



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

BULLETIN OF REPORTS

36TH ANNUAL SYNOD ASSEMBLY

JUNE 16 & 17, 2023

PENNSYLVANIA WESTERN UNIVERSITY, CALIFORNIA



better together

2023 SOUTHWESTERN PENNSYLVANIA SYNOD ASSEMBLY

BULLETIN OF REPORTS

for the

THIRTY-SIXTH SYNOD ASSEMBLY

of the

SOUTHWESTERN PENNSYLVANIA SYNOD

of the

Evangelical Lutheran Church in America

to be held online on

June 16, 2023

and at PennWest, California on

June 17, 2023

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 2022 Synod Assembly; the Synod’s Constitution and Bylaws; Synod Statistics, and the Compensation Guidelines for the current year. Each of these documents, as well as the current roster and the Bulletin of Reports in its entirety, can also be downloaded from the synod’s website.

BULLETIN OF REPORTS

**SOUTHWESTERN PENNSYLVANIA SYNOD
SYNODICAL DIRECTORY
2023**

SYNOD OFFICE

1014 Perry Highway, Suite 200; Pittsburgh, Pennsylvania 15237

Phone: (412) 367-8222

E-Mail Address: office@swpasynod.org

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

Officers of the Synod

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

Assistant to the Bishop

The Reverend Peter D. Asplin

Assistant to the Bishop/Director for Evangelical Mission

The Reverend Melissa L. Stoller

Director of the Synod Resource Center

Deacon Elizabeth A. Caywood

Office Information

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

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

BULLETIN OF REPORTS

TABLE OF CONTENTS

	Page
Agapé Ministry.....	11, 179-180
Appointed Committees and Boards of Synod.....	14
Archives and History.....	13, 170
Assembly Planning Committee and Chairpersons.....	17
Assembly Information and Procedures (Link to Website).....	17
Assembly Program, Proposed (Agenda).....	15-16
Assistant to the Bishop and Director for Evangelical Mission, Report of (Stoller).....	107-108
Assistant to the Bishop, Report of (Asplin).....	108-109
Auditor's Report.....	ADDENDUM
Bethesda Lutheran Services.....	11, 175-176
Bishop, Report of the.....	106-107
Budget and Finance Committee.....	12, 172-173
Calendar of Causes.....	10
Campus Ministry - Lutheran Campus Ministry in Greater Pittsburgh.....	14, 181
Care and Leadership for Rostered Leaders, Committee on.....	169-170
Christian Associates of Southwest Pennsylvania.....	14, 184
Church in Society Committee.....	169
Compensation Guidelines, 2023 (current).....	241-255
Conferences.....	69-72
Conference Cabinets.....	68
Conference Deans' Reports.....	165-168
Congregational Data and Statistics.....	49-67
Congregational Directory.....	75-78
Constitution and Bylaws, SWPA Synod.....	21-47
Consultation Committee.....	12
Discipline, Committee on.....	12
Ecumenical Affairs Committee.....	14, 171
Ecumenical Full Communion Partners, Local.....	98
Ecumenical Units, Representatives to.....	14
ELCA Presiding Bishop, Report of.....	104
ELCA Churchwide Representative.....	105
ELCA Foundation Gift Planning Partnership.....	186-187
Evangelical Mission, Director for (Assistant to the Bishop).....	107-108
Glade Run Lutheran Services.....	11, 176-177
Governance Committee.....	173
Lutheran Advocacy Ministry in Pennsylvania (LAMPa).....	14, 182
Lutheran Immigration & Refugee Service (LIRS).....	187-188
Lutheran SeniorLife.....	11, 177-178
Lutheran Service Society of Western Pennsylvania.....	11, 178-179
Lutherlyn.....	11, 180-181
Map of the Synod.....	73
Memorials and Resolutions Procedures.....	20
Ministers Not on the Roster of the Southwestern Pennsylvania Synod.....	99
Ministers of Word and Sacrament, Roster of.....	79-96
Ministers of Word and Service, Roster of.....	97-98
MINUTES OF THE 2022 SYNOD ASSEMBLY.....	189-240
First Plenary Session.....	194-205
Second Plenary Session.....	205-206
Third Plenary Session.....	206-211

BULLETIN OF REPORTS

TABLE OF CONTENTS - continued

	Page
MINUTES OF 2022 SYNOD ASSEMBLY (continued)	
Fourth Plenary Session	211-215
Fifth Plenary Session	216-234
Sixth Plenary Session	234-240
Mission Endowment Fund Board of Directors	14, 172
Mission Investment Fund, ELCA.....	186
Nominations, Committee on	257-259
Nominees, Data on.....	260-267
Officers of the Synod	8
Ordinations, Consecrations, Commissionings, Installations, Removals from Roster.....	103
Other Units Related to the Synod.....	14
Parliamentary Procedure, Online	18
Parliamentary Procedure, In Person	19
Pennsylvania Council of Churches.....	14, 184-185
Portico Benefit Services, Report of.....	187
Region Eight Steering Committee	8, 183-184
Region 7 & 8 Candidacy.....	182-183
Resource Center, Director of.....	109-110
Secretary, Report of the.....	111-112
Appendix A.....	113-114
Appendix B	115-116
Appendix C	116
Necrology Report	117-122
Standing Committees (New Structure).....	12
Stewardship and Financial Support Committee	170
Synod Authorized Minister	99
Synod Council, Committees of	12-13
Synod Council Members	10
Synod Council Report.....	134-138
List of Recommendations.....	137-138
Exhibit A: Recommendation 4	139
Exhibit B: Recommendation 5	140-141
Exhibit C: Recommendation 6	142-144
Exhibit D: Recommended Budget for 2024 (Rec. 7).....	145-146
Exhibit E: Minimum Compensation Guidelines, Word and Sacrament (Rec. 9).....	147-153
Exhibit F: Minimum Compensation Guidelines, Word and Service (Rec. 10).....	154-159
Exhibit G: Interim Ministry Guidelines (Rec. 11)	160-163
Exhibit H: Recommendation 12	164
Synod Elected Committees	12
Synod Mission Statement.....	9
Synod Strategic Initiatives	9
Synod Staff and Support Staff	8
Synodical Directory.....	5
Thiel College.....	11, 174-175
Treasurer, Report of.....	123-124
Revenue and Expense Report for Fiscal 2022.....	125-133
United Lutheran Seminary.....	11, 174
Vice President, Report of.....	110
Vision Statement	9
Voting Members to the 2022 Churchwide Assembly	48
Widows/Widowers of Ministers.....	100-102
Women of the ELCA, Synodical Unit.....	10, 181-182

BULLETIN OF REPORTS

SYNOD STAFF

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

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

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

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

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

SYNOD SUPPORT STAFF

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

Communications Director Lauren J. Wolcott
 lauren.wolcott@swpasynod.org

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

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

OFFICERS OF THE SYNOD

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

REGION EIGHT OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

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

MID-ATLANTIC REGION EIGHT STEERING COMMITTEE

Synod Representatives

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

BULLETIN OF REPORTS

The mission of the Southwestern Pennsylvania Synod is...

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

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

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

Synod Council Strategic Initiatives:*

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

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

VALUES

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

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

VISION

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

Flourishing Christian communities where Jesus' story is embodied

SERVICES

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

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

BULLETIN OF REPORTS
CALENDAR OF CAUSES

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

ORGANIZATIONS OF THE SYNOD

WOMEN OF THE ELCA (Synodical Women’s Organization)

OFFICERS

President:	Barb Guenther (2025)
Vice President:	Linda Reed (2024)
Secretary:	Rosemarie Henrickson (2024)
Treasurer:	Janet Fishovitz (2025)

BOARD MEMBERS

Jeanne Christensen (2024)
 Patricia Newton (2024)
 Joan Orr (2025)
 Patricia Pluck (2025)
 Angeline Schaefer (2025)
 Helen Williams (2024)

Editor of Mass E-Mails: Karen Gesalman
 Editor of 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 2023

James V. Arter III (3)	Susan Devine (5) Fiona Boldley*	Dr. Wendy Farone (2)
Susan A. G. Irons (1)	(vacancy) Myra L. Fozard (6)	Dennis T. Lane (AL)+
	Kelly Spanninger (AL)	Amy Schultz (4)

Terms expire in 2025

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

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

AGENCIES AND INSTITUTIONS/SYNOD MEMBERS OF BOARDS

BETHESDA LUTHERAN SERVICES

15487 State Hwy. 86; Meadville, PA 16335

Telephone: 814-724-7510

Mr. George Trauner, Chief Executive Officer

Synod-elected Members of the Board of Directors:

The Rev. James Arter, Term expires 2025

Scott Gettings, Term expires 2025

The Rev. Deborah Byrum, Term expires 2025

Chris Jordheim, Term expires 2026

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*:

Cathy Coudriet, Term expires 2023

Kathy Gaberson, Term expires 2023

The Rev. Tara Lynn, Term expires 2023

Ron Coombs, Term expires 2024

Rob Hicks, Term expires 2024

Gwen Steiner, Term expires 2024

Sara Goncz, Term expires 2025

The Rev. Ryan Pusch, Term expires 2025

Mark Trauman, Term expires 2025

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. Fenoglio, President and Chief Executive Officer

Synod-Elected Members of the Board of Directors:

Michael Sparlin, Term expires 2023

Dr. Scott Celin, Term expires 2023

Chris Jordheim, Term expires 2024

The Rev. Kari Smail, Term expires 2024

The Rev. Angela Smith, Term expires 2025

Jeannette Christensen, Term expires 2025

Eric Kofmehl, Term expires 2025

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

THIEL COLLEGE

75 College Ave.; Greenville, PA 16125-2181

Telephone: 724-589-2000

Susan Traverso, Ph.D., President

The Rev. Brian Riddle, Campus Pastor

THE LUTHERAN SERVICE SOCIETY OF WESTERN PENNSYLVANIA

440 Lincoln Avenue; Pittsburgh, PA 15202-3631

Telephone: 412-734-9330

Ms. Sarah Israel, Administrator, LSS

Synod-elected Members of the Board of Directors:

The Rev. Martin Galbraith, Term expires 2023

R. Brandon James, Term expires 2024

The Rev. Beth Clementson, Term expires 2025

Lawrence Nugent, Jr., Term expires 2025

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

Ex-officio (Bishop's Rep.): The Rev. Gregory S. Clagg, 2025

UNITED LUTHERAN SEMINARY

61 Seminary Ridge; Gettysburg, PA 17325-1795

Telephone: 717-334-6286

The Rev. Dr. Guy Erwin, President

Ms. Karen Arnold, Board Secretary

AGAPÉ MINISTRY

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

Telephone: 724-356-2308

Executive Director: The Rev. Wayne Harrison

Synod Members of the Board of Directors:

The Rev. Timothy Dawes, Term exp. 2023

Ms. Linda Broman, Term expires 2023

Tony Fishovitz, Term expires 2024

The Rev. Paul Poerschke, Term expires 2024

The Rev. Susan Irons, Term expires 2025

The Rev. Alexander Sumo, Term expires 2025

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

Synod council will appoint rather than elect members.

GLADE RUN LUTHERAN SERVICES

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

Telephone: 724-452-4453

Mr. Steven Green, President & Chief Executive Officer

Synod Members of the Board of Directors:

Ronald Montelaro, Term expires 2023

James Thompson, Term expires 2023

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

BULLETIN OF REPORTS

SYNOD ELECTED COMMITTEES

CONSULTATION COMMITTEE

Terms expire in 2023

Pastor Paul Gruesu	Kathe Houck
Pastor David Matthews (vacancy)	Deacon Janet Montelaro
Pastor Susan Schwartz	Pastor Kara Propst
	Gwen Steiner

COMMITTEE ON DISCIPLINE

Terms expire in 2023

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

Terms expire in 2025

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

Terms expire in 2027

Pastor Scott Bryte	Lori Greene
Jeannette Christensen	Pastor Erin Jones

STANDING COMMITTEES

Members for the newly constituted Standing Committees will be appointed in July.

- **Care and Leadership for Congregations:** to coordinate those ministries in our synod that provide support to congregations through training, education, and collaboration so that they can effectively tell the Story of Jesus.
- **Care and Leadership for Rostered Ministers:** to coordinate those ministries in our synod that provide support to Rostered Ministers of our synod through professional development, by establishing policies and guidelines, and by promoting collegiality, renewal, and refreshment. Care of families of Rostered Ministers is an additional concern of this committee.
- **Care and Leadership for All Generations:** to coordinate those ministries in our synod that reach people in all stages of life through events, educational opportunities and support for established ministry partnerships.
- **Church In Society:** to coordinate those ministries in our synod that address our call to seek the common good by engaging social concerns, especially those addressed by church social statements and messages.
- **Church Throughout the World:** to connect, support, and advocate for those ministries that are in relationship with our synod, including national and international partners of the Evangelical Lutheran Church in America

COMMITTEES OF THE SYNOD COUNCIL

EXECUTIVE COMMITTEE

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

BUDGET AND FINANCE COMMITTEE

Pastor Martha McCreight, Chairperson
 Pastor Tara Lynn

Ex-officio: Bishop Kurt F. Kusserow
 Ex-officio: Pastor Melissa L. Stoller
 Ex-officio: Barbara Nugent, Synod Vice President
 Ex-officio: Gary Teti, Synod Treasurer
 Resource Person: Bob Cairns, Synod Accountant

AUDIT COMMITTEE

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

BULLETIN OF REPORTS

COMMITTEES OF THE SYNOD COUNCIL (continued)

NOMINATING COMMITTEE

Pastor Erin Evans, Chairperson (5) [2024]

2023 Committee:

Pastor Jocelyn Johnston Pastor Brian Bennett
Pastor James Arter Pastor Kara Propst
Pastor Matthew Stabe Pastor Joseph Murdy

Ex-officio: Pastor Peter D. Asplin and
 Pastor Melissa L. Stoller
Ex-officio: Pastor William Schaefer, Synod Secretary

**SYNOD AUTHORIZED MINISTRIES
OVERSIGHT COMMITTEE**

Kurt Hansmann (2025) Pr. James Engel (2025)
Rhonda Pope (2027) Pr. Michael Robinson (2027)
Pr. Peggy Suhr-Barkley (2029) Pr. Kerri Clark (2029)

Ex-officio: Pastor Peter Asplin

ARCHIVES/HISTORY COMMITTEE

Pastor David Hanssen, Chairperson
Grace Hansmann Loran Bohman
John Hutton

Staff: Deacon Elizabeth Caywood
Ex-officio: Pastor Bill Schaefer, Synod Secretary

MUTUAL MINISTRY COMMITTEE

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

CREDENTIALS COMMITTEE

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

GOVERNANCE COMMITTEE

Dennis Lane Holly Schmitt
Pastor JJ Lynn Pastor Beth Clementson
Pastor William Schaefer Bishop Kurt Kusserow

ASSEMBLY PLANNING COMMITTEE

Chairperson: Holly Schmitt
Registration: Pastor Ellen Lundie
Worship: Andrew Sabol
Elections: Pastor Paul M. Gruesu
Minutes: Leigh Pogue
Memorials: Pastor Susan Irons
Reference and Counsel: Pastor Kerri Clark
Bishop's Report: Pastor Ron Brown
Resolutions: Pastor Scott Bryte
Youth Convo: Pastor Christina Hough
Communications & Tech: Dennis T. Lane
Synod Vice President: Barbara Nugent
Synod Secretary: Pastor William Schaefer
Synod Treasurer: Gary Teti
Pastor Brian Bennett
Deacon Janet Montelaro
Deacon Amy Santoriello
Synod Staff:
Bishop Kurt F. Kusserow
Pastor Peter D. Asplin, Asst. to the Bishop
Pastor Melissa L. Stoller, Asst. to the Bishop
Lauren Wolcott, Communications Director
Sandy DeLorenze (Administrative Support)
Robert J. Cairns, Synod Accountant

COMMITTEE ON RESOURCE DEVELOPMENT

Chairperson: James Cunningham
Pr. Amy Michelson Pr. Paul Poerschke
Ex-officio: Bishop Kurt F. Kusserow
Ex-officio: Pastor Melissa L. Stoller

COMMITTEE ON CONSTITUTIONS AND BYLAWS

Pastor William Hauser, Chairperson
John Kepple (2) R. Brandon James (1)
Pastor Larry E. Kemp, JD (6)
Ex-officio: Bishop Kurt F. Kusserow
Ex-officio: Pastor Bill Schaefer, Synod Secretary

SYNOD EVENT COMMITTEE

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

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 (2029) Pastor Kerri Clark (2029)
Kurt Hansmann (2025) Pr. Michael Robinson (2027)
Pastor Jim Engel (2025) Rhonda Pope (2027)

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

ECUMENICAL AFFAIRS COMMITTEE

Pastor Jennifer McCurry, Chairperson (2023)
Pr. Brian Bennett (2023) Pr. Alina Kanaski (2024)
Pr. Erin Jones (2024) Pr. Linda Theophilus (2024)
Pr. Sara Irwin (2025) Pr. Frank Podolinski (2026)
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 2023

Pr. Joseph Boomhower Monica Snyder
(vacancy)

Terms expire in 2024

Pr. Martin Rafanan Kim Wilson
(vacancy)

Terms expire in 2025

Sam Sesti (vacancy)

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

REPRESENTATIVES TO ECUMENICAL UNITS

**LUTHERAN ADVOCACY MINISTRY IN
PENNSYLVANIA**

c/o Lower Susquehanna Synod
1959 Market Street
Camp Hill, PA 17011 • Telephone: 773-380-1700
Tracey DePasquale, Director

Synod Representative

Pastor Erin Jones Mr. Jim Needles

SYNOD RESOURCE CENTER ADVISORY BOARD

Pastor Paul Guesu (2024) Pastor Ryan Kobert (2025)
Pastor Kerri Clark (2025) Pastor Amy Michelson (2024)
Pastor Michael Sourwine (2024)

Resource Persons:

Pastor Fred Schenker; Pastor Jeff Schock

Staff:

Deacon Elizabeth A. Caywood, Director of Resource Center
Ex officio: Bishop Kurt F. Kusserow

MISSION ENDOWMENT FUND

BOARD OF DIRECTORS

Pastor Jeffrey Schock, Chairperson (2024)
Rolf Otterness (2025) Eric Kofmehl (2025)
Pr. Michael Sourwine (2026) Pr. Sarah Rossing (2026)
Philip A. Koch (2026) Pam McCurdy (2026)

Ex-officio: Gary Teti, Treasurer

Ex-officio: Pastor Melissa L. Stoller

OTHER UNITS RELATED TO THE SYNOD

TRI-SYNOD ARCHIVES

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

Synod Members of the Board

Pastor Curtis Thompson

**THREE SYNOD RESOURCE DEVELOPMENT
COMMITTEE**

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

Pastor Melissa L. Stoller, Convener

PENNSYLVANIA COUNCIL OF CHURCHES

900 South Arlington Avenue, Harrisburg, PA 17109
Telephone: 717-545-4761
The Rev. Dr. Larry Pickens, Executive Director

**CHRISTIAN ASSOCIATES OF SOUTHWEST
PENNSYLVANIA**

P. O. Box 5241, Pittsburgh, PA 15206
Telephone: 412-688-9070
The Rev. Liddy G. Barlow, Executive Minister

BULLETIN OF REPORTS

2023 SYNOD ASSEMBLY - PROPOSED AGENDA
Southwestern Pennsylvania Synod

Online on Friday, June 16

In-person on Saturday, June 17 at PennWest California, California, Pennsylvania

AMENDMENTS TO THE BUDGET MUST BE SUBMITTED IN WRITING TO THE SECRETARY OF THE SYNOD (PASTOR BILL SCHAEFER) BY 10:15 A.M. ON SATURDAY

REQUESTS TO REMOVE ITEMS FROM EN BLOC VOTING MUST BE SENT TO PASTOR BILL SCHAEFER BY 11:00 A.M. ON SATURDAY

ITEMS NOT ON THE AGENDA MUST BE SENT TO REFERENCE AND COUNSEL BY 11:00 A.M. ON SATURDAY.

FRIDAY, JUNE 16, 2023

5:30 p.m. to 6:00 p.m. Gathering and Tech Check (5:40 Vevox Tutorial)

6:00 p.m. to 7:10 p.m. **PLENARY ONE**

OPENING OF SYNOD ASSEMBLY
Report of Registration and Attendance
Housekeeping; Adoption of Agenda; Rules of the Assembly;
Appointment of Committees; Review of Procedures
Report of Nominating Committee
Introduction of Chaplains

7:10 p.m. to 7:25 p.m. BREAK

7:25 p.m. to 8:55 p.m. **PLENARY TWO**

Devotions (Chaplains)
Presentation of the Budget
Report of the Vice President
Report of the Secretary
Report of the Treasurer
Saturday preview and announcements, including Introduction of ELCA Representative
Evening Prayer
Closing of Evening Plenaries

SATURDAY, JUNE 17, 2023

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

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

10:10 a.m. to 10:20 a.m. BREAK

10:20 a.m. to 12:00 p.m. **PLENARY THREE**

Report of Registration and Attendance; Housekeeping
Devotions (Chaplains)
FIRST BALLOT
ELCA Representative
Report of the Bishop; Report of the Committee on the Bishop's Report
Report of Synod Council

12:00 p.m. to 1:00 p.m. LUNCH BREAK

Agenda continued on next page

BULLETIN OF REPORTS

1:00 p.m. to 4:10 p.m.

PLENARY FOUR

Report on the First Ballot

Devotions (Chaplains)

SECOND BALLOT

Recognition of Ordinands, Seminarians, and Anniversaries

Budget

Report of Synod Council

Report of Second Ballot

THIRD BALLOT

Report of Reference and Counsel

Report of Third Ballot

Report of the Memorials Committee

Synodical Reports

Unfinished Business

Resolutions Committee

4:10 p.m.

CLOSING OF ASSEMBLY; Installation of Synod Council

**GENERAL ITEMS OF INFORMATION ABOUT
THIS ASSEMBLY CAN BE FOUND ON THE SYNOD WEBSITE:**

<https://www.swpasynod.org/assembly2023>

ASSEMBLY PLANNING COMMITTEE

Chairperson: Holly Schmitt
Registration: Pastor Ellen Lundie
Worship: Andrew Sabol
Elections: Pastor Paul M. Gruesu
Minutes: Leigh Pogue
Memorials: Pastor Susan Irons
Reference and Counsel: Pastor Kerri Clark
Bishop's Report: Pastor Ron Brown, chairperson
Resolutions: Pastor Scott Bryte
Youth Convo: Pastor Christina Hough
Communications and Tech: Dennis T. Lane
Synod Vice President: Barbara Nugent
Synod Secretary: Pastor William Schaefer
Synod Treasurer: Gary Teti
Displays: Deacon Janet Montelaro
Deacon Amy Santoriello
Pastor Brian Bennett

Synod Staff: Lauren Wolcott, Communications Director
Pastor Peter D. Asplin, Assistant to the Bishop
Pastor Melissa L. Stoller, Assistant to the Bishop
Sandy DeLorenze, Administrative Support
Bob Cairns, Synod Accountant

Kathy Conrad, Assembly Nurse

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

ONLINE

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/assembly2023

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.

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

IN PERSON

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.

Have something to say? To make a motion, the voting member addresses the chair from the microphone (state your name and the congregation you represent); receives recognition, reads the motion, and provides written copies of the motion to the bishop and to the secretary.

Every Motion Has 6 Steps:

1. **Motion:** A member steps to the microphone to address 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.

Most Common Motions:

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 | Memorials & Resolutions

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 their congregation.
2. Congregation members write the memorial and submit it to their conference prior to the Pre-Assembly Caucus. The form to submit requires both the memorial itself along with its financial implications.
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.

Where to submit a memorial:

All memorials must be submitted before the conference caucus meeting. Submit using the “memorials form” found on the Assembly webpage: swpasynod.org/assembly2023

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; this form can also found on the Assembly webpage: swpasynod.org/assembly2023

**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.

BULLETIN OF REPORTS

†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.

†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, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed, 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.

BULLETIN OF REPORTS

- 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 rostered ministry in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
 - 2) authorizing ordinations and ordaining rostered ministers on behalf of this church;
 - 3) 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:

BULLETIN OF REPORTS

- 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 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that, as nearly as possible, at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men; and that, where possible, the representation of rostered ministers shall include both men and women. This synod shall establish processes that will enable it to reach a minimum goal that 10 percent of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.
- †S6.04.01. 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.
- B7.11.01. 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.
 - B7.11.02. 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.
 - B7.11.03. 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.
 - B7.11.04. The bishop of the synod shall appoint the following committees for the Synod Assembly:

BULLETIN OF REPORTS

- B7.11.04.a. 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.
- B7.11.04.b. 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.
- B7.11.04.c. 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.
- B7.11.04.d. 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.
- B7.11.04.e. The Committee on Memorials shall receive all memorials from the conferences of the synod and make recommendations to the Synod Assembly regarding these memorials.
- B7.11.04.f. 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.
- B7.11.04.g. 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.
- B7.11.04.h. 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.
- B7.11.05. 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.
- B7.11.06. 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.
- B7.11.07. 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:
- B7.11.07.a. Review of the proposed appeal by the synod Standing Committee to which the unit relates for recommendation to the Resource Development Committee.
- B7.11.07.b. Review of the proposed appeal by the Resource Development Committee for recommendation to the Synod Council.
- B7.11.07.c. Review of the proposed appeal by the Synod Council for recommendation to the Synod Assembly.
- B7.11.08. 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.
- B7.11.09. 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.
- B7.11.10. 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.
- B7.11.11. 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

BULLETIN OF REPORTS

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.

B7.11.12. 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.

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.

- a. 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.
- b. 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:

- a. All rostered ministers under call on the roster of this synod shall be voting members of the Synod Assembly.
- b. 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, as nearly as possible, at least 45 percent of the lay members of the assembly shall be women and, as nearly as possible, at least 45 percent shall be men.
- c. 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 regular 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. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

B7.22.01. 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.

†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.

BULLETIN OF REPORTS

- †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.
- B7.32.01. 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.
- 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;
 - 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;

BULLETIN OF REPORTS

- 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) Direct and guide the work of the other officers;
 - 5) Exercise supervision over 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 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:

BULLETIN OF REPORTS

- a. Whenever a synod bishop determines that a matter of the kind described in †S8.16.01.b. may require the bishop's determination or action with respect to a related individual as defined in †S8.16.01.c., the synod bishop 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 provisions 7.46. and 7.75. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (†S14.18. and †S14.43), 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.

S8.30. **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 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.

BULLETIN OF REPORTS

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 re-elected.
- b. The vice president and secretary of this synod shall be elected to a term of four years and may be re-elected. The officer shall serve until a successor takes office.
- c. The treasurer of this synod shall be appointed to a term of four years and may be reappointed. The treasurer shall serve until a successor takes office.

†S8.52. The terms of the officers shall begin on the first day of the third month following election 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.

BULLETIN OF REPORTS

- 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, exclusive of any members 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 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 not to exceed 90 days, the bishop, after consultation with the presiding bishop and 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.
- B9.02.01. All elections shall adhere to the provisions of the constitution.
 - B9.02.02. The procedures set forth in this section shall apply to all elections conducted by the Synod Assembly or other church related bodies.
 - B9.02.02.a. 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.

BULLETIN OF REPORTS

- B9.02.02.b. 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.
- S9.03. There shall be a Nominating Committee consisting of nine 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.
- B9.03.01. 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.
- B9.03.02. 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.
- B9.03.03. 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.
- B9.03.04. 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.
- B9.03.05. 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.
- S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who 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 three 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 two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.
- S9.05. The Nominating Committee shall nominate at least two 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.
- S9.08. 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.
- B9.09.01. **Terms**
- B9.09.01.a. 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.

BULLETIN OF REPORTS

B9.09.01.b. 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.

†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.

B9.10.01. 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.

†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.

B10.01.01. 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.

†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*.

BULLETIN OF REPORTS

- B10.02.01. 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.
- B10.02.02. 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 the constitution and bylaws of the ELCA.
- S10.03. The functions of the Synod Council shall be to:
- Exercise trusteeship responsibilities on behalf of this 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 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.
 - Issue letters of call to rostered ministers as authorized by Chapter 7 of the Constitution and Bylaws of the Evangelical Lutheran Church in America.
 - 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.
 - Elect or appoint representatives to the steering committee of its region.
 - Report its actions to the regular meeting of the Synod Assembly.
 - 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.
- B10.03.01 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.
- 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.

BULLETIN OF REPORTS

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.

B11.01.01. **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.

B11.01.02. **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.

B11.01.03. **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.

B11.01.04. **Office of Ecumenical Affairs**

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.

B11.01.05. **Other committees**

B11.01.05.a. 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.

B11.01.05.b. 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.

CR11.01.05b. There shall be five Standing Committees of the Synod:

- a. **Care and Leadership for Congregations:** to coordinate those ministries in our synod that provide support to congregations through training, education, and collaboration so that they can effectively tell the Story of Jesus.

BULLETIN OF REPORTS

- b. **Care and Leadership for Rostered Ministers:** to coordinate those ministries in our synod that provide support to Rostered Ministers of our synod through professional development, by establishing policies and guidelines, and by promoting collegiality, renewal, and refreshment. Care of families of Rostered Ministers is an additional concern of this committee.
- c. **Care and Leadership for All Generations:** to coordinate those ministries in our synod that reach people in all stages of life through events, educational opportunities and support for established ministry partnerships.
- d. **Church In Society:** to coordinate those ministries in our synod that address our call to seek the common good by engaging social concerns, especially those addressed by church social statements and messages.
- e. **Church Throughout the World:** to connect, support, and advocate for those ministries that are in relationship with our synod, including national and international partners of the Evangelical Lutheran Church in America

- B11.01.05.c. 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.
- B11.01.05.d. 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.
- B11.01.05.e. 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.
- B11.01.05.f. 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.
- B11.01.05.g. 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.
- B11.01.05.h. Standing committees and their areas of responsibilities shall be specified in the Continuing Resolutions of the Synod.
- B11.01.05.i. 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.
- B11.01.06. **Organizations of the Synod**

Synod 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.

†S11.02. The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be rostered ministers and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election. The functions of the 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 rostered ministers 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.

BULLETIN OF REPORTS

†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.

B12.01. **Conferences**

B12.01.01. 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.

B12.01.02. Congregations may request transfer to an adjoining conference through the Synod Council.

B12.01.03. In addition to those indicated in Chapter 12, S12.01 of the constitution, the purpose of the conference shall be:

B12.01.03.a. To prepare for Synod Assembly

B12.01.03.b. To elect a dean

B12.01.03.c. To nominate 2 persons for each conference position on the Synod Council (one laity and one clergy position per conference)

B12.01.04. 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

BULLETIN OF REPORTS

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.

- B12.01.05. 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.
- B12.01.06. 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.
- B12.01.07. 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.
- B12.01.08. Each conference shall elect one of its pastors under call as dean, a secretary, and at least two representatives (lay, and pastors or deacons) to serve on the Conference Cabinet. The dean, secretary, and other cabinet representatives shall serve no more than two two-year terms consecutively.
- B12.01.09. 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.
- B12.01.10. The secretary will perform all the normal secretarial duties on behalf of the conference and cabinet.
- B12.01.11. The primary role of the Conference Cabinet shall be to plan conference meetings and to advise the dean concerning conference events.
- B12.01.12. 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.
- B12.01.13. 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.
- B12.01.14. A conference may adopt for itself any rules and regulations not in conflict with the constitution and bylaws of the Synod.
- B12.02.01. **Clusters**
- B12.02.02. Groups of congregations/pastors shall be encouraged to form clusters, without regard for conference boundaries.
- B12.02.03. The purpose of clusters shall include, but not be limited to:
- B12.02.03.a. Any project of mutual concern
- B12.02.03.b. Study and training groups
- B12.02.03.c. Sharing of special skills
- B12.02.03.d. Christian fellowship groups of a non-geographic nature.
- B12.02.04. 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.
- B12.02.05. 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.

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*

BULLETIN OF REPORTS

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 17 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 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 elect 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. Normatively, congregations should hold elections prior to each regular meeting of the Synod Assembly. 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

BULLETIN OF REPORTS

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 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, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
- 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;

BULLETIN OF REPORTS

- 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 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.
- †S14.18. 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 commitment which shall be terminated only by the pastor's death or, following consultation with the synod bishop and for any of 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) inability to conduct the pastoral office effectively in view of disability or 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 disability or 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, who has 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

BULLETIN OF REPORTS

congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.

- c. In case of alleged disability or 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 resumption of the ability to conduct the office effectively, 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 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 the secretary's 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:

- 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 congregation 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.

BULLETIN OF REPORTS

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, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;
- 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 any of 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;
 - 3) inability to conduct the office effectively in that congregation in view of local conditions;
 - 4) inability to conduct the office effectively in view of disability or 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;

BULLETIN OF REPORTS

- 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 disability or 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, who has 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 disability or 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 resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

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

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

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

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

BULLETIN OF REPORTS

Chapter 15.

FINANCIAL MATTERS

†S15.01. The fiscal year of this synod shall be February 1 through January 31.

†S15.11. Since the congregations, synods, and churchwide organization are interdependent expressions that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support of the whole church. The gifts and offerings of the members of Evangelical Lutheran Church in America are given to support all parts of this church; thus the unity of this church should be evidenced in determining each part's share of the gifts and offerings. Therefore:

- a. 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.
- b. 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.
- c. 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.

†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 †S16.02.

- a. 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

BULLETIN OF REPORTS

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*.

- b. The term “indemnification” includes reimbursement and advances of costs and expenses for judgments, 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 †S16.01. or †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 made 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**

BULLETIN OF REPORTS

†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:

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

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

†S18.20. Amendments to Bylaws

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

†S18.30. Amendments to Continuing Resolutions

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

BULLETIN OF REPORTS

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

PANEL 1

Persons who have not attended an ELCA Assembly

LAYWOMAN

Melanie A. Thomas 1206 York Street; White Oak, PA 15131 412-852-2902 mat259psu@gmail.com

LAYMAN

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

FEMALE YOUTH LAYPERSON

Sophia G. Rau 302 Peters Drive; Glenshaw, PA 15116 412-253-3174 shannonrau@yahoo.com

CLERGY (Pastor or Deacon)

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

PANEL 2

Persons who have or have not attended an ELCA Assembly

LAYWOMAN

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

LAYMAN

Dennis T. Lane 1305 Sharps Hill Rd.; Pittsburgh, PA 15215 412-780-3729 dtl136@gmail.com
Andrew R. Sabol 796 Hazelwood Ave., Apt. B; Pittsburgh, PA 15217 724-809-0687 arsabol7@gmail.com

LAYPERSON

Person of color or whose primary language is other than English

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

LAYMAN, YOUNG ADULT

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

CLERGY (Pastor or Deacon)

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

SYNOD VICE PRESIDENT

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

SYNOD BISHOP

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

BULLETIN OF REPORTS

Run Date 7/22/22
Page 1 of 7

Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2021

CD150 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online	
Conference: 01 One											
06425 *	Faith	EN	100 Center Grange Rd	Aliquippa, PA		1954	62	62	--	--	
06426 *	House Of Prayer	EN	2100 Irwin St	Aliquippa, PA	Michael J. Sourwine Jocelyn Johnston	1875	210	165	--	--	
10262 *	Our Savior	EN	2147 Ridge Road Ext	Ambridge, PA	Jill E. McGregor	1938	243	177	--	--	
06427 *	Zion's First	EN	798 Park Rd	Ambridge, PA		1904	153	73	--	--	
06428 *	Christ Evangelical	EN	399 State St	Baden, PA	Jill E. McGregor	1858	349	349	--	--	
06438 *	Rehoboth Evangelical	EN	2800 Conway Wallrose Rd	Baden, PA	Susan A. Irons	1876	273	37	--	--	
06430	Holy Trinity	EN	1098 3rd St	Beaver, PA	Margarethe D. Galbraith-Cordes	1928	202	201	20	30	
06431	Hope	EN	45 Maple Dr	Beaver, PA	Margarethe D. Galbraith-Cordes	1954	101	95	14	10	
06439	St Paul	EN	307 Wayne Ave	Ellwood City, PA		1902	53	48	20	0	
06440	Trinity	EN	207 Spring Ave	Ellwood City, PA	Margaret A. Suhr-Barkley	1894	540	411	44	187	
07833	New Hope Evangelical	EN	200 2nd Ave	Freedom, PA	Martin J. Galbraith	1840	425	140	51	156	
06449	Redeemer	EN	819 Washington Ave	Monaca, PA	Angela T. Smith	1868	218	218	59	38	
06461 *	Vankirk	EN	106 Van Kirk Rd	Monaca, PA		1929	192	188	--	--	
06394	Good Shepherd	EN	2323 Old Butler Rd	New Castle, PA		1970	227	171	15	6	
06346 *	St John Evangelical	EN	2601 Highland Ave	New Castle, PA	David A. Snyder	1895	319	194	--	--	
06585	First	EN GE	615 Grant St	Pittsburgh, PA	Brian A. Evans Jennifer R. McCurry	1837	698	694	135	203	
06554 *	St James	EN	28 Pittsburgh St	Pittsburgh, PA		1907	49	45	--	--	
07231	St Michael And All Angels'	EN	1308 Spring Garden Ave	Pittsburgh, PA		1888	414	206	25	0	
06560	Trinity	EN	616 W North Ave	Pittsburgh, PA	John M. Cawkins	1860	364	174	18	0	
10477 *	Trinity	EN	638 California Ave	Pittsburgh, PA		1894	212	155	--	--	
06453 *	Grace Evangelical	EN	393 Adams St	Rochester, PA	Gregory S. Clagg	1854	684	561	--	--	
06456 *	St Paul's	EN	616 Washington St	Sewickley, PA	Ryan D. Kobert	1907	522	404	--	--	
06458	Oak Grove	EN	432 Harkins Mill Rd	Zelienople, PA		1873	646	261	45	45	
Conference Totals:									7,156	446	675

Code Key:
* = 2021 data not available as of report run date
C = Congregation Under Development
-- = No attendance data provided in 2020 or 2021

Evangelical Lutheran Church in America
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CD150 Report

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Conference: 02 Two											
06566	Nativity	EN	4517 Mount Royal Blvd	Allison Park, PA	Jennifer M. Soltis	1966	223	175	37	31	
10261 *	St Paul Evangelical	EN	10301 Walters Rd	Allison Park, PA		1854	161	161	45	80	
06434	First English	EN	241 N Main St	Butler, PA	Kimberly M. Van Driel	1843	563	500	40	45	
06435 *	Grace @ Calvary Evangelical	EN	123 E Diamond St	Butler, PA		1890	510	1	80	40	
06436	Trinity	EN	120 Sunset Dr	Butler, PA	Joel A. Benson	1912	1,091	584	100	50	
30017	Holy Trinity	EN	2217 Chicora Rd	Chicora, PA	Joseph J. Boomhower	1848	1,047	738	81	15	
10331	St John	EN	100 Main St	Connoquenessing, PA		1886	73	71	20	0	
06441	Hope Evangelical	EN	8070 Rowan Rd	Cranberry Township, PA	Ronald A. Brown Amy E. Michelson	1916	1,391	1,154	207	300	
06442	St Peter	EN	202 Van Buren St	Evans City, PA	Brandon A. Johns	1849	435	302	69	30	
10372	Trinity	EN	3832 Gibsonia Rd	Gibsonia, PA	Anthony J. Schneck	1911	660	478	75	10	
06533	Bethlehem	EN	1719 Mount Royal Blvd	Glenshaw, PA	Daniel P. Smail Ellen S. Lundie	1930	1,164	496	153	131	
06445 *	St John (Stone)	EN	235 Stone Church Rd	Harmony, PA		1806	79	61	--	--	
06448 *	Zion	EN	557 Perry Hwy	Harmony, PA	Timothy M. Dawes	1842	282	281	30	0	
10409 *	St John	EN	420 Beaver St	Mars, PA	Kathryn E. McNeal	1897	246	184	52	25	
06537 *	Berkeley Hills	EN	517 Sangree Rd	Pittsburgh, PA	Heather R. Lubold Scott A. Bryte	1948	1,101	1,002	170	170	
06539 *	Christ	EN	917 Evergreen Ave	Pittsburgh, PA		1900	530	289	--	--	
06540 *	Christ	EN	157 Peony Ave	Pittsburgh, PA		1955	118	90	--	--	
06542	Emmanuel	EN	66 Grant Ave	Pittsburgh, PA	Jonathan J. Lynn	1900	311	145	34	50	
10402 *	Faith	EN	161 6th Ave	Pittsburgh, PA	David M. Littke	1930	165	125	--	--	
06536 *	Good Shepherd	EN	1610 Powers Run Rd	Pittsburgh, PA	David A. Rike	1895	204	164	31	30	
10460	St John's	EN	920 Perry Hwy	Pittsburgh, PA		1867	774	774	70	140	
06555	St John's Lutheran Church Of Highland	EN	311 Cumberland Rd	Pittsburgh, PA	Kari B. Smail Beth A. Clementson	1829	1,359	664	94	161	
06451	Emmanuel	EN	143 Church St.	Prospect, PA		1843	93	89	25	6	
06355	Rider	EN	189 Rider Church Rd	West Sunbury, PA		1843	83	83	10	25	
10549 *	St Luke's	EN	305 Center Ave	West View, PA		1907	39	39	--	--	
10550 *	Perry Highway	EN	11403 Perry Hwy	Wexford, PA	Tara R. Lynn	1952	1,059	693	--	--	
06561	Trinity	EN	2500 Brandt School Rd	Wexford, PA		1845	494	388	57	63	
06459 *	Seaman Memorial	EN	105 Burgess Dr	Zelienople, PA		1928	51	0	100	0	
10561	St Paul	EN	215 N Main St	Zelienople, PA	Timothy M. Dawes	1821	98	97	30	0	
Conference Totals:									14,404	9,828	1,610

Code Key:
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C = Congregation Under Development
-- = No attendance data provided in 2020 or 2021

