	7,000.00	0.00	0.00%
1-837-9100 - Depreciation Building		11,450.81	11,190.00	11,190.00	102.33%	11,450.00	11,450.00	0.00	0.00%
1-838-9000 - Depreciation Equipment		2,529.86	1,500.00	1,500.00	168.66%	2,500.00	2,000.00	(500.00)	-20.00%
Total Building/Maintenance Expense		35,327.95	35,190.00	35,190.00	100.39%	36,950.00	36,950.00	0.00	0.00%
Staff Salaries									
1-652-9204 - Bishop's Salary		54,417.12	54,417.08	54,417.08	100.00%	55,505.42	56,615.53	1,110.11	2.00%
1-652-9214 - Assistant to the Bishop		22,524.72	22,524.66	22,524.66	100.00%	22,975.15	23,434.65	459.50	2.00%
1-652-9215 - Dean Stipends		19,617.12	20,009.07	19,616.73	100.00%	20,009.06	20,009.06	0.00	0.00%
1-652-9224 - Office Manager		41,276.16	41,276.09	41,276.09	100.00%	42,101.61	42,943.64	842.03	2.00%
1-652-9245 - Bookkeeper		1,560.60	1,560.60	1,560.60	100.00%	1,591.81	1,623.65	31.84	2.00%
1-652-9247 - Communications Director		6,905.40	6,905.40	6,905.40	100.00%	7,043.51	7,184.38	140.87	2.00%
Total Staff Salaries		146,301.12	146,692.90	146,300.56	100.00%	149,226.56	151,810.91	2,584.35	1.73%
Staff Benefits									
1-654-9300 - Staff Housing Allowance		26,166.00	26,166.06	26,166.06	100.00%	26,689.38	27,223.17	533.79	2.00%
1-655-9300 - Staff-FICA Contributions		3,774.60	3,805.27	3,805.27	99.19%	3,881.38	3,959.00	77.62	2.00%
1-656-9300 - Staff Pension & Health Benefits		79,448.85	83,000.00	75,000.00	105.93%	80,500.00	84,500.00	4,000.00	4.97%
1-657-9300 - Clergy Staff Education Benefits		794.00	1,125.00	1,125.00	70.58%	1,125.00	1,125.00	0.00	0.00%
1-659-9300 - Staff Work Comp Ins		843.23	750.00	750.00	112.43%	750.00	750.00	0.00	0.00%
1-661-9300 - Clergy-FICA Contributions		9,388.32	9,233.77	9,233.77	101.67%	9,418.45	9,737.10	318.65	3.38%
1-673-9300 - Staff Travel		3,782.98	12,000.00	12,000.00	31.52%	14,000.00	14,000.00	0.00	0.00%
Total Staff Benefits		124,197.98	136,080.10	128,080.10	96.97%	136,364.21	141,294.27	4,930.06	3.62%