BULLETIN OF REPORTS

Run Date 7/22/22
Page 3 of 7

Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2021

CD150 Report

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Conference: 03 Three											
06383	First Spring Church	EN	214 N Pennsylvania Ave	Apollo, PA		1858	505	501	48	30	
06414	Evangelical Lutheran	EN	3623 Lutheran Church Rd	Apollo, PA		1841	64	64	20	0	
06384	Calvary	EN	1721 Victoria Ave	Arnold, PA	Marsha A. Adams	1922	114	100	10	0	
06418	* Bethel	EN	119 Bethel Church Rd	Ford City, PA	Barbara E. Love	1846	179	167	36	18	
06398	* Emmanuel (Heilman)	EN	854 Garretts Run Rd	Ford City, PA	Eric D. Damon	1840	322	213	20	10	
06388	* St John	EN	1038 4th Ave	Ford City, PA		1889	162	139	--	--	
06386	* St Michael	EN	2264 Garretts Run Rd	Ford City, PA	Barbara E. Love	1806	258	238	30	10	
06343	* United Rockville	EN	720 State Route 2020	Ford City, PA	Barbara E. Love	1848	180	163	36	4	
06389	Trinity	EN	323 5th St	Freeport, PA		1800	195	118	49	0	
06393	First Evangelical	EN	358 Main St	Leechburg, PA	James V. Arter	1814	27	179	27	51	
06396	Forks-Zion	EN	253 Forks Church Rd	Leechburg, PA		1817	317	247	37	0	
06395	Hebron	EN	201 Main St.	Leechburg, PA	Ryan N. Pusch	1814	146	139	24	10	
06404	Bethesda	EN	3084 Leechburg Rd	Lower Burrell, PA		1850	436	421	28	0	
06399	Grace	EN	Water St	Manorville, PA	Eric D. Damon	1878	346	243	32	13	
06649	* Faith	EN	1500 Broadview Blvd	Natrona Heights, PA		1972	172	172	--	--	
06405	* First Evangelical	EN	221 Ridge Ave	New Kensington, PA		1891	458	351	--	--	
06583	* East Liberty	EN	5707 Penn Ave	Pittsburgh, PA	John J. Gropp Brenda N. Henry Susan K. Devine Alexander Y. Sumo	1869	49	44	--	--	
20251	St Andrew	EN	304 Morewood Ave	Pittsburgh, PA	Ross I. Carmichael	1890	227	179	29	45	
06415	* St Mark	EN	600 Pittsburgh St	Springdale, PA		1867	102	100	--	--	
06422	* St Paul's Highfield	EN	1595 Dime Rd	Vandergrift, PA	Ryan N. Pusch	1870	847	475	50	60	
06423	* Evangelical	EN	134 W Main St	Worthington, PA		1847	382	268	--	--	
Conference Totals:									5,687	4,521	251

Code Key:
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BULLETIN OF REPORTS

Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2021

CD150 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online	
Conference: 04 Four											
06493 *	Hebron	EN	125 N Liberty St	Blairsville, PA	John M. Smaligo	1827	361	359	--	--	
06496	Salem	EN	301 E Pittsburgh St	Delmont, PA	Kara J. Propst	1850	262	219	27	25	
06497	Trinity	EN	101 W 4th Ave	Derry, PA		1853	230	136	15	30	
06498	Mount Zion	EN	194 Main St	Donegal, PA	Keith A. Deckinger	1792	331	312	32	0	
06499	First	EN	246 S Main St	Greensburg, PA	Christopher S. Combs	1784	888	618	69	25	
06500	Good Shepherd	EN	501 Fairfield Dr	Greensburg, PA		1957	518	240	53	29	
06504 *	Harrold Zion	EN	671 Baltzer Meyer Pike	Greensburg, PA	Caroline E. Clifford James E. West	1772	1,584	1,093	170	774	
06503	St Matthias Evangelical	EN	100 Chapel View Dr	Greensburg, PA	Paul M. Gruesu	1956	182	148	40	40	
06501 *	Zion's Evangelical	EN	140 S Pennsylvania Ave	Greensburg, PA	Brian B. Chaffee	1848	558	438	--	--	
30750	Penn-Zion's	EN	3417 Route 130	Harrison City, PA	Roger L. Steiner	2007	394	320	63	0	
06506 *	St Matthew	EN	407 Constitution Ave	Hunker, PA		1902	169	62	--	--	
06511 *	Holy Trinity	EN	211 Gaskill Ave	Jeannette, PA		1890	383	370	50	63	
06492 *	Bethel	EN	6.7 Mi SE of PA 982 on Bethel	Latrobe, PA	David W. Hanssen	1879	511	359	--	--	
06529	Prince of Peace	EN	1325 Mission Rd	Latrobe, PA	William A. Schaefer	1962	586	394	60	30	
06514	Trinity	EN	331 Weldon St	Latrobe, PA		1865	2,152	1,431	145	28	
06515	St James Evangelical	EN	300 W Main St	Ligonier, PA		1791	134	114	45	59	
06575 *	Good Shepherd	EN	4503 Old William Penn Hwy	Monroeville, PA	Robert J. Schaefer	1955	439	399	41	181	
06578 *	Christ's	EN	5330 Logan Ferry Rd	Murrysville, PA	Wayne G. Gillespie	1796	513	431	--	--	
30340	Faith	EN	6810 Route 22 Hwy E	New Florence, PA		1822	354	272	27	30	
06521 *	St Mark	EN	126 W. Pennsylvania Ave.	New Stanton, PA		1906	247	88	--	--	
06571	St John's	EN	715 Lincoln Hwy	North Versailles, PA		1903	445	307	50	25	
10470 *	Emmanuel Evangelical	EN	1229 Jefferson Heights Rd	Pittsburgh, PA	Linda C. Theophilus	1955	94	81	15	15	
06588 *	Hope	EN	353 Ridge Ave	Pittsburgh, PA	Alexander Y. Sumo	1950	66	64	10	15	
06595	Zion	EN	11609 Frankstown Rd	Pittsburgh, PA	Martha C. McCreight Amy B. Santoriello	1947	255	216	52	30	
06339	Sons of Zebedee	EN	422 Salt St	Saltsburg, PA		1803	33	32	20	1	
06598 *	Trinity	EN	701 Allegheny River Blvd	Verona, PA	Patricia A. Schneck	1889	91	80	--	--	
06527	St James	EN	4329 Route 982 South	Youngstown, PA	Sarah R. Rossing	1800	638	350	37	5	
06528	St Luke's	EN	126 N 4th St	Youngwood, PA	Peter E. Nordby Michelle A. Kunkle	1901	184	171	25	125	
Conference Totals:									12,602	9,104	1,530

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BULLETIN OF REPORTS

Run Date 7/22/22
Page 5 of 7

Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2021

CD150 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online	
Conference: 05 Five											
06464	* Lynnwood	EN	900 Washington Rd	Belle Vernon, PA	Matthew C. Stabe	1949	214	204	--	--	
06465	* St Andrew	EN	307 High St	Brownsville, PA		1926	201	201	--	--	
06467	St Paul	EN	224 S Market St	Carmichaels, PA		1948	140	138	13	0	
06469	* Christ	EN	601 Washington Ave	Charleroi, PA	Matthew C. Stabe	1901	188	188	--	--	
06471	St John	EN	144 E South St	Connellsville, PA		1871	178	99	12	35	
06472	Trinity	EN	126 E Fairview Ave	Connellsville, PA		1884	207	198	29	36	
06569	Christ	EN	405 Kennedy Ave	Duquesne, PA	John J. Gropp Brenda N. Henry Susan K. Devine Alexander Y. Sumo	1963	240	125	20	8	
10375	* Peace	EN	641 Zimmer Hill Rd	Greenock, PA	Erin E. Evans	1858	248	149	35	45	
10385	* St John Mark	EN	225 E 10th Ave	Homestead, PA		1874	261	161	--	--	
06507	Brush Creek Evangelical	EN	177 Brush Creek Rd	Irwin, PA		1773	189	171	37	0	
06508	* Holy Trinity	EN	502 Main St	Irwin, PA	Sarah M. Lee-Faulkner	1874	1,357	810	88	175	
06509	Immanuel	EN	612 Chestnut St	Irwin, PA	Alexander Y. Sumo	1872	50	44	18	6	
06523	* Paintertown	EN	1001 Government Rd	Irwin, PA		1946	254	254	24	0	
06475	* Jacob	EN	342 Lutheran Rd	Masontown, PA		1773	117	117	--	--	
06481	* St Paul	EN	1317 Grand Blvd	Monessen, PA	Matthew C. Stabe	1903	98	98	40	25	
06482	Grace	EN	911 Howard St	Monongahela, PA		1869	108	107	20	0	
06646	Good Shepherd	EN	822 W Main St	Mount Pleasant, PA		1971	383	281	25	145	
06517	St John's	EN	170 Hecla Rd	Mount Pleasant, PA		1793	12	12	15	15	
06577	Messiah	EN	4300 Main St	Munhall, PA	Brenda N. Henry Susan K. Devine Alexander Y. Sumo	1904	112	70	25	4	
06510	The Lutheran Church Of Our Saviour	EN	1570 Clay Pike	North Huntingdon, PA	Brenda N. Henry Susan K. Devine Alexander Y. Sumo	1952	397	325	18	12	
06485	St Paul's	EN	600 Mulberry St	Scottdale, PA		1890	259	259	12	24	
06486	Hope Memorial	EN	Peer & 2nd St	Smithton, PA	Matthew C. Stabe	1904	117	116	11	0	
06487	St Paul's Evangelical	EN	71 N Gallatin Ave	Uniontown, PA	Kevin E. Anderson	1885	762	762	74	25	
05533	* St Peter	EN	121 Walnut Hill Rd	Uniontown, PA	James C. Engel	1894	423	200	100	100	
06489	* Christ	EN	302 Vine St	West Newton, PA	Matthew C. Stabe	1830	155	154	--	--	
06648	Faith	EN	1656 Lincoln Way	White Oak, PA	Michael E. Ryan	1972	237	225	30	25	
30596	* Holy Angels Evangelical	EN	201 Caldwell Ave	Wilmerding, PA	Michael L. Reed	2003	196	159	--	--	
									Conference Totals:	7,103	5,627
									646	680	

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BULLETIN OF REPORTS

Run Date 7/22/22
Page 6 of 7

Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2021

CD150 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online			
Conference: 06 Six													
10292	Bethany	EN	5303 Madison Ave	Bethel Park, PA	Melba T. Dibble	1934	240	240	40	20			
10317 *	St Paul's	EN	210 N Jefferson Ave	Canonsburg, PA	Brenda N. Henry Susan K. Devine Alexander Y. Sumo	1897	40	35	19	19			
06530	St Andrew Evangelical	EN	218 Alter St	Carnegie, PA	John J. Gropp Brenda N. Henry Susan K. Devine Alexander Y. Sumo	1910	81	70	15	12			
10318 *	St John	EN	601 Washington Ave	Carnegie, PA		1882	390	287	41	331			
06564 *	St Andrew	EN	987 Beaver Grade Rd	Coraopolis, PA	Larry F. Mort	1963	292	275	45	70			
06531	Ascension	EN	1290 Silver Ln	Mc Kees Rocks, PA	Joseph G. Murdy	1960	260	196	54	20			
06466	Our Redeemer	EN	105 Gateshead Dr	McMurray, PA	Ann E. Schmid Kerri L. Clark	1960	739	555	123	70			
10380	Resurrection	EN	7600 Steubenville Pike	Oakdale, PA	Brenda N. Henry Susan K. Devine Alexander Y. Sumo	1963	46	38	15	12			
10466	Bethany Evangelical	EN	3104 W Liberty Ave	Pittsburgh, PA	Brenda N. Henry Susan K. Devine Alexander Y. Sumo	1917	83	72	15	12			
10319	Emmanuel	EN	935 Pine Ave	Pittsburgh, PA		1885	99	85	12	5			
06543 *	Faith	EN	80 Bartley Rd	Pittsburgh, PA	Ronald M. Weryha	1949	477	369	--	--			
10471	Good Shepherd	EN	1700 Bower Hill Rd	Pittsburgh, PA		1947	186	160	30	2			
10310	Grace	EN	6810 Hilldale Dr	Pittsburgh, PA		1906	71	59	16	0			
06546 *	Holy Trinity	EN	1516 Beechview Ave	Pittsburgh, PA	Sherry L. Hazuda	1907	33	28	13	15			
06548	Mount Lebanon United	EN	975 Washington Rd	Pittsburgh, PA	Douglas M. Heagy	1925	889	632	110	140			
06551 *	North Zion	EN	5100 Brownsville Rd	Pittsburgh, PA		1800	85	75	--	--			
06552	Prince Of Peace	EN	400 Old Clairton Rd	Pittsburgh, PA	Allyn K. Itterly	1953	554	550	26	75			
10473 *	St Mark	EN	933 Brookline Blvd	Pittsburgh, PA	Thomas G. Knepp	1912	185	185	--	--			
06559 *	St Matthew's	EN	45 Steuben St	Pittsburgh, PA		1903	120	115	--	--			
10476	Stewart Avenue	EN	2810 Brownsville Rd	Pittsburgh, PA		1920	406	406	35	10			
06483 *	Bethlehem	EN	21 Church Rd	Scenery Hill, PA	William B. Henry	1791	521	391	47	31			
06484 *	Mount Calvary	EN	2128 E National Pike	Scenery Hill, PA		1885	58	49	--	--			
20254 *	St Paul	EN	775 N Main St	Washington, PA		1938	94	85	--	--			
Conference Totals:										5,949	4,957	656	844
Synod Totals:										52,901	39,066	4,880	5,382

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Evangelical Lutheran Church in America
Name and Address Summary Report as of December 31, 2021

CD150 Report

Language Codes:

Amharic [AM]	Cherokee [CK]	French [FR]	Japanese [JA]	Maban [MB]	Portuguese [PR]	Tagalog [TA]
Anyuak [AN]	Creole [CL]	German [GE]	Kiswahil [KI]	Mandarin [MA]	Sign [SI]	Taiwanese [TI]
Arabic [AB]	Danish [DA]	Haitian [HA]	Korean [KO]	Navajo [NV]	Slovak [SL]	Tamil [TM]
Burmese [BU]	Dinka [DI]	Hmong [HM]	Lakotah [LK]	Norwegian [NO]	Spanish [SP]	Telugu [TE]
Cambodian [CA]	English [EN]	Indonesian [ID]	Lao [LS]	Nuer [NU]	Swahili [SA]	Thai [TH]
Cantonese [CH]	Finnish [FI]	Inupiat [IP]	Latvian [LA]	Oromo [OR]	Swedish [SW]	Tigrinya [TG]
						Vietnamese [VI]

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BULLETIN OF REPORTS

Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2021

CD160 Report

8B_Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
Conference: 01 One									
06425*	Faith, Aliquippa	31,032	31,032	0	0	20,784	0	500	21,284
06426*	House Of Prayer, Aliquippa	134,043	255,432	0	13,701	200,510	6,000	8,170	246,653
10262*	Our Savior, Ambridge	52,600	52,600	0	0	39,000	0	565	39,565
06427*	Zion's First, Ambridge	17,100	19,340	0	260	18,890	260	705	22,165
06428*	Christ Evangelical, Baden	106,500	106,500	0	0	104,500	0	20	104,520
06438*	Rehoboth Evangelical, Baden	95,547	95,547	0	0	113,870	0	0	113,870
06430	Holy Trinity, Beaver	41,993	76,182	418,427	7,916	64,442	0	4,271	73,713
06431	Hope, Beaver	32,633	64,110	901,600	0	60,454	0	1,355	62,564
06439	St Paul, Ellwood City	25,627	36,226	5,248	0	23,886	1,563	10,146	37,288
06440	Trinity, Ellwood City	188,790	245,958	5,974,321	195,235	203,533	15,239	4,772	248,322
07833	New Hope Evangelical, Freedom	152,085	191,827	850,800	0	199,511	19,780	11,835	259,951
06449	Redeemer, Monaca	142,120	156,028	855,228	0	183,864	6,000	17,039	206,991
06461*	Vankirk, Monaca	60,255	60,255	0	0	18,080	0	1,000	19,080
06394	Good Shepherd, New Castle	56,650	96,039	3,017,963	81,470	47,217	545	1,843	100,691
06346*	St John Evangelical, New Castle	126,266	126,266	0	0	107,312	0	0	107,312
06585	First, Pittsburgh	667,668	667,668	0	0	616,713	0	0	616,713
06554*	St James, Pittsburgh	23,334	56,540	766,467	0	57,060	1,636	0	60,644
07231	St Michael And All Angels', Pittsburgh	22,892	47,040	532,200	0	46,700	0	0	46,700
06560	Trinity, Pittsburgh	26,825	55,671	0	0	51,287	400	400	52,087
10477*	Trinity, Pittsburgh	64,435	67,086	1,293,120	0	57,412	211	0	60,226
06453*	Grace Evangelical, Rochester	194,674	261,907	0	0	303,155	0	20,895	324,050
06456*	St Paul's, Sewickley	139,800	141,900	711,000	0	145,547	5,400	1,105	152,052
06458	Oak Grove, Zelienople	131,334	161,140	1,785,104	0	130,349	7,250	5,982	143,581
	Conference Totals	\$2,534,203	\$3,072,294	\$17,111,478	\$298,582	\$2,814,076	\$64,284	\$90,603	\$3,120,022
Conference: 02 Two									
06566	Nativity, Allison Park	156,775	212,005	2,044,762	3,168	114,483	13,263	5,200	142,358
10261*	St Paul Evangelical, Allison Park	82,778	100,009	11,968	5,500	72,421	4,020	0	113,365
06434	First English, Butler	230,245	299,106	411,016	0	196,773	25,200	14,858	266,244
06435*	Grace @ Calvary Evangelical, Butler	152,482	184,644	6,596,186	21,000	115,319	10,666	2,373	128,408
06436	Trinity, Butler	342,250	384,834	2,414,167	5,000	285,579	45,000	17,974	362,358
30017	Holy Trinity, Chicora	199,144	260,826	1,824,031	0	221,522	0	11,323	232,845
10331	St John, Connoquenessing	38,731	43,843	1,100	0	36,430	1,200	2,057	42,837
06441	Hope Evangelical, Cranberry Township	963,361	1,137,310	5,194,918	1,742,017	645,511	14,000	26,275	1,352,206
06442	St Peter, Evans City	139,111	246,620	3,135,678	33,094	178,950	13,281	10,337	244,910

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Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2021

CD160 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
10372	Trinity, Gibsonia	227,830	295,291	185,406	0	281,682	18,600	9,520	309,802
06533	Bethlehem, Glenshaw	521,083	607,933	6,825,189	217,782	349,102	51,000	4,973	465,907
06445*	St John (Stone), Harmony	26,007	31,753	429,024	0	28,043	0	3,331	31,374
06448*	Zion, Harmony	120,315	141,837	2,466,391	0	108,170	12,791	7,184	128,145
10409*	St John, Mars	146,985	146,985	0	0	157,942	0	0	157,942
06537*	Berkeley Hills, Pittsburgh	270,416	479,040	2,297,481	991,550	393,464	5,592	0	487,847
06539*	Christ, Pittsburgh	146,565	418,121	0	0	94,241	0	11,080	349,655
06540*	Christ, Pittsburgh	47,503	57,385	518,327	0	51,191	3,730	0	54,921
06542	Emmanuel, Pittsburgh	158,167	180,283	2,986,198	0	167,204	8,000	10,373	257,441
10402*	Faith, Pittsburgh	48,519	51,314	419,338	0	59,368	1,600	0	66,221
06536*	Good Shepherd, Pittsburgh	117,780	375,587	513,794	25,725	261,426	2,024	18,326	339,041
10460	St John's, Pittsburgh	274,546	464,800	3,879,346	0	311,937	10,229	33,986	391,495
06555	St John's Lutheran Church Of Highland, Pittsburgh	703,839	734,524	8,706,464	0	425,698	93,000	12,388	655,547
06451	Emmanuel, Prospect	65,475	75,087	807,155	0	56,595	1,500	0	58,095
06355	Rider, West Sunbury	58,806	62,806	600,000	0	24,727	0	3,678	28,405
10549*	St Luke's, West View	59,000	69,200	0	0	71,000	900	1,310	73,210
10550*	Perry Highway, Wexford	233,934	233,934	0	0	313,967	0	0	313,967
06561	Trinity, Wexford	243,526	400,917	4,349,246	23,186	254,561	17,500	15,556	318,634
06459*	Seaman Memorial, Zelienople	36,742	38,042	98,322	0	17,633	1,400	592	32,825
10561	St Paul, Zelienople	102,028	103,105	0	0	118,011	6,000	0	124,011
Conference Totals		\$5,913,943	\$7,837,141	\$56,715,507	\$3,068,022	\$5,412,950	\$360,496	\$222,694	\$7,530,016
Conference: 03 Three									
06383	First, Apollo	131,748	165,387	6,308,582	0	150,527	12,096	4,974	175,608
06414	Spring Church Evangelical Lutheran, Apollo	34,508	66,357	2,000,001	0	34,041	1,800	416	38,157
06384	Calvary, Arnold	29,291	72,941	540,000	0	81,350	3,000	0	87,333
06418*	Bethel, Ford City	51,536	69,352	659,502	0	42,001	0	840	42,841
06398*	Emmanuel (Heilman), Ford City	105,838	125,296	1,250,758	0	78,015	8,210	4,239	91,297
06388*	St John, Ford City	33,241	51,478	0	15,929	28,407	781	332	43,565
06386*	St Michael, Ford City	50,462	62,382	678,087	0	40,930	7,630	110	51,754
06343*	United Rockville, Ford City	48,236	49,439	145,141	0	35,510	1,212	3,535	44,234
06389	Trinity, Freeport	115,326	141,244	3,503,808	0	86,436	4,000	5,986	103,042
06393	First Evangelical, Leechburg	76,605	147,734	2,677,169	0	157,443	8,000	574	166,017
06396	Forks-Zion, Leechburg	85,259	132,011	3,404,305	0	100,404	10,705	760	129,687
06395	Hebron, Leechburg	45,827	120,554	6,422,222	0	140,262	4,181	1,200	145,643
06404	Bethesda, Lower Burrell	105,346	197,446	2,231,112	0	78,788	10,117	9,008	137,380
06399	Grace, Manorville	77,479	91,773	121,676	0	88,921	7,712	11,240	130,702
06649*	Faith, Natrona Heights	94,500	101,565	0	0	73,000	6,000	800	79,800

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Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2021

CD160 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
06405*	First Evangelical, New Kensington	136,905	164,101	2,106,499	1,033	94,086	16,746	0	129,451
06583*	East Liberty, Pittsburgh	55,264	69,220	0	87,902	88,750	1	70	92,834
20251	St Andrew, Pittsburgh	216,238	257,343	3,841,728	0	216,333	27,500	2,500	256,333
06415*	St Mark, Springdale	42,089	61,226	0	0	50,375	1,202	0	53,435
06422*	St Paul's Highfield, Vandergrift	73,789	88,944	1,867,823	0	57,808	2,500	8,365	77,032
06423*	Evangelical, Worthington	65,120	123,754	678,202	0	85,112	0	0	125,997
	Conference Totals	\$1,674,607	\$2,359,547	\$38,436,615	\$104,864	\$1,808,499	\$133,393	\$55,009	\$2,202,142
	Conference: 04 Four								
06493*	Hebron, Blairsville	68,457	85,303	0	0	42,332	8,620	837	51,789
06496	Salem, Delmont	150,785	207,253	4,908,998	0	183,103	8,360	8,648	206,604
06497	Trinity, Derry	36,669	43,869	2,186,741	0	35,340	500	0	37,590
06498	Mount Zion, Donegal	95,897	101,702	1,663,253	0	102,176	2,030	3,561	108,465
06499	First, Greensburg	184,261	463,071	14,125,610	0	355,037	81,600	38,715	599,903
06500	Good Shepherd, Greensburg	172,789	239,401	174,417	0	195,265	0	115	200,331
06504*	Harold Zion, Greensburg	325,687	333,412	336,201	0	341,552	13,333	3,280	358,165
06503	St Matthias Evangelical, Greensburg	139,211	172,009	0	0	178,155	13,920	1,135	200,333
06501*	Zion's Evangelical, Greensburg	182,067	188,206	0	0	210,891	19,500	8,681	239,072
30750	Penn-Zion's, Harrison City	102,146	158,514	2,493,943	0	104,480	7,000	4,680	123,776
06506*	St Matthew, Hunker	0	0	0	0	76,983	0	0	76,983
06511*	Holy Trinity, Jeannette	80,788	112,539	2,458	0	92,876	2,570	0	102,970
06492*	Bethel, Latrobe	138,461	154,736	0	0	90,213	14,000	7,565	118,647
06529	Prince of Peace, Latrobe	205,188	222,945	2,775,460	0	143,707	15,303	978	192,048
06514	Trinity, Latrobe	401,977	706,619	14,535,084	71,435	666,789	38,568	18,240	798,919
06515	St James Evangelical, Ligonier	126,246	296,513	5,356,154	0	121,740	11,400	29,500	227,372
06575*	Good Shepherd, Monroeville	142,434	225,900	5,626,004	0	189,302	10,451	3,848	205,294
06578*	Christ's, Murrysville	262,069	275,948	0	164,728	242,229	20,000	5,499	303,195
30340	Faith, New Florence	62,995	68,835	1,560,500	80,000	76,902	0	0	103,902
06521*	St Mark, New Stanton	0	0	0	0	69,000	0	0	69,000
06571	St John's, North Versailles	172,809	198,252	4,862,959	37,570	158,974	19,054	15,085	202,305
10470*	Emmanuel Evangelical, Pittsburgh	40,276	103,349	1,625,700	0	94,737	5,675	5,265	123,186
06588*	Hope, Pittsburgh	69,187	87,485	1,784,632	306	91,298	4,362	375	96,035
06595	Zion, Pittsburgh	239,815	368,433	1,683,779	36,738	265,610	21,878	17,148	389,050
06339	Sons of Zebedee, Saltsburg	25,288	30,236	166,431	0	37,683	2,864	754	49,701
06598*	Trinity, Verona	74,561	134,220	0	0	91,168	4,195	1,541	104,404
06527	St James, Youngstown	67,092	85,768	327,616	0	88,715	4,026	2,926	95,667

Code Key: * = 2021 data not available as of report run date, C = Congregation Under Development

BULLETIN OF REPORTS

Run Date 7/22/22
Page 4 of 5

Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2021

CD160 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
06528	St Luke's, Youngwood	90,400	121,257	1,149,907	11,400	82,249	9,000	670	120,371
Conference Totals		\$3,657,555	\$5,185,775	\$67,345,847	\$402,177	\$4,428,506	\$338,209	\$179,046	\$5,505,077
Conference: 05 Five									
06464*	Lynnwood, Belle Vernon	56,366	89,362	0	0	54,311	2,040	4,453	65,954
06465*	St Andrew, Brownsville	12,379	13,319	525,095	0	16,208	946	450	17,604
06467	St Paul, Carmichaels	31,942	54,465	362,630	0	32,676	2,851	3,047	52,129
06469*	Christ, Charleroi	0	0	0	0	0	0	0	0
06471	St John, Connellsville	33,068	59,679	68,909	0	49,842	1,255	0	51,097
06472	Trinity, Connellsville	84,214	131,655	7,878,867	0	115,784	4,464	4,883	131,655
06569	Christ, Duquesne	109,155	146,272	462,219	0	120,148	16,000	17,406	153,554
10375*	Peace, Greenock	84,983	101,773	3,174,452	0	97,717	1,600	1,600	100,917
10385*	St John Mark, Homestead	78,039	83,323	0	0	86,342	6,500	1,940	94,782
06507	Brush Creek Evangelical, Irwin	81,468	123,960	2,681,570	0	100,304	1,000	0	114,594
06508*	Holy Trinity, Irwin	278,233	731,160	5,226,009	0	292,750	20,800	14,459	369,930
06509	Immanuel, Irwin	66,782	67,369	1,265,021	0	60,687	2,300	300	63,287
06523*	Paintertown, Irwin	78,092	94,457	445,000	0	58,776	1,200	765	60,841
06475*	Jacob, Masontown	0	0	0	0	54,222	0	0	54,222
06481*	St Paul, Monessen	123,947	130,125	61,090	0	86,857	6,178	877	93,912
06482	Grace, Monongahela	44,498	54,471	1,928,157	0	77,119	15,600	6,600	99,319
06646	Good Shepherd, Mount Pleasant	126,416	129,456	963,570	0	77,138	14,837	2,565	98,810
06517	St John's, Mount Pleasant	8,722	11,355	106,709	0	8,844	2,205	195	11,244
06577	Messiah, Munhall	72,760	96,773	515,604	8,500	87,986	5,400	1,470	103,841
06510	The Lutheran Church Of Our Saviour, North Huntingdon	50,824	74,527	103,111	0	76,024	3,984	0	80,008
06485	St Paul's, Scottdale	65,643	121,938	4,029,107	0	108,795	264	6,297	123,501
06486	Hope Memorial, Smithton	24,222	39,157	2,495,941	0	26,908	4,800	379	32,087
06487	St Paul's Evangelical, Uniontown	276,889	306,424	5,305,085	0	214,130	36,000	245	315,505
05533*	St Peter, Uniontown	151,354	210,374	3,793,822	0	184,830	17,734	6,216	234,474
06489*	Christ, West Newton	100,107	187,986	0	0	90,036	2,500	0	92,536
06648	Faith, White Oak	105,105	168,889	2,085,712	0	167,028	14,568	6,685	188,281
30596*	Holy Angels Evangelical, Wilmerding	63,000	86,000	2,851,500	0	95,000	3,000	0	99,000
Conference Totals		\$2,208,208	\$3,314,269	\$46,329,180	\$8,500	\$2,440,462	\$188,026	\$80,832	\$2,903,084
Conference: 06 Six									
10292	Bethany, Bethel Park	127,108	134,133	138,800	0	97,381	1,660	2,208	103,570
10317*	St Paul's, Canonsburg	48,012	50,706	1,865,045	0	53,697	2,996	6,931	66,929

Code Key: * = 2021 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, 2021

CD160 Report

8B Southwestern Pennsylvania Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
06530	St Andrew Evangelical, Carnegie	83,243	102,951	11,194	0	90,189	4,800	3,559	98,548
10318*	St John, Carnegie	257,399	318,273	4,106,430	0	222,064	10,709	62,705	295,478
06564*	St Andrew, Coraopolis	229,063	229,079	1,024,000	100,000	210,746	3,000	2,780	251,561
06531	Ascension, Mc Kees Rocks	119,016	175,496	141,063	0	137,467	5,865	435	155,389
06466	Our Redeemer, McMurray	469,328	865,757	2,372,126	13,313	417,528	51,344	72,223	746,307
10380	Resurrection, Oakdale	45,300	45,300	300,000	0	48,100	0	0	48,100
10466	Bethany Evangelical, Pittsburgh	98,453	185,278	7,520	0	105,722	1,326	18,750	154,519
10319	Emmanuel, Pittsburgh	35,731	266,683	243,638	15,650	67,054	4,800	150	90,673
06543*	Faith, Pittsburgh	257,202	302,774	0	174,785	241,095	0	15,687	302,101
10471	Good Shepherd, Pittsburgh	90,193	127,028	2,725,859	0	115,504	9,600	2,000	127,104
10310	Grace, Pittsburgh	39,961	239,103	1,261,918	0	176,523	1,900	2,000	180,423
06546*	Holy Trinity, Pittsburgh	20,968	34,617	174,797	0	28,705	3,237	374	39,966
06548	Mount Lebanon United, Pittsburgh	280,946	373,917	6,852,300	0	300,215	30,000	45,901	376,116
06551*	North Zion, Pittsburgh	44,650	53,000	0	3,600	44,075	500	245	53,070
06552	Prince Of Peace, Pittsburgh	126,562	140,249	628,918	10,749	221,264	3,735	938	244,079
10473*	St Mark, Pittsburgh	101,811	118,118	0	0	141,622	18,091	3,047	162,760
06559*	St Matthew's, Pittsburgh	97,919	100,926	0	0	53,038	2,676	1,596	57,310
10476	Stewart Avenue, Pittsburgh	117,116	167,116	106,261	0	137,746	6,000	650	211,396
06483*	Bethlehem, Scenery Hill	150,408	323,890	1,228,602	31,747	146,469	21,720	3,957	287,623
06484*	Mount Calvary, Scenery Hill	17,272	26,985	150,000	0	20,956	0	0	22,026
20254*	St Paul, Washington	53,266	60,566	503,040	0	58,000	0	0	58,000
	Conference Totals	\$2,910,927	\$4,441,945	\$23,841,511	\$349,844	\$3,135,160	\$183,959	\$246,136	\$4,133,048
	Synod Totals	\$18,899,443	\$26,210,971	\$249,780,138	\$4,231,989	\$20,039,653	\$1,268,367	\$874,320	\$25,393,389

Code Key: * = 2021 data not available as of report run date, C = Congregation Under Development

Evangelical Lutheran Church in America
Form A - Summary of Congregation Statistics as of 12/31/2021

CD170 Report

8B Southwestern Pennsylvania Synod, ELCA

Summary of Membership Statistics Totals -- End of Year	2020	2021	Change	Percent	Analysis of Attendance	2020	2021
Congregations	157	151	-6	-3.82	Avg. # weeks congregations worshipped (on-site)	23	23
Congregations - Organized	157	151	-6	-3.82	Avg. # weeks congregations worshipped (online)	17	17
Congregations - Under Development	0	0	0	---	Total avg. weekly worship attendance (on-site)	4,890	4,880
Congregations - Filed Form A	98	80	-18	-18.37	Total avg. weekly worship attendance (online)	9,356	5,382
Baptized Members	54,163	52,901	-1,262	-2.33	Avg. att. per congregation (on-site)	50	45
Average Baptized Members per Congregation	345	350	5	1.55	Avg. att. per congregation (online)	108	61
Confirmed Members	39,772	39,066	-706	-1.78	Average att. as a percentage of baptized membership (on-site)	9.03	9.22
Average Confirmed Members per Congregation	253	260	7	2.81	Average att. as a percentage of baptized membership (online)	17.27	10.17

Analysis of Membership Gains and Losses

Baptized Members -- Received							
By Baptism - Children Under Age 16	288	328	40	13.89	Vitality - Congregation Description (Averages)		
By Baptism - Adults Age 16 and Older	24	20	-4	-16.67	<i>Range: Hardly at All (1) - Very Well (5)</i>		
By Affirmation of Faith	201	190	-11	-5.47	Excitement About the Future		3.61
By Transfer	371	296	-75	-20.22	Positive Force in the Community		4.07
From Other Sources and Stat Adjts	56	48	-8	-14.29	Ready to Try Something New		3.55
Baptized Members -- Total Received	940	882	-58	-6.17			

Baptized Members -- Removed					Vitality - Congregation Strengths (Averages)		
By Death	643	643	0	0.00	<i>Range: Poor (1) - Great (5)</i>		
By Transfer	247	249	2	0.81	Seeking/Using Member Gifts		3.35
For Other Reasons and Stat Adjts	2,999	926	-2,073	-69.12	Live Out Faith in Their Daily Lives		3.51
Baptized Members -- Total Removed	3,889	1,818	-2,071	-53.24			

Baptized Members Confirmed	190	194	4	2.11			
Active Participants	22,535	20,122	-2,413	-10.71			

8B Southwestern Pennsylvania Synod, ELCA

Summary of Financial Statistics

Totals – End of Year

	2020	2021	Change	Percent	Statistical Analysis Averages per Congregation Reporting
Total Receipts	26,437,702	26,210,971	-226,731	-0.86	Total Receipts (/147) 178,305.93
Total Disbursements	25,230,125	25,393,389	163,264	0.65	Total Disburse (/150) 169,289.26
Total Indebtedness on Dec 31	4,979,335	4,231,989	-747,346	-15.01	Total Indebtedness (/33) 128,242.09
Projected Mission Support	1,622,680	1,583,094	-39,586	-2.44	
Average Total Giving / Bapt Member	398.69	410.71	12.02	3.01	Percent Congs With No Debt 78.67
Average Total Giving / Conf Member	542.95	556.16	13.21	2.43	

Detail of Financial Statistics - Receipts

Regular Giving	18,894,898	18,899,443	4,545	0.02
Designated Giving	2,699,162	2,827,319	128,157	4.75
Earned Income (any source)	1,979,226	1,829,436	-149,790	-7.57
Grants (any source)	617,610	338,496	-279,114	-45.19
All Other Receipts	2,246,806	2,316,277	69,471	3.09

Detail of Financial Statistics - Disbursements

Current Operating Expenses	19,616,948	20,039,653	422,705	2.15	Current Operating Expenses 78.96
Capital Improvements	1,610,477	1,479,378	-131,099	-8.14	Capital Improvements 5.83
Payments on Debts	945,147	1,098,941	153,794	16.27	Payments on Debts 4.33
Mission Support	1,390,287	1,268,367	-121,920	-8.77	Mission Support 5.00
Other Synod Benevolence	252,307	291,233	38,926	15.43	Other Synod Benevolence 1.15
Other CWO Benevolence	30,814	29,053	-1,761	-5.71	Other CWO Benevolence 0.11
Benevolence - Another Country	44,168	29,984	-14,184	-32.11	Benevolence - Another Country 0.12
Benevolence - Camps	16,217	15,275	-942	-5.81	Benevolence - Camps 0.06
Benevolence - Campus Ministry	2,185	3,720	1,535	70.25	Benevolence - Campus Ministry 0.01
Benevolence - Colleges	3,623	2,589	-1,034	-28.54	Benevolence - Colleges 0.01
Benevolence - Seminaries	14,192	13,588	-604	-4.26	Benevolence - Seminaries 0.05
Benevolence - Social Service	127,608	125,236	-2,372	-1.86	Benevolence - Social Service 0.49
Benevolence - Direct Recipient	361,645	363,642	1,997	0.55	Benevolence - Direct Recipient 1.43
Subtotal Non-Mission Supt Benev	852,759	874,320	21,561	2.53	Subtotal Non-Mission Supt Benev 3.44
Other Expenses & Realized Losses	801,754	619,977	-181,777	-22.67	Other Expenses & Realized Losses 2.44

Percent of Total Disbursements

Current Operating Expenses	2.15
Capital Improvements	-8.14
Payments on Debts	16.27
Mission Support	-8.77
Other Synod Benevolence	15.43
Other CWO Benevolence	-5.71
Benevolence - Another Country	-32.11
Benevolence - Camps	-5.81
Benevolence - Campus Ministry	70.25
Benevolence - Colleges	-28.54
Benevolence - Seminaries	-4.26
Benevolence - Social Service	-1.86
Benevolence - Direct Recipient	0.55
Subtotal Non-Mission Supt Benev	2.53
Other Expenses & Realized Losses	-22.67

8B Southwestern Pennsylvania Synod, ELCA

Congregations Reporting Ethnic Active Participants	2020	2021	Change	Percent	Percent of Congregations Reporting Ethnic Active Participants	2020
African American/Black	32	32	0	0.00	African American/Black	21.19
African National/African Caribbean	6	7	1	16.67	African National/African Caribbean	4.64
American Indian/Alaska Native	2	2	0	0.00	American Indian/Alaska Native	1.32
Arab/Middle Eastern	7	7	0	0.00	Arab/Middle Eastern	4.64
Asian/Pacific Islander	22	23	1	4.55	Asian/Pacific Islander	15.23
Latino/Hispanic	17	17	0	0.00	Latino/Hispanic	11.26
Multiracial	32	29	-3	-9.38	Multiracial	19.21
White	150	143	-7	-4.67	White	94.70

Total Ethnic Active Participants	2020	2021	Change	Percent	Percent Ethnic Active Participants	2020
African American/Black	204	203	-1	-0.49	African American/Black	0.97
African National/African Caribbean	11	13	2	18.18	African National/African Caribbean	0.06
American Indian/Alaska Native	9	9	0	0.00	American Indian/Alaska Native	0.04
Arab/Middle Eastern	18	18	0	0.00	Arab/Middle Eastern	0.09
Asian/Pacific Islander	80	77	-3	-3.75	Asian/Pacific Islander	0.37
Latino/Hispanic	32	28	-4	-12.50	Latino/Hispanic	0.13
Multiracial	366	104	-262	-71.58	Multiracial	0.50
White	23,113	20,517	-2,596	-11.23	White	97.84

Evangelical Lutheran Church in America
Form C - Summary of Congregational Information as of 12/31/2021

CD180 Report
8B Southwestern Pennsylvania Synod, ELCA
(75 Congos Filed)

	Yes	No	No Resp	Students
C30 - Educational Ministry				
Did this Congregation have Christian Education	62	12	1	9
Was Christian Education Offered Online	27	9	39	0
Total Number of Students				1,739
Did this Congregation have Vacation Bible	27	45	3	12
Was Vacation Bible school Offered Online	2	14	59	24
Total Number of Students				667
C34	20	52	3	27
Participate in "God's Work. Our Hands." Sunday				
C35	19	53	3	1
Have a Disaster Preparedness Plan				
C36	8	65	2	
Operate a Weekday Early Childhood Education Center, Kindergarten and/or School				

C39 - Options for Online Giving

EFT/ACH	9
PushPay	0
SimplyGiving	15
Tithe.ly	12
Vanco	24
Other	11
No online giving option	27
No response to any	1

C40 - Congregation Management Software/Service

ACS Technologies	5
Breeze/Tithe.ly	1
Church Windows	6
Concordia Technology Solutions	5
Icon Systems	3
Servant Keeper	1
Shelby	0
Other	24
No software used	30
No response to any	1

C41 - Creation Care

Integrate Creation Care in Education and Ministry	8
Intentionally Reduce Energy Use	17
Invest in Sustainable Energy	0
Reduce, Reuse, and Recycle	40
Share Land with the Community	17
No response to any	25

C31 - Participation of Children in Worship and Faith Formation

	Hardly Ever	Some	Freq	No Resp
Before the Start of Pandemic (early 2020)?	11	23	40	1
In 2021?	25	28	20	2

C37 - Frequency of Streaming Worship Services over the Internet

	Never	1-2 wks/mth	3-4 wks/mth	No Resp
Before the Start of Pandemic (early 2020)?	73	0	1	1
In 2021?	15	4	55	1
In 2022 and Beyond (Estimated)?	18	2	54	1

C38 - Percent online giving

0%	29
1-10%	17
11-20%	7
21-30%	7
31-50%	8
More than 50%	2
No response to any	1

C42 - Engagement with new people

Yes, many more	1
Yes, a few more	24
About the same	26
No, a few less	17
No, many less	6
No response to any	1

8B Southwestern Pennsylvania Synod, ELCA

(75 Congs Filed)

C32 Languages in which Liturgies are Regularly Conducted

Amharic	Estonian	Lao	Swahili
Anyuak	Finnish	Latvian	Swedish
Arabic	French	Maban	Tagalog
Batak	German	Mandarin	Taiwanese
Burmese	Haitian	Navajo	Tamil
Cambodian	Hmong	Norwegian	Telugu
Cantonese	Hungarian	Nuer	Thai
Cherokee	Indonesian	Oromo	Tigrinya
Creole	Inupiat	Palute	Ukrainian
Czech	Japanese	Portuguese	Urdu
Danish	Kiswahili	Sign	Vietnamese
Dinka	Korean	Slovak	
English	Lakotian	Spanish	
		75	

C33 - Disability Assistance Provided

Wheelchair Accessibility	57
Braille Worship Materials	0
Large Print Worship Materials	57
Assistive Hearing Devices	25
Sign Language Interpreters	0
Mental Health Ministries	6
Ministry with People with Developmental Disabilities	6
Specialized Faith Formation for Children or Adults (ADHD, Autism, Dyslexia, etc.)	1
No Response to Any	2

BULLETIN OF REPORTS

Evangelical Lutheran Church in America
Summary of Congregations That Did Not File 2021 Report Form A

CD950 Report

8B Southwestern Pennsylvania Synod, ELCA

Last Year Filed	Cong ID	Cong Status	Baptized Members	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	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	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
2014	06469	Org	188	Christ	Charleroi, PA	Matthew C. Stabe	(724)483-4908
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
2017	06415	Org	102	St Mark	Springdale, PA		(724)274-5313
2017	06427	Org	153	Zion's First	Ambridge, PA		(724)266-8378
2017	06464	Org	214	Lynnwood	Belle Vernon, PA	Matthew C. Stabe	(724)929-4760
2017	06475	Org	117	Jacob	Masontown, PA		(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	10385	Org	261	St John Mark	Homestead, PA		(412)461-1609
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
2018	06461	Org	192	Vankirk	Monaca, PA		(724)775-7030
2018	06489	Org	155	Christ	West Newton, PA	Matthew C. Stabe	(724)872-7177
2018	06492	Org	511	Bethel	Latrobe, PA	David W. Hanssen	(724)593-2483
2018	06493	Org	361	Hebron	Blairsville, PA	John M. Smaligo	(724)459-8920
2018	06543	Org	477	Faith	Pittsburgh, PA	Ronald M. Weryha	(412)835-4590
2018	06583	Org	49	East Liberty	Pittsburgh, PA	John J. Gropp	(412)362-1712
2018	10262	Org	243	Our Savior	Ambridge, PA	Jill E. McGregor	(724)266-1169
2018	10473	Org	185	St Mark	Pittsburgh, PA	Thomas G. Knepp	(412)531-9575
2019	06426	Org	210	House Of Prayer	Aliquippa, PA	Michael J. Sourwine	(724)375-2033
2019	06453	Org	684	Grace Evangelical	Rochester, PA	Gregory S. Clagg	(724)774-3792
2019	06501	Org	558	Zion's Evangelical	Greensburg, PA	Brian B. Chaffee	(724)834-9060
2019	06539	Org	530	Christ	Pittsburgh, PA		(412)821-4300

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

BULLETIN OF REPORTS

Evangelical Lutheran Church in America
Summary of Congregations That Did Not File 2021 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
2019	06551	Org	85		North Zion	Pittsburgh, PA		(412)655-3343
2019	06578	Org	513		Christ's	Murrysville, PA	Wayne G. Gillespie	(412)795-1212
2019	06598	Org	91		Trinity	Verona, PA	Patricia A. Schneck	(412)828-7799
2019	10549	Org	39		St Luke's	West View, PA		(412)931-1674
2019	10550	Org	1,059		Perry Highway	Wexford, PA	Tara R. Lynn	(724)935-1226
2020	05533	Org	423		St Peter	Uniontown, PA	James C. Engel	(724)439-4730
2020	06343	Org	180		United Rockville	Ford City, PA	Barbara E. Love	(724)763-7071
2020	06386	Org	258		St Michael	Ford City, PA	Barbara E. Love	(724)863-3921
2020	06398	Org	322		Emmanuel (Heilman)	Ford City, PA	Eric D. Damon	(724)543-5291
2020	06418	Org	179		Bethel	Ford City, PA	Barbara E. Love	(724)763-2780
2020	06422	Org	847		St Paul's Highfield	Vandergrift, PA	Ryan N. Pusch	(724)567-7462
2020	06435	Org	510		Grace @ Calvary Evangelical	Butler, PA		(724)283-0830
2020	06448	Org	282		Zion	Harmony, PA	Timothy M. Dawes	(724)452-8886
2020	06459	Org	51		Seaman Memorial	Zelienople, PA		(724)452-3594
2020	06481	Org	98		St Paul	Monessen, PA	Matthew C. Stabe	(724)684-6565
2020	06483	Org	521		Bethlehem	Scenery Hill, PA	William B. Henry	(724)945-5198
2020	06504	Org	1,584		Harrold Zion	Greensburg, PA	Caroline E. Clifford	(724)837-7327
2020	06508	Org	1,357		Holy Trinity	Irwin, PA		(724)863-7350
2020	06511	Org	383		Holy Trinity	Jeannette, PA		(724)523-5478
2020	06523	Org	254		Paintertown	Irwin, PA	Sarah M. Lee-Faulkner	(724)863-1920
2020	06536	Org	204		Good Shepherd	Pittsburgh, PA	David A. Rike	(412)963-9494
2020	06537	Org	1,101		Berkeley Hills	Pittsburgh, PA	Heather R. Lubold	(412)486-4010
2020	06546	Org	33		Holy Trinity	Pittsburgh, PA	Sherry L. Hazuda	(412)561-1726
2020	06564	Org	292		St Andrew	Corapolis, PA	Larry F. Mort	(412)264-4551
2020	06575	Org	439		Good Shepherd	Monroeville, PA	Robert J. Schaefer	(412)372-2934
2020	06588	Org	66		Hope	Pittsburgh, PA	Alexander Y. Sumo	(412)242-4476
2020	10261	Org	161		St Paul Evangelical	Allison Park, PA		(724)935-2839
2020	10317	Org	40		St Paul's	Canonsburg, PA	Brenda N. Henry	(724)745-5962
2020	10318	Org	390		St John	Carnegie, PA		(412)279-2952
2020	10375	Org	248		Peace	Greenock, PA	Erin E. Evans	(412)751-8073
2020	10409	Org	246		St John	Mars, PA	Kathryn E. McNeal	(724)625-1830
2020	10470	Org	94		Emmanuel Evangelical	Pittsburgh, PA	Linda C. Theophilus	(412)824-4525

Synod Total: 71 Congregation(s)

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

BULLETIN OF REPORTS

CONFERENCE CABINETS
JUNE, 2021 - JUNE, 2023

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

BULLETIN OF REPORTS

SUB-DIVISIONS OF THE SYNOD

CONFERENCE 1

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

CONFERENCE 2

1	06566	Allison Park	Nativity
2	10261	Allison Park (North Park)	St. Paul
3	06434	Butler	First English
4	06436	Butler	Trinity
5	30017	Chicora	Holy Trinity
6	10331	Connoquenessing	St. John's
7	06441	Cranberry Township	Hope
8	06442	Evans City	St. Peter's
9	10372	Gibsonia	Trinity
10	06533	Glenshaw	Bethlehem
11	06448	Harmony (Middle Lancaster)	Zion
12	06445	Lancaster Township (Harmony)	St. John's Stone
13	10409	Mars	St. John
14	06542	Pittsburgh (Etna)	Emmanuel
15	06536	Pittsburgh (Fox Chapel)	Good Shepherd
16	10402	Pittsburgh (Laurel Gardens)	Faith
17	06539	Pittsburgh (Millvale)	Christ
18	06537	Pittsburgh (North Hills)	Berkeley Hills
19	06555	Pittsburgh (North Hills)	St. John's of Highland
20	10460	Pittsburgh (Perrysville)	St. John's
21	06540	Pittsburgh (Ross Township)	Christ

BULLETIN OF REPORTS

CONFERENCE 2 (Continued)

22	10549	Pittsburgh (West View)	St. Luke's
23	06451	Prospect	Emmanuel
24	06355	West Sunbury	Rider
25	10550	Wexford	Perry Highway
26	06561	Wexford	Trinity
27	06459	Zelienople	Seaman Memorial
28	10561	Zelienople	St. Paul

CONFERENCE 3

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

CONFERENCE 4

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

BULLETIN OF REPORTS

CONFERENCE 4 *(Continued)*

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	06577	Munhall	Messiah
19	06510	North Huntingdon	Our Saviour
20	06485	Scottdale	St. Paul's
21	06486	Smithton	Hope Memorial
22	06487	Uniontown	St. Paul's
23	05533	Uniontown	St. Peter
24	06489	West Newton	Christ
25	06648	White Oak (McKeesport)	Faith
26	30596	Wilmerding	Holy Angels

CONFERENCE 6

1	10292	Bethel Park	Bethany
2	10317	Canonsburg	St. Paul's
3	06530	Carnegie	St. Andrew
4	10318	Carnegie	St. John
5	06564	Coraopolis	St. Andrew
6	06531	McKees Rocks	Ascension
7	06466	McMurray	Our Redeemer

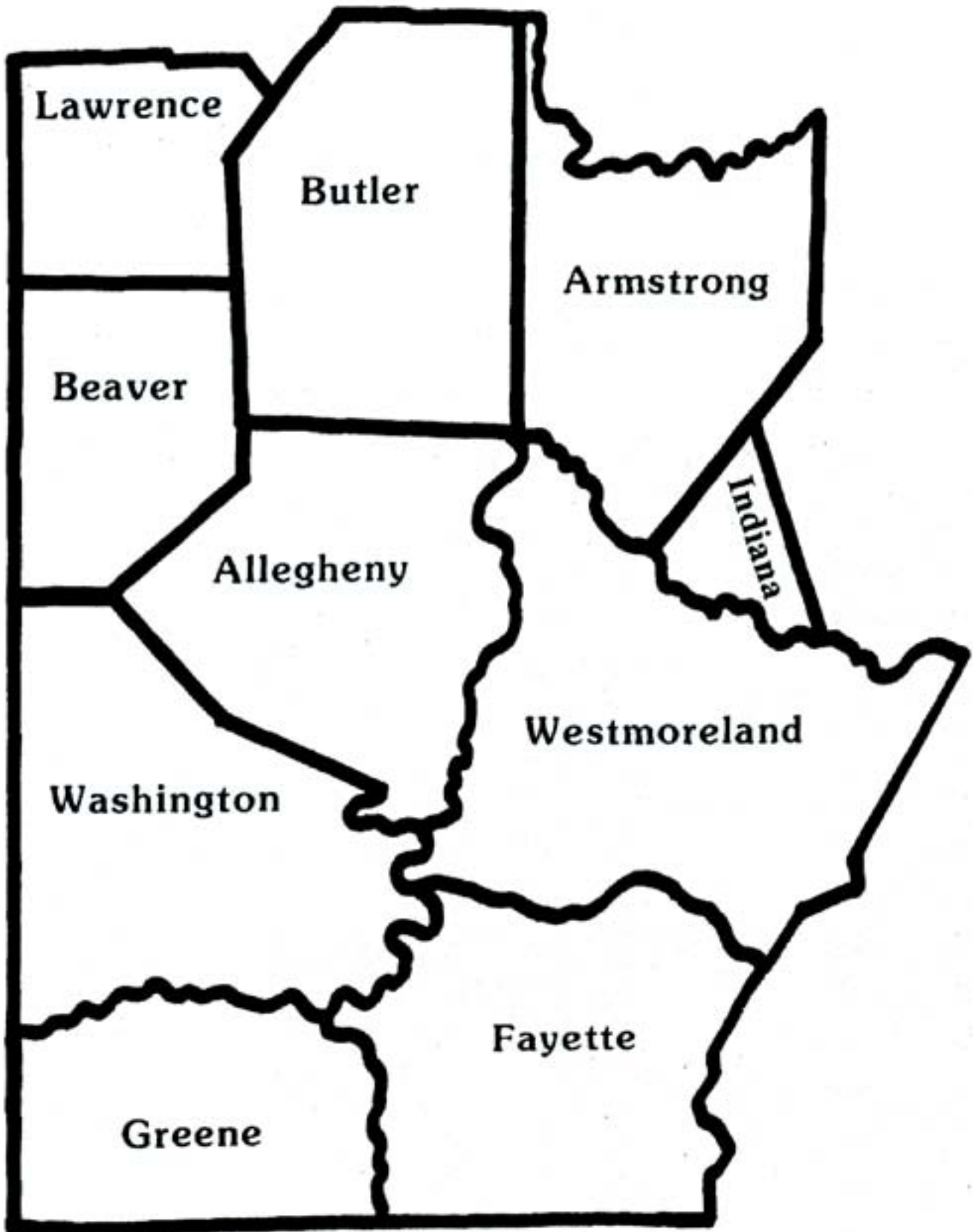
BULLETIN OF REPORTS

CONFERENCE 6 *(Continued)*

8	10380	Oakdale	Resurrection
9	06551	Pittsburgh (Baldwin Boro)	North Zion
10	06546	Pittsburgh (Beechview)	Holy Trinity
11	10471	Pittsburgh (Bower Hill)	Good Shepherd
12	10473	Pittsburgh (Brookline)	St. Mark's
13	31131	Pittsburgh (Brookline)	Community Three For One*
14	10476	Pittsburgh (Carrick)	Stewart Avenue
15	10319	Pittsburgh (Castle Shannon)	Emmanuel
16	06559	Pittsburgh (Crafton)	St. Matthew's
17	10466	Pittsburgh (Dormont)	Bethany
18	06548	Pittsburgh (Mt. Lebanon)	Mt. Lebanon United
19	06552	Pittsburgh (Pleasant Hills)	Prince of Peace
20	10310	Pittsburgh (South Park)	Grace
21	06543	Pittsburgh (Upper St. Clair)	Faith
22	06483	Scenery Hill	Bethlehem
23	06484	Scenery Hill	Mt. Calvary
24	20254	Washington	St. Paul's

**Synodically Authorized Worshiping Community*

BULLETIN OF REPORTS
SOUTHWESTERN PENNSYLVANIA SYNOD MAP



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SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS - List current as of May 25, 2023

BULLETIN OF REPORTS

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
Aliquippa	House of Prayer	Around the River Lutheran Parish 2100 Irwin Street	Michael J. Sourwine; Susan A. G. Irons; Jocelyn Johnston	724-375-2033
Aliquippa (Center Township)	Faith	Around the River Lutheran Parish 100 Center Grange Road	Michael J. Sourwine; Susan A. G. Irons Jocelyn Johnston	724-775-7030
Allison Park	Nativity	4517 Mt. Royal Boulevard	Jennifer M. Soltis	412-346-4971
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	Brad Ferko (S.A.M.)	724-478-1528
Arnold	Calvary	P.O. Box 457 (location: 1721 Victoria Avenue)	Marsha A. Adams	724-335-0101
Baden	Christ	399 State Street	Jill E. McGregor	724-869-7635
Baden (Economy Boro)	Rehoboth	Around the River Lutheran Parish 2800 Conway-Wallrose Road	Susan A. G. Irons; Michael J. Sourwine; Jocelyn Johnston	724-869-2806
Beaver	Holy Trinity	1098 Third Street	Margarethe Galbraith-Cordes	724-774-1413
Beaver (Brighton Township)	Hope	45 Maple Drive	Margarethe Galbraith-Cordes	724-495-6820
Belle Vernon	Lynnwood	Mid-Mon Valley Lutheran Parish 900 Washington Road	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	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	724-283-2378
Butler	Trinity	120 Sunset Drive	John J. Gropp; Brenda N. Henry; Susan K. Devine Alexander Sumo	724-287-1977
Canonsburg	St. Paul's	Pittsburgh Lutheran United Ministries 210 North Jefferson Avenue	William B. Henry, Jr. (Local Interim)	724-966-7177
Carmichaels	St. Paul's	224 South Market Street	John J. Gropp; Brenda Henry;	412-279-2952
Carnegie	St. Andrew	Pittsburgh Lutheran United Ministries 218 Alter Street	Alexander Sumo; Susan K. Devine Sara H. Irwin (Episcopal)	724-483-4908
Carnegie	St. John	601 Washington Avenue	Sara H. Irwin (Episcopal)	724-445-3574
Charlertoi	Christ	601 Washington Avenue	Joseph J. Boomhower	724-628-7184
Chicora	Holy Trinity	2217 Chicora Road	Kevin E. Anderson (Local Interim)	724-628-7920
Connellsville	St. John's	P.O. Box 487 (location: 144 East South Street)	Janice D. Altenburger (Retired - Transitional Interim)	724-789-7421
Connellsville	Trinity	126 East Fairview Avenue	Tara R. Lynn (Local Interim)	412-264-4551
Connoquenessing	St. John's	P.O. Box 136, 100 Main Street	Larry F. Mort	724-776-3141
Corapolis	St. Andrew	987 Beaver Grade Road	Ronald A. Brown; Amy E. Michelson	724-468-4189
Cranberry Township	Hope	8070 Rowan Road	Kara J. Propst	724-694-8390
Delmont	Salem	301 East Pittsburgh Street	William A. Schaefer (contracted)	724-593-7600
Derry	Trinity	P.O. Box 324 (location: 101 West Fourth Avenue)	Keith A. Deckinger	412-466-7773
Donegal	Mt. Zion	P.O. Box 144 (location: 194 Main Street)	John J. Gropp; Brenda N. Henry;	724-752-9766
Duquesne	Christ	Pittsburgh Lutheran United Ministries 405 Kennedy Avenue	Alexander Sumo; Susan K. Devine	724-752-3050
Ellwood City	St. Paul's	P.O. Box 695 (location: 307 Wayne Avenue)	Margaret A. Suhr-Barkley	724-538-5810
Ellwood City	Trinity	207 Spring Avenue	Brandon A. Johns	724-763-2780
Evans City	St. Peter's	202 Van Buren Street	Barbara E. Love	
Ford City	Bethel	Crooked Creek Cooperative Lutheran Ministries 2264 Garretts Run Road (location: 119 Bethel Church Road)		

BULLETIN OF REPORTS

SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
Ford City	Emmanuel (Heilman)	854 Garretts Run Road	Eric D. Damon	724-543-5291
Ford City	St. John's	1038 Fourth Avenue	Eric D. Damon (Local Interim)	724-763-9968
Ford City	United Rockville	Croked Creek Cooperative Lutheran Ministries	Barbara E. Love	724-763-7071
		2264 Garretts Run Road		
		(location: 720 State Route 2020)		
Ford City (Brick Church)	St. Michael's	Croked Creek Cooperative Lutheran Ministries	Barbara E. Love	724-842-8921
		2264 Garretts Run Road		
Freedom (Economy Boro)	New Hope	200 Second Avenue	Martin J. Galbraith	724-869-1187
Freeport	Trinity	323 Fifth Street	Jeffrey D. Truscott	724-295-9557
Gibsonia	Trinity	3832 Gibsonia Road	Anthony J. Schneck	724-443-8110
Glenshaw	Bethlehem	1719 Mt. Royal Boulevard	Daniel P. Smali; Ellen S. Lundie	412-486-0550
Greenock	Peace	P.O. Box 41 (location: 641 Zimmer Hill Drive)	Scott Dennis (PCUSA - Transitional Interim)	412-751-8073
Greensburg	First	246 South Main Street	Christopher S. Combs	724-834-1457
Greensburg	Good Shepherd	501 Fairfield Drive	Paul M. Gruesu (Local Interim)	724-834-1940
Greensburg	Harold Zion	671 Baltzer Meyer Pike	Andrew Fitch, Senior Pastor	724-837-7327
			Caroline E. Clifford, Assistant Pastor	
Greensburg	St. Matthias	100 Chapel View Drive	Paul M. Gruesu	724-834-2457
Greensburg	Zion's	140 South Pennsylvania Avenue	Brian B. Chaffee	724-834-9060
Harmony (Middle Lancaster)	Zion	557 Perry Highway	Timothy M. Dawes	724-452-8886
Harrison City	Penn-Zion's	P.O. Box 351 (location: 3417 Route 130)	Roger L. Steiner	724-744-3151
Homestead	St. John Mark	225 East 10th Avenue	Scott Dennis (PCUSA - Transitional Interim)	412-461-1609
Hunker	St. Matthew	Good News Lutheran Ministry; P.O. Box 221, Hunker, PA 15639 (location: 407 Constitution Avenue)	Steven J. Myers (Retired - Transitional Interim)	724-925-9124
Irwin	Holy Trinity	502 Main Street	Sarah Lee-Faulkner	724-863-7350
Irwin	Immanuel	Pittsburgh Lutheran United Ministries	John J. Gropp; Brenda N. Henry; Alexander Sumo; Susan K. Devine	724-863-7009
		612 Chestnut Street	Paul L. Lubold (Retired - Transitional Interim)	724-863-1920
		c/o Debra Dyson, Treasurer; 134 Bucks Lane, Irwin (location: 1001 Government Road at Paintertown Road)		
Irwin (Brush Creek)	Brush Creek	177 Brush Creek Road	Roger L. Steiner (contracted)	724-863-2040
Jeanette	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)	Beverly J. Banyay (Retired - Transitional Interim)	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	Jason Felici; Jessica Felici	724-537-4450
Leechburg	First	358 Main Street	James V. Arter, III	724-845-7518
Leechburg	Forks-Zion	253 Forks Church Road		724-845-6627
Leechburg	Hebron	201 Main Street	Eric D. Damon (Local Interim)	724-842-0801
Ligonier	St. James	300 West Main Street	Jonathan C. Adams	724-238-7242
Lower Burrell	Bethesda	3084 Leechburg Road	James V. Arter, III (Local Interim)	724-335-0559
Manorville	Grace	P.O. Box 122 (location: 610 Water Street)	Eric D. Damon	724-763-9968
Mars	St. John	Box 411 (location: 420 Beaver Street)	Kathryn E. McNeal	724-625-1830
Masontown	Jacob's	P.O. Box 688 (location: Lutheran Church Road)	William B. Henry, Jr. (Local Interim)	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
McMurray	Our Redeemer	105 Gateshead Drive	Kerri L. Clark, Associate Pastor Martha & Kevin Clementson (Retired - Transitional Interim Senior Pastors)	724-941-7467
Monaca	Redeemer	819 Washington Avenue	Angela T. Smith	724-774-8960
Monaca (Center Township)	Van Kirk	Around the River Lutheran Parish 106 Van Kirk Road	Susan A. G. Irons; Michael J. Sourwine; Jocelyn Johnston	724-775-7030

BULLETIN OF REPORTS

SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS

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

SOUTHWESTERN PENNSYLVANIA SYNOD CONGREGATIONS

BULLETIN OF REPORTS

CITY/TOWN	CHURCH	MAILING ADDRESS	PASTORS/DEACONS	PHONE
Pittsburgh (Pleasant Hills)	Prince of Peace	400 Old Clairton Road	Allyn K. Itterly	412-655-2168
Pittsburgh (Ross Township)	Christ	157 Peony Avenue	David M. Litke	412-364-4954
Pittsburgh (ShadySide)	St. Andrew	304 Morewood Avenue	Ross I. Carmichael	412-682-3342
Pittsburgh (South Park)	Grace	6810 Hilldale Drive	Allyn K. Itterly (Local Interim)	412-655-3100
Pittsburgh (Spring Garden)	St. Michael and All Angels	1308 Spring Garden Avenue	John M. Cawkins (Local Interim)	412-231-2183
Pittsburgh (Upper St. Clair)	Faith	80 Bartley Road	Ronald M. Weryha	412-835-4590
Pittsburgh (West View)	St. Luke's	305 Center Avenue	Tara R. Lynn (Local Interim)	412-931-1674
Prospect	Emmanuel	P.O. Box 386 (location: 143 Church Street)	Gregory S. Clagg	724-865-2325
Rochester	Grace	393 Adams Street	Keith McCutcheon (NWPA Synod - contracted)	724-774-3792
Saltsburg	Sons of Zebedee	422 Salt Street	William B. Henry, Jr.	724-639-3411
Scenery Hill	Bethlehem	21 Church Road	Kevin E. Anderson (Local Interim)	724-945-5198
Scenery Hill	Mt. Calvary	2128 East National Pike Road	Ryan D. Kobert	724-887-6526
Scottdale	St. Paul's	600 Mulberry Street	Frank L. Zeman (Retired, p/t)	412-741-8484
Sewickley	St. Paul's	616 Washington Street		724-872-8050
Smithton	Hope Memorial	Mid-Mon Valley Lutheran Parish P.O. Box 771 (location: Peer Street)	Brad Ferko (S.A.M.)	724-274-5313
Springdale	St. Mark's	600 Pittsburgh Street	Kevin E. Anderson	724-437-9000
Uniontown	St. Paul's	71 North Gallatin Avenue	James C. Engel	724-439-4730
Uniontown	St. Peter	121 Walnut Hill Road	Christine A. Bridge (Retired - Transitional Interim)	724-567-7462
Vandergrift	St. Paul's Highfield	1595 Dime Road	Patricia A. Schneck	412-828-7799
Verona	Trinity	701 Allegheny River Boulevard		
Washington	St. Paul's	775 North Main Street	Frank L. Zeman (Retired, p/t)	724-872-7177
West Newton	Christ	Mid-Mon Valley Lutheran Parish 302 Vine Street		
West Sunbury	Rider	189 Rider Church Road	Joel A. Benson (Local Interim)	724-282-4578
Wexford	Perry Highway	11403 Perry Highway	Ryan N. Pusch	724-935-1226
Wexford	Trinity	2500 Brandt School Road	Larry Kemp	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)	William C. Moser (Retired - Transitional Interim)	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; <i>Michelle Kunkle (contracted)</i>	724-925-3321
Zelienople	Oak Grove	432 Harkins Mill Road	Martin Galbraith & Margarethe Galbraith-Cordes, (Local Interims)	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 WORSHIPING 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)	412-531-9575

BULLETIN OF REPORTS

MINISTERS OF WORD AND SACRAMENT OF THE SOUTHWESTERN PENNSYLVANIA SYNOD

Listing as of MAY 25, 2023

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

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

Name	Yr. Ordained	Conf.	Location	Congregation
ACKERMAN, ARTHUR B., JR. (Lois) 1203 Summit Street; McKeesport, PA 15131-1714 (H) 412-664-9135	1959	5	Retired	
ADAMS, JONATHAN C. (Bekah) St. James Ev. Lutheran Church 300 West Main Street; Ligonier, PA 15658 (C) 724-238-7242 (cell) 412-817-6704 E-Mail: revjonoadams@gmail.com	2016	4	Ligonier (Pr. Adams' call will be effective June 7, 2023)	St. James
ADAMS, MARSHA A. (The Rev. Keith A. Deckinger) P. O. Box 144; Donegal, PA 15628 (C) 724-335-0101 (H) 724-593-3210 (cell) 724-309-0423 E-Mail: macrazyphd589@gmail.com	1999	3	Arnold	Calvary
ALTENBURGER, JANICE D., M.Ed., Ph.D. 304 West Vincent Street; Ligonier, PA 15658 (H) 724-995-8451 E-Mail: RevJan04@gmail.com	2004	5	Retired	
ANDERSON, KEVIN E., S.T.M. (Rhonda) 71 North Gallatin Avenue; Uniontown, PA 15401 (C) 724-437-9000 (cell) 724-994-7548 E-Mail: pastoranderson1@gmail.com	1983	5	Uniontown	St. Paul's
ARTER, JAMES V., III (The Rev. Elizabeth) First Lutheran Church 358 Main Street; Leechburg, PA 15656 (C) 724-845-7518 (H) 724-212-7240 E-Mail: pr.jim@comcast.net	2011	3	Leechburg	First
ASPLIN, PETER D. (Kristen) Southwestern Pennsylvania Synod 1014 Perry Highway, Suite 200; Pittsburgh, PA 15237 (O) 412-367-8222 (H) 412-406-8339 (cell) 412-453-6487 E-Mail: peter.asplin@swpasynod.org	2007	3	Assistant to the Bishop Southwestern Pennsylvania Synod	
AUPKE, JOHN C., CH. (Maj.) (Gabriele) 224 Gass Road; Pittsburgh, PA 15229 (cell) 502-498-4221 E-Mail: john.aupke@mindspring.com	1975		Retired	
BANYAY, BEVERLY J., M.S.W., M.Ed. 2000 May Drive, Apt. 216; Zelienople, PA 16063 (H) 724-453-5411 E-Mail: bjb098@zoominternet.net	2001	2	Retired	
BAUGHMAN, BARRY J., LCDR, CHC, USN (Kimberly) 943 Irish Meetinghouse Road; Perkasio, PA 18944 (cell) 910-526-2321 E-Mail: chaplainboo@hotmail.com	1988		Chief, Chaplain Services VA New Jersey Health Care System	
BECKER, RUTH BOSCH Sherwood Oaks 338 Norman Drive; Cranberry Township, PA 16066 (H) 724-776-8338 E-Mail: ruthbbfoof@gmail.com	1981	1	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
BENNETT, BRIAN O. (Mary Lynne) Lutheran Campus Ministry in Greater Pittsburgh 4515 Forbes Avenue; Pittsburgh, PA 15213 (O) 412-682-6886 (H/cell) 304-657-4438 E-Mail: rev.bbennett@gmail.com	2003	2	Campus Pastor/Director Lutheran Campus Ministry in Greater Pittsburgh	
BENSON, JOEL A. (Mindy) Trinity Lutheran Church 120 Sunset Drive; Butler, PA 16001-1332 (C) 724-287-1977 (H) 724-444-5727 E-Mail: trinityalivepb@gmail.com	1991	2	Butler	Trinity
BISH, KIRK W. 681 Wyngold Drive; Pittsburgh, PA 15237-4207 (H) 412-364-1746 E-Mail: kirk.bish@verizon.net	1967	2	Retired	
BONDS, PATRICIA A. 3175 Ashlyn Street; Pittsburgh, PA 15204 (H) 412-331-3852 E-Mail: pbonds1@verizon.net	1989		Retired	
BOOMHOWER, JOSEPH J. Holy Trinity Lutheran Church 2217 Chicora Road; Chicora, PA 16025 (C) 724-445-3574 (H) 724-397-2650 E-Mail: joseph.boomhower@gmail.com	1986	2	Chicora	Holy Trinity
BOWSER, MONT O. 6 Garden Center Drive; Greensburg, PA 15601 (cell) 724-216-1792 E-Mail: montbowser@gmail.com	1951	4	Retired	
BREWER, WILLIAM W., JR. (Joy) 219 South Pittsburgh Street; Zelienople, PA 16063 (cell) 724-991-4785 E-Mail: wwbrewer@hotmail.com	1970	2	Retired	
BRIDGE, CHRISTINE A. 217 Meadow Lane; Murrysville, PA 15668 (cell) 848-467-6556 E-Mail: darluz223@yahoo.com	2006		Retired	
BROOME, STEVEN E. (The Rev. Ann E. Schmid) 124 Kimber Drive; McMurray, PA 15317 (cell) 724-554-6015 E-Mail: pastorbroome@comcast.net	1985	6	Retired	
BROWN, RONALD A. (Brenda) Hope Lutheran Church 8070 Rowan Road; Cranberry Township, PA 16066-3614 (C) 724-776-3141 (H) 724-772-1194; Fax: 724-779-8914 E-Mail: pastorrn@hlc.church	1999	2	Senior Pastor Cranberry Township	Hope
BRUNK, ROBERT K. (Lori) 2345 Berkshire Drive; Pittsburgh, PA 15241-2445 (H) 412-831-0727 E-mail: rkbrunk@comcast.net	1954	6	Retired	
BRYTE, SCOTT A. (Kathleen) Berkeley Hills Lutheran Church 517 Sangree Road; Pittsburgh, PA 15237-3949 (C) 412-486-4010 (cell) 412-726-5735; Fax: 412-486-4729 E-Mail: pastorscottb@aol.com	1989	2	Pittsburgh (North Hills)	Berkeley Hills

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
BYRUM, DEBORAH M. (David McLaughlin) 869 Fairways Drive; Oakmont, PA 15139 (cell) 412-607-1853 E-Mail: debbyrum@gmail.com	1992	3	Retired	
CAMBERG, LAWRENCE R. (Susan) 203 Laurel Oak Drive; Valencia, PA 16059 (H) 724-687-0239 E-Mail: LCamberg@zoominternet.net	1963	1	Retired	
CARLSSON, ANDREW E. 1500 Graham Way, Apt. 100; Mars, PA 16046 (H) 724-625-4100 (cell) 814-590-3908 E-Mail: ssm.carlsson@gmail.com	1960	2	Retired	
CARMICHAEL, ROSS I. (Laura Reynolds) St. Andrew Lutheran Church 304 Morewood Avenue; Pittsburgh, PA 15213 (O) 412-682-3342 (cell) 773-428-0310 E-Mail: PastorRCarmichael@gmail.com	2005	3	Pittsburgh (Shadyside)	St. Andrew
CAWKINS, JOHN M. (Jaye) Trinity Lutheran Church 616 West North Avenue; Pittsburgh, PA 15212-4538 (C) 412-321-1682 (H) 412-301-0151 E-Mail: friends@TLCNS.org	1988	1	Pittsburgh (North Side)	Trinity
CHAFFEE, BRIAN B. (Lisa) Zion's Evangelical Lutheran Church 140 South Pennsylvania Avenue; Greensburg, PA 15601 (C) 724-834-9060 E-Mail: brchaffee@gmail.com	2010	4	Greensburg	Zion's
CLAGG, GREGORY S. (Kathleen) Grace Lutheran Church 393 Adams Street; Rochester, PA 15074-2128 (C) 724-774-3792 (H/cell) 724-601-1414 E-Mail: glc11@comcast.net	1995	1	Rochester	Grace
CLARK, DANIEL F. (The Rev. Kerri) 509 Glenrock Drive; Bethel Park, PA 15102-1433 (cell) 724-961-3125 E-Mail: dnclark22@gmail.com	2014	6	Pittsburgh (Carrick)	Stewart Avenue
CLARK, KERRI L. (The Rev. Daniel) Our Redeemer Lutheran Church 105 Gateshead Drive; McMurray, PA 15317-3101 (C) 724-941-7467 (cell) 724-603-5589 E-Mail: rev.kerri.clark@gmail.com	2014	6	Associate Pastor McMurray	Our Redeemer
CLEMENT, DAVID H. (Tanya) 437 Flagstaff Drive; Greensburg, PA 15601-6030 (H) 724-832-7235 E-Mail: revdhclement@gmail.com	1966	4	Retired	
CLEMENTSON, BETH A. St. John's of Highland Lutheran Church 311 Cumberland Road; Pittsburgh, PA 15237 (C) 412-364-1606 (cell) 412-491-0903 E-Mail: pastorbethc@gmail.com	2016	2	Associate Pastor Pittsburgh (North Hills)	St. John's of Highland

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
CLEMENTSON, KEVIN C. (Rev. Martha) 110 Sanctuary Rd.; Canonsburg, PA 15317-6009 (cell) 443-699-8534 E-Mail: kcclementson@yahoo.com	1982	6	Retired	
CLEMENTSON, MARTHA W. (Rev. Kevin) 110 Sanctuary Rd.; Canonsburg, PA 15317-6009 (cell) 443-699-9837 E-Mail: clementsonmartha@gmail.com	1982	6	Retired	
CLIFFORD, CAROLINE E. 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
COMBS, CHRISTOPHER S. (Tawnya) First Lutheran Church 246 South Main St.; Greensburg, PA 15601 (C) 724-834-1457 (cell) 412-973-4179 E-Mail: pastorchris@felchurch.org	2021	4	Greensburg	First
DAMON, ERIC D. (Sandra) 854 Garretts Run Road; Ford City, PA 16226 (cell) 724-708-4142 eric_damon@hotmail.com	2019	3	Ford City Manorville	Emmanuel (Heilman) Grace
DAWES, TIMOTHY M. 2753 Rochester Rd., Cranberry Township, PA 16066 (cell) 724-709-0475 E-Mail: tdawes@live.com	1986	2	Harmony Zelienople	Zion St. Paul's
DECKINGER, KEITH A. (The Rev. Marsha A. Adams) Mt. Zion Lutheran Church P. O. Box 144; Donegal, PA 15628 (C) 724-593-7600 (H) 724-593-3210 E-Mail: gbrf402@gmail.com	1997	4	Donegal	Mt. Zion
DEVINE, SUSAN K. 1107 Tyndale Street; Pittsburgh, PA 15204-2336 (cell) 412-496-4889 E-Mail: rev.sue.devine@plumofpa.com	2020	5	Pittsburgh Lutheran United Ministries (Shared Ministry) ² PLUM congregations listed at end of Word & Sac. list	
DIBBLE, MELBA (Peter) 1443 Stoltz Road; Bethel Park, PA 15102 (cell) 412-212-8794 E-Mail: mtdibble@gmail.com	2012	6	Bethel Park	Bethany
DITTENHAFFER, REBECCA F. (Raymond) 506 North Main St; Masontown, PA 15461 (cell) 724-812-6251 E-Mail: mzsditts@gmail.com	2012	5	Retired	
DOLLHOPF, JAMES W. (Jane) 215 Filbert Road; Butler, PA 16001 (H) 724-285-8212 E-Mail: jstarbiker@zoominternet.net	1974	2	Retired	
DOROW, JAMES P. (Lenora) 59 Pacific Boulevard; Monessen, PA 15062-1304 (H) 724-684-5286	1964	5	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
EISENBRANDT, NOLA M. (The Rev. Arlyn) 102 Woods Road; Absecon, NJ 08201 (H) 724-543-5717 E-Mail: kidzmom2004@yahoo.com	1989	3	Continuing Disability	
ENGEL, JAMES C. (Erica) St. Peter Lutheran Church 121 Walnut Hill Road; Uniontown, PA 15401 (C) 724-439-4730 (H/cell) 509-406-0926 E-Mail: pastor@splcuniontown.org	2009	5	Uniontown	St. Peter
ESSECK, MARSELLA R. 112 Burgess Drive; Zelienople, PA 16063-1580 (H) 724-473-0181 E-Mail: pastorsusie@zoominternet.net	1988	2	Retired	
EVANS, BRIAN A. (The Rev. Erin) First Lutheran Church 615 Grant Street; Pittsburgh, PA 15219-4401 (C) 412-471-8125 (H/cell) 412-915-3196 E-Mail: bae@flcpittsburgh.org	2007	1	Senior Pastor Pittsburgh (Downtown)	First
EVANS, ERIN E. (The Rev. Brian) 1455 Penn Avenue; Pittsburgh, PA 15221 (cell) 412-580-7773 E-Mail: erineboyer3@gmail.com	2008	5	Intentional Interim Pittsburgh (Millvale)	Christ
FAHRION, CLETUS W. 1000 Masonic Dr.; Star Points Building, 2108 Magnolia; Sewickley, PA 15143 (H) 412-741-0270	1961	1	Retired	
FELICI, JASON (The Rev. Jessica) 111 Carlsbad Ct.; Latrobe, PA 15650 (C) 724-537-4450 (cell) 304-280-0648 E-Mail: pastorjasonfelici@trinitylatrobe.com	2012	4	Latrobe	Trinity
FELICI, JESSICA (The Rev. Jason) 111 Carlsbad Ct.; Latrobe, PA 15650 (C) 724-537-4450 (cell) 304-312-4412 E-Mail: PastorJessFelici@trinitylatrobe.com	2012	4	Latrobe	Trinity
FITCH, ANDREW (Kerry) Harrold Zion Lutheran Church 671 Baltzer Meyer Pike; Greensburg, PA 15601 (C) 724-837-7327 (cell) 570-768-8455 E-Mail: pastorfitch@outlook.com	1997	4	Senior Pastor Greensburg	Harrold Zion
FITCH, RYAN T. (Amber) 131 Adventure Lane; Butler, PA 16001 (cell) 570-768-7460 E-Mail: ryan@lutherlyn.com	2021	2	Assistant Director Lutherlyn, Prospect	
GAGO, ROBERT A. 524 Madison Blvd.; Freedom, PA 15042 (H) 724-709-8390 E-Mail: rgago@comcast.net	1978	2	Retired	
GALBRAITH, MARTIN J. (The Rev. Margarethe Galbraith-Cordes) New Hope Lutheran Church 200 Second Avenue (Economy Boro); Freedom, PA 15042-2603 (C) 724-869-1187 (H) 724-869-1175; Fax: 724-869-1187* E-Mail: pastor.mjg@comcast.net	1993	1	Freedom (Economy Boro)	New Hope