<b>Synod Assembly</b>									
1-655-9400 - Non-employee Comp-Synod Assembly	0.00	2,500.00	2,500.00	0.00%	2,500.00	2,500.00	0.00	0.00%	
1-673-9400 - Travel - Assembly Planning Commit	0.00	100.00	100.00	0.00%	100.00	100.00	0.00	0.00%	
1-701-9400 - Postage-Assembly Planning Committee	0.00	50.00	50.00	0.00%	50.00	50.00	0.00	0.00%	
1-725-9400 - Supplies-Assembly	0.00	500.00	500.00	0.00%	500.00	500.00	0.00	0.00%	
1-743-9400 - Miscellaneous Services	0.00	197.00	197.00	0.00%	197.00	200.00	3.00	1.52%	
1-832-9400 - Facility Rental - Synod Assembly	0.00	17,000.00	17,000.00	0.00%	17,000.00	17,000.00	0.00	0.00%	
<b>Total Synod Assembly</b>	<b>0.00</b>	<b>20,347.00</b>	<b>20,347.00</b>	<b>0.00%</b>	<b>20,347.00</b>	<b>20,350.00</b>	<b>3.00</b>	<b>0.01%</b>	
<b>Synod Council</b>									
1-602-9500 - Deans' Fund	0.00	250.00	250.00	0.00%	250.00	250.00	0.00	0.00%	
1-673-9500 - Travel - Synod Council	0.00	500.00	500.00	0.00%	500.00	500.00	0.00	0.00%	
1-775-9500 - Hospitality - Synod Council	0.00	250.00	250.00	0.00%	250.00	250.00	0.00	0.00%	
1-775-9600 - Church Wide Assembly	0.00	0.00	0.00	0.00%	0.00	500.00	500.00	0.00%	
1-###-9500 - Bishop Transition Expenses						20,000.00	20,000.00	0.00%	
<b>Total Synod Council</b>	<b>0.00</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>0.00%</b>	<b>1,000.00</b>	<b>21,500.00</b>	<b>20,500.00</b>	<b>2050.00%</b>	
<b>Total Providing/Effective Organization</b>	<b>338,188.33</b>	<b>379,110.00</b>	<b>370,717.66</b>	<b>91.23%</b>	<b>380,349.77</b>	<b>406,867.18</b>	<b>26,517.41</b>	<b>6.97%</b>	
<b>Total Expenses</b>	<b>781,108.28</b>	<b>858,090.00</b>	<b>837,047.66</b>	<b>93.32%</b>	<b>841,679.77</b>	<b>813,077.18</b>	<b>(28,602.59)</b>	<b>-3.40%</b>	
<b>Excess Revenues (Expenditures)</b>	<b>493.87</b>	<b>1,000.00</b>	<b>(457.66)</b>	<b>0.00%</b>	<b>60.23</b>	<b>(87.18)</b>	<b>(147.41)</b>	<b>-244.75%</b>	

The bishop thanked Ms Fry.

Bishop Collins called on the Rev. Rick White to present the report of Reference and Counsel. Pastor White presented a resolution that had been received before the deadline for submissions. He stated the Committee on Reference and Counsel presented the resolution without recommendation.

### Creation of an Antiracism Initiative

WHEREAS the *Strategy Toward Authentic Diversity*, adopted by the 2019 ELCA Churchwide Assembly, calls on the whole church to live into our baptismal covenant with God and one another through antiracist and inclusive healing actions, structural accountability, and theological education and leadership; and

WHEREAS the Upper Susquehanna Synod does not currently have a dedicated ministry team or initiative specifically addressing Strategically Authentic Diversity or antiracism; and

WHEREAS the Upper Susquehanna Synod does not currently require antiracism training of its Authorized Lay Worship Leaders (ALWL), who provide regular preaching and worship leadership in many congregations; therefore, be it

RESOLVED that the Upper Susquehanna Synod create an Antiracism Initiative that includes an Antiracism Team charged with the following:

1. To coordinate with antiracism teams from synods in Regions 7 and 8 of the ELCA and ecumenical partners to offer antiracism trainings to rostered ministers, Authorized Lay Worship Leaders, non-rostered congregational staff, and lay leaders in congregations. At least two of these opportunities shall publicized and offered by the end of 2021.
2. To equip and support congregations and leaders for antiracist advocacy and civic engagement in their context, with a plan for this developed by the 2022 Upper Susquehanna Synod Assembly.

and be it further

RESOLVED that Upper Susquehanna Synod Council form the Antiracism Team by September of 2021; and be it further

RESOLVED that the Upper Susquehanna Synod Director of Communications create a dedicated page on [uss-elca.org](http://uss-elca.org) announcing this initiative and to communicate future events and actions by July 31, 2021.; and be it further

RESOLVED that the Upper Susquehanna Synod shall require Authorized Lay Worship Leaders to complete an approved antiracism training by the end of 2021, and at least once every three years following, to remain authorized to preside at Holy Communion; and be it further

RESOLVED that the Antiracism Team and Constitution Committee investigate appropriate representational principles for the membership of Synod Council by the 2022 Synod Assembly; finally, be it further

RESOLVED that the Upper Susquehanna Synod shall host a public service of Lament for Racism before the 2022 Upper Susquehanna Synod Assembly.