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
GALBRAITH-CORDES, MARGARETHE D., D.Min. (The Rev. Martin Galbraith) 150 Andrus Road; Freedom, PA 15042 (H) 724-869-1175 E-Mail: pastor.galbraithcordes@gmail.com	1990	2	Beaver Beaver (Brighton Township)	Holy Trinity Hope
GIESCHEN, DAVID W. 174 Norman Drive; Cranberry Township, PA 16066-4232 (H) 412-614-9071 E-Mail: gieschen407@comcast.net	1960	2	Retired	
GILLESPIE, WAYNE G. (Laurel) 721 Blue Ridge Road; Pittsburgh, PA 15239 (C) 412-795-1212 E-Mail: revwaynegillespie@gmail.com	1988	4	Murrysville	Christ's
GOETZE, WILFRED K. (Sandra) 416 East New Castle Street; Zelienople, PA 16063 (H) 724-452-4279 E-Mail: wgoetze@zoominternet.net	1977	2	Retired	
GRANCE, RICHARD P. (Barbara) 513 Keystone Drive; New Kensington, PA 15068-4666 (H) 724-335-7262 E-Mail: RPGrance@yahoo.com	1964	3	Retired	
GREEN, DONALD B., D.Min. (Kathy) 2001 Harrisburg Pike ML 406; Lancaster, PA 17601 (H) 717-390-4935 (cell) 412-302-1227 E-Mail: greendb83@gmail.com	1974	2	Retired	
GROPP, JOHN J. (Colleen) Christ Lutheran Church 405 Kennedy Avenue; Duquesne, PA 15110-1245 (C) 412-466-7773 (H) 412-466-8644 E-Mail: pjgropp@aol.com	1976	5	Pittsburgh Lutheran United Ministries (Shared Ministry) ² PLUM congregations listed at end of Word & Sac. list.	
GRUESU, PAUL M. (Dana) St. Matthias Lutheran Church 100 Chapel View Drive; Greensburg, PA 15601-1002 (C) 724-834-2457 (cell) 724-837-6212 E-Mail: pastorpaul7@yahoo.com	2008	4	Greensburg	St. Matthias
HANSSSEN, DAVID W. (The Rev. Martha McCreight) 661 Bethel Church Road; Latrobe, PA 15650 (O) 724-593-2483 (H/cell) 914-589-7474 E-Mail: rev.hanssen@gmail.com	2014	4	Latrobe	Bethel
HARRISON, WAYNE c/o Camp Agape P. O. Box 115; Hickory, PA 15340 (O) 724-356-2308 E-Mail: executive director@campagape.org	1977		Contracted Executive Director (Retired) Agape Ministries, Hickory, PA	
HARTBAUER, CHARLES J. (Pennie) 220 East Edgewood Drive; McMurray, PA 15317-3347 (H) 724-942-0735 E-Mail: revcjh@hotmail.com	1965	6	Retired	
HAUSER, WILLIAM L. (Patricia) 26 Winding Way; Verona, PA 15147 (H) 412-826-5993 E-mail: wlh40pa@yahoo.com	1966	4	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
HAWK, ROBERT C. (Arleen) 14 Windhill Drive; Greensburg, PA 15601-1043 (H) 724-836-2126 E-mail: rchawk@inbox.com	1968	4	Retired	
HAZUDA, SHERRY Holy Trinity Lutheran Church 1516 Beechview Avenue; Pittsburgh, PA 15216-3368 (O) 412-343-9370 sherryhazuda@gmail.com	2019	6	Pittsburgh (Beechview)	Holy Trinity
HEAGY, DOUGLAS M., D.Min. (Barbara) Mt. Lebanon United Lutheran Church 975 Washington Road; Pittsburgh, PA 15228 (O) 412-563-0300 (H) 412-276-0715 E-Mail: dheagy@mtlebanonlutheran.org	1993	6	Pittsburgh (Mt. Lebanon)	Mt. Lebanon United
HEITZENRODER, FREDERICK C. (Wendy) 105 Dana Drive; Greensburg, PA 15601 (H) 724-837-4868 E-Mail: fredcheitz@gmail.com	1974	4	Retired	
HENRY, BRENDA N. 218 Alter Street; Carnegie, PA 15106-1116 (O) 412-466-7773 (cell) 412-390-8005 E-Mail: rev.brenda.henry@plumofpa.com	2019	4	Pittsburgh Lutheran United Ministries (Shared Ministry) ² PLUM congregations listed at end of Word & Sac. list.	
HENRY, WILLIAM B., JR. (Debra) Bethlehem Lutheran Church 21 Church Road; Scenery Hill, PA 15360 (H) 724-709-7325 (C) 724-945-5198 E-Mail: wbhenry57@comcast.net	1990	6	Scenery Hill	Bethlehem
HESS, CRAIG T., M.S.Ed. (Ghislaine) 33 Oakhill Avenue; Greensburg, PA 15601-3183 (H) 724-832-9367 E-Mail: balding1@comcast.net	1975	4	Retired	
HIGGINS, JAMES A. (Carolyn) 177 Bear Creek Road; Sarver, PA 16055 (H) 724-353-8131 E-Mail: jamesarthrhiggins@gmail.com	1977	2	Retired	
HOUGH, CHRISTINA A. (Tom) Glade Run Lutheran Services P. O. Box 70; Zelienople, PA 16063-0355 (O) 724-452-4453, x. 1150 (cell) 412-477-9729 E-Mail: chough@gladerun.org	2006	2	Director, Spiritual Care/ Congregation and Community Liaison Glade Run Lutheran Services Zelienople	
HOWER, ELAINE M. (Robert) 111 Lucca Ln.; Oakmont, PA 15139 (H) 412-435-6176 E-Mail: elainehower@yahoo.com	1998	3	Retired	
HOWER, WILLIAM A. RoseCrest 1000 Graham Way, Suite 214; Mars, PA 16046 (cell) 412-992-0545	1963	6	Retired	
HURNYAK, S. CYRIL, M.Ch.M. (Christina) 2006 Lavale Court; Murrysville, PA 15668 (H) 724-733-5470 E-Mail: revcyril@aol.com	1971	1	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
IRONS, SUSAN AUGUSTA GAYLE 1221 Blaine Road; Monaca, PA 15061-1025 (C) 724-869-2806 (cell) 412-499-0798 E-Mail: tubarev@gmail.com	1994	1	Around the River Lutheran Parish (Shared Ministry) ³ Congregations of parish listed at end of Word & Sac. list.	
ITTERLY, ALLYN K. [Cyndi Clinton] Prince of Peace Lutheran Church 400 Old Clairton Road; Pittsburgh, PA 15236-4337 (C) 412-655-2168; (H/cell) 412-719-8811; Fax: 412-655-2168* E-Mail: prallynitterly@gmail.com	1992	6	Pittsburgh (Pleasant Hills)	Prince of Peace
JOHNS, BRANDON A. (Christine) St. Peter's Lutheran Church 202 Van Buren Street; Evans City, PA 16033 (O) 724-538-5810 E-Mail: rev.brandonjohns@gmail.com	2011	2	Evans City	St. Peter's
JOHNSON, TORREY O., CH. 7507 Kelly Street; Pittsburgh, PA 15208 (O) 412-242-8660 (H) 412-731-2612 E-Mail: revtorreyo@historichcpa.org	2003	3	Military Chaplain <i>under contract:</i> Church of the Holy Cross Episcopal Pittsburgh (Homewood)	
JOHNSTON, JOCELYN (The Rev. Ryan Pusch) 3720 Wapello Street; Pittsburgh, PA 15212 (C) 724-375-2033 (cell) 216-926-3841 E-Mail: jxjohnston2010@gmail.com	2010	1	Around the River Lutheran Parish (Shared Ministry) ³ Congregations of parish listed at end of Word & Sac. list.	
JONES, ERIN (Timothy) 30 South Linwood Avenue; Pittsburgh, PA 15205 (cell) 951-347-7983 E-Mail: pastor.erin.jones@gmail.com	2016		Pastor Hot Metal Bridge Community Presbyterian U.S.A./United Methodist	
JOSEPHSON, KEITH A. (Cristina) 1630 Jancey St; Pittsburgh, PA 15206-1327 (H) 412-661-4080 E-Mail: keith.josephson@gmail.com	1984	3	Retired	
KANTZ, FRANK A. (Grace) 803 Burgess Drive; Zelienople, PA 16063 (H) 724-452-3602 E-Mail: revfak70@zoominternet.net	1970	2	Retired	
KEMP, LARRY E., J.D. (Joyce) Trinity Lutheran Church 2500 Brandt School Road; Wexford, PA 15090 (C) 724- 935-2746 (Home/Cell) 412-302-6988 E-Mail: pastor125kemp2@verizon.net	1997	6	Wexford	Trinity
KNEPP, T. GREGORY [GREGG] St. Mark's Lutheran Church 933 Brookline Blvd.; Pittsburgh, PA 15226 (C) 412-531-9575 E-Mail: tgknepp@gmail.com	1998	6	Pittsburgh (Brookline)	St. Mark's
KOBERT, RYAN D. (Cindy) St. Paul's Lutheran Church 616 Washington Street; Sewickley, PA 15143 (C) 412-741-8484 (cell) 412-302-5202 E-Mail: rdk165@hotmail.com	2014	1	Sewickley	St. Paul's
KOCH, PAUL F., D.Min. (Sharon) 1500 Cochran Road, Unit 402; Pittsburgh, PA 15243 (cell) 773-848-1470 E-Mail: koch.paul8@comcast.net	1970	3	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
KUSSEROW, KURT F. (Pamela) Southwestern Pennsylvania Synod 1014 Perry Highway, Suite 200; Pittsburgh, PA 15237-5590 (O) 412-367-8222 (H) 412-486-0267; Fax: 412-369-8890 E-Mail: kurt.kusserow@swpasynod.org	1989	2	Bishop Southwestern Pennsylvania Synod	
KUSSEROW, RALPH F. 2000 May Drive, Apt. 411; Zelienople, PA 16063 (H) 724-452-3411 E-Mail: kusserow36@outlook.com	1963	2	Retired	
LARSEN, LEONARD J. 1521 Chestnut Ridge Drive; Pittsburgh, PA 15205 (cell) 412-215-8359	1968	1	Retired	
LEE-FAULKNER, SARAH M. (Tim Paul) Holy Trinity Lutheran Church 502 Main Street; Irwin, PA 15642 (O) 724-863-7350 (H) 412-366-4203 E-Mail: pastorsarah@holyltrinityirwin.org	2000	5	Irwin	Holy Trinity
LITTKE, DAVID M., D.Min. (Nancy) Christ Lutheran Church 157 Peony Avenue; Pittsburgh, PA 15229-1076 C) 412-364-4954 (H) 412-366-8062 E-Mail: dmlittke@verizon.net	1987	2	Pittsburgh (Ross Township) Pittsburgh (Laurel Gardens)	Christ Faith
LOCKWOOD, CHARLES T., M.A., Ed.D. 221 Vickerman Road; Mercer, PA 16137 (cell) 412-576-6776 E-Mail: 221sanctuary@gmail.com	1975	2	Retired	
LOVE, BARBARA E. 718 Bonniebrook Road; Butler, PA 16002 (H) 724-841-0380 (cell) 724-841-1248 E-Mail: revlove@zoominternet.net	2001	3	Crooked Creek Cooperative Lutheran Ministries: Ford City Ford City Ford City	Bethel St. Michael's (Brick Church) United Rockville
LUBOLD, HEATHER SCHAFFER (The Rev. Paul) Berkeley Hills Lutheran Church 517 Sangree Road; Pittsburgh, PA 15237-3949 (C) 412-486-4010 (H) 412-486-1338; Fax: 412-486-4729 E-Mail: hslbold@msn.com	1994	2	Pittsburgh (North Hills)	Berkeley Hills
LUBOLD, PAUL L. (The Rev. Heather) 517-A Sangree Road; Pittsburgh, PA 15237 (H) 412-486-1338 E-Mail: plubold@msn.com	1989	2	Retired	
LUNDIE, ELLEN S. Bethlehem Lutheran Church 1719 Mt. Royal Boulevard; Glenshaw, PA 15116-2105 (O) 412-486-0550 (cell) 412-440-7672 E-Mail: ellenlundie@icloud.com	2016	2	Associate Pastor Glenshaw	Bethlehem
LUTTNER, SUSAN L. 331 Birkdale Drive; Greensburg, PA 15601-7409 (H) 724-832-6799 E-Mail: saaaml@verizon.net	1988	4	Continuing Disability	
LYNN, JONATHAN [J.J.] (The Rev. Tara) Emmanuel Lutheran Church 66 Grant Avenue; Pittsburgh, PA 15223 (O) 412-781-2764 (cell) 412-600-6232 E-Mail: pastor.jj.lynn@gmail.com	2011	2	Pittsburgh (Etna)	Emmanuel

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
LYNN, TARA R. (The Rev. Jonathan) 1084 Woodhill Drive; Gibsonia, PA 15044 (cell) 412-398-4444 E-Mail: tlynn@porticobenefits.org	2010	2	Regional Representative Portico Benefit Services	
MARBURGER, RANDALL J. (P. Diane) 3100 Main Street; Munhall, PA 15120 (H) 717-364-9971 E-Mail: rajoma69@gmail.com	1985	5	Retired	
MATTHEWS, DAVID, JR., Th.M., M.P.A. (Barbara) 115 Jackson Street; Glenshaw, PA 15116-1417 (H) 412-487-5469 (cell) 412-848-2165 E-Mail: matville3@gmail.com	1967	2	Retired	
MAYFORTH, ELIZABETH (David) 1511 Hastings Mill Road; Pittsburgh, PA 15241 (H) 412-977-9392 E-Mail: elizabeth.mayforth@chp.edu	1987	6	Chaplain UPMC Children's Hospital Pittsburgh	
McCOID, DONALD J., D.D. (Saundra) 423 Roebbling Court; Cranberry Township, PA 16066 (H) 724-553-5550 E-Mail: dmccoid@verizon.net	1968	2	Retired	
McCREIGHT, MARTHA C. (The Rev. David Hanssen) Zion Lutheran Church 11609 Frankstown Road; Pittsburgh, PA 15235 (O) 412-242-2626 E-Mail: martha.mccreight@gmail.com	2014	4	Pittsburgh (Penn Hills)	Zion
McCULLOUGH, KATHERINE M. (Todd) 1536 Hancock Avenue; Apollo, PA 15613 (O) 412-360-1832 (cell) 814-421-7531 E-Mail: kmmaul19@gmail.com	2014		Chaplain Veterans Affairs, Pittsburgh Health Systems	
McCURDY, THOMAS A. (Delores) 268 Maidenblush Drive; New Wilmington, PA 16142 (H) 724-946-2633 E-Mail: prthom621@aol.com	1981	1	Retired	
McCURRY, JENNIFER R. PETERS (Jeff) First English Lutheran Church 615 Grant Street; Pittsburgh, PA 15219 (C) 412-471-8125 (cell) 412-297-9953 E-Mail: prjennifer.mccurry@gmail.com	2009	1	Associate Pastor Pittsburgh (Downtown)	First
McGREGOR, JILL E. Christ Lutheran Church 399 State Street; Baden, PA 15005-1946 (C) 724-869-7635; (C) 724-266-1169; (cell/H) 724-480-5040 E-Mail: servantjill@gmail.com	2008	1	Ambridge Baden	Our Savior's Christ
McNEAL, KATHRYN St. John Lutheran Church P. O. Box 411; Mars, PA 16046 (O) 724-625-1830 (cell) 412-407-3166 E-Mail: mcnealkem@gmail.com	2022	2	Mars	St. John

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
MENDIS, CAROLINE M. 1220 Milton Street; Pittsburgh, PA 15218 (cell) 412-915-6350 E-Mail: RevsMendis@msn.com	1974	1	Retired	
MERKNER, RICHARD L. 54 Hiland Avenue; Pittsburgh, PA 15202 (cell) 412-600-0492 E-Mail: dickmerkner@comcast.net	1970		Retired	
MESSINGER, LEWIS R., CH. (LTC) Religious Services, FCI Schuylkill P. O. Box 700; Minersville, PA 17954 (O) 570-544-7192 E-Mail: lmessinger@bop.gov	1996		Military Chaplain	
MICHELSON, AMY E. (Jay) Hope Lutheran Church 8070 Rowan Road; Cranberry Township, PA 16066-3614 (O) 724-776-3141 (cell) 608-445-4030 E-Mail: pastoramy@hlc.church	2017	2	Associate Pastor Cranberry Township	Hope
MOOG, THOMAS E. (Carmen) 1848 Zehnder Road; Ambridge, PA 15003 (H) 724-318-8109 E-Mail: revmoog@gmail.com	1976	1	Retired	
MORGAN, BLAIR W., D.Min. (Fay) 10258 Highland Drive; Brecksville, OH 44141 (cell) 412-996-7302 E-Mail: blairwm24@gmail.com	1978	2	Retired	
MORT, LARRY F. (Deborah) St. Andrew Lutheran Church 987 Beaver Grade Road; Coraopolis, PA 15108-2745 (C) 412-264-4551 (H) 412-788-3973 ; Fax: 412-262-5996 E-Mail: lfmort@gmail.com	1985	6	Coraopolis (Moon Township)	St. Andrew
MOSER, WILLIAM C. 506 Camilla Street; Baden, PA 15005 (cell) 201-835-5311 E-Mail: will1234@aol.com	1989	2	Retired	
MURDY, JOSEPH (Amanda) Ascension Lutheran Church 1290 Silver Lane; McKees Rocks, PA 15136 (C) 412-859-3711 (cell) 412-860-7253 E-Mail: jmurdyg@gmail.com	2012	6	McKees Rocks	Ascension
MUSSER, ROBERT L. (Paulette) 245 Sweet Gum Road; Pittsburgh, PA 15238-1353 (H) 412-828-1628 E-Mail: robmusser@comcast.net	1973	2	Retired	
MYERS, STEVEN J. (Patricia) 102 Eade Avenue; Glenshaw, PA 15116-1437 (H) 412-486-7290 E-Mail: 102steven@comcast.net	1966	4	Retired	
NAGY, Z. LOUIS 340 Long Drive; Pittsburgh, PA 15241-1314 (H) 412-831-7977	1960	6	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
NEUMANN, RICHARD T. (Linda Kay) 239 Parker Street; Pittsburgh, PA 15223-1614 (H) 412-822-7652 E-Mail: manyneumanns@gmail.com	1981	2	Retired	
NORDBY, PETER E. (Lisa) 23 South 7th Street; Youngwood, PA 15697 (C) 724-925-3321 (H) 724-219-3682; Fax: 724-837-4703 E-Mail: plesnordby@comcast.net	1993	4	Youngwood	St. Luke's
NORDEEN, BRUCE P. (Barbara) 482 Canterbury Circle; Carnegie, PA 15106 (cell) 412-654-4685 E-Mail: bnordeen@mac.com	1983	6	Retired	
NUERNBERGER, JERRY L. (Kate) P. O. Box 152; 850 Bridle Lane; Stahlstown, PA 15687 (H/cell) 605-759-6241 E-Mail: illininurn@gmail.com	1983	4	Retired	
OFSLAGER, KENNETH H., M.Div., S.T.M. (Rosa Beth) 208 Momyer Road; P. O. Box 765; Smithton, PA 15479 (H) 724-872-8275 (cell) 724-493-5949 E-Mail: kenofslager@gmail.com	1965	4	Retired	
OLBERT, SCOTT M. (Deb) 742 Perry Highway; Pittsburgh, PA 15229 (H) 309-838-7355 E-mail: olberto@msn.com	1979	2	Retired	
ORSEN, DENNIS THEOPHILUS, D.Min. (The Rev. Linda O. Theophilus) 420 Nike Drive; Pittsburgh, PA 15235-4810 (cell) 412-804-1673 E-Mail: orsentheophilus@prodigy.net	1967	4	Retired	
PEDERSEN, BRUCE J. 98/11 Moo 13 Nongprue Banglamung Chonburi, Thailand 20150 E-Mail: bjpthailand@hotmail.com	1973	6	Retired	
PEISCHL, VICTOR C., M.P.S., D.D. (Janice) 8244 Coach Court; Allison Park, PA 15101-3324 (H) 412-367-4546 E-Mail: peischl@comcast.net	1965	2	Retired	
PETRILL, ALFRED S. 315 Altaview Drive; Monroeville, PA 15146 (Cell) 412-699-0976 E-Mail: felcnk@comcast.net	1989	3	Retired	
PODOLINSKI, FRANK S., Jr. (Alice) St. Paul's United Church of Christ P. O. Box 56; Pleasant Unity, PA 15676 (C) 724-423-6473 (cell) 724-858-7816 E-Mail: PilotandGod1@gmail.com	2001	4	Pastor St. Paul's United Church of Christ, Trauger, PA	
POERSCHKE, PAUL D. (Kristin) 3923 Gibsonia Road; Gibsonia, PA 15044 (cell) 724-814-7708 E-Mail: poerschke@verizon.net	1981	2	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
PROPST, KARA J. Salem Lutheran Church 301 East Pittsburgh Street; Delmont, PA 15626 (O) 724-468-4189 (H/cell) 304-668-9890 E-Mail: kjp1521@gmail.com	2013	4	Delmont	Salem
PUSCH, RYAN N. (The Rev. Jocelyn Johnston) Perry Highway Lutheran Church 11403 Perry Hwy.; Wexford, PA 15090 (O) 724-935-1226 (cell) 262-707-3038 E-Mail: rpusch001@luthersem.edu	2018	2	Wexford	Perry Highway
RADEMACHER, RONALD J. (Nancy) 896 Vincent Way; Pittsburgh, PA 15237 (H) 412-366-2837 E-Mail: ronaldj9@msn.com	1967	2	Retired	
RAFANAN, MARTIN J. (Solveig Paulson) 547 Roberts Street; Pittsburgh, PA 15219 (cell) 314-258-0452 E-Mail: mjr9201@gmail.com	1978	3	Retired	
RAMSTAD, PHILIP S., D. Min. 2352 Lincoln Way; Ford City, PA 16226-1523 (H) 724-763-3990; Fax: 724-763-3990 E-Mail: PRAMSTAD@juno.com	1965	3	Retired	
RAPCZAK, KIMBERLY A. 113 Helen Street; McKees Rocks, PA 15136 (cell) 412-331-5235 E-Mail: PastorKimRapczak@gmail.com	2002	3	Spiritual Care Coordinator Allegheny Health Network, Supportive Care and Palliative Medicine	
REED, MICHAEL L. Holy Angels Lutheran Church 201 Caldwell Street; Wilmerding, PA 15148-1105 (cell) 412-855-1991 E-Mail: holyangels15148@yahoo.com	1995	5	Wilmerding	Holy Angels
RIETHMILLER, ALLEN R. (Karen) 330 Laurentz Lane; Greensburg, PA 15601 (H) 724-205-6261 E-Mail: allen.riethmiller@gmail.com	1977	4	Retired	
RIGG, ROBERT R. (Ardyce) 3120 North Chestnut Street, Apt. 201; Chaska, MN 55318 (H) 814-316-5219 E-Mail: flyfisherr3@gmail.com	1967		Retired	
RIKE, DAVID (Tonya) Good Shepherd Lutheran Church 1610 Powers Run Road; Pittsburgh, PA 15238 (O) 412-963-9494 (cell) 717-471-5540 E-Mail: rikedavid0@gmail.com	2002	2	Pittsburgh (Fox Chapel)	Good Shepherd
ROBINSON, MICHAEL H. (Annette) 108 Applewood Dr; Gibsonia, PA 15044-9223 (H) 724-444-6314 E-Mail: prmikerobinson@aol.com	1985	2	Retired	
ROSSING, SARAH R. St. James Lutheran Church P. O. Box 356, South Latrobe Street; Youngstown, PA 15696 (C) 724-539-7880 (H) 724-879-4258 E-Mail: pastor.stjamesyoungstown@gmail.com	2016	4	Youngstown	St. James

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
ROTELLA, CHRISTINE A. (Mark) Abiding Missions 731 Excelsior Street; Pittsburgh, PA 15210 (O) 412-481-1161 (cell) 724-630-4968 E-Mail: abidingmissions@gmail.com	2015	6	Chaplain Abiding Missions	
ROTH, GARY (Eleanore) 101 Shawnee Lane; Emlenton, PA 16373 (H) 724-717-8069 E-Mail: garyroth142@gmail.com	1979		Retired	
ROTH, JAMES W. (Linda Sue) 111 Southern Valley Court; Mars, PA 16046-9305 (H) 724-591-5444 E-Mail: jwroth1978@gmail.com	1978	2	Retired	
RYAN, MICHAEL E. Faith Lutheran Church 1656 Lincoln Way; McKeesport, PA 15131 (C) 412-673-2296 (H) 412-672-0624 E-Mail: flcpastormichael@gmail.com	2004	5	McKeesport (White Oak)	Faith
SCANLON, E. ALLEN (Cynthia) 409 Eton Drive; Greensburg, PA 15601-7420 (H) 724-216-5490 E-Mail: acscan@comcast.net	1969	4	Retired	
SCHAEFER, ROBERT J. (Dr. Gretchen Underwood) Good Shepherd Lutheran Church 4503 Old William Penn Highway; Monroeville, PA 15146 (C) 412-372-2934 (cell) 724-640-8691 E-Mail: bob@bobschaefer.com	2003	4	Monroeville	Good Shepherd
SCHAEFER, WILLIAM A. (Jennifer) Prince of Peace Lutheran Church 1325 Mission Road; Latrobe, PA 15650-2842 (C) 724-537-7273 (H) 724-539-8972; Fax: 724-537-6039 E-Mail: pastorbill@princeofpeace-latrobe.com	2000	4	Latrobe <i>under contract:</i> Derry	Prince of Peace Trinity
SCHENKER, FREDERICK P., M.S. Ed., M.A., D.Min. (Joan) 2365 Willow Run Court; Gibsonia, PA 15044 (H) 724-939-7793 (cell) 412-616-7786 E-Mail: pastorfred009@gmail.com	1979	2	Retired	
SCHLOTTER, ROBERT C. (Carol) 1010 Trailside Court; Jeannette, PA 15644-4738 (H) 724-327-9413 E-Mail: cbschlott1010@comcast.net	1964	4	Retired	
SCHMID, ANN E., D.Min. (The Rev. Steven E. Broome) Our Redeemer Lutheran Church 105 Gateshead Drive; McMurray, PA 15317-3101 (C) 724-941-7467 (cell) 724-554-6016; Fax: 724-941-3262 E-Mail: pastorschmid@comcast.net	1985	6	Senior Pastor McMurray	Our Redeemer
SCHNECK, ANTHONY J. (The Rev. Patricia) Trinity Lutheran Church 3832 Gibsonia Road; Gibsonia, PA 15044 (C) 724-443-8110 (H) 412-486-4203; Fax: 412-486-0551 E-Mail: tschneck@zoominternet.net	1995	2	Gibsonia	Trinity
SCHNECK, PATRICIA A. (The Rev. Anthony) Trinity Lutheran Church 701 Allegheny River Boulevard; Verona, PA 15147 (C) 724-274-5313 (H) 412-486-4203 E-Mail: tricia.schneck@yahoo.com	2002	4	Verona	Trinity

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
SCHOCK, JEFFREY L. (Pamela) 1104 Raymond Drive; Oakdale, PA 15071 (cell) 412-610-9252 E-Mail: pjschock@verizon.net	1983	4	Retired	
SCHWARTZ, SUSAN C. 1831 Ardmore Blvd.; Pittsburgh, PA 15221 (H) 412-241-6668 Email: scs1249@aol.com	1980	4	Retired	
SHEEHAN, EDWARD F. (Nancy) 671 Blue Ridge Drive; Pittsburgh, PA 15239 (cell) 724-448-3186 E-Mail: edsheehan81@gmail.com	1981	4	Retired	
SIEFERT, BETH L. 4420 West 28th Street; Erie, PA 16506 (cell) 412-999-9749 E-Mail: blsiefert@gmail.com	1980		Retired	
SMAIL, DANIEL P. (The Rev. Kari) Bethlehem Lutheran Church 1719 Mt. Royal Boulevard; Glenshaw, PA 15116-2105 (C) 412-486-0550 (H) 412-367-5766; Fax: 412-486-0551 E-Mail: d.smail@belc.org	2001	2	Senior Pastor Glenshaw	Bethlehem
SMAIL, KARI B. (The Rev. Daniel) St. John's of Highland Lutheran Church 311 Cumberland Road; Pittsburgh, PA 15237-5409 (C) 412-364-1606 (H) 412-367-5766; Fax: 412-364-8477 E-Mail: kbsmail1@verizon.net	2001	2	Senior Pastor Pittsburgh (North Hills)	St. John's of Highland
SMALIGO, JOHN M. (Mary) 1124 Brookside Drive; Greensburg, PA 15601 (cell) 724-610-1441 E-mail: jmsmaligo@gmail.com	1981	4	Blairsville	Hebron
SMITH, ANGELA T. (Richard) 701 Tulip Drive; New Brighton, PA 15066-3674 (cell) 814-688-8525 pr.angelasmith@gmail.com	2017	1	Monaca	Redeemer
SMITH, ROBERT (Nancy) 2400 Burgess Drive, Apt. 205; Zelienople, PA 16063 (H) 724-473-0749 E-Mail: rsmith27@zoominternet.net	1959	4	Retired	
SNYDER, DAVID A. (The Rev. Freda) 469 Wurtemberg Road; Ellwood City, PA 16117 (O) 724-654-2642 (cell) 724-987-8708 E-Mail: dasnyder38@gmail.com	2008	1	New Castle	St. John's
SNYDER, FREDA A. (The Rev. David) 469 Wurtemberg Road; Ellwood City, PA 16117 (cell) 724-987-8934 E-Mail: fasnyder42@gmail.com	2005	2	Chaplain; Passavant Retirement Community Pastor; Zelienople	Seaman Memorial
SOLTIS, JENNIFER M. Nativity Lutheran Church 4517 Mt. Royal Blvd.; Allison Park, PA 15101-2662 (C) 412-346-4971 (cell) 570-401-1764 E-Mail: soltisjennifer1@gmail.com	2016	2	Allison Park	Nativity
SOURWINE, MICHAEL J. (Stacey) House of Prayer Lutheran Church 2100 Irwin Street; Aliquippa, PA 15001-2943 (C) 724-375-2033 (cell) 724-422-7959 Fax: 724-375-2033 E-Mail: msourwine@hoplutheran.org	2008	1	Around the River Lutheran Parish (Shared Ministry) ³ Congregations of parish listed at end of Word & Sac. list.	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
STABE, MATTHEW C. 1317 Grand Boulevard; Monessen, PA 15062 (C) 724-684-6565 (H) 724-314-3595 (cell) 724-858-5631 E-Mail: mstabe@comcast.net	1997	5		
STEINER, ROGER L. (Gwendolyn) Penn-Zion's Lutheran Church P.O. Box 351; Harrison City, PA 15636-0351 (C) 724-744-3151 (H) 412-829-1174 E-Mail: RevRSteiner@verizon.net	1989	4	<i>Under call:</i> Harrison City <i>Under contract:</i> Irwin	Penn-Zion's Brush Creek
STOLLER, MELISSA L. (Eric) Southwestern Pennsylvania Synod 1014 Perry Highway, Suite 200; Pittsburgh, PA 15237 (O) 412-367-8222 (H) 412-365-2135 (cell) 218-780-0305 E-Mail: melissa.stoller@elca.org	2005	2	ELCA Director for Evangelical Mission and Assistant to the Bishop Southwestern Pennsylvania Synod	
STROBEL, ROBERT W. (Joyce) 332 Tadmar Avenue; Pittsburgh, PA 15237-1822 (H) 412-366-0074 E-Mail: strobelbj@icloud.com	1962	2	Retired	
SUEHR, CLIFTON J., M.S.Ed., D.Min. (Jeanne) 1034 Johnson Drive; Gettysburg, PA 17325 (H) 724-861-6765 E-Mail: pastorsuehr@yahoo.com	1979	5	Retired	
SUHR-BARKLEY, MARGARET ANN (Dennis Barkley) Trinity Lutheran Church 207 Spring Avenue; Ellwood City, PA 16117-2146 (C) 724-752-3050 (H) 724-452-5539; Fax: 724-752-3050 E-Mail: pastorpeggy@zoominternet.net	1985	1	Ellwood City	Trinity
SUMO, ALEXANDER, SR. (Deddeh) Christ Lutheran Church 405 Kennedy Ave.; Duquesne, PA 15110 (C) 412-466-7773 E-Mail: rev.dr.alex.sumo@plumofpa.com	2003	6	Pittsburgh Lutheran United Ministries (Shared Ministry) ² PLUM congregations listed at end of Word & Sac. list.	
THEOPHILUS, LINDA ORSEN (The Rev. Dennis T. Orsen) Emmanuel Lutheran Church 1229 Jefferson Heights Road; Pittsburgh, PA 15235-4826 (C) 412-824-4525 (H) 412-824-5945 E-mail: eastmontelc@hotmail.com	1985	4	Pittsburgh (Eastmont)	Emmanuel
THOMPSON, CURTIS L. (Kathryn) 19 Shady Avenue; Greenville, PA 16125-1822 (H) 724-588-9580 E-Mail: cthompson@thiel.edu	1974		Retired	
THOMPSON, DEBRA D. 1400 Main St., Apt. 328; Canonsburg, PA 15317 (cell) 412-592-4918 E-Mail: revdeb95@verizon.net	2005		Retired	
TRUSCOTT, JEFFREY, D.Min. Trinity Lutheran Church 323 Fifth St., Freeport, PA 16229 (cell) 724-496-8720 E-Mail: jeffreytruscott519@gmail.com	1988	3	Freeort Natrona Heights	Trinity Faith
URSIN, RAYMOND A. 6413 Union Avenue; Finleyville, PA 15332 (H) none available	1973	5	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
van DRIEL, KIMBERLY M. (The Rev. Edwin) First English Lutheran Church 241 North Main Street; Butler, PA 16001 (C) 724-283-2378 (H) 724-687-0473 E-Mail: pastorkvd@gmail.com	2006	2	Butler	First English
VAN ECK, DONA M., D.Min. 1723 Rialto Street; Pittsburgh, PA 15212-3622 (W) 412-910-4626 (H) 412-910-4024 E-Mail: LBWnumber188@yahoo.com	1981	3	Retired	
WEIDENHAMER, W. WESLEY, M.S.W. (Anne) 71 Forest Road; Bradford Woods, PA 15015 (cell) 412-585-2319 E-Mail: walt.w@zoominternet.net	1968	2	Retired	
WERYHA, RONALD M., M.Ed. (Lori) Faith Lutheran Church 80 Bartley Road; Pittsburgh, PA 15241-1204 (C) 412-835-4590 (H) 412-833-5727; Fax: 412-835-7470 E-Mail: uscpastor@me.com	1988	6	Pittsburgh (Upper St. Clair)	Faith
WEST, JAMES E. (MaryBeth) 1285 Baker Pass Street; Severance, CO 80550 (cell) 949-212-8644 [text best] E-Mail: west7sd@mac.com	1982	4	Retired	
WEST, JAMES N. (Rebecca) 512 Park Ave.; Johnstown, PA 15902-2616 (H) 724-689-5996 E-Mail: pastorjimwest@yahoo.com	1973	4	Retired	
WILLIAMS, PHILIP W. (Nancy) 3305 Cramlington Drive; Gibsonia, PA 15044-8249 (H) 724-443-2959 E-Mail: philipw@consolidated.net	1967	2	Retired	
WINTERS, JANICE C. (John Stage) 52 Garetta St., Apt. 502A; Pittsburgh, PA 15217 (H) 412-421-0483 E-Mail: jcwpm4610@frontier.com	2008	4	Retired	
WINZELER, WILLIAM C. (Carol Ann) 304 Blackstone Road; Moon Township, PA 15108-3112 (H) 412-375-7392 E-Mail: w.winzeler@comcast.net	1968	6	Retired	
WOODMAN-HOWE, ANNETTE M., D.Min. P. O. Box 404; Perryopolis, PA 15473 (cell) 724-797-5020 E-Mail: pranne1192@yahoo.com	1990	4	Retired	
WORTH, DOROTHY J. (The Rev. Donald) 1804 Eagle Ridge Drive; Monroeville, PA 15146 (cell) 412-491-5216 E-Mail: dsworthy@verizon.net	1996		Retired	
YEDLICKA, JOHN F. (Sandra) 192 Friar Lane; McMurray, PA 15317-3356 (H) 724-941-8183 E-Mail: jack72340@aol.com	1965	6	Retired	
YODER, DAVID A. (Pamela) 80 North Main Street; Fairchance, PA 15436 (cell) 724-561-3907 E-Mail: pastoryoderda@yahoo.com	1982	1	Retired	

BULLETIN OF REPORTS

Name	Yr. Ordained	Conf.	Location	Congregation
ZEMAN, FRANK L., D.Min. (Judy) 2801 Jenny Lind Street; McKeesport, PA 15132-5041 (H) 412-678-1340 E-Mail: FZeman9785@aol.com	1966	5	Retired	
ZIMMERMAN, ROBERT F. (Carol) 173 Fanker Road; Harmony, PA 16037 (cell) 412-585-1628 E-Mail: pastorbobz@zoominternet.net	2007	2	Retired	

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

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

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

BULLETIN OF REPORTS

MINISTERS OF WORD AND SERVICE OF THE
SOUTHWESTERN PENNSYLVANIA SYNOD
Listing as of April 28, 2023

	Year Consecrated or Commissioned	Congregation, Agency or Institution	Conf.
DEACONESES			
McCRACKEN, SISTER MILDRED Y. 700 South Green Lane, Apartment 313; Zelienople, PA 16063 (home/cell) 412-736-3244 E-Mail: sismildred40@icloud.com	2003	Retired	2
DEACONS			
BRIGAMAN, LINDA B. (William) 204 Denali Drive; Latrobe, PA 15650 (H) 724-446-5209 E-Mail: wbrig@yahoo.com	2001	Retired	4
CAYWOOD, ELIZABETH A. 1014 Perry Highway, Suite 200; Pittsburgh, PA 15237-5590 (O) 412-367-8222 E-Mail: beth.caywood@swpasynod.org	1999	Director, Resource Center Southwestern Pennsylvania Synod	2
DUBLER, ANDREA L. 406 South 12th Street; Connellsville, PA 15425 (H) 724-603-2616 E-Mail: Herb65Andrea@gmail.com	1987	Retired	5
FREDERICK, RICHARD (Deanna) 29711 Josephine Drive; Elberta, AL 36530-5755 (cell) 859-644-8626 E-Mail: aimrick24@yahoo.com	1989	Retired	
HEGEMANN, DENISE A. 134 Pershing Circle; Latrobe, PA 15650-9012 (H) 724-537-3053 E-Mail: dah13459@gmail.com	1978	Retired	4
KUNKLE, MICHELLE A. (Jerry) 631 East Street, Box 208; Arona, PA 15617 (H/cell) 724-493-1910 E-Mail: jmkunkle@aol.com	2012	Called to: St. Luke's, Youngwood Contracted to: Good Shepherd, Mt. Pleasant	5
MONTELARO, DR. JANET (Dr. Ronald) 200 Independence Way; Sewickley, PA 15143 (H) 412-259-8744 E-Mail: jmontelaro@live.com	2010	Retired	2
PERMAR, PHYLLIS J. 109 Jomat Drive; McMurray, PA 15317-3038 (H) 724-941-5944 E-Mail: phyllis.permar@gmail.com	1984	Retired	6
ROBERTS, DEBRA LYNN (Jeffrey) Lutherlyn P.O. Box 355; Prospect, PA 16052-0355 (O) 724-865-2161 (H/cell) 724-865-2999 Fax: 724-865-9794 E-Mail: deb@lutherlyn.com	2007	Executive Director Lutherlyn Prospect	2
SANTORIELLO, AMY B. (Nicholas Harkins) 521 Begonia Ave.; Pittsburgh, PA 15235 cell) 412-225-8706 E-Mail: amybethsantoriello@gmail.com	2012	On Leave from Call	4

BULLETIN OF REPORTS

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

LOCAL ECUMENICAL FULL COMMUNION PARTNERS

The Episcopal Diocese of Pittsburgh

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

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: Krystle Rupert, Communications Assistant
 E-Mail: communications@kiskipby.org

Pittsburgh Presbytery

Presbyterian Church (U.S.A.)
 The Rev. Brian Wallace, Acting Head of Staff
 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, Amy Dille
 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 23, 2023**

List of Ministers	Conf.	Location	Congregation
DENNIS, THE REV. SCOTT 2121 Lebanon Drive; McKeesport, PA 15135 (cell) 412-754-0705 E-Mail: sdennis@pts.edu	5	Greenock Homestead (Presbyterian USA) [Interim]	Peace St. John Mark
GREWAY, THE REV. DR. KIMBERLY St. John's Lutheran Church 715 Lincoln Hwy.; North Versailles, PA 15137 412-824-0277 pastorgreway@gmail.com	4	North Versailles (United Methodist)	St. John's
HALL, THE REV. DANIEL, M.D. First English Ev. Lutheran Church 615 Grant Street; Pittsburgh, PA 15219 (C) 412-471-8125	1	Pittsburgh (Downtown) (Assisting Episcopal Priest; non-stipendiary)	First English
IRWIN, THE REV. SARA H. St. John Lutheran Church 601 Washington Avenue; Carnegie, PA 15106 (O) 412-279-2952 E-Mail: pastor@saintjohncarnegie.com	6	Carnegie (Episcopal Priest)	St. John
KANASKI, THE REV. ALINA Good Shepherd Lutheran Church 1700 Bower Hill Road; Pittsburgh, PA 15243 (O) 412-276-2446 E-Mail: akanaski@pts.edu	6	Pittsburgh (Bower Hill) (Presbyterian USA)	Good Shepherd
McCUTCHEON, THE REV. KEITH P. O. Box 589; Avonmore, PA 15618-0589 (O) 724-639-3411 (H) 724-697-4027 E-Mail: krmeim@comcast.net	4	Saltsburg (ELCA, Northwestern PA Synod) [Interim]	Sons of Zebedee
SEBASTIAN, THE REV. MARSHA 933 Brookline Blvd.; Pittsburgh, PA 15226 (cell) 412-915-0058 E-mail: mmsmdiv@yahoo.com	6	Pittsburgh (Brookline) (Presbyterian, USA - Retired)	Community Three for One Synodically Authorized Worshiping Community (SAWC)
WIERMAN, THE REV. BETH 10 McCabe St.; Sewickley, PA 15143 Phone: 412-337-3434 E-mail: bawierman@comcast.net	1	Ambridge (Presbyterian, USA) [Interim]	Zion's First

SYNOD AUTHORIZED MINISTER [S.A.M.] (NONROSTERED)

FERKO, BRAD 305 Primrose Dr.; Sarver, PA 16055 (cell) 724-919-2059 E-Mail: bferko@zoominternet.net		Apollo, Spring Church Springdale, St. Mark's (one-year contract)	3
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BULLETIN OF REPORTS

WIDOWS AND WIDOWERS OF MINISTERS - LISTING AS OF APRIL 28, 2023

Name and Address	Widow or Widower of	Conference
ADAM, DOROTHY 13 Kingswood Road; Danbury, CT 06811-2810; (H) 203-746-5318	JOHN (1928-2005)	NA
ANDERSON, CAROLINE 555 Georgetowne Village; Indiana, PA 15701-2477; (H) 724-465-7811; caroline.anderson@gmail.com	E. EARL (1928-2015)	NA
BANDLE, JANET 1063 Duncan Lane; Pittsburgh, PA 15236; (H) 412-882-1230	HORST H. (1936-2020)	6
BANNERMAN, THE REV. JENNIFER 95 Manor Drive; Palmerton, PA 18071	GORDON HILLS (1949-2020)	NA
BATESON, KAREN 1505 Greentree Road; Pittsburgh, PA 15220; (H) 412-561-1678	JOHN (1949-2014)	6
BLACK, BONNIE A. c/o Heather Abebe; 1569 Arran Way; Dresher, PA 19025-1205; (H) 215-654-1236	GEORGE E. (1940-1985)	6
BRUNKHORST, KATHARINE (KITTY) 1024 Milton St.; Pittsburgh, PA 15218; (H) 412-371-6724	BRUCE H. (1945-2021)	6
DAHLBERG, SONDRAL L. (No contact information available)	CHRISTIAN F. (1946-2007)	6
DUBLER, DEACON ANDREA L. 406 South 12th Street; Connellsville, PA 15425; (H) 724-603-2616	HERBERT D. (1934-2017)	5
ERVIN, DOROTHY 1500 Graham Way, Apt. 301; Mars, PA 16046; (H) 724-625-4135	WILLIAM E. (1929-2001)	5
FINKENBINE, RUTH 103 Burgess Drive, Apt. 3004; Zelienople, PA 16063	RUSSELL (1921-1981)	1
FISCHER, KITTY 975 Overlook Drive; Washington, PA 15301; 724-263-9159	ROGER R. (1941-2021)	6
FLOCK, BARBARA 337 Elm Drive; Greensburg, PA 15601; (H) 724-850-8882	RICHARD H. (1935-2020)	4
FREE, BONNY 5018 Eagle Point Drive; Greensburg, PA 15601-1112; (H) 724-834-5283	ROBERT A. (1949-2019)	4
FRUTH, DOLORES H. 103 Burgess Drive, Unit 2003; Zelienople, PA 16063 (H) 724-452-3505; dhf_15074@yahoo.com	WILLIAM E. (1920-2004)	1
GARRETT, CAROLYN 1544 Woodbine Street; Pittsburgh, PA 15201; 412-213-7600	RONALD P. (1942-2021)	2
GIBSON, ANN 302 Leafwood Road; Tarpon Springs, FL 34689-3812; (H) 727-842-9774	BRUCE A. (1932-2002)	NA
GULLICKSON, TRACY 101 Troll Creek Lane; Butler, PA 16001; (H) 724-865-9611	RANDAL K. (1951-2019)	2
HAEBERLE, FRANCES 8408 Allison Lane; Baltimore, MD 21237	JOHN F. (1934-2013)	2
HANNA, ELEANOR J. 615 North Pike Road; Cabot, PA 16023-2215; (H) 724-352-2306	KAMAL J. (1923-2008)	2
HANSON, EDWINA H. Apartment 11; 620 Chestnut Street; Greensburg, PA 15601-4079 (H) 724-837-4790 (cell) 724-610-1270	T. PAINTER (1914-1981)	4
HARMAN, STEPHANIE B. 607 Rial Lane; Greensburg, PA 15601; 724-834-3081	JOHN P. (1935-2021)	4
HAUSELE, VIRGINIA 112 Marwood Road, #4225; Cabot, PA 16023	RAYMOND E. (1933-2015)	2
HEBRANK, SANDRA 390 South Palm Street; Washington, PA 15301; (H) 724-993-4127	DONALD E. (1934-2017)	

BULLETIN OF REPORTS

Name and Address	Widow or Widower of	Conference
HEIDE, SUSAN D. 8355 Whisper Trace Way, Unit 204; Naples, FL 34114-9469; (H) 239-793-1948	AUGUST W. (1931-1973)	NA
HERNSTROM, NANCY 22 Elmwood Street; Pittsburgh, PA 15205; (H) 412-849-9036; romanlady79ad@gmail.com	JACK E. (1948-2020)	2
HOUSER, BARBARA W. 5003 Clifton Drive; Aliquippa, PA 15001; (H) 724-375-4011	J. RAY, JR. (1925-2008)	1
HUGHES, CAROL 651 Swansea Road; Newark, OH 43055-1515; (H) 740-344-8378	JAMES P. (1940-2018)	
HUHN, LANA 2031 Winchester Court; Renfrew, PA 16053-9253; (H) 724-789-7588; lanajerryh@zoominternet.net	C. GERALD (1939-2022)	2
KANE, ELIZABETH ANN 102 Westminster Drive; Pittsburgh, PA 15229; (H) 412-931-0526	PAUL J. (1943-2013)	1
KURZ, JOAN 346 Breezy Drive; Wheeling, WV 26003; (H) 304-242-6108	WILLIAM H. (1928-2012)	NA
LONG, GENEVIEVE 6101 Stanton Avenue; Pittsburgh, PA 15206-2265; (H) 412-363-4688	PHILIP D. (1940-2000)	3
MENDIS, THE REV. CAROLINE 1220 Milton Street; Pittsburgh, PA 15218; (cell) 412-915-6350	GEORGE W. (1950-2016)	1
MEYER, ROSEMARY 519 Oliver Court; Belleville, PA 17004; (cell) 412-260-2088	RALPH L. (1935-2021)	2
MILLER, SANDY 141 Blacks Hill Road; Irwin, PA 15642-8003; (H) 724-354-2476; sandym8@comcast.net	EDWARD M., JR. (1941-2001)	5
MOEHRING, JOREEN M. 103 Burgess Drive, Apt. #2001; Zelienople, PA 16063; (PRC) 724-452-2356	THEODORE F. (1923-2008)	2
MULL, LINDA L. 1208 Tenth Avenue; Natrona Heights, PA 15065-1122; (H) 724-224-3866	R. LEE (1932-1998)	3
NAUMANN, JOAN G. 4235 Greenridge Road; Pittsburgh, PA 15234-1170; (H) 412-854-0656	EDWARD J. (1935-1994)	6
NEWELL, CAROL JEAN No contact information available	EUGENE W. (1927-2004)	NA
NEWPHER, SUZANNE 108 Rana Lane; Gibsonia, PA 15044; (H) 724-443-8519; snewpher@zoominternet.net	ROBERT J. (1947-2021)	2
NURNBERGER, BETH 1305 Orvis Ave.; Pittsburgh, PA 15223-1141; (H) 412-487-8321; numbergers@yahoo.com	MARK (1953-2023)	2
NYBLADE, JUNE 1075 Old Harrisburg Rd., #192; Gettysburg, PA 17325; (H) 717-334-0370	ORVILLE W. (1926-2020)	
ORR, JOAN 203 South Fifth Street; Youngwood, PA 15687-1213; (cell) 724-420-7864	THOMAS J. (1934-2010)	4
PITTAVINO, DOLORES R. 120 Skyline Drive; Smithton, PA 15479 (H) 724-872-8747	ROBERT G. (1923-2008)	5
PRICE, CAROL 1222 Fourth Street; Monongahela, PA 15063; (H) 724-258-9568	RICHARD F. (1930-2015)	5
RAY, COLLEEN Hollybrook Assisted Living, Rm. 16; 2720 S. 14th St., Pekin, IL 61554	GORDON P. (1942-2019)	5
SANDERS, SHIRLEY 3012 Wallace Street; Lower Burrell, PA 15068; (cell) 412-585-3060; gsanders4475@comcast.net	GERALD J., JR. (1953-2015)	3
SCHULTZ, MARY THERESA (No contact information available)	THEODORE E. (1917-1999)	2
SCHWEITZER WALLIS, MARY V. 16108 Little Cooley Road; Townville, PA 16360; (H) 814-967-2505	GLENN C. (1930-1975)	2

BULLETIN OF REPORTS

Name and Address	Widow or Widower of	Conference
SOUDERS, CHRISTIE 10534 Abbey Lane; Wexford, PA 15090-7393; (H) 724-935-2536; christiesouders396@gmail.com	HARRY G. (1942-2015)	2
STAFFA, GEORGE 208 Rieger Road; Butler, PA 16001; (H) 724-306-1020	JEAN (1944-2022)	2
STENNETT, JUDITH 216 Lexington Ave.; Pittsburgh, PA 15215-3221; (H) 412-781-3921	THOMAS R. (1933-2022)	
TAYLOR, TRUDY 110 South 14th St.; Indiana, PA 15701; (H) 724-464-0676	VAUGHN E. (1937-2020)	
THOMPSON, BARBARA A. 14 Bell Avenue; Pittsburgh, PA 15205; (H) 412-922-6055	HOWARD M. (1938-2011)	5
UPTON, JEAN B. 3628 Sunset Drive; Munhall, PA 15120-3038; (H) 412-461-4958	WARREN E. (1925-1994)	5
VOIGT, KARL E. 1669 Galeton Drive; Verona, PA 15147-2826; (H) 412-793-4619; k31voigt@gmail.com	CHARLOTTE E. (1935-2003)	1
von HEFTY, CATALINA Avenida Nazca 2538, PB "C"; 1417 Buenos Aires; ARGENTINA; (H) 011-541-14-503-3736	LESLIE S. (1930-1993)	NA
von WALDOW, BRIGITTE H. <i>(No contact information available)</i>	H. EBERHARD (1923-2007)	2
WENTE, HELGA 3 Oregon Trail; Bethel Park, PA 15102-1919; (H) 412-851-1659	JAMES H. (1932-2018)	6
WORTH, THE REV. DOROTHY J. 1804 Eagle Ridge Drive; Monroeville, PA 15146; (cell) 412-491-5216	DONALD S. (1941-2021)	4

BULLETIN OF REPORTS

ORDINATIONS

None.

INSTALLATIONS OF MINISTERS

June 5, 2022: *The Rev. Gregg Knepp* was installed as Pastor of St. Mark's Lutheran Church, Pittsburgh (Brookline), Pennsylvania.

June 12, 2022: *The Rev. Beth Clementson* was installed as Associate Pastor of St. John's Lutheran Church of Highland, Pittsburgh (North Hills), Pennsylvania.

July 30, 2022: *The Rev. Alexander Y. Sumo* was installed as Pastor of Pittsburgh Lutheran United Ministries (PLUM).

September 25, 2022 *The Rev. Kathryn McNeal* was installed as Pastor of St. John Lutheran Church, Mars, Pennsylvania.

February 19, 2023: *The Rev. Jeffrey Truscott* was installed as Pastor of Trinity Lutheran Church, Freeport, Pennsylvania and Faith Lutheran Church, Natrona Heights, Pennsylvania.

March 5, 2023: *The Rev. Ryan N. Pusch* was installed as Pastor of Perry Highway Lutheran Church, Wexford, Pennsylvania.

April 16, 2023: *The Rev. Daniel F. Clark* was installed as Pastor of Stewart Avenue Lutheran Church, Pittsburgh (Carrick), Pennsylvania.

May 7, 2022: *The Rev. Andrew Fitch* was installed as Senior Pastor of Harrold Zion Lutheran Church, Greensburg, Pennsylvania.

INVITATIONS TO EXTENDED SERVICE (FOR FULL-COMMUNION PARTNERS)

None.

MINISTERS REMOVED FROM THE ROLL OF THE SYNOD

Those who have left the synod

June 19, 2022: *The Rev. Nathaneil Christman* transferred to the Northwest Intermountain Synod.

July 18, 2022: *The Rev. Christopher J. Suehr* transferred to the Lower Susquehanna Synod.

October 4, 2022: *The Rev. Natalie Hall* resigned from the roster of the Evangelical Lutheran Church in America to join the roster of the Episcopal Church.

Removed because of death

August 22, 2022: The Rev. Thomas R. Stennett

September 24, 2022: The Rev. Frederick B. Zikeli

October 9, 2022: The Rev. Dr. C. Gerald Huhn

November 13, 2022: The Rev. Jean R. Staffa

December 7, 2022: The Rev. Ralph W. Storm

January 9, 2023: Deacon Mark Nurnberger

BULLETIN OF REPORTS

REPORT OF THE PRESIDING BISHOP, EVANGELICAL LUTHERAN CHURCH IN AMERICA



“And Jesus came and said to them, ‘All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age’”
(Matthew 28:18-20).

Dear siblings in Christ,

We know the gospel changes lives and that God’s power and grace are real and at work today. Together we are called to bear God’s creative and redeeming word to all the world. What if we could make God known to more people? To the child who’s never heard of Jesus? To young adults who are trying to make sense of the world? To older adults who often feel lonely and isolated?

Our purpose – “to activate each of us so that more people know the way of Jesus and discover community, justice and love” – is an expression of our calling and our longing for others to know the love of God in Christ Jesus. We live out our purpose through worship and service, in our congregations and communities, through our individual vocations and our collective work as church together.

Many of you have wondered why we set a goal to reach one million new, young and diverse people. We believe that each of us is made in the image of God, redeemed by Jesus on the cross, and filled with the Holy Spirit. Our focus on young and diverse people is not exclusive but an acknowledgment that younger and more diverse people are disproportionately missing from our pews and gatherings. We are challenging one another to reach out across differences of all sorts to meet our neighbors.

Setting a goal to engage with one million is a way for us to know whether the work we are doing is, in fact, reaching new people. It encourages us to work together to be a church that cares about the world around us and is effective and faithful in responding to God’s call.

Join us on this future-focused journey to widen our welcome and break down the barriers that keep people from engaging with the church. Together, we can help people experience the difference God’s grace and love in Christ make for all people and creation.

In Christ,

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

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

BULLETIN OF REPORTS



**ELCA REPRESENTATIVE
THE REV. JUDITH ROBERTS
SR. DIRECTOR FOR DIVERSITY, EQUITY AND INCLUSION
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

Judith Roberts serves as Sr. Director for Diversity, Equity & Inclusion (DEI) within the ELCA churchwide office. The Sr. Director for DEI is responsible for articulating and championing a comprehensive approach and vision for diversity, equity, inclusion for the ELCA churchwide office.

Judith is the former ELCA Director for Racial Justice and co-convener for the National Council of Churches (NCC), Joint Action and Advocacy working group and a task force member of the NCC's Truth and Racial Justice Task Force.

Judith is an alum of Springfield College in Springfield, Massachusetts, and a graduate of the University of Mississippi. She was raised in the Lutheran faith and worships at Our Saviour's Lutheran Church in Naperville, IL.

In her free time, she enjoys traveling abroad, visiting museums and entertaining family and friends.

BULLETIN OF REPORTS

REPORTS OF THE SYNOD OFFICERS AND STAFF

REPORT OF THE BISHOP

And the one who was seated on the throne said,
“See, I am making all things new.”
Revelation 21:5a

In the spring of the year, when reports for the Bulletin of Reports are submitted, the first signs of creation’s annual renewal begin to appear. The Crocuses, though small and transient, lead the way with almost brash impudence, defying the snow to prevail against them! And Lenten Roses follow, bowing down and lifting up their heads, night and day, as if signaling to others the state of the cooling and warming trends that accompany the season. Daffodils emerge with cheery countenance after the edgier pioneers have demonstrated that the coast is clear. And then, suddenly, everything—all-at-once!

We marvel that spring arises out of winter, even though we have seen it happen 30 or 50 or 80 times in a row without fail! It is good to marvel every single time. And especially this year, as we anticipate our first in-person Synod Assembly after three years of meeting online.

Our whole church is entering a kind of springtime refreshment. Our August, 2022 Churchwide Assembly called for a *Commission for a Renewed Lutheran Church*. This multi-year initiative will consider our stated purposes and our principles of organization, being particularly attentive to our shared commitment to dismantle racism. The goal is to determine how we might better pursue our shared evangelical mission and how we will live together as a community of faith characterized by genuine welcome and mutual respect. The Commission is charged with bringing a report and recommendations to the 2025 Churchwide Assembly.

Our synod is currently experiencing something of a spring refreshment following years of restrictions and isolation due to the global coronavirus pandemic. We certainly are not past every challenge or health concern related to COVID, but for the most part our congregations are gathering to hear the Word and share the Lord’s Supper with fewer precautions or restrictions than at any time in the last three years.

Since our last Synod Assembly, we have increasingly held synod and region events in-person: our Theological Convocation, our Boundaries Training, and our multi-synod Candidacy Retreat; our First Call Theological Education event and Region 8 Steering Committee meeting; and most recently our Lay Worship Leaders’ Gathering, our Congregation Council Training event, and our spring Bishop’s Lunches for rostered ministers. Together, these gatherings have represented a spring-like explosion of community engagement that has been restorative for many of our people.

The renewal of creation can be frequent, like the daily sunrise. The refreshment of human communities can be experienced as often as our weekly gatherings on the Lord’s Day. And also, renewal can be slow, and arrive seldom. Whole generations may rise and pass away waiting for that day of hope and joy. For the people of Bethel, AME, that long-awaited day is coming. Two years ago members of our synod began to accompany Bethel’s members and friends in their pursuit of reparations. Their church building was among many taken by eminent domain more than 60 years ago. But now we are learning of an agreement with the Pittsburgh Penguins and the City of Pittsburgh that is providing restorative justice to the congregation of Bethel and the wider community of the Hill District. I marvel at this development and rejoice that our synod has had some small part in bringing this blessing to fruition.

The member churches of Christian Associates are turning in a new way toward historic Black churches and toward evangelical and non-denominational churches to open new ecumenical engagement. Our synod’s accompaniment with Bethel reflects this trend, as does my presence at the Pittsburgh Prays event last July at Heinz Field. On April 28 I will provide the invocation for the Greater Pittsburgh Community Prayer Breakfast. I am aware that after decades of intentional dialogue our church is blessed to have a number of full-communion relationships that continue to provide the joy of unity in Christ and practical support in times of challenge. Even though we cannot know now what might come of our current ecumenical engagement, I find this work to be valuable and filled with promise, trusting that it reflects Jesus’ prayer in John 17, “that they may all be one.”

As much as the term “post-Christendom” applies to life in the Church in this present time and place, I am convinced that we can benefit from renewed thinking about our shared mission and by using refreshed language to describe our baptismal vocation. I was invited to be among the presenters at this January’s Bishops’ Academy, speaking to the question, “What is the Church (for)?” My intent was to provide hope for the custodians of the church in a time of institutional disintegration. To arrive at hope I began with our church’s Confessions and asked about how the images we typically use to talk about the church (for example, Body of Christ, Bride of Christ, Temple of the Holy Spirit, Herald of Good Tidings) reflect those convictions. (Among our Confessional convictions, for example, are that the Church is one and will remain forever; and that the Church is God’s work, not ours.) I observed that the images we typically use have something of a built-in success meter by which we instinctively evaluate health and wellness. I suggested that by learning to use different images for the Church we might better turn our focus to bearing witness to what God is doing

BULLETIN OF REPORTS

in the world. For example, I noted that in all four Gospels there is recorded an explicit naming of the small group of women who were at the cross and at Jesus' burial and who bore witness to his resurrection, and I suggested that using the image of Women Who Watch and Witness to talk about the nature and purpose of the Church might give us hope in a time when we are becoming fewer in number and losing our place of privilege in secular society.

Our synod continues to grow smaller in respect to the number of congregations that comprise our community of faith. Providing consistent pastoral care for each of our congregations remains a great challenge. But in many places across our synod I am finding that congregation leaders (rostered and lay) are eagerly seeking to address our current situation with hope and creativity. I am equally eager to engage these conversations about how we can be faithful stewards of the Gospel in our time and place. I think the practice of faithful stewardship of the Gospel in a post-Christendom context will have the look of early spring to it. Our efforts may feel like the small and transitory Crocuses, the first, bold heralds that the world is changing. Or our work may serve to reflect the ebb and flow between preserving our past and leaning into our future, like the bowing and lifting heads of Lenten Roses. Or we may find ourselves to be part of the more cheery Daffodils that suddenly burst open when it becomes clearer to us all where exactly we are headed. But in any case, I do believe that we are even now being led into a new a refreshing day.

I so appreciate the synod staff that provides faithful service to this synod in the way that St. Paul encouraged Timothy to preach the Word (II Timothy 4:2): "in season and out of season." Through the disorienting early days of the global pandemic these people applied themselves in service to this synod with creativity and dedication. As we have grown into more routine ways of working together, largely still remotely, and through any number of personal challenges, your synod staff has maintained a high level of professional care and leadership for this synod. In December I asked the staff to come together in person to the synod office for a two-day retreat. I shared with the staff my discernment that I would not be open to serving as bishop beyond the end of this term, and over the two days of our retreat we identified a number of significant implications that a transition of leadership in 2025 would raise. Their attention to these things on your behalf demonstrated a selfless posture of servant leadership that I admire so deeply. As you have occasion, please join me in expressing deep gratitude for the synod staff: Pr. Peter Asplin, Marty Burkett, Bob Cairns, Deacon Beth Caywood, Sandy DeLorenze, Carol Ruckert, Pr. Melissa Stoller, and Lauren Wolcott.

Our church and our synod are in a season of springtime renewal. We lean ever forward into God's future for the world, bearing witness to the story of Jesus that we have received from the first witnesses to the resurrection, and listening to hear what the Spirit is saying among us these days. I rejoice that you are part of this community of faith; our shared witness to Christ renews the world.

With you in Christ,

Kurt F. Kusserow, Bishop

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

*How could we sing the Lord's Song in a Strange Land?
(Psalm 137:4)*

In the early 1970s Don McLean recorded a version of the hauntingly beautiful first verse of Psalm 137 originally composed by Philip Hayes. *By the waters of Babylon, we lay down and wept for thee Zion; we remember thee, Zion.* The dissonant and resolving harmonies invite the listener into memory, joy and sadness; all woven together into a poignant lament. It offers a frame for the psalm's heartbreaking question: How could we sing the Lord's song in a strange land?

It is a question that is at the heart of many of our congregations in these days as we approached the three-year anniversary of the shut down this past March. Many of us felt the weaving of memory, sorrow and joy anew as we looked at the lectionary scripture texts that had us closing church buildings and moving quickly to new methods of proclamation. As we look back on the uncertainty and fear of those first few weeks, when we naively thought our lives would only change for a little while, we can understand the lament of those who wept at the waters, remembering the things and people we have lost and the more permanent changes in our culture and our world.

How do we do church now? When so many have not returned to regular worship? How can we gather together when we have conflicts that have divided us? How can we afford to keep doing ministry? How can we sing the Lord's song in this strange landscape?

For many, these questions did not arise with the pandemic. The changes in the church had begun long before. As declining participation in worship and changing demographics in our communities saw church membership decrease, the sharing of pastoral leadership, leasing or selling the church building, or even the idea of merger or holy closure had already been discussed or enacted. For many, the pandemic sped up many of these changes we all were to face at some point, and so we find ourselves now, not quite out of the pandemic, but in a new landscape, wondering what it means to be church in this world, in this time and place, in this strange land.

BULLETIN OF REPORTS

How do we sing the Lord's song when so many do not seem to know the tune much less want to sing with us?

This is the challenge of congregational life, mission and vitality that faces us. And as a synod, grounded in the core mission to share the good news of Jesus Christ, we are developing several ways to approach these challenges of membership, engagement, funding and community outreach. Through congregational vitality trainings, congregational council and stewardship training events, capacity is grown, and creativity encouraged.

Many of these capacity building conversations happen at a congregation and committee level as well. Synod staff meet with councils and council committee teams to explore tools like the congregational vitality survey and evangelism conversations, share resources for narrative budgeting, stewardship appeal programs, and engage strategic mission planning for outreach to our neighbors.

As we reach out to our communities, we are growing to recognize and love our neighbors in new ways. For many this time during the pandemic has been an 'uncovering' of injustice and inequality in our communities. The work of the Authentic Diversity and Justice working group has provided interviews, articles, events, and racial justice trainings.

The most important work we can do is to spend time in prayer, study and discernment together as we seek to listen to the Holy Spirit during this time of great change. This is God's church, and our privilege is to accompany the work of Jesus Christ in this world. With this frame we are reminded that there is no land too strange, no change too great, no future too uncertain - for our Lord overcame death itself to reconcile the whole world. And though we may find the world and the church appears to be different than it was before, we know and trust that God has not and will not forsake us.

As we travel in these new landscapes, it continues to be an honor to serve as your Director for Evangelical Mission and Assistant to the Bishop; thank you for your partnership in the Gospel.

Respectfully submitted,

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

REPORT OF ASSISTANT TO THE BISHOP

2022 was in many ways a year of rejoicing and return. Bishop Kusserow began the year on Sabbatical. It was both enlightening and challenging to work with Bishop Allende. His passionate commitment to leadership, to prayer and to welcome for all in our communities (and an appreciation for Baseball that I don't fully share), were a gift to me as a rostered minister and to the synod as a whole.

As 2022 went on, I was pleased to be more and more often leading worship in the congregations of our synod. During the course of 2022, I led worship at 30 congregations of the synod. The joy of preaching the Good News and sharing the sacraments (including a Baptism at the invitation of the people of Forks Zion, Leechburg) is a key part of fulfilling my call as an assistant and a minister of the Gospel.

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

Over the course of 2022, the call process in our synod involved seventeen active congregations. There are two primary stages of the call process in our synod. In the first stage, a call committee of the congregation works on a fourteen-page "resume" for the congregation, the ministry site profile. The second stage of the call process includes preparing for interviews, seeking candidates for a congregation call, interviewing and voting for a new pastor. During the time I have been managing the call process, there have been calls which are taking over thirty months from my first meeting with the call committee until the call vote for the new pastor and there are calls which took only six months from my first meeting with the call committee. The factors impacting that include geography, the nature of the call and the availability of clergy. Currently, there are not a lot of pastors seeking new calls in our synod (either pastors already serving here or pastors considering calls here from outside the synod). Additionally, whereas fifteen years ago there were typically three or four seminarians interviewing for calls in our synod, in 2022 only two seminarians were called to a congregation in the Southwestern Pennsylvania Synod. Some congregations are deeply frustrated with the pace of the call process; some are pleased and surprised at how easily it has moved forward. Bishop Kusserow, Pastor Stoller and I are attentive to the challenges congregations struggling in the call process are facing, and continue to be available to serve, connect and equip them as a partner facing those challenges.

The second ministry area of focus for me as assistant is staffing the candidacy process in the Southwestern Pennsylvania and West Virginia-Western Maryland Synods. It's a privilege to work with both Bishop Kusserow and Bishop Riegel to care for candidates for ministry. Currently (April 2023) two candidates have been approved for ordination and are interviewing for first call. Currently the two synods together have four candidates in process who have been endorsed and are moving forward towards approval: Steve Slepecki, Elizabeth Rheinfrank, DaMisha McFarland-Pollock. We have one individual who has been entranced, Bruce Pollock, a candidate for the ministry of Word and Service. There are

BULLETIN OF REPORTS

three individuals actively moving towards entrance into candidacy, two intending to move towards word and sacrament ministry and one towards word and service ministry. Please pray for these candidates and reach out to individuals in your congregations to consider whether or not God might be calling them to service as a rostered minister in God's church. The ELCA has a great new resource for individuals discerning the possibility of service as a pastor or deacon: https://download.elca.org/ELCA%20Resource%20Repository/Called_to_Lead.pdf Please share this widely.

The third area of ministry I focus on is care of congregations that are without a called pastor. Often this entails difficult discussions regarding the frequency of communion and how congregation councils can partner with the synod and pastors called in this synod to provide pastoral leadership to their congregations. Many of the pastors who serve our congregations full time also provide support for congregations who do not now, and might never again, have a called pastor. We thank those "local interim" pastors for their diligent service. I am also very grateful for retired clergy, or clergy with non-parish calls, who serve as "transitional interims" providing weekly worship leadership as well as consistent pastoral care for a congregation. Others of our ministerium regularly provide worship leadership in our smallest congregations. Their care for the ministry of the Gospel in those places is important and valuable. Finally, certified lay worship leaders from across the synod serve week after week leading worship, preaching and encouraging in our smaller congregations. Carol Ruckert, in the synod office, does important work supporting these congregations and endeavoring to assign clergy and lay supplies week in and week out.

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

Yours in Christ,

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

REPORT OF THE SOUTHWESTERN PENNSYLVANIA RESOURCE MINISTRY

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

As I sat to write this report and reflected on the past few years, we all were distressed to find ourselves face-to-face with a pandemic, and then as time went on and Covid infections continued, our new reality. Words that became commonplace during these years were "remote learning," "resilience," "pivot," and "languishing. I'm sure you might name a few more.

As we enter this next year, we've transitioned more from fighting Covid to accepting Covid as part of our lives. *Every single one of us* has faced disruption over the past few years. Some the pain of losing a loved one, or managing long Covid. Some with complete upset in work/home lives, or simply the confusion of whether and/or when to wear a mask. Even now there is much uncertainty. Add to that growing political and societal issues and we may feel frozen in place or directionless.

Yes, this time has changed all of us in some way, and it's quite visible in our congregations, too. Words I hear more frequently now, however, are "kindness," "family/community," "balance," "growth," and "hybrid." All words I see as *hopeful and promising*, and words to *move us forward* in a good way.

Our pastors, deacons, and lay leaders continue to seek to find the best ways to minister to their congregations, while not neglecting the community. It has been a challenge for many—wishing things to "go back to the way they were before." Despite the reality of fewer numbers in the pews on Sunday morning (across denominations, and the country) many of our congregations have found creative ways to offer more options for people to engage with the church, especially through service projects, new tech options, and experimenting with new ways to connect home and church. Online meetings have become a practical way to offer more quality time to a family. Educational opportunities have broadened by offering in-person, online and/or hybrid classes. Resource ministry has also grown and adapted to the needs during this time. We have tried new ways to be the body of Christ. Has it been easy? Have there been bumps on the way? Are we all in agreement as to what works best? Maybe not, but I see leadership seeking to use the second group of words I offered to enhance ministry, rather than waiting for everything to go back to "normal." And that's exciting!

While changes and challenges have come quickly through crisis, we seek even then to find opportunities to serve, connect and equip our congregations to tell the story of Jesus. We may be dismayed at fewer people in worship or Sunday School but remember first, you are not alone. We must work together with the Holy Spirit's guidance to continue to use our resources in new and innovative ways, as we strive to provide the help and support needed for you and your ministry to flourish. Hands-on studies and books continue to be available. Assistance is available with navigating the multitude of online resources to make certain you have the best vetted selections that work in your setting. Many have sought additional support in leadership through coaching and spiritual direction.

How are you showing up today? What concerns and joys can you share with others? Adapting new ways to bridge

BULLETIN OF REPORTS

the gap between church and home, and then back out into the community, will be key going into the future. One by one if we continue to strengthen and deepen familiar relationships, and continue to seek to build new ones, as we tell our stories we will look back on these more challenging years as good stewards, all to the glory of God.

If you need assistance with specific concerns in your personal journey, or simply wish to brainstorm some ideas and resources for your ministry, please contact me. (beth.caywood@swpasynod.org)

My thanks, as always, for the partnership of our staff and support staff, as they model strength and leadership during this roller coaster of change: Bishop Kurt Kusserow, Pastor Peter Asplin, Pastor Melissa Stoller, Carol Ruckert, Sandy DeLorenze, Bob Cairns, and Lauren Wolcott.

Thank you, too, to my "support team" who share their gifts, time, insights, and inspiration. Members of the Advisory Board include Pastor Kerri Clark, Pastor Paul Gruesu, Pastor Ryan Kobert, Pastor Amy Michaelson, Pastor Michael Sourwine, and Pastor Fred Schenker.

Respectfully submitted,

Deacon Elizabeth A. Caywood, ACC

Director, Southwestern Pennsylvania Synod Resource Center

REPORT OF THE VICE PRESIDENT

It's hard to believe that this is my fourth year in office. I am honored to have served as your Vice President over these past four years. In March 2020 when the pandemic hit, I was only in office for six months. I was barely learning what it meant to serve as VP when I had to think in new ways how to serve you during a pandemic. Fast forward and here I am, still seeking new ways to lead. I call on the Holy Spirit's wisdom, understanding and direction every day.

One of the new ways I found to lead is the Navigating Church Leadership Zoom call the 4th Tuesday of each month at 7:00 pm. This has been a wonderful resource for those who have attended. I personally enjoy hearing from leaders in our congregations. It's a convenient way to connect and lead.

Our Synod staff held the Congregation Council Training live event in February. The last time this was held was in 2020, right before the pandemic shutdown. It was great to be together. I was excited to share my knowledge with the presidents and vice presidents of our synod.

I now serve on the leadership team for the ELCA Vice Presidents. The ELCA VPs continue to meet monthly via Zoom to share and assist in our role as VP. We were able to meet in person in Columbus as we gathered together for Churchwide Assembly. The Bishops and Vice Presidents of Region 8 also met in person for the first time in three years for a very productive meeting. Collaborating with the other synods in our region is valuable time pulling together resources and ideas.

I am humbled to serve on the Madagascar Friends team. The overwhelming response from our appeal last year created a wonderful opportunity to bless our sister Synod. Even the possibility of a future hosting is exciting to discuss.

Funding our mission together in Southwestern PA has been a challenge. Our Synod relies on Mission Support from congregations to fund our work. In discussions with fellow VPs, I have learned of other ways synods are being funded. In January I prompted a lively discussion within our Synod Council that led to their directive to seek other means of funding our work. As Vice President and having my connection with the Stewardship working group, I am leading this initiative. The results of our work were not yet finalized in time to share in this report. My hope is that you will be learning more details by the time of the Assembly.

Our Synod has seen many changes and I know there are more to come. I am so blessed to work with our Synod Council. You have elected a faithful, Spirit led group of people. I want to thank the members of Synod Council and all the other Committees of the Synod whose work you may not be aware of but work diligently throughout the year. I would also like to thank the Bishop for his vision and leadership, Rev. Bill Schaefer for being a resource and keeping me in line with Roberts Rules and for Gary Teti for his expertise and always asking the right questions. It is my hope that I will continue to work with you for another four years.

Together in Christ,

Barbara Nugent, Synod Vice President

BULLETIN OF REPORTS

REPORT OF THE SECRETARY

We are “Better Together.” That is the theme of our Assembly this year and it is not just a theme, but it is who we are as a people of God. We as the people of God are better together in living out our shared faith in worship. We are better together as a people of God living out our calling to be disciples amid the chaos of the world. We are better together as congregations sharing our resources so we can be “on the way” together as a synod serving God and proclaiming the Gospel. We are better together as the Evangelical Lutheran Church in America doing ministry together through Lutheran World Relief, Lutheran Disaster Response, and the World Hunger Appeal to name a few. It is obvious that as children of God, we can be “Better Together” and do more than we can on our own.

This year marks my fourth Synod Assembly as Secretary. It is not lost on me that this will be my first Assembly as the Synod Secretary that is not spent in the basement of Bethlehem, Glenshaw with all of the voting members on a screen in front of me. To say that I am excited for us to be together again is an understatement. I am excited to see your faces in person and hear your words spoken from the floor of the Assembly and not through the speaker of my computer. We are better together as a synod gathered to worship, share fellowship, and do the work of the synod. Welcome back together.

One of the tasks of the Secretary of the Synod is to collect, hold and organize the records of the Synod Council, the Executive Committee, and the Synod Assembly. While in years past that was done with filing cabinets and rooms in the Synod Office and in the Archives of the Synod, now most of this work, along with those documents in other places, is housed on my computer and an external hard drive that is no larger than a cell phone. This drive contains 35 years of the work of the three people who have held this office. All in all, there are about 7000 files on the drive and it is growing each meeting and Assembly. It has continued to be an honor to be a keeper of this office and its work.

This year, along with keeping minutes of the Assembly and Synod Council meetings, I have been kept busy with the Governance Committee, the Committee on Constitutions and Bylaws and the Standing Committee Implementation Task Force. The Governance Committee has worked hard this year to revise and update the Synod's Policy Manual. The work is important, and it is good for us as a synod to know our policies and procedures and make sure that they are up to date with the current work of the Synod and the laws of the Commonwealth that sometimes inform and guide our lives.

The Committee on Constitutions and Bylaws is tasked with working with congregations, giving advice on updating their constitutions and bylaws and review the work they have completed. Once all the work is done, the committee gives its approval of the constitution and the congregation can then vote on the new changes or document. I invite and encourage you to be in contact with Rev. Bill Hauser, the committee's chairperson to begin the process of reviewing your current documents. We are gifted as a synod to have such a wonderful group to walk with you through the process. The Committee also reviews the Synod Constitution and makes recommendations for updates or additions to the document. Much of our last few meetings have dealt with moving the Bylaws and Continuing Resolutions into the main body of the Synod Constitution and also incorporating the changes to the Model Constitution for Synods that was made at the 2022 Churchwide Assembly. The committee is bringing you three sets of changes to the Synod Constitution to bring it up to date with the Model. The first will help to incorporate the Bylaws and Continuing Resolutions into the Constitution. The second will be the recommended changes made at the Churchwide Assembly. The third are changes to the bylaws.

The Standing Committee Implementation Team is nearing the end of its work. Positions on the core Standing Committees are being filled and will be officially appointed by the Synod Council at its July Meeting. I want to thank everyone who has been involved with this process.

The majority of my time and responsibilities as Secretary is devoted to preparing for the Synod Council and Executive Committee meetings. These duties include preparing agendas, gathering information and documents and distributing them to the Members of the Council. During each meeting, minutes are taken and prepared following the meeting for distribution. Since the 2022 Synod Assembly, the Synod Council has met 6 times (July 9, 2022, September 24, January 28, 2023, March 5, March 18 and May 13). The Executive Committee met 5 times (June 26, 2022, September 12, January 17, 2023, March 9, and April 24). 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 actions of the Synod Council and the recommendations of the Council to the Synod Assembly are published.

The 2023 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 Synod Assembly. The Minutes of the 2022 Synod Assembly, the Synod's Constitution and Bylaws, and Compensation Guidelines recommended by the Synod Council are included in the Bulletin of Reports.

The number of congregations in our synod is now 149* as one of our congregations closed since the last Synod Assembly. St. John's Lutheran Church, Mt. Pleasant, closed on January 29, 2023. We give thanks for St. John's many

BULLETIN OF REPORTS

years of service to the Gospel of Jesus Christ and their community.

Currently 40 congregations in our synod (27%) are served by interim pastors, and 15 congregations (10%) are served with less than full-time pastoral ministry; those congregations are listed in Appendix A. The 49 congregations (33%) 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, deacons and parishioners. I also give thanks for Bishop Kusserow and the staff, Rev. Peter Asplin, Bob Cairns, Deacon Beth Caywood, Sandy DeLorenze, Carol Ruckert, Rev. Melissa Stoller, and Lauren Wolcott for the love and care that they have for our synod, its congregations, and rostered leaders.

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

Yours in Christ,

The Rev. William A. Schaefer, Synod Secretary

* Total number including Community 341 is 150

BULLETIN OF REPORTS

APPENDIX A

as of May 3, 2023

Congregations Served by Interim Pastors (Local, Transitional, Intentional, Contracted, Ecumenical)

Conference 1	
Ambridge, Zion's First	Pr. Beth Wierman, (PCUSA), transitional interim, long term
Ellwood City, St. Paul's	n/a
New Castle, Good Shepherd	Pr. David Snyder, 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, long term
Zelienople, Oak Grove	Pr. Martin & Pr. Margarethe Galbraith-Cordes, local interims
Conference 2	
Allison Park (North Park), St. Paul's	Pr. Fred Schenker, transitional interim, long term
Connoquenessing, St. John's/Prospect, Emmanuel	Pr. Tara Lynn, local interim
Lancaster Township, St. John's Stone	Pr. Beverly Banyay, transitional interim
Pittsburgh (Millvale), Christ	Pr. Erin Evans, intentional called interim
Pittsburgh (Perrysville), St. John's	Pr. Robert Zimmerman, transitional interim
Pittsburgh (West View), St. Luke's	n/a
West Sunbury, Rider	Pr. Joel Benson, local interim
Conference 3	
Apollo, First	Pr. Phil Ramstad, transitional interim, long-term
Apollo, Spring Church	Mr. Brad Ferko, Synod Authorized Minister
Ford City, St. John's	Pr. Eric Damon, local interim
Leechburg, Forks-Zion	n/a
Leechburg, Hebron	Pr. Eric Damon, local interim
Lower Burrell, Bethesda	Pr. Jim Arter, local interim
New Kensington, First	Pr. Dona Van Eck, local interim, long term
Springdale, St. Mark's	Mr. Brad Ferko, Synod Authorized Minister
St. Paul's Highfield, Vandergrift	Pr. Christine Bridge, transitional interim
Worthington, Evangelical	Pr. William Moser, transitional interim
Conference 4	
Greensburg, Good Shepherd	Pr. Paul Gruesu, local interim
Jeannette, Holy Trinity	Pr. Susan Luttner, transitional interim, long term
Ligonier, St. James	Pr. James N. West, transitional interim*
New Florence, Faith	Pr. Marsha Adams, local interim, long term
New Stanton, St. Mark and Hunker, St. Matthew	Pr. Steve Myers, transitional interim, long term
Saltsburg, Sons of Zebedee	Pr. Keith McCutcheon (NWPA), transitional interim, long term
*Pastor Jonathan Adams will begin serving St. James, Ligonier in June, 2023	
Conference 5	
Brownsville, St. Andrew	n/a
Carmichaels, St. Paul's/Masontown, Jacobs	Pr. Bill Henry, local interim
Charleroi, Christ	n/a
Connellsville, St. John/Scottsdale, St. Paul's	Pr. Kevin Anderson, local interim

BULLETIN OF REPORTS

APPENDIX A - cont'd.