Submitted by the Rev. Lisa Raylene Barnes and the Rev. D. Lowell Chilton.

Bishop Collins recognized the Rev. Lisa Barnes who moved the adoption of the resolution amended by the authors.

**Creation of an Antiracism Initiative**

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and be it further

RESOLVED that Upper Susquehanna Synod Council form the Antiracism Team by the end of 2021; and be it further

RESOLVED that the Upper Susquehanna Synod Director of Communications create a dedicated page on [uss-elca.org](http://uss-elca.org) announcing this initiative and to communicate future events and actions by July 31, 2021.; and be it further

RESOLVED that the Upper Susquehanna Synod require Authorized Lay Worship Leaders to complete an approved antiracism training at least once every three years, with the first training to be completed by the 2022 Synod Assembly; and be it further

RESOLVED that the Antiracism Team and Constitution Committee investigate appropriate representational principles for the membership of Synod Council by the 2022 Synod Assembly; finally, be it further

RESOLVED that the Upper Susquehanna Synod shall host a public service of Lament for Racism before the 2022 Upper Susquehanna Synod Assembly.

Rev. Gary Schaeffer moved to amend the resolution, substituting “March 31, 2022” for “the 2022 Synod Assembly in the fourth RESOLVED.

**SA21.13. To amend the resolution. Adopted**

**RESOLVED that the Upper Susquehanna Synod require Authorized Lay Worship Leaders to complete an approved antiracism training at least once every three years, with the first training to be completed by March 31, 2022 ~~the 2022 Synod Assembly~~. Adopted**

The Rev. Sarah Hershberger moved to amend the third RESOLVED, substituting “September 30” for “July 31”.

**SA21.14. To amend the resolution. Adopted**

**RESOLVED** that the Upper Susquehanna Synod Director of Communications create a dedicated page on [uss-elca.org](http://uss-elca.org) announcing this initiative and to communicate future events and actions by September 30 ~~July 31~~, 2021.

**SA21.15. Creation of an Antiracism Initiative. Adopted**

**WHEREAS** the *Strategy Toward Authentic Diversity*, adopted by the 2019 ELCA Churchwide Assembly, calls on the whole church to live into our baptismal covenant with God and one another through antiracist and inclusive healing actions, structural accountability, and theological education and leadership; and

**WHEREAS** the Upper Susquehanna Synod does not currently have a dedicated ministry team or initiative specifically addressing Strategically Authentic Diversity or antiracism; and

**WHEREAS** the Upper Susquehanna Synod does not currently require antiracism training of its Authorized Lay Worship Leaders (ALWL), who provide regular preaching and worship leadership in many congregations; therefore, be it

**RESOLVED** that the Upper Susquehanna Synod create an Antiracism Initiative that includes an Antiracism Team charged with the following:

3. To coordinate with antiracism teams from synods in Regions 7 and 8 of the ELCA and ecumenical partners to offer antiracism trainings to rostered ministers, Authorized Lay Worship Leaders, non-rostered congregational staff, and lay leaders in congregations. At least two of these opportunities shall publicized and offered by the end of 2021.
4. To equip and support congregations and leaders for antiracist advocacy and civic engagement in their context, with a plan for this developed by the 2022 Upper Susquehanna Synod Assembly.  
and be it further

**RESOLVED** that Upper Susquehanna Synod Council form the Antiracism Team by the end of 2021; and be it further

**RESOLVED** that the Upper Susquehanna Synod Director of Communications create a dedicated page on [uss-elca.org](http://uss-elca.org) announcing this initiative and to communicate future events and actions by September 30, 2021; and be it further

**RESOLVED** that the Upper Susquehanna Synod require Authorized Lay Worship Leaders to complete an approved antiracism training at least once every three years, with the first training to be completed by March 31, 2022; and be it further

**RESOLVED** that the Antiracism Team and Constitution Committee investigate appropriate representational principles for the membership of Synod Council by the 2022 Synod Assembly; finally, be it further

**RESOLVED** that the Upper Susquehanna Synod shall host a public service of Lament for Racism before the 2022 Upper Susquehanna Synod Assembly.