Connellsville, Trinity	Pr. Janice Altenburger, transitional interim
Greenock, Peace	Pr. Scott Dennis (PCUSA), transitional interim
Homestead, St. John Mark	Pr. Scott Dennis (PCUSA), transitional interim
Irwin, Paintertown	Pr. Paul Lubold, transitional interim, long term
Conference 6	
McMurray, Our Redeemer	Prs. Kevin & Martha Clementson, trans. Interim sr. pastors
Pittsburgh (Castle Shannon), Emmanuel	Pr. Susan Schwartz, transitional interim
Pittsburgh (Crafton), St. Matthew's	n/a
Pittsburgh (South Park), Grace	Pr. Allyn Itterly, local interim
Pittsburgh (Baldwin Borough), North Zion	Pr. Joe Murdy, local interim
Scenery Hill, Mt. Calvary	n/a
Washington, St. Paul's	n/a

Congregations with less than Full-Time Called Ministry	
Conference 1	
Beaver, Holy Trinity and Beaver (Brighton Township), Hope	Pr. Margarethe Galbraith-Cordes
New Castle, St. John's	Pr. David Snyder
Conference 2	
Pittsburgh (Millvale), Christ	Pr. Erin Evans, Transitional Interim
Conference 3	
Arnold, Calvary	Pr. Marsha Adams
Conference 4	
Blairsville, Hebron	Pr. John Smaligo
Emmanuel, Pittsburgh (Eastmont)	Pr. Linda Theophilus
Verona, Trinity	Pr. Tricia Schneck
Youngwood, St. Luke's	Pr. Peter Nordby, Deacon Michelle Kunkle
Conference 5	
Mt. Pleasant, Good Shepherd	Pr. Peter Nordby, Deacon Michelle Kunkle
Wilmerding, Holy Angels	Pr. Michael Reed
Conference 6	
Bethel Park, Bethany	Pr. Melba Dibble
Pittsburgh (Beechview), Holy Trinity	Pr. Sherry Hazuda
Pittsburgh (Brookline), St. Mark	Pr. Gregg Knepp
Pleasant Hills, Prince of Peace	Pr. Allyn Itterly

BULLETIN OF REPORTS

APPENDIX B <i>as of April 26, 2023</i>	
Two Congregations Served by One Rostered Minister	
Conference 1	
Ambridge, Our Savior's/Baden, Christ (Christ-Our Savior's Lutheran Parish)	Pr. Jill McGregor
Beaver, Holy Trinity/Beaver (Brighton Twp.), Hope (The Beaver/Brighton Twp. Lutheran Parish)	Pr. Margarethe Galbraith-Cordes
Zion's First, Ambridge/New Sewickley Presbyterian (PCUSA); Ambridge United Presbyterian (PCUSA)	Pr. Beth Wierman (PCUSA) (transitional interim)
Conference 2	
Connoquenessing, St. John's/Prospect, Emmanuel	Pr. Tara Lynn (local interim)
Harmony, Zion/Zelienople, St. Paul's	Pr. Tim Dawes
Pittsburgh (Laurel Gardens), Faith/ Pittsburgh (Ross Township), Christ	Pr. David Littke
Conference 3	
Manorville, Grace/Ford City, Emmanuel (Heilman)	Pr. Eric Damon
Faith, Natrona Heights/Trinity, Freeport	Pr. Jeffrey Truscott
Conference 4	
Latrobe, Prince of Peace/Derry, Trinity	Pr. Bill Schaefer
New Stanton, St. Mark/Hunker, St. Matthew (Good News Lutheran Parish)	Pr. Steve Myers (transitional interim, long term)
Conference 5	
Carmichaels, St. Paul's/Masontown, Jacob's (Hatfield Ferry Lutheran Parish)	Pr. William B. Henry, Jr. (local interim)
Connellsville, St. John's/Scottdale, St. Paul's	Pr. Kevin E. Anderson (local interim)
Conference 6	
None	
Multi-conference	
Irwin, Brush Creek (conf. 5)/ Harrison City, Penn-Zion's (conf. 4)	Pr. Roger Steiner
Mt. Pleasant, Good Shepherd (conf. 5)/St. Luke's, Youngwood (conf. 4)	Pr. Peter Nordby Deacon Michelle Kunkle (under contract)

BULLETIN OF REPORTS

APPENDIX B - cont'd.

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

APPENDIX C
ROSTER STATISTICS
as of May 13, 2023

as of May 13, 2023	Total	Parish	Special Ministries	OLFC	Continuing Disability	Retired	Status TBD
Ministers of Word & Sacrament	205	85	17	0	2	101	0
Ministers of Word & Service	13	1	3	1	0	8	0
Synod-Authorized Ministers	1	1					
Congregations	149*	* 150 with Community 341. St. John's, Mt. Pleasant, closed on January 29, 2023.					



THE REVEREND THOMAS R. STENNETT
April 2, 1933 – August 22, 2022

The Rev. Thomas R. Stennett, a retired pastor of the Southwestern Pennsylvania Synod, died on August 22, 2022.

Pastor Stennett was born on April 2, 1933 in Kittanning, Pennsylvania. He was the son of Edgar C. Stennett and Sarah (Bryson) Stennett. Pastor Stennett received an A.B. Degree from Thiel College, Greenville, PA in 1955, and he received a B.D. Degree from the Lutheran Theological Seminary at Philadelphia in 1958.

Pastor Stennett was ordained by the Pittsburgh Synod at St. John's Lutheran Church, Kittanning, on June 12, 1958.

Pastor Stennett served the following calls during his ministry:

Trinity Lutheran Church, Clairton, PA	1958-1960
Our Savior Lutheran Church, Erie, PA	1960-1964
Board of World Missions, Chile, South America	1964-1966
Our Redeemer Lutheran Church, McMurray, PA	1966-1967
St. Paul's Lutheran Church, Monessen, PA	1967-1971
Trinity Lutheran Church, Latrobe, Associate Pastor	1971-1976
Christ Lutheran Church, Pittsburgh (Millvale), PA	1976-1988
Retired	September 30, 1988

Following his retirement, Pastor Stennett was named Pastor Emeritus of Christ Lutheran Church, Millvale.

A private memorial service was held for Pastor Stennett.

Pastor Stennett is survived by his wife, Judith; and by daughter, Beth; and sons, Matthew and Eric.



THE REVEREND FREDERICK B. ZIKELI
May 21, 1937 – September 24, 2022

The Rev. Frederick B. Zikeli, a retired pastor of the Southwestern Pennsylvania Synod, died on September 24, 2022.

Pastor Zikeli was born on May 21, 1937 in Ellwood City, Pennsylvania. He was the son of Andrew F. Zikeli and Margaret Lightner Zikeli. Pastor Zikeli received a B.A. Degree from Thiel College, Greenville, PA in 1959 and he received a B.D. Degree from the Lutheran Theological Seminary at Gettysburg in 1963. He served an internship at St. Paul's Lutheran Church, Wichita, Kansas from 1961-1962.

Pastor Zikeli was ordained by the Western Pennsylvania-West Virginia Synod in Greenville, Pennsylvania on June 13, 1963.

Pastor Zikeli served the following calls during his ministry:

Trinity Ev. Lutheran Church, Chambersburg, PA	1963-1965
First Ev. Lutheran Church, Apollo, PA	1965-1988
The Evangelical Lutheran Church of the Holy Trinity, Irwin, PA	1988-2000
Retired	July 1, 2000

Pastor Zikeli was active in youth ministry in the Apollo and Irwin congregations. Following his retirement, Pastor Zikeli served as a pulpit supply pastor, in addition to serving at Peace Lutheran Church in Fort Myers, Florida where he lived during the winter. Pastor Zikeli was active in volunteer capacities locally and in Florida.

A funeral service for Pastor Zikeli was held on Saturday, October 1 in Holy Trinity Lutheran Church; Bishop Kurt Kusserow presided, and the Rev. Sarah Lee-Faulkner preached.

Pastor Zikeli was preceded in death by his wife, Beverly. He is survived by his daughter, Melanie, and by his son, Andrew.



THE REVEREND DR. C. GERALD HUHN
June 7, 1939 – October 9, 2022

The Rev. Dr. C. Gerald “Jerry” Huhn, a retired pastor of the Southwestern Pennsylvania Synod, died on October 9, 2022.

Pastor Huhn was born on June 7, 1939 in Uniontown, Pennsylvania. He was the son of Oliver Huhn and Hattie Nehls Huhn. Pastor Huhn received a B.A. Degree from Waynesburg College, Waynesburg, Pennsylvania in 1962 and he received a B.D. Degree from the Lutheran Theological Seminary at Gettysburg in 1966. Pastor Huhn received a STM Degree from Gettysburg Seminary in 1972, and a D.Min. from Pittsburgh Theological Seminary in 1985.

Pastor Huhn was ordained by the Western Pennsylvania-West Virginia Synod on June 9, 1966.

Pastor Huhn served the following calls during his ministry:

Trinity Lutheran Church; Keyser, West Virginia	1966-1970
Holy Trinity Lutheran Church; Hershey, PA	1970-1972
Immanuel Lutheran Church; Erie, PA	1972-1980
Bethlehem Lutheran Church; Glenshaw, PA	1980-1989
St. John Lutheran Care Center; Mars, PA	
Director of Pastoral Care	1989-1998
Bethany Lutheran Village; Dayton, OH	
Director of Pastoral Care	1998-2004
Retired	August 1, 2004

Pastor Huhn also served in volunteer chaplaincies. After his retirement, he served in interim positions and provided worship supply in the synod.

The memorial service for Pastor Huhn took place on October 17 at the Boylan Funeral Home in Renfrew, PA. Bishop Kurt Kusserow preached and the Rev. Joel Benson presided.

Pastor Huhn is survived by his wife, Lana and his son, Christopher. Pastor Huhn was preceded in death by his daughter, Melanie.



THE REVEREND JEAN R. STAFFA
August 26, 1944 – November 13, 2022

The Rev. Jean R. Staffa, a retired pastor of the Southwestern Pennsylvania Synod, died on November 13, 2022.

Pastor Staffa was born on August 26, 1944 in Butler, Pennsylvania. She was the daughter Jack L. Rieger and M. Lois Schirmer Rieger. Pastor Staffa received a B.S.Ed. Degree from Slippery Rock University, Slippery Rock, Pennsylvania, in 1965. She received a M.A. in 1983 from Pittsburgh Theological Seminary, and a M.Div. from the Lutheran Theological Seminary at Gettysburg in 1989.

Pastor Staffa was ordained by the Southwestern Pennsylvania Synod at Duquesne University, Pittsburgh, Pennsylvania, on June 9, 1989.

Pastor Staffa served the following calls during her ministry:

St. Paul's Ev. Lutheran Church, Allison Park (North Park), PA	1989-2002
Bethlehem Lutheran Church, Scenery Hill, PA and Mt. Calvary Lutheran Church, Scenery Hill, PA	2002-2006
Christ Lutheran Church, Charleroi, PA	2006-2008
Retired	May 9, 2009

Pastor Staffa also served after her retirement as a pulpit supply pastor in congregations of the Southwestern Pennsylvania Synod.

Memorial arrangements were made through the Smith Funeral Home in Slippery Rock, Pennsylvania.

Pastor Staffa is survived by her husband, George, as well as three brothers.



THE REVEREND RALPH W. STORM
August 29, 1930 – December 7, 2022

The Rev. Ralph W. Storm, a retired pastor of the Southwestern Pennsylvania Synod, died on December 7, 2022.

Pastor Storm was born on August 29, 1930 in Buffalo, New York. He was the son of John Storm and Antoinette Anderson Storm. Pastor Storm received a B.A. Degree from Hartwick College, Oneonta, New York, in 1951, and he received a M.Div. Degree in 1954 from the Lutheran Theological Seminary at Philadelphia. Pastor Storm did doctoral studies at Union Theological Seminary in New York City and at New York University.

Pastor Storm was ordained by the New York-New England Synod of the United Lutheran Church, in Johnson City, New York, on June 16, 1954.

Pastor Storm served the following calls during his ministry:

Board of American Missions, Elmsford, New York	1954-1955
Mission Developer	
St. Mark's Lutheran Church, Elmsford, New York	1955-1965
Holy Trinity Lutheran Church, Elmira, New York	1965-1970
St. Matthias Lutheran Church, Greensburg, Pennsylvania	1970-1972
Messiah Lutheran Church, Wesleyville, Pennsylvania	1972-1976
Trinity Lutheran Church, Meadville, Pennsylvania	1976-1984
Retired	December 31, 1987

Pastor Storm served in many interim pastor capacities before and after his retirement. He was also very active in many community and religious organizations.

A funeral service was held on Saturday, December 17 at St. Luke's Lutheran Church in Saxonburg, Pennsylvania.

Pastor Storm was predeceased by his wife, Juanita. He is survived by his daughters, Naomi and Tracy.



DEACON MARK NURNBERGER
May 2, 1953 – January 9, 2023

Deacon Mark Nurnberger, a retired deacon of the Southwestern Pennsylvania Synod, died on January 9, 2023.

Deacon Nurnberger was born on May 2, 1953 in Pittsburgh, PA. He was the son of Katherine and Ralph Nurnberger. He was a graduate of Mount Union College.

Deacon Nurnberger was commissioned as an Associate in Ministry by the Lutheran Church in America on May 5, 1987. In 2016, the ELCA Churchwide Assembly created a Word and Service roster, into which Mark was affirmed with the title “Deacon,” and he became a member of the ordained roster of the synod.

Deacon Nurnberger served as the Organist, Director of Music, and Christian Education Director of Bethlehem Lutheran Church, Glenshaw, Pennsylvania. He served at Bethlehem from 1978 until his retirement in June, 2018.

Deacon Nurnberger was active in many volunteer and community activities, including working with the Shaler High School choir for over ten years.

A memorial service was held on Friday, January 13, 2023 at Bethlehem Lutheran Church in Glenshaw, Pennsylvania. Pastor Tony Schneck preached, and Bishop Kurt Kusserow presided.

Deacon Nurnberger is survived by his wife, Beth; and by daughters Carrie, Annie, and Meg.

BULLETIN OF REPORTS

REPORT OF THE TREASURER (Fiscal year February 1, 2022 through January 31, 2023)

Introduction

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

I. Operating Fund Results

The fiscal 2022 budget projected total receipts of \$1,534,140 which consisted of the following income streams:

\$1,370,000	Mission Support from congregations.
\$24,000	Direct Congregation Contributions
\$10,000	From the ELCA for deployed staff support.
\$117,140	Principal and interest from the Pooled Trust/Thrivent Investment accounts.
\$13,000	Trust interest and miscellaneous receipts

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

Total operating support and revenue was \$1,538,107 for fiscal 2022. Mission Support receipts from congregations totaled \$1,343,435 which was a **decrease** from the \$1,389,921 reported for 2021. We sincerely thank all of the congregations that shared their gifts and tithes to fund the operations and ministries of the Synod and Churchwide.

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

Total operating expenses for the past year were \$1,538,107 compared to 2021 expenses of \$1,614,042.

The preliminary Revenue and Expense report provided within the BOR, for the year ending January 31, 2023, indicates a balanced budget.

The adopted budget for 2022 forecasted a draw from the Pooled Trust/Thrivent Investment account of \$117,140. However, because the Mission Support dollars for 2022 were \$26,565 less than budgeted, excess dollars were withdrawn from the Pooled Trust/Thrivent Investment account. Total funds withdrawn were \$132,107 or \$14,967 more than budgeted. Therefore, the actual net difference between revenue and expense for 2022 is a deficit of (\$ 14,967).

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 (**Pooled Trust**) Fund Trust A, which is a diversified portfolio of equity and fixed income securities.

In February 2021 the sale of the Synod office building occurred. Net proceeds of this sale were \$1,495,011.23. Proceeds were distributed as follows:

• New Thrivent Bank Managed Investment Account-	\$1,000,000.00
• ELCA Pooled Trust A (CLF)	\$ 400,000.00
• Synod general operating account	\$ 95,011.23

The CLF (ELCA Pooled Trust) fund historically and the new Thrivent Investment Account are the accounts we withdraw from as needed to underwrite any operating deficits.

As of January 31, 2023, the balance in these accounts was:

• ELCA Pooled Trust Fund A	\$862,915
• Thrivent Faith Based Managed account	\$781,510

BULLETIN OF REPORTS

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

Respectfully submitted,
Gary N. Teti, Synod Treasurer

**Following this report is the Revenue and Expense Report for Fiscal 2022
The final independent audit report will be added to this Bulletin of Reports as an addendum at a later date.**

BULLETIN OF REPORTS

Date : 04/17/2023
Time : 4:50:44 PM

Southwestern Pennsylvania Synod, ELCA
Revenue & Expense Report (Fiscal 2022)
February 2022 to January 2023

Page : 1

Accounts	YTD Actual (2022)	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2022 vs 2021)	Annual Budget (2022)	% of Annual Budget Used (2022)
Revenues						
400100 - Mission Support (Congregations)	\$1,343,434.57	\$1,389,921.50	\$1,360,301.02	(\$46,486.93)	\$1,370,000.00	98.06 %
400101 - Unrestricted Gifts	\$5,878.50	\$2,190.93	\$4,044.57	\$3,687.57	\$0.00	0.00 %
400102 - Interest Earned	\$56.36	\$38.54	\$85.52	\$17.82	\$0.00	0.00 %
400103 - Mission Support (Individuals)	\$5,000.00	\$1,000.00	\$40.00	\$4,000.00	\$0.00	0.00 %
400104 - Rental Revenue	\$0.00	\$2,150.00	\$25,800.00	(\$2,150.00)	\$0.00	0.00 %
400105 - Mission Support (Synod Only)	\$280.38	\$7,485.10	\$1,214.50	(\$7,204.72)	\$0.00	0.00 %
400106 - Miscellaneous Revenue	\$1,357.43	\$403.69	\$11,758.27	\$953.74	\$0.00	0.00 %
400107 - ELCA Deployed Staff Support	\$10,000.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	100.00 %
400108 - Royalty Revenue	\$463.14	\$206.63	\$173.19	\$256.51	\$0.00	0.00 %
400112 - Trust/Estate Revenue	\$15,529.40	\$14,776.74	\$12,991.76	\$752.66	\$13,000.00	119.46 %
400114 - Congregation Legacy Principal	\$24,000.00	\$35,000.00	\$92,517.00	(\$11,000.00)	\$24,000.00	100.00 %
400115 - Board Designated Revenue	\$89,223.34	\$132,670.92	\$0.00	(\$43,447.58)	\$97,140.00	91.85 %
400116 - Congregation Legacy Revenue	\$42,883.68	\$19,157.80	\$19,949.96	\$23,725.88	\$20,000.00	214.42 %
400117 - Mission Spending-Fixed Assets	\$0.00	\$0.00	\$18,883.00	\$0.00	\$0.00	0.00 %
400118 - Mission Spending-Temp Restricted	\$0.00	\$0.00	\$2,492.00	\$0.00	\$0.00	0.00 %
400120 - Grant Revenue	\$0.00	\$0.00	\$88,795.00	\$0.00	\$0.00	0.00 %
Total Revenues	\$1,538,106.80	\$1,615,001.85	\$1,649,045.79	(\$76,895.05)	\$1,534,140.00	100.26 %

BULLETIN OF REPORTS

Date : 04/17/2023
Time : 4:50:44 PM

Southwestern Pennsylvania Synod, ELCA
Revenue & Expense Report (Fiscal 2022)
February 2022 to January 2023

Page : 2

Accounts	YTD Actual (2022)	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2022 vs 2021)	Annual Budget (2022)	% of Annual Budget Used (2022)
Expenses						
ELCA Mission Support						
500100 - ELCA Mission Support	\$622,707.09	\$675,987.86	\$680,150.52	(\$53,280.77)	\$632,600.00	98.44 %
Total ELCA Mission Support	\$622,707.09	\$675,987.86	\$680,150.52	(\$53,280.77)	\$632,600.00	98.44 %
Faith Formation						
500200 - Congregational Life Min Expense	\$0.00	\$4,824.00	\$1,680.69	(\$4,824.00)	\$0.00	0.00 %
500201 - Congregational Life Min Revenue	\$0.00	(\$4,797.00)	(\$1,002.22)	\$4,797.00	\$0.00	0.00 %
Total Faith Formation	\$0.00	\$27.00	\$678.47	(\$27.00)	\$0.00	0.00 %
Youth Ministry						
500400 - Youth Ministry Programs Expense	\$4,409.51	\$1,391.40	\$0.00	\$3,018.11	\$3,000.00	146.98 %
500401 - Youth Ministry Programs Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Youth Ministry	\$4,409.51	\$1,391.40	\$0.00	\$3,018.11	\$3,000.00	146.98 %
Global Missions						
500500 - Mission Events	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Global Missions	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Ministry						
500600 - Student Grants	\$0.00	\$0.00	\$5,000.00	\$0.00	\$0.00	0.00 %
500602 - Candidacy Committee	\$6,312.37	\$416.79	\$144.76	\$5,895.58	\$5,000.00	126.25 %
500604 - Leadership Development Grants	\$20,034.23	\$7,810.80	\$2,600.00	\$12,223.43	\$10,000.00	200.34 %
500605 - Leadership Development Revenues	(\$13,724.48)	(\$4,093.61)	(\$3,100.00)	(\$9,630.87)	\$0.00	0.00 %
500612 - First Call Theological Education	\$0.00	\$269.02	\$770.00	(\$269.02)	\$0.00	0.00 %
500614 - Career Development Services	\$3,502.00	\$1,989.00	\$1,446.02	\$1,513.00	\$6,000.00	58.37 %
500618 - United Lutheran Seminary	\$45,752.00	\$89,000.00	\$89,000.00	(\$43,248.00)	\$50,000.00	91.50 %
500620 - Lay Education Expenses	\$0.00	\$5,354.60	\$0.00	(\$5,354.60)	\$0.00	0.00 %
500621 - Lay Education Revenues	\$0.00	(\$5,354.60)	\$0.00	\$5,354.60	\$0.00	0.00 %
Total Ministry	\$61,876.12	\$95,392.00	\$95,860.78	(\$33,515.88)	\$71,000.00	87.15 %
Outreach						
500300 - Campus Ministry-Pgh	\$68,628.00	\$75,000.00	\$75,000.00	(\$6,372.00)	\$75,000.00	91.50 %
500316 - Thiel College	\$1,000.00	\$1,000.00	\$3,500.00	\$0.00	\$1,000.00	100.00 %
500318 - Camp Agape	\$1,000.00	\$1,000.00	\$1,200.00	\$0.00	\$1,000.00	100.00 %
500320 - Camp Lutheryn	\$1,000.00	\$1,000.00	\$6,000.00	\$0.00	\$1,000.00	100.00 %
500700 - Outreach Ministries Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
500701 - Outreach Ministries Revenues	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
500704 - New & Revitalized Ministries Grants	\$11,200.00	\$10,773.80	\$0.00	\$426.20	\$25,000.00	44.80 %
Total Outreach	\$82,828.00	\$88,773.80	\$85,700.00	(\$5,945.80)	\$103,000.00	80.42 %
Synod Resource Center						
500800 - Ministries	\$0.00	\$0.00	\$986.00	\$0.00	\$0.00	0.00 %
500801 - Ministries Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
500806 - Resources-Software	\$0.00	\$0.00	\$280.00	\$0.00	\$0.00	0.00 %
500808 - Resources-Publications	\$0.00	\$0.00	\$374.32	\$0.00	\$0.00	0.00 %
500810 - Public Relations/Advertising	\$0.00	\$0.00	\$55.24	\$0.00	\$0.00	0.00 %

BULLETIN OF REPORTS

Southwestern Pennsylvania Synod, ELCA
Revenue & Expense Report (Fiscal 2022)
February 2022 to January 2023

Date : 04/17/2023
Time : 4:50:44 PM

Accounts	YTD Actual (2022)	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2022 vs 2021)	Annual Budget (2022)	% of Annual Budget Used (2022)
500824 - Director-Event Registrations	\$0.00	\$0.00	\$15.00	\$0.00	\$0.00	0.00 %
Total Synod Resource Center	\$0.00	\$0.00	\$1,710.56	\$0.00	\$0.00	0.00 %
Church in Society						
500900 - Church in Society Ministries	\$0.00	\$0.00	\$250.00	\$0.00	\$0.00	0.00 %
500901 - Church in Society Revenues	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
500908 - Lutheran Advocacy Min in PA	\$5,000.00	\$5,000.00	\$4,500.00	\$0.00	\$5,000.00	100.00 %
500916 - Lutheran Service Society	\$0.00	\$0.00	\$3,500.00	\$0.00	\$0.00	0.00 %
500918 - Lutheran SeniorLife	\$1,000.00	\$1,000.00	\$3,500.00	\$0.00	\$1,000.00	100.00 %
500920 - Glade Run Lutheran Services	\$1,000.00	\$1,000.00	\$3,500.00	\$0.00	\$1,000.00	100.00 %
500922 - Bethesda Lutheran Services	\$1,000.00	\$1,000.00	\$1,500.00	\$0.00	\$1,000.00	100.00 %
500924 - Lutheran Disaster Response	\$0.00	\$10,000.00	\$18,000.00	(\$10,000.00)	\$0.00	0.00 %
500925 - Disaster Response Revenues	\$0.00	(\$10,000.00)	(\$18,000.00)	\$10,000.00	\$0.00	0.00 %
Total Church in Society	\$8,000.00	\$8,000.00	\$16,750.00	\$0.00	\$8,000.00	100.00 %
Ecumenical Affairs						
501000 - Ecumenical Affairs Ministries	\$0.00	\$0.00	\$565.78	\$0.00	\$0.00	0.00 %
501008 - Christian Assoc of Southwest PA	\$9,000.00	\$9,000.00	\$8,500.00	\$0.00	\$9,000.00	100.00 %
Total Ecumenical Affairs	\$9,000.00	\$9,000.00	\$9,065.78	\$0.00	\$9,000.00	100.00 %
Communications Services						
501100 - Communications Ministries Expenses	\$2,408.88	\$2,011.47	\$738.12	\$397.41	\$6,500.00	37.06 %
501101 - Communications Ministries Revenues	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Communications Services	\$2,408.88	\$2,011.47	\$738.12	\$397.41	\$6,500.00	37.06 %
Stewardship/Financial Support						
501200 - Stewardship Ministries Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
501201 - Stewardship Ministries Revenues	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
501205 - ELCA Regional Gift Planner	\$10,000.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	100.00 %
Total Stewardship/Financial Support	\$10,000.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	100.00 %
Regional/Churchwide						
501304 - Region 8 Center for Mission & FCTE	\$929.04	\$0.00	\$0.00	\$929.04	\$3,132.00	29.66 %
Total Regional/Churchwide	\$929.04	\$0.00	\$0.00	\$929.04	\$3,132.00	29.66 %
Synod Council/Conferences						
501400 - Hospitality	\$2,452.56	\$270.66	\$175.50	\$2,181.90	\$2,000.00	122.63 %
501406 - Synod Assembly Proceedings Expenses	\$1,510.02	\$3,972.61	\$5,248.03	(\$2,462.59)	\$0.00	0.00 %
501407 - Synod Assembly Proceedings Revenues	(\$6,782.19)	(\$5,959.99)	(\$8,668.94)	(\$822.20)	\$0.00	0.00 %
Total Synod Council/Conferences	(\$2,819.61)	(\$1,716.72)	(\$3,245.41)	(\$1,102.89)	\$2,000.00	-140.98 %
Contingency/Adjustments						
501502 - Support/Counseling Fund	\$0.00	\$0.00	\$440.00	\$0.00	\$0.00	0.00 %
501504 - Support to Congregations	\$0.00	\$0.00	\$7,500.00	\$0.00	\$0.00	0.00 %
501505 - Congregation Conflict Mediation	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	0.00 %
Total Contingency/Adjustments	\$0.00	\$0.00	\$7,940.00	\$0.00	\$2,000.00	0.00 %
Director-Evangelical Mission						
501550 - Administrative Support	\$1,750.00	\$2,000.00	\$2,000.00	(\$250.00)	\$2,000.00	87.50 %

BULLETIN OF REPORTS

Southwestern Pennsylvania Synod, ELCA
 Revenue & Expense Report (Fiscal 2022)
 February 2022 to January 2023

Date : 04/17/2023
 Time : 4:50:44 PM

Accounts	YTD Actual (2022)	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2022 vs 2021)	Annual Budget (2022)	% of Annual Budget Used (2022)
501560 - Travel/Meetings	\$0.00	\$0.00	\$405.76	\$0.00	\$0.00	0.00 %
501562 - Meals/Entertainment	\$0.00	\$0.00	\$43.72	\$0.00	\$0.00	0.00 %
501564 - Lodging	\$0.00	\$0.00	\$672.33	\$0.00	\$0.00	0.00 %
501570 - Continuing Education	\$0.00	\$0.00	\$55.00	\$0.00	\$0.00	0.00 %
501572 - Publications	\$0.00	\$0.00	\$129.82	\$0.00	\$0.00	0.00 %
501574 - Event Registrations	\$0.00	\$0.00	\$1,235.00	\$0.00	\$0.00	0.00 %
Total Director-Evangelical Mission	\$1,750.00	\$2,000.00	\$4,541.63	(\$250.00)	\$2,000.00	87.50 %
Bldg/Operation/Administrative						
Legal & Accounting						
501680 - Legal	\$2,061.75	\$2,583.48	\$6,984.62	(\$521.73)	\$2,300.00	89.64 %
501682 - Auditing	\$15,700.00	\$15,300.00	\$15,300.00	\$400.00	\$15,700.00	100.00 %
Total Legal & Accounting	\$17,761.75	\$17,883.48	\$22,284.62	(\$121.73)	\$18,000.00	98.68 %
Synod Archives Committee						
501690 - Synod Archives Committee	\$0.00	\$0.00	\$1,300.00	\$0.00	\$0.00	0.00 %
Total Synod Archives Committee	\$0.00	\$0.00	\$1,300.00	\$0.00	\$0.00	0.00 %
Building Expenses						
501601 - Outdoor Maintenance	\$0.00	\$481.58	\$7,701.89	(\$481.58)	\$0.00	0.00 %
501608 - Carriage House Repairs/Maint	\$0.00	\$0.00	\$187.20	\$0.00	\$0.00	0.00 %
501610 - Synod Office Repairs/Maintenance	\$12,284.15	\$12,409.59	\$18,580.26	(\$125.44)	\$9,500.00	129.31 %
501622 - Property Insurance	\$1,978.93	\$1,347.89	\$4,057.43	\$631.04	\$1,700.00	116.41 %
501624 - Property Taxes	\$0.00	\$0.00	\$7,476.43	\$0.00	\$0.00	0.00 %
501632 - Synod Building Supplies	\$1,127.95	\$570.65	\$2,001.20	\$557.30	\$200.00	563.98 %
501640 - Synod Office Utilities	\$0.00	\$1,051.57	\$12,693.90	(\$1,051.57)	\$0.00	0.00 %
501642 - Carriage House Utilities	\$0.00	\$214.63	\$1,586.04	(\$214.63)	\$0.00	0.00 %
501650 - Synod Office Rent	\$59,457.96	\$59,457.96	\$14,864.49	\$0.00	\$59,500.00	99.93 %
Total Building Expenses	\$74,848.99	\$75,533.87	\$69,148.84	(\$684.88)	\$70,900.00	105.57 %
Office & Administrative						
501602 - Postage	\$5,295.00	\$4,710.05	\$4,841.36	\$584.95	\$3,000.00	176.50 %
501614 - Office Supplies	\$4,217.85	\$5,661.01	\$7,977.02	(\$1,443.16)	\$3,000.00	140.60 %
501616 - Synod Office Telephone	\$8,956.40	\$8,904.34	\$7,530.49	\$52.06	\$6,000.00	149.27 %
501620 - Cellular Telephones	\$0.00	\$0.00	\$118.89	\$0.00	\$0.00	0.00 %
501626 - Continuing Education	\$2,410.56	\$243.93	\$113.56	\$2,166.63	\$100.00	2410.56 %
501628 - Event Registrations	\$878.00	\$1,877.00	\$1,147.19	(\$999.00)	\$500.00	175.60 %
501630 - Miscellaneous Expense	\$198.78	\$447.96	\$581.78	(\$249.18)	\$0.00	0.00 %
501634 - Service/Finance Charges	\$1,880.33	\$1,878.94	\$1,277.03	\$1.39	\$1,300.00	144.64 %
501636 - Equipment Repairs/Maintenance	\$25,312.84	\$24,365.64	\$25,301.33	\$947.20	\$15,200.00	166.53 %
Total Office & Administrative	\$49,149.76	\$48,088.87	\$48,888.65	\$1,060.89	\$29,100.00	168.90 %
Total Bldg/Operation/Administrative	\$141,760.50	\$141,506.22	\$141,622.11	\$254.28	\$118,000.00	120.14 %
Synod Staff Support						
Travel & Meetings						
501730 - Travel & Meetings	\$14,854.08	\$2,322.59	\$1,028.46	\$12,531.49	\$6,675.00	222.53 %

BULLETIN OF REPORTS

Date : 04/17/2023
Time : 4:50:44 PM

Southwestern Pennsylvania Synod, ELCA
Revenue & Expense Report (Fiscal 2022)
February 2022 to January 2023

Page : 5

Accounts	YTD Actual (2022)	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2022 vs 2021)	Annual Budget (2022)	% of Annual Budget Used (2022)
501731 - Vehicle Insurance	\$2,149.24	\$3,024.00	\$2,986.07	(\$874.76)	\$3,025.00	71.05 %
501732 - Leased Vehicles	\$12,562.91	\$13,319.33	\$12,230.91	(\$756.42)	\$13,300.00	94.46 %
Total Travel & Meetings	\$29,566.23	\$18,665.92	\$16,245.44	\$10,900.31	\$23,000.00	128.55 %
Salaries & Benefits						
501623 - Employer Liability Insurance	\$2,989.00	\$3,095.59	\$2,955.08	(\$106.59)	\$3,000.00	99.63 %
501625 - Umbrella Insurance	\$2,908.00	\$2,908.33	\$2,907.00	(\$0.33)	\$3,000.00	96.93 %
501700 - Salary-Clergy	\$152,636.00	\$148,357.91	\$146,216.12	\$4,278.09	\$147,700.00	103.34 %
501701 - Salary-Resource Director	\$27,072.00	\$25,896.00	\$24,864.00	\$1,176.00	\$27,100.00	99.90 %
501702 - Salary-Support Staff	\$186,844.00	\$179,848.00	\$178,753.18	\$6,996.00	\$186,450.00	100.21 %
501703 - Salary-Officers	\$6,000.00	\$6,000.00	\$0.00	\$0.00	\$6,000.00	100.00 %
501704 - Housing Allowance	\$47,500.00	\$47,460.00	\$46,000.00	\$40.00	\$47,500.00	100.00 %
501706 - Payroll Tax Expense	\$16,823.55	\$16,198.38	\$15,576.73	\$625.17	\$16,800.00	100.14 %
501708 - Pension/Benefits-Clergy	\$33,925.28	\$29,814.40	\$32,887.20	\$4,110.88	\$27,000.00	125.65 %
501709 - Pension/Benefits-Resource Director	\$14,414.92	\$15,566.27	\$15,330.14	(\$1,151.35)	\$9,250.00	155.84 %
501710 - Pension/Benefits-Staff	\$72,523.22	\$85,705.40	\$82,316.18	(\$13,182.18)	\$64,808.00	111.90 %
501712 - Worker's Comp Insurance	\$1,332.38	\$1,437.94	\$1,409.14	(\$105.56)	\$1,500.00	88.83 %
501714 - PA Unemployment Comp Tax	\$722.69	\$714.68	\$696.88	\$8.01	\$800.00	90.34 %
501716 - Non-Employee Compensation	\$0.00	\$0.00	\$10,000.00	\$0.00	\$0.00	0.00 %
Total Salaries & Benefits	\$565,691.04	\$563,002.90	\$559,911.65	\$2,688.14	\$540,908.00	104.58 %
Total Synod Staff Support	\$595,257.27	\$581,668.82	\$576,157.09	\$13,588.45	\$563,908.00	105.56 %
Total Expenses	\$1,538,106.80	\$1,614,041.85	\$1,627,669.65	(\$75,935.05)	\$1,534,140.00	100.26 %
Net Total	\$0.00	\$960.00	\$21,376.14	(\$960.00)	\$0.00	0.00 %

BULLETIN OF REPORTS

Southwestern Pennsylvania Synod, ELCA
Revenue & Expense Report (Fiscal 2022)
February 2022 to January 2023

Date : 04/17/2023
Time : 4:50:44 PM

Accounts	YTD Actual (2022)	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2022 vs 2021)	Annual Budget (2022)	% of Annual Budget Used (2022)
Board Designated Revenues						
Support for Pastor's/Cong						
600106 - Bishop's Discretionary	\$533.40	\$555.27	\$448.32	(\$21.87)	\$0.00	0.00 %
600114 - Emily Navratil Estate	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Support for Pastor's/Cong	\$533.40	\$555.27	\$448.32	(\$21.87)	\$0.00	0.00 %
Special Events & Programs						
600202 - Rushe Estate	\$4,687.53	\$4,413.60	\$4,259.09	\$273.93	\$0.00	0.00 %
600206 - 1% Wellness Award	\$2,067.86	\$2,064.96	\$598.22	\$2.90	\$0.00	0.00 %
600208 - Ethel Verney Estate	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Special Events & Programs	\$6,755.39	\$6,478.56	\$4,857.31	\$276.83	\$0.00	0.00 %
Property & Equipment						
600300 - Property Maintenance	\$42.07	\$292.39	\$2,077.72	(\$250.32)	\$0.00	0.00 %
600308 - Disposal of Fixed Assets (Net)	\$0.00	\$987,575.24	\$0.00	(\$987,575.24)	\$0.00	0.00 %
600310 - Transfer to UNR for Fixed Assets	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600320 - 9625 Perry Highway	\$0.00	\$6,709.43	\$0.00	(\$6,709.43)	\$0.00	0.00 %
Total Property & Equipment	\$42.07	\$994,577.06	\$2,077.72	(\$994,534.99)	\$0.00	0.00 %
Other						
600501 - Dividends Earned (Mutual Funds)	\$12,564.24	\$8,808.68	\$0.00	\$3,755.56	\$0.00	0.00 %
600502 - Miscellaneous Unrestricted Revenues	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600504 - Pooled Trust Gain/(Loss)	(\$73,645.90)	\$10,979.96	\$26,943.34	(\$84,625.86)	\$0.00	0.00 %
600505 - Mutual Fund Gain/(Loss)	(\$102,654.68)	(\$58,261.11)	\$0.00	(\$44,393.57)	\$0.00	0.00 %
600506 - Sale of Closed Cong Church Assets	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600523 - Capital Gains (Mutual Funds)	\$24,667.27	\$36,024.47	\$0.00	(\$11,357.20)	\$0.00	0.00 %
600524 - Anna Hochheimer	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600528 - Undesignated Closed Congregations	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600530 - KFK Continuing Education	\$1,009.33	\$1,006.25	\$9.05	\$3.08	\$0.00	0.00 %
600532 - SLF Continuing Education	\$0.00	\$0.00	\$0.10	\$0.00	\$0.00	0.00 %
600534 - EAC Continuing Education	\$506.31	\$504.42	\$505.29	\$1.89	\$0.00	0.00 %
600538 - PDA Continuing Education	\$907.18	\$1,103.69	\$1,003.76	(\$196.51)	\$0.00	0.00 %
600572 - Pooled Trust Income Distribution	\$14,223.34	\$0.00	\$0.00	\$14,223.34	\$0.00	0.00 %
Total Other	(\$122,422.91)	\$166.36	\$28,461.54	(\$122,589.27)	\$0.00	0.00 %
Congregation Legacy Gifts						
600600 - Individuals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600602 - Congregations	\$24,000.00	\$35,000.00	\$86,000.00	(\$11,000.00)	\$0.00	0.00 %
600604 - Trust/Estate	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600606 - Grants	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600610 - Sale of Closed Congregation Assets	\$0.00	\$96,873.80	\$0.00	(\$96,873.80)	\$0.00	0.00 %
Total Congregation Legacy Gifts	\$24,000.00	\$131,873.80	\$86,000.00	(\$107,873.80)	\$0.00	0.00 %
Congregation Legacy Earnings Interest & Dividends						
600650 - Interest Earned (Money Markets)	\$882.62	\$355.98	\$544.92	\$526.64	\$0.00	0.00 %

Southwestern Pennsylvania Synod, ELCA
 Revenue & Expense Report (Fiscal 2022)
 February 2022 to January 2023

Date : 04/17/2023
 Time : 4:50:44 PM

Accounts	YTD Actual (2022)	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2022 vs 2021)	Annual Budget (2022)	% of Annual Budget Used (2022)
600652 - Interest Earned (Cert of Deposit)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600660 - Dividends Earned (Mutual Funds)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600662 - Dividends Earned (Stock)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600664 - Dividends Earned (Money Markets)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600670 - Capital Gains (Mutual Funds)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600672 - Pooled Trust Income Distribution	\$20,306.66	\$19,157.80	\$19,949.96	\$1,148.86	\$0.00	0.00 %
Total Interest & Dividends	\$21,189.28	\$19,513.78	\$20,494.88	\$1,675.50	\$0.00	0.00 %
Capital Gains						
600680 - Mutual Fund Gain/(Loss)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
600682 - Pooled Trust Gain/(Loss)	(\$51,991.39)	\$26,686.73	\$38,125.40	(\$78,678.12)	\$0.00	0.00 %
600684 - Stock Gain/(Loss)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Capital Gains	(\$51,991.39)	\$26,686.73	\$38,125.40	(\$78,678.12)	\$0.00	0.00 %
Total Congregation Legacy Earnings	(\$30,802.11)	\$46,200.51	\$58,620.28	(\$77,002.62)	\$0.00	0.00 %
Total Board Designated Revenues	(\$121,894.16)	\$1,179,851.56	\$180,465.17	(\$1,301,745.72)	\$0.00	0.00 %

BULLETIN OF REPORTS

Southwestern Pennsylvania Synod, ELCA
Revenue & Expense Report (Fiscal 2022)
February 2022 to January 2023

Date : 04/17/2023
Time : 4:50:44 PM

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Board Designated Expenses						
Support of Pastor's/Cong						
700106 - Bishop's Discretionary	\$420.00	\$629.04	\$250.10	(\$209.04)	\$0.00	0.00 %
700114 - Emily Navratil Estate	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Support of Pastor's/Cong	\$420.00	\$629.04	\$250.10	(\$209.04)	\$0.00	0.00 %
Special Events & Programs						
700202 - Rushe Estate	\$385.65	\$500.00	\$4,067.23	(\$114.35)	\$0.00	0.00 %
700206 - 1% Wellness Award	\$4,734.22	\$3,641.70	\$2,705.30	\$1,092.52	\$0.00	0.00 %
700208 - Ethel Verney Estate	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Special Events & Programs	\$5,119.87	\$4,141.70	\$6,772.53	\$978.17	\$0.00	0.00 %
Property & Equipment						
700300 - Property Maintenance	\$350.00	\$3,475.87	\$54,401.50	(\$3,125.87)	\$0.00	0.00 %
700308 - Depreciation Expense	\$8,853.00	\$10,240.00	\$24,836.00	(\$1,387.00)	\$0.00	0.00 %
700309 - Loss on Disposal of Fixed Assets	\$0.00	\$0.00	\$2,208.00	\$0.00	\$0.00	0.00 %
Total Property & Equipment	\$9,203.00	\$13,715.87	\$81,445.50	(\$4,512.87)	\$0.00	0.00 %
Other						
700505 - Investment Management Fees	\$8,062.64	\$6,576.20	\$0.00	\$1,486.44	\$0.00	0.00 %
700514 - Anna Hochheimer	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700521 - Reiclass to Endowment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700528 - Undesignated Closed Congregations	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700530 - KFK Continuing Education	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700532 - SLF Continuing Education	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700534 - EAC Continuing Education	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700538 - PDA Continuing Education	\$0.00	\$86.50	\$141.56	(\$86.50)	\$0.00	0.00 %
700540 - Bad Debt Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700580 - Operating Fund Subsidy	\$89,223.34	\$142,670.92	\$0.00	(\$53,447.58)	\$0.00	0.00 %
Total Other	\$97,285.98	\$149,333.62	\$141.56	(\$52,047.64)	\$0.00	0.00 %
Congregation Legacy Grants						
700600 - Support of Pastors	\$1,500.00	\$0.00	\$0.00	\$1,500.00	\$0.00	0.00 %
700602 - Support of Congregations	\$449.00	\$0.00	\$0.00	\$449.00	\$0.00	0.00 %
700604 - Special Events	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700606 - Synod Programs	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700608 - Property/Equipment Purchase	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700610 - Property/Equipment Repairs	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700612 - Continuing Education	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700614 - Lutheran Planned Giving Partnership	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700616 - Small Congregation Call Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Grants	\$1,949.00	\$0.00	\$0.00	\$1,949.00	\$0.00	0.00 %
Administrative						
700650 - Legal	\$0.00	\$805.62	\$0.00	(\$805.62)	\$0.00	0.00 %

Accounts	YTD Actual (2022)	YTD Actual (2021)	YTD Actual (2020)	Actual Change (2022 vs 2021)	Annual Budget (2022)	% of Annual Budget Used (2022)
700652 - Auditing	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700654 - Bank service charges	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
700656 - Investment Management Fees	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Administrative	\$0.00	\$805.62	\$0.00	(\$805.62)	\$0.00	0.00 %
Transfers to Other Funds						
700680 - Operating Fund Subsidy	\$66,883.68	\$54,157.80	\$112,466.96	\$12,725.88	\$0.00	0.00 %
Total Transfers to Other Funds	\$66,883.68	\$54,157.80	\$112,466.96	\$12,725.88	\$0.00	0.00 %
Total Congregation Legacy	\$68,832.68	\$54,963.42	\$112,466.96	\$13,869.26	\$0.00	0.00 %
Total Board Designated Expenses	\$180,861.53	\$222,783.65	\$201,076.65	(\$41,922.12)	\$0.00	0.00 %
Net Operating Total	(\$302,755.69)	\$958,027.91	\$764.66	(\$1,260,783.60)	\$0.00	0.00 %

BULLETIN OF REPORTS

REPORT OF THE SYNOD COUNCIL

From the time of the 2022 Synod Assembly to the time of this report, the Synod Council met 6 times (July 9, 2022, September 24, 2022, January 28, 2023, March 5, 2023, March 18, 2023, and May 13, 2023). This report sets forth the actions of the Synod Council at these meetings.

Calls Extended

Rostered Leaders Retirements

Approved the retirement of Rev. James West on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective September 1, 2022 (September 24, 2022)

Approved the retirement of Rev. Ann Schmid on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective February 1, 2023. (September 24, 2022)

Approved the retirement of Rev. Margaret Suhr-Barkley on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective July 1, 2023. (March 18, 2023)

On Leave From Call and Continuation of On Leave From Call

Continued the Rev. Larry Kemp in the status of On Leave From Call on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America. (July 9, 2022)

Granted the Rev. Tara Lynn in the status of On Leave From Call on the Roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America up to the completion of her eligible three-year term and/or annual review with the original effective date of August 9, 2022. (September 24, 2022)

Continued the Rev. Daniel Clark 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 February 1, 2022. (January 28, 2023)

Granted the Rev. Ryan Pusch 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 January 9, 2023. (January 28, 2023)

Granted Deacon Amy Santoriello the status of On Leave From Call on the Roster of Ministers of Word and Service of the Evangelical Lutheran Church in America up to the completion of her eligible three-year term and/or annual review with the original effective date of November 1, 2022. (January 28, 2023)

Other Actions related to Rostered Leaders

Affirmed, with thanksgiving for their years of active ministry, the retired roster status of approximately one third of the synod's Ministers of Word and Sacrament and Ministers of Word and Service on the retired rosters of the Evangelical Lutheran Church in America, pursuant to 7.41.07 and 7.71.04 of the Constitution of the Evangelical Lutheran Church in America and the Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America, as adopted November 12, 2022 by the Church Council of the ELCA, Part 1, Section 3.D.1.f., Guidelines for retired ministers of Word and Sacrament and Ministers of Word and Service Part 1, Section 3.D.1.e.: the Synod Council shall engage in a regular, periodic examination of all ministers of Word and Sacrament and Ministers and Word and Service on the retired roster such that each and every retired minister's status is reviewed at least once during a three-year cycle. (Group 3) (January 28, 2023)

Granted a sabbatical to the Rev. Peter Asplin beginning June 24, 2023 and ending on September 10, 2023 as presented in his sabbatical plan. (January 28, 2023)

Authorized the Synod to enter into an agreement with Rev. Ed Sheehan to serve as Interim Assistant to the Bishop during Rev. Peter Asplin's Sabbatical. (May 13, 2023)

Appointments

Appointed Monica Snyder to the Board of Directors of the Lutheran Campus Ministry of Greater Pittsburgh with a term expiring in 2023 (July 9, 2022)

Appointed the following persons to the Mission Endowment Fund Board of Directors: Rev. Sarah Rossing, first term expiring in 2026, Rev. Michael Sourwine, second term, expiring in 2026, Rolf Otterness, second term, expiring in 2025, Eric Kofmehl, second term, expiring in 2025. (July 9, 2022)

BULLETIN OF REPORTS

Appointed Pam Neale to the Synod Council as Conference 3 Lay Representative until the 2023 Synod Assembly (September 24, 2022)

Appointed the Rev. Michael Robinson to serve on the Multi-Synod Candidacy Committee with a term expiring in 2027. (September 24, 2022)

Appointed the Rev. Martin Rafanan to the Board of Directors of Lutheran Campus Ministry of Greater Pittsburgh with a term expiring in 2024. (September 24, 2022)

Appointed Pam McCurdy for a first term and Philip Koch for a second term to the Board of Directors of the Mission Endowment Fund with terms expiring in 2026. (September 24, 2022)

Appointed the Rev. Sarah Irwin to the Ecumenical Affairs Committee with a term expiring in 2025 (September 24, 2022)

Appointed the Rev. Gregory Clagg to serve as the Bishop's Representative on the Lutheran Service Society Board of Directors with a term expiring in 2025. (September 24, 2022)

Appointed Rev. Susan Irons and Rev. Alexander Sumo to the Agape Ministries Board of Directors with their terms expiring in 2025. (January 28, 2023)

Appointed Rev. Frank Podolinski to the Ecumenical Affairs Committee with a term expiring in 2025. (January 28, 2023)

Appointed Rev. Kerri Clark and Rev. Peggy Suhr-Barkley to second terms on the Multi-Synodical Candidacy Committee with terms ending in 2029. (March 18, 2023)

Re-appointed Rev. Kerri Clark and Rev. Ryan Kobert to the Resource Center Advisory Board with terms expiring in 2025. (May 13, 2023)

Finances

Approved the terms of a lease of the building of the former Messiah Lutheran Church, Morningside to the Church of the Open Door (PCUSA) for 6 months for the sum of \$2400 with the option for the congregation to purchase the building for the sum of \$10. (September 24, 2022)

Voted that recognizing that the Mission Support trends of the Synod will not meet the Synod's needs in the future that the Synod Council seek new means to find additional funding resources. (January 28, 2023)

Directed the Budget and Finance Committee to demonstrate how the Synod Council's will can be enacted and report its findings to the Synod Council at its March meeting. (January 28, 2023)

Accepted a proposal from GSB to do an analysis of the synod at the cost of \$5000. (March 18, 2023)

Constitutions and Bylaws

Adopted Continuing Resolution CR104.04.02 (This is new structure for the synod's Standing Committees). (September 24, 2022)

Other Actions

Affirmed the following persons who have been appointed to represent the Southwestern PA Synod on the Lutherlyn Board of Directors (terms are listed after their names): Cathy Coudriet (2023), Kathy Gaberson (2023), Rev. Tara Lynn (2023), Ron Coombs (2024), Rob Hicks (2024), Gwen Steiner (2024), Sara Goncz (2025), Rev. Ryan Pusch (2025), and Mark Trauman (2025). (July 9, 2022)

Received the report of the Outgoing President of the Mission Endowment Fund, the Rev. Kimberly van Driel, and directed the Secretary to convey the thanks of the Synod Council for her work and care of the Mission Endowment Fund during her time as president. (July 9, 2022)

Referred the Ecumenical and Interfaith Agreements found in the Synod's Policy Manual to the Synod's Ecumenical Affairs Committee for their review, refresh of the language, and return with recommendations and possible revisions for these documents to the Synod Council. (July 9, 2022)

Referred the Lutheran Affiliated Services document for the synod's Policy Manual to the Board of Directors of Lutheran SeniorLife and inquire with them if they would like to work to review and update this document with us (July 9, 2022)

Referred the document "Relationship between Thiel College and the Southwestern Pennsylvania Synod" found in the Synod's Policy Manual to the Thiel College Board of Directors and inquire if they would like to work with us to update and refresh the language of the document. (July 9, 2022)

Revised the "Social Ministry Document" adopted by the 1987 Constituting Convention of the Southwestern Pennsylvania Synod with more current language and agency names as recommended by the Governance Committee. (July 9, 2022)

BULLETIN OF REPORTS

Received editorial changes in the “Tri-Synod Archives” documents found in the Synod’s Policy Manual, **Referred** it to the Tri-Synod Archives Committee for review and recommendations, and **Directed** the Secretary of the Synod to inform the Synod Councils of the Northwestern Pennsylvania Synod and the West Virginia-Western Maryland Synod of the action taken by our Synod Council. (July 9, 2022)

Expressed the Synod Council’s appreciation to the members of the Committee Structure Task Force for their work (September 24, 2022)

Affirmed the recommendation of the Executive to invite the most recent Standing Committee Chairpersons or their designees to serve on the Implementation Team for Continuing Resolution CR104.04.02 along with Pastor Sarah Rossing and Secretary Rev. Bill Schaefer. (September 24, 2022)

Voted to continue in prayerful discernment regarding the property of the former Messiah Lutheran Church Morningside while holding together the variety of potential uses of the property: in relation to the memorial passed by the Synod in Assembly in 2022 titled, “SWPA Synod Guidance for a Jubilee Return of the Land to Those Who Belong to the Land”; the potential for growth in a fallow field, such as a new ministry start, or an ecumenical ministry; and the potential selling of the property. (September 24, 2022)

Ratified the document titled “A Covenant Agreement between the Southwestern Pennsylvania Synod and Lutheran SeniorLife” which includes the changes made by the Synod Council and Lutheran Senior Life. (September 24, 2022)

Adopted the changes to the “Guidelines for the ‘Calendar of Causes’”, the “Capital Fund Campaign Request Guidelines”, The “Synod Assembly Registration Fee Waiver for Retired Rostered Leaders”, “Synod Council Member Expenses for Synod Assemblies”, “Congregations Celebrating Significant Anniversaries”, “Grant Request Guidelines”, “the Installation of Bishop, Synod Officers and Synod Council”, and “Pastoral Salary Guidelines” as proposed by the Governance Committee. (September 24, 2022)

Approved the revision of the resolution titled “Budget and Finance Committee Annual Review of Synod Staff Compensation” as proposed by the Executive Committee. (September 24, 2022)

Archived the LARC Covenant. (January 28, 2023)

Amended the Episcopal Bishop’s Participation in Synod Assemblies document to include the heads of all local judicatories with which the ELCA has an agreement of full communion. (January 28, 2023)

Amended the Membership in Lutheran and Ecumenical Agencies document to change the name Coalition for Public Policy to Advocacy Ministry in Pennsylvania and include language to encourage members of the synod to engage with these ecumenical organizations. (January 28, 2023)

Nominated Dennis Lane and Rev. William Schaefer to the Region 8 Pool of Nominees for the Commission for a Renewed Lutheran Church. (March 5, 2023)

Approved the following changes to the Boards of Lutheran SeniorLife and Lutheran Service Society. (March 18, 2023)

1. Lutheran Service Society: Reduce the number of SW PA Synod elected clergy/lay members on the Lutheran Service Society board from 4 to 2.
2. Lutheran SeniorLife: Reduce the number of SW PA Synod elected ordained ministers/deacons on the Lutheran SeniorLife Board from three (3) to two (2).
3. Revise process to enable SW PA Synod Council to approve Lutheran SeniorLife board nominees rather than have them elected by the SW PA Synod Assembly.
4. Revise process to enable SW PA Synod Council to approve Lutheran Service Society board nominees rather than have them elected by the SW PA Synod Assembly.

Synod Assembly

Created a Domestic Violence Task Force to work with the Presbyterians Against Domestic Violence Network and housed that task force under the Church in Society Committee. (Per Synod Assembly Action SA22.06.06) (July 9, 2022)

Deleted lines 32-41 of the amended Mustard Seed Memorial that was adopted by the 2022 Synod Assembly and inserted the word “Further” after “Be It” in line 43 so that the Memorial would now reflect the intended action of the Synod Assembly. (July 9, 2022)

Took no action on the resolution entitled, “Evaluation of Budget Line Item on Rent and Utilities” that was referred to the Synod Council by the 2022 Synod Assembly as the action being requested under the resolved section is already enumerated in the Bulletin of Reports of the Synod (July 9, 2022)

Approved the Minutes of the 2022 Synod Assembly (September 24, 2022)

Allocated \$1000 total per Conference to fund the Mustard Seed Initiatives through the 2023 Synod Assembly. If a

BULLETIN OF REPORTS

Conference has an initiative that exceeds \$1000, it may bring it to the Synod Council for consideration. (September 24, 2022)

Voted to hold the 2023 Synod Assembly on June 16-17, 2023, with Friday, June 16 being held on ZOOM and Saturday, June 17 held in person at Penn West University – California with a cost for each attendee to be set at \$75.00. (January 28, 2023)

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

1. That each congregation, irrespective of baptized membership, may elect two voting members
2. That an additional voting member be elected, based on baptized membership above 500 but below 750, an additional two voting members be elected for those congregations with a baptized membership above 750 but below 1,000, and that an additional three voting members be elected for those congregations with a baptized membership above 1,000. And that each increment of 250 above 1,000 baptized members provide an additional voting member for the congregation to elect. (January 28, 2023)

Nominated Rev. James Arter and Rev. William A. Schaefer for the position of Secretary at the 2023 Synod Assembly. (March 18, 2023)

Adopted revisions to the financial documents of the Synod Policy Manual. (March 18, 2023)

Amended the proposed agenda for the 2023 Synod Assembly to insert the inclusion of the proposed amendment to bylaw B7.11.11. and the rule to set the time for speeches immediately after the Adoption of the Agenda. (May 13, 2023)

Designated the offerings from the worship service of the 2023 Synod Assembly to ministries related to our Companion Synod in Madagascar. (May 13, 2023)

Recommendations to the 2023 Synod Assembly

1. To adopt the Program and Order of Business for the 2023 Synod Assembly.
2. To amend Bylaw B7.11.11. to read:

B7.11.11. 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. The time limits for each speaker shall be set in the rules of the Synod Assembly.~~

and set the following rule for the 2023 Synod Assembly:

Speeches shall be limited to 3 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 the opportunity to do so. Those speaking a second time shall be limited to 2 minutes.

3. To adopt the following additional rules for the 2023 Synod Assembly:

A voting 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, including "calling the previous question."

Any voting member may request, for separate consideration, the removal of any item from the en bloc recommendations of the changes to the Synod Constitution and Bylaws. All requests for the removal of these items must be received by the Secretary of the Synod in writing no later than 11:00 AM on Saturday, June 17, 2023.

Business items being brought before the Assembly that are not on the agenda must be submitted in writing to the Committee on Reference and Counsel no later than 11:00 AM on Saturday or they will not be considered.

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 10:15 AM on Saturday, June 17, 2023, (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.

BULLETIN OF REPORTS

4. To approve the first reading of Group A (Constitution Changes) of the recommended changes to the Synod Constitution. (See *“Exhibit A”*)
5. To approve Group B (Constitution Changes Recommended by the 2022 Churchwide Assembly) of the recommended changes to the Synod Constitution. (See *“Exhibit B”*)
6. To approve Group C (Bylaw Changes) of the recommended changes to the Synod Bylaws. (See *“Exhibit C”*)
7. To approve the 2024 Synod Budget. (See *“Exhibit D”*)
8. To approve the following Mission Support Formula for 2024: “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.”
9. To approve the 2024 Compensation Guidelines for Ministers of Word and Sacrament. (See *“Exhibit E”*)
10. To approve the 2024 Compensation Guidelines for Ministers of Word and Service. (See *“Exhibit F”*)
11. To approve the 2024 Interim Ministry Guidelines. (See *“Exhibit G”*)
12. To amend the “Minimum Compensation Requirement for Placement of Pastors” by striking the words in the title “the placement of pastors” and inserting “Providing Candidates for Call” and in the striking the words “placing pastors” from the body of the text and inserting “providing candidates for call”. (See *“Exhibit H”*)

EXHIBIT A

Synod Council Recommendation 4 for Updating the SWPA Synod Constitution

GROUP A

Changes to the Constitution

These changes require two affirmative votes at consecutive Synod Assemblies.

This is the first reading and vote of these changes.

Constitution

(1) Create a section S9.07. Election Procedures

Rationale: This would be a place where bylaws on elections can be housed. They can live in S9.02, but would be better with its own section.

Create sections:

(2) S11.06. There shall be Standing Committees of the Synod. These committees shall be outlined in the Bylaws and Continuing Resolutions of the Synod. *(Requires votes of two consecutive Synod Assemblies)*

(3) S11.07. The Synod Council shall form other committees to assist in the work and ministry of the Synod. *(Requires votes of two consecutive Synod Assemblies)*

Rationale: This will clean up where the bylaws will live in section 11. There are three types of committees in our synod structure: Committees of the Synod (i.e. Executive, Discipline, etc), Standing Committees, and Committees of the Synod Council (i.e. Constitutions and Bylaws, Archives, Ecumenical Affairs, etc).

**Synod Council Recommendation 5 for
Updating the SWPA Synod Constitution**

GROUP B

**Changes to the Model Constitution for Synods
made by the 2022 Churchwide Assembly**

These changes require one vote of the Synod Assembly

- (1) ~~S7.14.~~ One-third of the members of the Synod Assembly shall constitute a quorum.
- (2) ~~S7.22.~~ This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, provided that such processes not result in fewer than 60% of the voting members of the Synod Assembly being laypersons in contravention of consistent with †S7.21.e. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.
- (3) ~~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 the opening of the next regular synod assembly, or unless replaced by the election of new members for a special synod assembly, or until they have been disqualified by termination of congregation membership. ~~Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.~~
- (4) ~~S7.26.~~ This synod may establish processes through the Synod Council that permit lay representatives of authorized worshiping 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.
- (5) ~~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.
- (6) ~~S8.42.~~ The treasurer shall provide and be accountable for:
[...]
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 as well as any funds to support restricted programs of this church.
[...]
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 by this synod. ~~Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.~~
- (7) ~~S11.10.~~ **General Provisions**
- (8) ~~S14.13.~~ The pastor (a) shall keep accurate ~~parochial~~ records of all baptisms, confirmations, marriages,

EXHIBIT B -cont'd.

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

- (9) 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 90 days prior to each regular meeting of the Synod Assembly.
- (10) S14.34.** Each minister of Word and Service on the roster of this synod shall submit a report of ~~his or her~~ ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

**Synod Council Recommendation 6 for
Updating the SWPA Synod Bylaws**

**GROUP C
Bylaws**

These changes require one vote of the Synod Assembly

(1) Adopt new Bylaw B7.27.01.

B7.27.01. Those Ministers of Word and Sacrament from a church body with whom the ELCA has a relationship of full communion who are serving a congregation of this synod under a letter of invitation to extended service shall have the privilege of voice and vote at Synod Assembly.

Rationale: The current process is for the Synod Council before each Synod Assembly to identify those eligible pastors and recommend to the assembly that they be given voice and vote. The assembly then acts on that recommendation. This will streamline the process and make the beginning of the Synod Assembly more efficient.

(2) Delete Bylaw B7.32.01

~~B7.32.01. 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.~~

Rationale: This Bylaw is redundant with S7.32.

(3) Adopt new Bylaw B8.52.01.

B8.52.01. The term of the Treasurer shall begin on the first day of February to coincide with the beginning of the new fiscal year of the synod.

Rationale: This brings the beginning of the term for the Synod Treasurer into line with our current practice. †8.52 was changed at the 2022 Churchwide Assembly to add a dagger to make it mandatory and thus nullifying the 2019 version of the Constitution for Synods where we had the date set previously.

(4) Delete last sentence of Bylaw B9.10.01.

B9.10.01. 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 at least sixty percent lay persons and forty percent clergy. ~~The laity shall be divided to assure that fifty percent are female and fifty percent are male.~~

Rationale: per ELCA Constitution 5.01.e. and 5.01.f. and S7.21.b. Boards, committees and assemblies are to be as near as possible to 45% women and 45% men.

EXHIBIT C - cont'd.

(5) Delete Bylaw B10.02.02.

~~B10.02.02 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 the constitution and bylaws of the ELCA.~~

Rationale: This Bylaw is redundant with S10.02.

(6) Delete Bylaw B10.03.01.

~~B10.03.01 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~~

Rationale: This Bylaw is redundant with S10.03.

(7) Amend Bylaw B11.01.05.g.

~~B11.01.05.g. The Synod council shall appoint members of committees who are pastors and deacons on the roster of this synod, full communion partner clergy serving in this synod under an ecumenical letter of agreement a Letter of Invitation to Extended Service, and lay voting members of a synod congregations.~~

Rationale: This brings the Bylaw in line with the current terminology and documentation used at this time in the ELCA.

(8) Amendment to Bylaw B11.01.04.

B11.04.01. ~~Office of Ecumenical Affairs~~ Committee

~~There shall be an Office of Ecumenical Affairs~~ Committee 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~~ this church's involvement in the National Council of Churches, World Council of Churches, and Lutheran World Federation.

Rationale: We no longer refer to this as an "office". It is referred to as a committee in every other area of usage in the Synod.

EXHIBIT C - cont'd.**(9) Amend Bylaw B12.01.04.**

B12.01.04. The voting body at a conference meeting shall consist of the lay persons elected by each congregation based on the lay voter formula which the Synod Council has established for that year's Synod Assembly consist of 2 lay voting members (one male, one female) from each congregation, and its their pastor(s), 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 of~~ which the congregation being served is a member and not function at that time as a member of the conference in which ~~he/she the pastor or deacon~~ 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.~~

Rationale: This formula sets a different formula than the Synod Assembly and the bylaw formula disenfranchises some congregations who do not fall into one category for the conference meeting, but into another for Synod Assembly. Why have a different formula for conferences than the assembly? It makes more sense to just use the Synod Assembly formula.

SYNOD COUNCIL RECOMMENDED BUDGET FOR 2024 **EXHIBIT D**

	Adopted Budget 2021	Actual 2021	Adopted Budget 2022	Actual 2022	Budget 2023	Draft of Budget 2024
REVENUES						
Mission Support from Congregations	\$ 1,440,000.00	\$ 1,390,921.50	\$ 1,370,000.00	\$ 1,348,434.57	\$ 1,360,000.00	\$ 1,360,000.00
Director-Evangelical Mission Support Trust/Estate	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
	\$ 13,000.00	\$ 14,776.74	\$ 13,000.00	\$ 15,529.40	\$ 13,000.00	\$ 15,000.00
Congregation Contributions	\$ 120,000.00	\$ 54,157.80	\$ 36,000.00	\$ 24,000.00	\$ 36,000.00	\$ 24,000.00
Thrivent Investment Account/Pooled Trust	\$ 60,000.00	\$ 132,670.92	\$ 105,140.00	\$ 109,530.00	\$ 103,500.00	\$ 103,000.00
Individual Contributions				\$ 5,878.50		\$ 19,000.00
Miscellaneous (royalties, interest, etc.)	\$ -	\$ 12,474.89		\$ 2,157.61		\$ 1,000.00
Total Revenues	\$ 1,643,000.00	\$ 1,615,001.85	\$ 1,534,140.00	\$ 1,515,530.08	\$ 1,522,500.00	\$ 1,532,000.00
EXPENDITURES						
ELCA Proportionate Share	\$ 700,000.00	\$ 675,987.86	\$ 632,600.00	\$ 622,707.09	\$ 625,600.00	\$ 625,600.00
ELCA Gift Planner	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Region 8 Expenses	\$ 3,132.00	\$ -	\$ 3,132.00	\$ 929.04	\$ 3,132.00	\$ 7,372.00
Building/Operation/Administration Costs						
Rent & Utilities & Office Admin	\$ 103,000.00	\$ 123,622.74	\$ 100,000.00	\$ 123,998.75	\$ 117,000.00	\$ 117,000.00
Legal & Accounting	\$ 16,500.00	\$ 17,883.48	\$ 18,000.00	\$ 17,192.63	\$ 18,000.00	\$ 18,000.00
Total	\$ 119,500.00	\$ 141,506.22	\$ 118,000.00	\$ 141,191.38	\$ 135,000.00	\$ 135,000.00
Synod Staff Support						
Synod Treasurer Stipend	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Communications	\$ 6,500.00	\$ 2,011.47	\$ 6,500.00	\$ 2,408.88	\$ 6,500.00	\$ 6,500.00
DEM Administrative Support	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 1,750.00	\$ 2,000.00	\$ -
Contracted Administrative Support				\$ -		\$ -
Staff Compensation/Housing	\$ 376,908.00	\$ 401,561.91	\$ 376,908.00	\$ 414,052.00	\$ 376,908.00	\$ 402,000.00
Staff Pension & Benefits	\$ 140,000.00	\$ 131,086.07	\$ 140,000.00	\$ 120,863.42	\$ 140,000.00	\$ 132,000.00
Employment Taxes & Insurance	\$ 18,000.00	\$ 24,354.92	\$ 18,000.00	\$ 24,775.62	\$ 18,000.00	\$ 24,000.00
Travel & Meetings	\$ 23,000.00	\$ 18,665.92	\$ 23,000.00	\$ 29,297.68	\$ 23,000.00	\$ 20,000.00
Total	\$ 572,408.00	\$ 585,680.29	\$ 572,408.00	\$ 599,147.60	\$ 572,408.00	\$ 590,500.00

MINIMUM COMPENSATION GUIDELINES

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

2023

2024

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 ~~\$41,694.0145,321~~. This reflects a cost of living increase of ~~5.98.7%~~ (this was the Social Security increase from ~~2021~~) ~~and a Synod Equalization Adjustment [bringing our synod to parity with surrounding synods] of \$572.2022~~). 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.

The Synod Assembly encourages congregations to strive to raise their pastor's compensation above synod minimums. A congregation that has raised compensation above minimum guidelines may wish to calculate increases based on the congregation's budget from the previous year.

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

BULLETIN OF REPORTS

Yrs Service	2022 Base	2021 COLA	Synod Equal Fig	yrs +400	2023
0	\$38,830.98	\$2,291.03	\$572.00	\$ -	\$41,694.01
1	\$38,830.98	\$2,291.03	\$572.00	\$400.00	\$42,094.01
2	\$38,830.98	\$2,291.03	\$572.00	\$800.00	\$42,494.01
3	\$38,830.98	\$2,291.03	\$572.00	\$1,200.00	\$42,894.01
4	\$38,830.98	\$2,291.03	\$572.00	\$1,600.00	\$43,294.01
5	\$38,830.98	\$2,291.03	\$572.00	\$2,000.00	\$43,694.01
6	\$38,830.98	\$2,291.03	\$572.00	\$2,400.00	\$44,094.01
7	\$38,830.98	\$2,291.03	\$572.00	\$2,800.00	\$44,494.01
8	\$38,830.98	\$2,291.03	\$572.00	\$3,200.00	\$44,894.01
9	\$38,830.98	\$2,291.03	\$572.00	\$3,600.00	\$45,294.01
10	\$38,830.98	\$2,291.03	\$572.00	\$4,000.00	\$45,694.01
11	\$38,830.98	\$2,291.03	\$572.00	\$4,400.00	\$46,094.01
12	\$38,830.98	\$2,291.03	\$572.00	\$4,800.00	\$46,494.01
13	\$38,830.98	\$2,291.03	\$572.00	\$5,200.00	\$46,894.01
14	\$38,830.98	\$2,291.03	\$572.00	\$5,600.00	\$47,294.01
15	\$38,830.98	\$2,291.03	\$572.00	\$6,000.00	\$47,694.01
16	\$38,830.98	\$2,291.03	\$572.00	\$6,400.00	\$48,094.01
17	\$38,830.98	\$2,291.03	\$572.00	\$6,800.00	\$48,494.01
18	\$38,830.98	\$2,291.03	\$572.00	\$7,200.00	\$48,894.01
19	\$38,830.98	\$2,291.03	\$572.00	\$7,600.00	\$49,294.01
20	\$38,830.98	\$2,291.03	\$572.00	\$8,000.00	\$49,694.01
21	\$38,830.98	\$2,291.03	\$572.00	\$8,400.00	\$50,094.01
22	\$38,830.98	\$2,291.03	\$572.00	\$8,800.00	\$50,494.01
23	\$38,830.98	\$2,291.03	\$572.00	\$9,200.00	\$50,894.01
24	\$38,830.98	\$2,291.03	\$572.00	\$9,600.00	\$51,294.01
25	\$38,830.98	\$2,291.03	\$572.00	\$10,000.00	\$51,694.01
26	\$38,830.98	\$2,291.03	\$572.00	\$10,400.00	\$52,094.01
27	\$38,830.98	\$2,291.03	\$572.00	\$10,800.00	\$52,494.01
28	\$38,830.98	\$2,291.03	\$572.00	\$11,200.00	\$52,894.01
29	\$38,830.98	\$2,291.03	\$572.00	\$11,600.00	\$53,294.01
30	\$38,830.98	\$2,291.03	\$572.00	\$12,000.00	\$53,694.01
31	\$38,830.98	\$2,291.03	\$572.00	\$12,400.00	\$54,094.01
32	\$38,830.98	\$2,291.03	\$572.00	\$12,800.00	\$54,494.01
33	\$38,830.98	\$2,291.03	\$572.00	\$13,200.00	\$54,894.01
34	\$38,830.98	\$2,291.03	\$572.00	\$13,600.00	\$55,294.01
35	\$38,830.98	\$2,291.03	\$572.00	\$14,000.00	\$55,694.01
36	\$38,830.98	\$2,291.03	\$572.00	\$14,400.00	\$56,094.01
37	\$38,830.98	\$2,291.03	\$572.00	\$14,800.00	\$56,494.01
38	\$38,830.98	\$2,291.03	\$572.00	\$15,200.00	\$56,894.01
39	\$38,830.98	\$2,291.03	\$572.00	\$15,600.00	\$57,294.01
40	\$38,830.98	\$2,291.03	\$572.00	\$16,000.00	\$57,694.01

BULLETIN OF REPORTS

Yrs Service	2023 Base	2022 COLA	yrs +400	2024
0	\$41,694.01	\$3,627.38	\$ -	\$ 45,321.39
1	\$41,694.01	\$3,627.38	\$400.00	\$ 45,721.39
2	\$41,694.01	\$3,627.38	\$800.00	\$ 46,121.39
3	\$41,694.01	\$3,627.38	\$1,200.00	\$ 46,521.39
4	\$41,694.01	\$3,627.38	\$1,600.00	\$ 46,921.39
5	\$41,694.01	\$3,627.38	\$2,000.00	\$ 47,321.39
6	\$41,694.01	\$3,627.38	\$2,400.00	\$ 47,721.39
7	\$41,694.01	\$3,627.38	\$2,800.00	\$ 48,121.39
8	\$41,694.01	\$3,627.38	\$3,200.00	\$ 48,521.39
9	\$41,694.01	\$3,627.38	\$3,600.00	\$ 48,921.39
10	\$41,694.01	\$3,627.38	\$4,000.00	\$ 49,321.39
11	\$41,694.01	\$3,627.38	\$4,400.00	\$ 49,721.39
12	\$41,694.01	\$3,627.38	\$4,800.00	\$ 50,121.39
13	\$41,694.01	\$3,627.38	\$5,200.00	\$ 50,521.39
14	\$41,694.01	\$3,627.38	\$5,600.00	\$ 50,921.39
15	\$41,694.01	\$3,627.38	\$6,000.00	\$ 51,321.39
16	\$41,694.01	\$3,627.38	\$6,400.00	\$ 51,721.39
17	\$41,694.01	\$3,627.38	\$6,800.00	\$ 52,121.39
18	\$41,694.01	\$3,627.38	\$7,200.00	\$ 52,521.39
19	\$41,694.01	\$3,627.38	\$7,600.00	\$ 52,921.39
20	\$41,694.01	\$3,627.38	\$8,000.00	\$ 53,321.39
21	\$41,694.01	\$3,627.38	\$8,400.00	\$ 53,721.39
22	\$41,694.01	\$3,627.38	\$8,800.00	\$ 54,121.39
23	\$41,694.01	\$3,627.38	\$9,200.00	\$ 54,521.39
24	\$41,694.01	\$3,627.38	\$9,600.00	\$ 54,921.39
25	\$41,694.01	\$3,627.38	\$10,000.00	\$ 55,321.39
26	\$41,694.01	\$3,627.38	\$10,400.00	\$ 55,721.39
27	\$41,694.01	\$3,627.38	\$10,800.00	\$ 56,121.39
28	\$41,694.01	\$3,627.38	\$11,200.00	\$ 56,521.39
29	\$41,694.01	\$3,627.38	\$11,600.00	\$ 56,921.39
30	\$41,694.01	\$3,627.38	\$12,000.00	\$ 57,321.39
31	\$41,694.01	\$3,627.38	\$12,400.00	\$ 57,721.39
32	\$41,694.01	\$3,627.38	\$12,800.00	\$ 58,121.39
33	\$41,694.01	\$3,627.38	\$13,200.00	\$ 58,521.39
34	\$41,694.01	\$3,627.38	\$13,600.00	\$ 58,921.39
35	\$41,694.01	\$3,627.38	\$14,000.00	\$ 59,321.39
36	\$41,694.01	\$3,627.38	\$14,400.00	\$ 59,721.39
37	\$41,694.01	\$3,627.38	\$14,800.00	\$ 60,121.39
38	\$41,694.01	\$3,627.38	\$15,200.00	\$ 60,521.39
39	\$41,694.01	\$3,627.38	\$15,600.00	\$ 60,921.39
40	\$41,694.01	\$3,627.38	\$16,000.00	\$ 61,321.39

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

BULLETIN OF REPORTS

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 **\$18,490,098**. This number reflects the ~~2021~~2022 social security cost of living adjustment of ~~5.98~~.7%. 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 ~~2023~~2024 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

BULLETIN OF REPORTS

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 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.

BULLETIN OF REPORTS

Portico Health Plan – ~~2023~~2024

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 ~~2023~~2024 for their rostered leaders and lay church workers. In some cases, Platinum, Silver+ or Bronze+ plans (with Health Savings Account contributions) may be more beneficial for rostered leaders and their families. Please be in conversation about these options and consult a Portico Representative for assistance in weighing options, especially for part-time rostered leaders.

Pension

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

Health/Dental/Disability/Survivor Plans

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

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

IV. CONDITIONS

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

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

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

Please refer to the “Family Leave Policy of the Southwestern Pennsylvania Synod” which can be downloaded directly from the “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 bishop of the synod. The “Interim Ministry Guidelines” can be downloaded from <http://www.swpasynod.org/>.

EXHIBIT F

MINIMUM COMPENSATION GUIDELINES

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

2023

2024

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.

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) ~~\$45,10749,031~~. This reflects a cost of living adjustment of 5.98.7% (based on the social security COLA for ~~2021~~) ~~and a Synod Equalization Figure of \$572 to adjust salaries to reflect surrounding synods, 2022~~). For all Ministers of Word and Service with years of experience, **\$400 for each year of experience** should be added to the **current** minimum base cash salary to determine the appropriate cash salary. An additional amount may be added to reflect factors such as scope of responsibilities, exceptional proficiency, and/or attainment of additional education. Additional compensation should be considered for the experience and needs of second career Ministers of Word and Service.

BULLETIN OF REPORTS

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

BULLETIN OF REPORTS

Years of Service	2023	2022 COLA	Years of Service @ \$400	2024
0	\$ 45,107	\$ 3,924	\$ -	\$ 49,031
1	\$ 45,107	\$ 3,924	\$ 400	\$ 49,431
2	\$ 45,107	\$ 3,924	\$ 800	\$ 49,831
3	\$ 45,107	\$ 3,924	\$ 1,200	\$ 50,231
4	\$ 45,107	\$ 3,924	\$ 1,600	\$ 50,631
5	\$ 45,107	\$ 3,924	\$ 2,000	\$ 51,031
6	\$ 45,107	\$ 3,924	\$ 2,400	\$ 51,431
7	\$ 45,107	\$ 3,924	\$ 2,800	\$ 51,831
8	\$ 45,107	\$ 3,924	\$ 3,200	\$ 52,231
9	\$ 45,107	\$ 3,924	\$ 3,600	\$ 52,631
10	\$ 45,107	\$ 3,924	\$ 4,000	\$ 53,031
11	\$ 45,107	\$ 3,924	\$ 4,400	\$ 53,431
12	\$ 45,107	\$ 3,924	\$ 4,800	\$ 53,831
13	\$ 45,107	\$ 3,924	\$ 5,200	\$ 54,231
14	\$ 45,107	\$ 3,924	\$ 5,600	\$ 54,631
15	\$ 45,107	\$ 3,924	\$ 6,000	\$ 55,031
16	\$ 45,107	\$ 3,924	\$ 6,400	\$ 55,431
17	\$ 45,107	\$ 3,924	\$ 6,800	\$ 55,831
18	\$ 45,107	\$ 3,924	\$ 7,200	\$ 56,231
19	\$ 45,107	\$ 3,924	\$ 7,600	\$ 56,631
20	\$ 45,107	\$ 3,924	\$ 8,000	\$ 57,031
21	\$ 45,107	\$ 3,924	\$ 8,400	\$ 57,431
22	\$ 45,107	\$ 3,924	\$ 8,800	\$ 57,831
23	\$ 45,107	\$ 3,924	\$ 9,200	\$ 58,231
24	\$ 45,107	\$ 3,924	\$ 9,600	\$ 58,631
25	\$ 45,107	\$ 3,924	\$ 10,000	\$ 59,031
26	\$ 45,107	\$ 3,924	\$ 10,400	\$ 59,431
27	\$ 45,107	\$ 3,924	\$ 10,800	\$ 59,831
28	\$ 45,107	\$ 3,924	\$ 11,200	\$ 60,231
29	\$ 45,107	\$ 3,924	\$ 11,600	\$ 60,631
30	\$ 45,107	\$ 3,924	\$ 12,000	\$ 61,031
31	\$ 45,107	\$ 3,924	\$ 12,400	\$ 61,431
32	\$ 45,107	\$ 3,924	\$ 12,800	\$ 61,831
33	\$ 45,107	\$ 3,924	\$ 13,200	\$ 62,231
34	\$ 45,107	\$ 3,924	\$ 13,600	\$ 62,631
35	\$ 45,107	\$ 3,924	\$ 14,000	\$ 63,031
36	\$ 45,107	\$ 3,924	\$ 14,400	\$ 63,431
37	\$ 45,107	\$ 3,924	\$ 14,800	\$ 63,831
38	\$ 45,107	\$ 3,924	\$ 15,200	\$ 64,231
39	\$ 45,107	\$ 3,924	\$ 15,600	\$ 64,631
40	\$ 45,107	\$ 3,924	\$ 16,000	\$ 65,031

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 ~~2023~~2024 IRS allowance
2. Furnish a car and all related expenses (gas, maintenance, insurance, etc.)