The bishop thanked Pastor White and the committee for their work.

The assembly recessed at 12:05pm for lunch

The assembly reconvened at 12:33pm and viewed a second presentation from the Rev. Dr. Guillermo Hansen.

Following a hymn, the assembly viewed a second presentation from the Rev. Nicolette Peñaranda.

Bishop Collins offered concluding remarks.

If you were part of the assembly in 2018 & 2019, you went to work having conversations with each other, to talk about things that were important to you, to us as a synod and as a church, to talk about what was needed to fulfill our call that God was placing before us and to see what might be next for our synod. That conversation concluded in 2019. But it did not end there: synod council created an Implementation Team that continued to work on those conversations where the information was gathered. They collated that information, and they were able to filter that into an actual strategy statement: United as Christ's disciples, we support one another and serve God in the world. But then adding to it from the conversations objectives and goals to live into that strategy.

From there synod council then appointed a Structure and Function Task Force to see how we fit into this structure, into the strategy – the things that we do, the committees that we have, the way we use our resources: How does that echo this strategy that the assemblies had put together. So, in these past two years, there has been a lot of work that has been done

There have been a lot of changes that have been made already, some of which you voted on today, changing parts of our structure. And there's more to come as we look at how we function as committees, and how we continue to do new things as a synod for the mission of God.

What these two groups – the Implementation Team and the Structure and Function Task Force – recognized was that they were doing parallel work with the same word that I used six years ago: relationship. It's about our relationship as the church, our relationship to that call that God puts on us, our relationship to each other, our relationship to our communities. And that's where we have this strategy for mission.

And so, what's the next step? Because having a strategy on paper is great but, if you don't put actions behind it, it's just words on paper. So, the next step: These two groups working together have pulled in Transformational Ministry, realizing that was a key ministry that helped congregations and helped us all recognize our relationship with God, with each other as the church, and with our communities. And the next step is that we are going to revisit with those who went through Transformational Ministry, to engage with them once again to hear how that changed their lives. And from there to hopefully get leaders that will be able to engage with all of us, all of our congregations, all of our members, all of our communities, as a focus to move forward together, to be transformed together, to live into – to live up to – our new strategy.

So that's what you need to keep your ears open for, because we are at a critical time folks. And it's not just in this synod but across the church, where we are experiencing a decrease in membership – attendance, I should say, a decrease in our finances, and a decrease in the

number of leaders available to serve. It is critical for us to work together to figure out how to use the resources that we have, the resources that we are to do what God is calling us to do and be. And there is a lot of work to that.

So those are the next steps for you out there across this synod to be ready to be engaged, to participate in this mission that we have been called to by God, to be the church, to be unified, to be supportive of one another as well as our communities, and then to serve those others around us. It kind of falls in line with this theme of “Love your neighbor as yourself.” It’s nothing new; in fact, it’s very old: but we need to start getting up and actually start putting our words into action.

The next steps: those are action words. It’s not a next “sit-down.” So, that is where I leave you this day. If you notice, I did not really give a report – it’s written down (page 210), you can read it. This is the important stuff – calling us to action. And we have a lot of work ahead because we just put that on our plate from the motions of this assembly.

The assembly adjourned at 1:39pm with worship followed by showing of additional videos from congregation ministries, United Lutheran Seminary, and Lutheran World Relief.