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

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

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

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

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

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

IV. BENEFITS

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

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

Portico Health Plan – ~~2023~~2024

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 ~~2023~~2024 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**

~~2023~~

2024

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 (2019):

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

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

*Required Article in Model Constitution for Congregations of the ELCA

TYPES OF INTERIM LEADERSHIP

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

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

Local Interim and Worship Supplies

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

Transitional Interim

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

Intentional ~~Called~~ Interim

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

BULLETIN OF REPORTS

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

Transitional Called Interim

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

Long Term Interim

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

BULLETIN OF REPORTS

~~2023~~ 2024 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~~600 monthly stipend plus an allowance for the church's 50% share of the Social Security Tax (.08284 x \$2,~~400~~600) and provide a proportionate subsidy for health insurance. The \$2,600 figure maintains \$30 per hour for the 13 weeks of any quarter.

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

Worship Supplies:

- ~~\$130~~150 for one Sunday service with
 - ~~\$40~~50 added for each additional service on Sunday morning;
 - ~~\$60~~75 additional same-weekend services on Saturday evening or Sunday evening.
- ~~\$130~~150 for Special services, including Ash Wednesday, Maundy Thursday, Good Friday, Thanksgiving, Christmas Eve, midweek services, etc.
 - ~~\$40~~50 additional special service (i.e. Christmas Eve)
 - ~~\$60~~75 for additional special services at a different non-regular Sunday or non-Sunday worship time of day (Sunrise & 11:00, etc.).

Mileage: Mileage is to be compensated at the IRS mileage rate for ~~2023~~2024. For interims under contract or supply worship leaders, mileage from any site, including the leader's home, to and from any ministry site.

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

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

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

EXHIBIT H

Synod Council Recommendation 12

Minimum Compensation Requirement for ~~the Placement of Pastors~~ Providing Candidates for Call

The Bishop of the Southwestern Pennsylvania Synod is precluded from ~~placing pastors~~ providing candidates for call 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.]

Adopted by the 1997 Synod Assembly

BULLETIN OF REPORTS

REPORTS OF THE CONFERENCE DEANS

REPORT OF THE DEAN OF CONFERENCE ONE

Conference One includes the area of our Synod beginning in downtown Pittsburgh with First Lutheran Church and extending northwest through Beaver County and into Lawrence County up to New Castle. Like other conferences, ministry is happening in a variety of contexts and creative structures. We have ministry sites of one congregation served by multiple pastoral staff persons, one congregation served by one pastor, two congregations served by one pastor, small congregations served by an interim or contracted pastor on a part-time basis, and a four-congregation parish served by multiple pastoral staff persons.

First, Downtown, also continued their ministry of supporting seminary interns. House of Prayer, Aliquippa (part of the Around the River Lutheran Parish) received a Verney Grant in February, 2022 to help start the Little Free Food Truck ministry.

Margarethe Galbraith-Cordes was installed in May, 2022 as pastor of Hope and Holy Trinity churches, the Beaver-Brighton Township Lutheran Parish. Our rostered leaders in the conference gather regularly in person (usually every other month) for lunch and conversation, and the Beaver Cluster holds a weekly pericope study via Zoom.

Continuing to support and care for one another, sharing ideas, and collaborating in ministry all remain vitally important as the Church continues to change and follow God's call into the future.

Respectfully submitted,

The Rev. Jocelyn Johnston, Dean, Conference One

REPORT OF THE DEAN OF CONFERENCE TWO

Friends in Christ,

Conference Two continues its regular cluster meetings. The Butler area cluster meets on Tuesdays at noon for lunch and pericope study. The meeting is hosted by Trinity Lutheran in Butler. The North Hills Cluster also meets on Tuesdays. Organized by Pastor Scott Bryte, the cluster meets for lunch the first Tuesday of the month in a local restaurant then moves to Berkley Hills for pericope study. Other weeks, the cluster meets at Berkley Hills where participants are invited to bring a lunch if they wish while engaging in pericope study. Please contact Pastor Bryte for North Hills information and Pastor Joel Benson for the Butler area information.

While a number of pastoral vacancies have happened in Conference Two, there have been several installations over the past year. In June, 2023, Pastor Beth Clementson was installed at St. John of Highlands. In September 2022, Pastor Katie McNeal was installed at St. John's in Mars. In March, 2023, Pastor Ryan Pusch was installed at Perry Highway Lutheran Church in Wexford. Please join us in praying for a blessed ministry for each of them and their congregations.

Following up on the synod assembly action of the Mustard Seed Initiative, Conference Two held a conference meeting on Feb 13, 2023 after preliminary discussion at each of the cluster meetings. The conference decided to ponder what could happen if areas in the conference worked together. The conference split into two working groups to discern how best to address the possibilities of mission in the conference. The North group, mostly comprised of Butler county congregations, met on March 1, 2023 for further deliberations. The South group, Allegheny County congregations, met on March 23, 2023. The conference is committed to the work of mission and hopes for fruitful deliberation.

Respectfully submitted,

The Rev. Brian Bennett, Dean, Conference Two

REPORT OF THE DEAN OF CONFERENCE THREE

Grace and peace to you!

Having been appointed Acting Dean of Conference 3 on February 1 of 2023, it feels a little strange writing a report about 2022! But we work closely with one another within the conference, and nearly all our congregations are facing the same challenges and opportunities.

The called and retired pastors within the northern region of our conference meet every Tuesday morning at First Lutheran Church in Apollo, share in the Eucharist, discuss preaching text, and provide support to one another in all the challenges each of us are facing.

Conversations are being had throughout the conference about God's future directions for our congregations. Numerous congregations have been without called pastoral leadership for many years, and a growing number of these congregations lack the financial resources to call a pastor, even within a shared ministry arrangement.

Thankfully, the Spirit is opening new doors of cooperation between our congregations. Forks-Zion in Gilpin Township

BULLETIN OF REPORTS

and Bethesda in Lower Burrell have entered a shared ministry arrangement and are waiting to call a pastor. Trinity in Freeport and Faith in Natrona Heights jointly called Pastor Jeffrey Truscott in December, and we are thrilled to welcome him to our Conference.

We are blessed by the many dedicated lay worship leaders and retired pastors who have served as supply ministers in our many vacant pulpits. However, the number of available supply ministers has not been sufficient to meet the demand, and many of our congregations have worked very hard to gather for worship under the leadership of their own members.

We are also blessed by the many local interim pastors who have cared for congregations in their times of transition.

In the coming year, we are hoping to gather leaders from all our congregations together, so that we can enjoy fellowship and discuss opportunities for sharing our gifts and strengths to minister to our communities more effectively.

We are grateful for the ongoing leadership and support of our bishop, his assistants, and the support staff. We are also grateful for the service of Pastor Ryan Pusch, our former dean, who accepted a new call outside our conference.

And we thank God for the privilege of sharing in Christ's mission for the sake of the world.

Respectfully submitted,

The Rev. James V. Arter III, (Acting) Dean, Conference Three

REPORT OF THE DEAN OF CONFERENCE FOUR

Whose voice will you listen to? Will you give us a drink of living water? Can these bones live? Who are you looking for? During Lent and Easter, my congregation engaged in a discipline of seeking, that is, asking honest questions from the Sunday texts, that invited us to enter into the Word of God by way of imaginative inquiry. The intent was not to find pat answers, wrapping everything up in a neat, easily digestible rule of faith to live by. Because life and faith, and frankly the Word of God, are more beautifully complex and mysterious than that, as we well know. The intent was to take our honest questions to the Word of God, and then dwelling in it together, be able to discern the heart and will of God for us. *What is God seeking from us?* We were seeking deeper faith, not in our own certainty, but in the sure and certain promise of God with us and for us. Like the disciple Thomas!

Thomas had questions, especially regarding what the other disciples were proclaiming about Jesus being raised from the dead. Who can blame him! I would have questioned too! However, I find we often hide our questions about God, life, faith, the church, the future, the Scriptures, from each other, because we certainly don't want to be labeled a doubting Thomas. Yet, questions are how we grow and learn! God works in and through our inquiry to bring us to deeper faith. Like with Thomas!

Jesus' response to Thomas's questions and demand for signs is remarkable to me! Jesus doesn't scorn him or shame him. Rather, as he did for the other disciples earlier, the wounded and risen Jesus appears for Thomas, offers Thomas peace, and offers Thomas precisely what he's seeking: *Put your finger here and see my hands. Reach out your hand and put it in my side. Do not doubt but believe.* Jesus received, engaged, and met Thomas's questions and doubts with grace, patience and love. By his grace, patience, and love for Thomas, Jesus brought Thomas to a place of deeper faith. By the grace of Christ shown to him and given for him, Thomas makes the deepest confession of faith about Jesus. "My Lord and My God," he declares.

We have lots of questions right now, more than answers, I think. How will our congregations sustain? Are we being faithful stewards of the Gospel of Jesus Christ? How will our Synod and the ELCA move forward in ministry and mission? What is the church anyway, and what is the purpose of our congregations, our church in the world today? _____ Fill in the blank with your questions. I am grateful for Thomas who questioned, who revealed his doubt so openly, so honestly. Because in his encounter with Jesus, I find wisdom and grace for us, as we ask and reveal our questions, our doubts, our fears, our uncertainties.

Wisdom: Even though he had questions and wasn't sure he was buying what the others were saying about Jesus, Thomas showed up when they gathered again. There is wisdom here for us—namely showing up for each other, even when we disagree, and especially right now, when we have more questions than answers. As we well know, we are indeed better equipped to navigate our questions, doubts, fears, together in community around the Word of God than on our own.

Grace: We don't have to hide fears, doubts, and questions. We can ask them and reveal them to each other around the Word of God, trusting that as he did for Thomas, Jesus meets us, engages us, gives us grace, patience, and love from his wounded and risen self. So that, we too, by his grace are brought to deeper faith together. A deeper faith which clings to our Lord and our God who creates hope in the despairing, who creates peace in the midst of violence, who restores calm in the midst of the storm, who calls forth new life out of death, who meets our uncertainty with the certainty of God's grace and love. I am carrying many questions right now. Maybe you are too. I am seeking. Maybe you are too. Our seeking, our questions may not lead us to pat answers that wrap everything up in neat, easily digestible rules or structures to live by. But I am convinced our honest seeking will lead us to Christ, to deeper faith in the Lord and God who, more to the point, always seeks out and finds us and holds us together! Amen.

BULLETIN OF REPORTS

Now, ministry news from Conference 4:

1) Mustard Seed Initiative — I convened two special meetings (January 23, 2023 and February 20, 2023) to discuss ideas for the Mustard Seed Mission Initiative, as adopted by the 2022 SWPA Synod Assembly, and as amended by the Synod Council on 7/9/2022. The result of those meetings, as of this report, is the approval of one Initiative proposed by Pastor Linda Theophilus. She will explore hiring a Spanish translator to teach Holy Communion classes at Emmanuel Eastmont for Spanish speaking students, as well as other Spanish-speaking children in the area. Pr. Linda will share details of the classes with Conference 4 so that other congregations may participate in this ministry.

2) Let us give thanks to God for these new partnerships in ministry between Pastors/Deacons and Congregations.

- The Rev. Dr. Alexander Sumo accepted a call to pastoral ministry with Pittsburgh Lutheran United Ministries, PLUM, including Hope Forest Hills, a congregation of Conference 4.
- The Rev. Jason N. Felici and the Rev. Jessica L. Felici, accepted a call to pastoral ministry at Trinity, Latrobe.
- The Rev. Andrew Fitch accepted a call to pastoral ministry at Harrold Zion LC, Greensburg.

3) Current Pericope Groups and Schedule:

- Chestnut Area Ridge Pastors meets at Trinity Latrobe, Tuesdays, 11am
- Greensburg Cluster meets at Zion Greensburg, Tuesdays, 10 am
- East Hills Cluster meets on Zoom currently. To get the link, please be in touch with Pr. Bob Schaefer at Good Shepherd LC, Monroeville.

Respectfully submitted,

The Rev. Kara Propst, Dean, Conference Four

REPORT OF THE DEAN OF CONFERENCE FIVE

Greetings and Salutations from Conference Five. We are still here, carrying on the ministry of the Church in the southeastern segment of the “hexagon” that is the “pie-shaped pieces” of conferences that comprise the Southwestern Pennsylvania Synod.

I have these things to report:

- The Rev. Janice Altenburger continues to serve as Transitional Interim Pastor at Trinity, Connellsville.
- The Rev. Kevin Anderson also continues serving as Transitional Interim Pastor at St. John’s, Connellsville, and St. Paul’s, Scottdale.
- These two interim positions were necessitated by the Pastors Kerri and Daniel Clark leaving their calls at Trinity, Connellsville, and St. Paul’s, Scottdale, and resigning the contracted position at St. John’s, Connellsville Pastor Kerri Clark received and accepted a new call as Assistant Pastor at Our Redeemer, McMurray in 2021, which is Conference 6. Pastor Daniel Clark has recently (earlier in 2023) received and accepted a call to Stewart Avenue, Pittsburgh (Carrick), also in Conference 6.
- We welcomed a new pastor to the Conference, the Rev. Dr. Alexander Sumo, who was installed as a Pastor in Pittsburgh United Lutheran Ministry (PLUM) on July 30. PLUM has congregations in several conferences, some of them in Conference 5, and the installation service for Pastor Sumo was held at Christ, Duquesne.
- Pastor Sarah Lee Faulkner was installed, after postponing for a year, at Holy Trinity, Irwin on October 16th . Pastor Lee-Faulkner left the Synod Staff after 11 years of service to serve Holy Trinity as the Interim Pastor, and since September of 2021 as the called Pastor of the congregation.
- The “Mustard Seed” initiative that was adopted at the 2022 Synod Assembly has not gotten much response yet. As of this writing, two attempts to reach out to the Conference Cabinet have gotten no response at all. Though, there remains some interest in talking about it. So, I will take a different approach to contacting people about it.
- The Pandemic had ongoing effects in 2021. As with the rest of the Synod, there was a variety of responses around this Conference. However, to my knowledge, all congregations in this conference have resumed in-person worship and meetings, though Zoom and phone meetings are still held sometimes for at least a few reasons.
 - Among the responses to the Pandemic, there is a spectrum of returning to pre-pandemic practices, from maintaining many of the restrictions and procedures that were put in place when congregations re-opened in 2020/2021 to returning to what was done pre-pandemic. Currently, most congregations have moved to something closer to their pre-pandemic practices.
- Livestreaming of worship and other activities continues in many places.
 - In my own setting, we still have livestreaming issues because of connectivity with the Internet.

BULLETIN OF REPORTS

- We had our Conference Caucus and then the Synod Assembly by Zoom in 2022, after both in-person gatherings were determined not to be possible or more effective, as in a better response, better attendance, specifically at the Conference Caucus, perhaps for the Synod Assembly as well.
 - As of this writing, a Zoom meeting is planned for Conference Caucuses again this year, 2023, while the Synod Assembly will be a hybrid of a Zoom meeting Friday evening and an in-person meeting the following Saturday.
 - I am sure that some, if not many of us appreciated the convenience of having the Synod Assembly by Zoom, but we missed the fellowship and other activities that come with meeting for an in-person Assembly. However, the outdoor worship in three locations was appreciated by those who participated or who watched the livestream.

The Pandemic continues to influence how we do ministry, everything from weekly worship services to regular meetings, education, visitation ministry, and other activities. Now that we are well into an “endemic phase,” we are still working toward something like a pre-Pandemic “normal.”

Respectfully submitted in the Name of Jesus,
The Rev. Matthew Stabe, Dean, Conference Five

REPORT OF THE DEAN OF CONFERENCE SIX

Grace and peace to you from our Lord Jesus Christ,

I greet you from and on behalf of conference six. As dean I am renewed and excited for a new year ahead. Our conference stretches to many parts of the south and western regions of our synod. Together we share a variety of opportunities, ministries, challenges and joys.

Throughout 2022 we saw an increase in participation of our regular ministerium luncheons. I believe we owe this renewed participation to regular communication, consistent scheduling and the hospitality of our conference congregations.

The activity of calls and transitions has been low but exciting. In the past year we installed Rev. Gregg Knepp on June 5, 2022 to St. Mark's Lutheran Church in Brookline. The Rev. Dan Clark was also installed on April 16, 2023 to Stewart Ave Lutheran Church in Carrick.

After a year of discernment conference six has come to the difficult conclusion not to pursue the Mustard Seed Initiative at this time. This wonderful challenge and opportunity, while potentially worthwhile, is not something we felt was sustainable. There were ideas and locations discussed but sadly we were not able to cultivate those ideas into something manageable.

Here in conference six we strive to be our best selves while supporting one another in ministry and sharing the good news of our risen Lord Jesus Christ.

What a great time to be the Church!

With you in Christ,
The Rev. Joseph Murdy, Dean, Conference Six

BULLETIN OF REPORTS

REPORTS OF THE COMMITTEES

REPORT OF THE COMMITTEE ON CHURCH IN SOCIETY

This committee is comprised of several teams and taskforces charged with listening to and educating our synod on issues of justice and the common good, especially in lifting up the needs and voices of those who experience marginalization in our congregations and communities.

With Lutheran Advocacy Ministry in Pennsylvania (LAMPa), **advocacy** efforts combine the voices of Lutherans from across the state. This year, LAMPa representatives and staff were part of planning and participating in SWPA MLK Day events, including a workshop on advocacy and housing. Lutheran Day for 2023 is returning to an in-person format with a focus on fostering conversation across divides. Current LAMPa representatives from our synod are Rev. Erin Jones and Mr. Jim Needles. See LAMPa's report for more.

Members of the **Immigration Working Group** are always eager to share information with pastors and congregations about refugees, asylum seekers, and the struggles of other immigrants. They keep up with the ELCA work about immigrants: Lutheran Immigration and Refugee Service, AMMPARO and ELCA Advocacy. "Families separated" and "families reunited" is the unifying theme for advocacy and action for this group. Special focus is American Families United and Drop Colcom. Members of this group also work to sponsor asylum seekers, participated in the Shut Down Berks Coalition. Good news in Pennsylvania: the Berks County Detention Center, which closed in January 2023. Rev. Ross Carmichael chairs this group.

The **Hunger Education and Advocacy Team** (HEAT) continues to encourage and facilitate education, service, and advocacy. The *Apostles in Action Grant Program* did not issue any grants for this cycle, but team members helped review ELCA World Hunger domestic grants. Rev. Jocelyn Johnston is chair.

Members of the Church in Society are still forming a synod **Green Team**. Current efforts include articles for synod and congregational newsletters in the "Creation Care Corner," published through synod emails. Members have also participated in state and national programs. More activities and resources will be forthcoming. Rev. Sarah Rossing is forming this group.

Articles and resources for **Mental Health** month were shared through synod communications. Future efforts will offer educational opportunities and the sharing of local resources. Mr. Robert Errett of First Lutheran, Greensburg is leading these efforts.

The **Authentic Diversity and Justice** team hosted another MLK Day worship service, followed by an educational panel on housing justice. A Lenten challenge on struggling with white privilege was shared throughout the synod. Other offerings included a Justice and Scripture discussion in May and an art exhibit at the Lutheran Campus Ministry Center in December. This team also has a monthly newsletter sent out by email to any who sign up for it. Upcoming events will be anti-racism trainings held online and throughout the synod. Rev. Ryan Pusch is chair.

The local chapter of **Reconciling Works** participated in the June 2022 Pride Fest downtown, Bloomfield, and Millvale, sharing information about welcoming Lutheran congregations and the work of Glade Run. They also spent time reorganizing and meeting at RIC congregations in our synod. Our committee liaison is Ms. Kelly Spaninger of St. Andrew's, Shadyside.

Another team on addressing **domestic violence** is also in formation, led by Pastor Ryan Kobert. Our Synod Council Representative is Rev. Allyn Itterly.

Respectfully submitted,

The Rev. Sarah Rossing, Chairperson

REPORT OF THE COMMITTEE ON CARE AND LEADERSHIP FOR ROSTERED LEADERS

The Care and Leadership for Rostered Leaders Committee is responsible for affirmation and support for Ministers of Word and Sacrament and Ministers of Word and Service. This committee replaces the Committee on Ministry. The lay worship leaders are now under the auspices of the Committee of Care and Leadership for Congregations.

During this past year we have continued to meet via Zoom. The exception to this was my meeting with the Standing Committee Implementation Team for reorganization of the standing committees of the synod. I am the representative as chair of the old Committee on Ministry.

I thank the new current members of our committee on meeting and discussing the compensation guidelines for 2024. We looked at guidelines from 8 synods surrounding us geographically.

A subcommittee from our group is working on an educational video on the Sabbatical and Family Leave policies of the Southwestern Pennsylvania Synod. We hope to complete this by the fall.

We also looked at surrounding synod guidelines on Worship Supply Compensation and made some changes for 2024. We also changed Interim Ministry monthly stipend slightly. We plan to look in the future at Years of Service stipends. The current \$400 amounts have been in place for many years and do not reflect cost of living changes.

BULLETIN OF REPORTS

We are grateful for the retired pastors who continue to serve as interim pastors and as pulpit supplies throughout our synod. We are grateful for Carol Ruckert's diligence in arranging and finding pulpit supplies.

I would like to thank Rev. Peter D. Asplin and all our committee members for their work this year.

Respectfully submitted,

Herbert R. Guenther, Chairperson

REPORT OF THE COMMITTEE ON STEWARDSHIP AND FINANCIAL SUPPORT

The committee continued with our efforts to build Mission Support by communicating the tools we already have made available.

We published our annual Devotional Booklet for Congregations to be used during the congregation council meetings and other leadership meetings. The devotions were focused on Caring for our Creation.

We planned a Fall "in person" event focused on telling our story. We invited other groups from within our Synod to join us in leading how people can share their story through care of creation, advocacy, authentic diversity, digital communications, etc., as well as reaching out within their own congregations including creating a Narrative Budget, crafting a Mission Statement, planned giving, etc. Unfortunately we had to postpone the event due to lack of interest. We are hoping people will be more willing to get together in person come Fall 2023.

We have started working with the Budget & Finance Committee on seeking new ways to create income for our Synod.

We are so very grateful for the faithful support of our congregations and individuals who support our Synod. Each of our congregations receive support from the Bishop, his Assistants, and our Synod staff at some point in the life of our church. Stepping up our giving to fill in the gaps left by congregations who are unable to financially support our Synod is exactly what we are called to do. Thank you. Thank you for being such a faithful people. Stewardship is about taking care of one another. Thanks for being good Stewards.

I want to thank our committee for the work and time they have invested in growing Stewardship and Mission Support in Southwestern PA. I want to begin by thanking two of our members who are no longer part of our group but have shared their creativity with us for many years; Pastor Nathaniel Christman and Pastor Susan Devine. We newly welcome Pastor Wayne Gillespie. I also give thanks for Mary Anne Novak, Pastor Erin Jones, Pastor Martin Galbraith, Ray Dittenhafer, and Pastor Melissa Stoller as our liaison to the Bishop. Their endless spark of ideas is exciting. Thank you.

Blessings,

Barbara Nugent, Chairperson

Members for the newly constituted Standing Committees will be appointed in July. The Standing Committees will be:

- **Care and Leadership for Congregations:** to coordinate those ministries in our synod that provide support to congregations through training, education, and collaboration so that they can effectively tell the Story of Jesus.
- **Care and Leadership for Rostered Ministers:** to coordinate those ministries in our synod that provide support to Rostered Ministers of our synod through professional development, by establishing policies and guidelines, and by promoting collegiality, renewal, and refreshment. Care of families of Rostered Ministers is an additional concern of this committee.
- **Care and Leadership for All Generations:** to coordinate those ministries in our synod that reach people in all stages of life through events, educational opportunities and support for established ministry partnerships.
- **Church In Society:** to coordinate those ministries in our synod that address our call to seek the common good by engaging social concerns, especially those addressed by church social statements and messages.
- **Church Throughout the World:** to connect, support, and advocate for those ministries that are in relationship with our synod, including national and international partners of the Evangelical Lutheran Church in America.

REPORT OF THE COMMITTEE ON ARCHIVES AND HISTORY

The work of the committee is still currently on hold as we await the decision from the Tri-Synod Archives Committee on the future of the archives at Thiel, whether that ministry will continue or we will be joining with the Region 8 archives at Gettysburg.

Respectfully submitted,

The Rev. David Williams Hanssen, Chairperson

BULLETIN OF REPORTS

REPORT OF THE COMMITTEE ON ECUMENICAL AFFAIRS

Members: the Rev. Brian Bennett, the Rev. Sara Irwin, the Rev. Torrey Johnson, the Rev. Erin Jones, the Rev. Alina Kanaski, the Rev. Jennifer Peters McCurry, the Rev. Frank Podolinski, the Rev. Linda Theophilus, the Rev. Kurt Kusserow (ex-officio)

Over the last year, the Ecumenical Affairs Committee has continued in our Synod's intentional relationships with AME and Methodist neighbors.

Following the initial relationship development of the Ecumenical Affairs Committee, members of our Synod have journeyed with the Rev. Dale Snyder and Bethel AME Church (Hill District, Pittsburgh) as they have advocated for reparations. Pastor Erin Jones, Pastor Ross Carmichael, and Bishop Kurt Kusserow have all offered visible leadership in Bethel's community education and advocacy efforts, though many others from our Synod have participated in relationship development, planning, networking, and educating. Bethel's growing coalition of leaders and allies have secured a Memorandum of Understanding with the City of Pittsburgh and the Pittsburgh Penguins. They are beginning a visioning process about how to faithfully tend to the property and financial resources that they have received, in ways that will minister to the community and its needs. For the Holy Spirit's profound witness of reconciliation and healing happening across racial, neighborhood, and denominational divisions, and for our Synod's opportunity to participate in the Spirit's work, we give God thanks and praise.

For several years, we have been in intentional conversation with leaders of the Western Pennsylvania Conference of the United Methodist Church. A joint subcommittee clarified many details about how our respective polities would be open to an orderly exchange of ministers. We were preparing to finalize this information and formally invite both Lutheran and Methodist pastors to consider the possibility of serving in a cross-denominational ministry site, but the internal, relational dynamics in the Methodist communion have delayed this goal.

Growing from these conversations, our committee invited our Synod to consider two opportunities to grow in relationship and mission with our neighboring United Methodist pastors and ministries. Drawing upon our ELCA tradition of a "God's Work. Our Hands." Sunday, we encouraged Lutheran and United Methodist congregations to collaborate in a one-day project in mission to their neighborhood. Later in the fall, two United Methodist-Lutheran Clergy Communities of Practice began meeting via Zoom, involving Lutheran and United Methodist pastors from Southwestern Pennsylvania Synod, Northwestern Pennsylvania (NWPA) Synod, and the Western Pennsylvania Conference of the United Methodist Church. Pastor Sara Irwin and Pastor Kimberly Greway jointly facilitate one group and Pastor Doug Dyson from NWPA Synod facilitates the other. Groups meet regularly for reflection and mutual support while following an ecumenically grounded syllabus of books, video, and podcast resources.

Our relationship with the Episcopal Diocese of Pittsburgh continues, including our joint Christ Mass which was held at First Lutheran in Downtown Pittsburgh on April 4, 2023. As an expression of support for our downtown community, participants were encouraged to enjoy lunch with colleagues at local restaurants.

For deepening relationships and mission with our Methodist and Episcopal siblings in Christ, we give God thanks and praise.

At the Synod Council's invitation, our committee looked closely at several SWPA Synod Assembly documents that relate to Ecumenical Affairs. We considered whether to suggest that their language would be refreshed so that they may continue to enliven our Synod life, or whether they should be considered historical documents of a previous era in our Synod's life. This has led us to consider more proactive ways that Assembly legislation might better facilitate the presence and participation of colleagues from ecumenical partners. For the Word's guidance and inspiration for how we order our life together, we give God thanks and praise.

Our Synod, including its leaders, congregations, and members, remain invested in and blessed by the leadership and ministry of organizations like Christian Associates of Southwest Pennsylvania, the Christian Leaders Fellowship Breakfast, as well as the national Lutheran Ecumenical and Interfaith Relations Network, on whose board I have served for several years. For these organizations that encourage us to grow in how we live our Christian faith in the world, we give God thanks and praise.

The 2023 Synod Assembly marks the completion of Pastor Brian Bennett and my time of serving on this committee. In the last year, our committee welcomed Pastor Sara Irwin and Pastor Frank Podolinski as new members. For spiritual gifts shared and received, and for our Synod's continuing ministry in relationship with both Christian and non-Christian neighbors, we give God thanks and praise.

It has been a joy!

The Rev. Jennifer Peters McCurry, Chairperson (Outgoing)

REPORT OF THE COMMITTEE ON CONSTITUTIONS AND BYLAWS

With the easing of restrictions on gatherings due to the COVID-19 pandemic, congregations have once again begun to hold meetings and included constitution and bylaw approvals in those meetings. We have reviewed the constitutions of thirty congregations and they continue in the process. The constitutions of three congregations, Rehoboth, Baden; Lynnwood, Belle Vernon; and Zion's, Greensburg were approved. Two constitutions are awaiting congregation adoption,

BULLETIN OF REPORTS

and three are awaiting ratification.

For congregations who are updating their constitutions, our synod website has the synod-personalized *Model Constitution for Congregations - 2022* posted, with the name of the synod already inserted in the appropriate blanks.

This committee participated in the Congregation Council Workshop at Christ's, Murrysville in February, providing attendees first-hand information on updating congregation constitutions.

The committee has also been working on updating the synod constitution, using the *Model Constitution for Synods, 2022*.

The synod staff has been helpful in our work, and we appreciate it.

The members of this committee are Pr. William L. Hauser, R. Brandon James, Pr. Larry Kemp, John B. Kepple, and Pr. William Schaefer. Contact any of these individuals if you would like to serve on this committee.

Finally, John Wilver, a long-time member of this committee, died this past January. We are grateful to him for his service, not only to this committee, but to the synod that he so dearly loved.

Respectfully submitted,

The Rev. William L. Hauser, Chairperson

REPORT OF THE MISSION ENDOWMENT FUND BOARD OF DIRECTORS

The Mission Endowment Fund Board administers two funds – the *Mission Endowment Fund* and the *Ethel L. Verney Fund*. These two funds were established by the Synod Council and are governed by policies and procedures approved by Synod Council. Application for grants are made available on the synod website from November through mid-January. Each February the board reviews all grant requests, makes grants, and reports them to Synod Council.

Mission Endowment Fund Grants: The board makes grants in the amount of 3% to 8% of the fund's market value. February 2023, the board approved 26 grants for a total of \$33,690. Grants were made for outreach to neighboring communities, congregational food pantries, community meals, geriatric care, devotional materials, supporting an American Sign Language initiative for worship, workday projects, supporting rostered leaders' free day of rest and renewal, and many other ministries.

Ethel L. Verney Fund Grants: This fund was established in 2014 as a result of a bequest from Ethel L. Verney for "relief and support of people living in poverty" on the territory of the synod. February 2023, the board approved 14 grants for a total of \$271,550. Grants were made for camperships, camp outreach projects, Grandpads for low-income seniors, used furniture ministry, food truck, community meals, food and personal care pantries, programs for children and youth, welcoming immigrants, a warming and homeless shelter, and other ministries.

The MEF board continues to acknowledge how our synod is blessed with these funds and how these blessings continue to be spread around our synod to help initiate new and creative ministries along with supporting many other significant ministries through our synod's congregations, agencies, camps, and rostered leaders. Most especially, we are thankful for the many people who are touched with the Gospel in these very real and tangible ways.

We are also grateful for the Rev. Melissa Stoller who helps to tell the story of many of these ministries you read of in the synod's *Wayfarer*. The board encourages you to think of possible ministries one of these grants could make possible in your setting.

Members of the board are: Philip Koch, Eric Kofmehl, Pamela McCurdy, Rolf Otterness, the Rev. Sarah Rossing, the Rev. Michael Sourwine (secretary). The Rev. Melissa Stoller and Synod Treasurer Gary Teti both serve as *ex officio* members. I am grateful for each member, their genuine commitment to the work of this board, and the good spirit in which we gather to serve.

Respectfully submitted,

The Rev. Jeffrey Schock, Chairperson

REPORT OF THE COMMITTEE ON BUDGET AND FINANCE

Over the last several months, the budget and finance committee, in consultation with Bp Kusserow, Pr Stoller, and Bob Cairns have met to discern and discuss the ways in which the synod budget for 2024 may reflect the goals and priorities of the synod as well as where the Spirit appears to be leading the work of the synod. As you look over the budget for 2024, you will notice the following highlights:

- Mission Support continues the prior years' trend of 1.36M. We give each of you thanks for your financial gifts and support of the synod, its work, and its partners.
- The Legacy Fund Principle of 24K which, in lieu of giving to mission support of the synod, stem from direct contributions by congregations/individuals to the Legacy Fund.
- The draw from the Thrivent Pooled Trust Fund (which stem from the sale proceeds of the synod building) of 103K is based on a 5.5% interest draw. While this is not considered to be a "conservative" interest percent in

BULLETIN OF REPORTS

the withdrawal, it is a necessary one at this time.

- The Individual Contributions line item has been increased from prior years' to \$19K for 2024. In consultation with the Synod Stewardship Committee, Executive, and Synod Councils, the committee has discerned and looked into concrete avenues in which funds from individuals in congregations may be given to the synod in support of its work. These avenues will be explored beginning at the end of 2023 and into 2024.
- The Churchwide ELCA proportionate share (\$625,600) is 46% of mission support to the synod.
- The rent/utilities expense of 117K is still deemed lower and more cost-efficient for the synod to manage in comparison to maintenance of the old synod property.
- Synod Staff support expense has been adjusted slightly to reflect the new year.
- Synod Ministries and Grants amount remains unchanged as these continue to be priorities of the synod's mission and support of congregations, rostered leaders, and individual members. A new line item "Authentic Diversity and Justice Faith Formation" has been introduced for 2024 to go towards continuing education and special events.
- Grants to ministry partners remain unchanged from what was proposed in the budget for 2023. The budget and finance committee (along with synod council and executive committee) uplifts the current trend of giving towards building relationships/partnerships between synod ministries and individuals/congregations *in addition to* the yearly synod grants given to these partners in ministry.

As you look over the budget for 2024, you will notice a deficit remains. While not ideal, we believe that it speaks to the current reality of the synod and its funding. We remain hopeful that through developing new relationships with individuals in congregations will lead to new relationships and more sustainable giving. 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

REPORT OF THE GOVERNANCE COMMITTEE

The Governance Committee held its organizational meeting on April 20, 2022. Its primary purpose is to advance the work of refreshing our synod's Policy Manual. Committee members are Pr. Beth Clementson, Mr. Dennis Lane, Pr. JJ Lynn, Pr. William Schaefer, Ms. Holly Schmitt, and Bishop Kusserow.

The committee reviewed the bishop's sabbatical work to refresh the Policy Manual, receiving draft copies of the five groups into which items from the existing Policy Manual had been organized:

- Relational Agreements with Ministry Partners
- Synod Staff Employee Handbook
- Rostered Ministers Handbook
- Synod Finances Handbook
- Continuing Resolutions

The committee reviewed items that are out of date or that no longer reflect our practice, noting with appreciation the diligent and faithful work of those who have come before us and also the tremendous change in the nature of record-keeping that has taken place just in the last two decades.

On June 20 the committee reviewed the Relational Agreements section and asked the Synod Council to forward the agreements we have in place to various ministry partners for their review. Some of our ministry partners have replied with helpful updates and edits. Some relational agreements are still being reviewed.

On August 22 the committee reviewed the Continuing Resolutions and asked the Synod Council to approve edits and revisions and other updates at its September meeting. In time we hope to include the continuing resolutions in our synod's constitution and bylaws so that each continuing resolution will be placed in the section of the constitution to which it applies.

On December 8, and then again on February 9, 2023, the committee reviewed the Synod Finances Handbook. Recommended revisions were brought to the March, 2023 Synod Council meeting for action.

The committee will next address the Synod Employee Handbook. The existing policies were provided to the synod staff for their reflection and response in advance of the next Governance Committee meeting.

In creating the Governance Committee, the Synod Council anticipated that when this primary work is complete the committee would be charged with a different, ongoing task: to bring portions of our synod's policies to each meeting of the Synod Council to help inform our elected leaders about the various agreements, policies and continuing resolutions we have in place, and to review and revise them as needed.

Respectfully submitted,

Bishop Kurt Kusserow

BULLETIN OF REPORTS

REPORTS OF THE AGENCIES AND INSTITUTIONS

REPORT OF UNITED LUTHERAN SEMINARY (Gettysburg + Philadelphia) *Unifying, Learning, Serving*

United Lutheran Seminary continues to build and sustain an affirming and diverse learning community of faithful, well-educated leaders skilled at guiding grace-filled encounters. Deeply rooted in the history of Lutheranism within Christianity, we witness to and participate in the work of God in the world through spiritual leadership and accompaniment, public advocacy, impactful worship, and care of neighbor.

In three years, we will be observing the bicentennial of our origins when Samuel Simon Schmucker founded the Lutheran Theological Seminary in Gettysburg in part because its bucolic setting would ensure a place of study and contemplation free from the distractions of the world. Of course, our national narrative put an abrupt end to that concept in 1863, and shortly thereafter C.P. Krauth felt that the center of Lutheran theological learning would be better off in the growing city of Philadelphia. After 154 years and several failed attempts, the two campuses were re-united under the banner of United. This word is a lofty aspirational sentiment, given the fractious world in which we find ourselves.

The church of Christ is struggling to be seen against a backdrop of political drama and escalating tensions over our history, our climate, and our future. Nevertheless, it is a good time to be the church. It is a good time to be United under the banner of God's intended formation for all of us. The seminary has adapted quickly to the world emerging from Covid, providing new technologies and learning platforms that make theological education accessible to people as far away as Palestine, Ghana, and Myanmar. No longer bound by archaic notions of geographical limitations, our two campuses have broken down old barriers and assumptions, creating a new campus that is both geographical and without boundaries, offering our students to gather in person and virtually. Our faculty is working to provide learning opportunities in Guatemala, Germany, Palestine, and India.

In the past year we have dedicated a great deal of time and resources to developing a Strategic Plan for the seminary which gives us a wide-angle view of future aspirations to fulfill the needs of a changing church and world. Thanks to the collaborative efforts of the ELCA Mission Investment Fund and support from your synod, we will continue to offer degree programs at little or no cost to the student, allowing a higher ed. degree without crippling educational loan debt. In addition, our endowment allows us to apply funding to a new and exciting horizon of learning opportunities for rostered and lay folks.

The Strategic Plan recognizes that learning and formation never end. Our faith narrative is never fully formed. Sanctification is a life-long process full of fits and starts, mountaintops and valleys. This is the reason United Lutheran Seminary will continue to focus on building a lifelong community of learning through Kindling Faith, the Center for Sabbath Rest and Formation. Already in its first year of existence, Kindling Faith has created over sixty opportunities for learning across a wide range of topics, demographics, and learning platforms. While much of the programming takes place in a virtual setting, multi-day events take place on both United campuses, offering alums and lay folk the opportunity to spend time in a place apart where they can engage in learning and fellowship with like-minded colleagues and friends. Kindling Faith has a learning opportunity for you—simply go to uls.edu and click on "Learn" to see what we are offering.

Thank you for walking with us on this portion of our common journey. In the year ahead, I hope to see and meet more of you on the territory of your synod, on zoom, or on one of our beautiful historic campuses. Peace be with you.

Respectfully submitted,

The Rev. Dr. R. Guy Erwin, Seminary President

REPORT OF THIEL COLLEGE

Greetings from Thiel College,

I am delighted to report that the 2022-23 Academic year began with a marked increase in participation and enthusiasm on the part of our students, who are showing great resilience during the challenges that have faced us all over the last few years. It is this increased engagement, participation in groups, clubs and other offerings, and generally a new disposition on campus that reflects how far we have come in recent times. The return to a semblance of "normal" on our campus is also highlighting the very difficult and dedicated work of building and maintaining community during such a difficult time in our lives together since the Spring of 2020. In this expanding environment, we are able to be fully oriented to the future- and the future is bright!

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. As we live out our current strategic plan, our focus remains on the student, and cultivating a deep reflection on meaning and purpose that enlivens and enriches each Thiel Graduate. I invite you to look at the entire strategic plan on our website at <https://www.thiel.edu/about/presidents-office/thiel-2026>, but in short, our focus on student success continues to be the hallmark of our activity, as we make investments across campus to provide a safe, inclusive, exciting and rigorous academic atmosphere for our students to explore themselves in the context of their expanding academic, social, and personal growth. As we build these capacities, our commitment to *Innovation and*

BULLETIN OF REPORTS

Leadership, creating *Dynamic and Bold* initiatives and partnerships, broadening and deepening our *Reach and Impact* and making *Investments in Resources* of all kinds is keeping Thiel at the cutting edge of undergraduate and graduate education.

For example, one facet of these initiatives, “The Tomcat Way,” which is now in its third year of development, is beginning to pay dividends. As a framework for doing the thoughtful and demanding work of developing our students into the “Leaders the World Needs Now,” the Tomcat Way has found many expressions across campus, including in the Career Development office, Athletics, Greek organizations and more. This Spring we offered a leadership summit for Sophomores and Juniors that encouraged them to think and dig deeper into their own college experience and ask the question: “What kind of leader do I want to be?” This program and others like it has emboldened our students to see themselves as leaders in many different capacities, and they are taking the subject of their continued growth as leaders very seriously as many have begun new projects and on campus organizations.

In the broader context of Lutheran Higher education, we have been blessed with the willingness for deep involvement in resources developed by the ELCA to aid us and other Lutheran colleges in this work. I would personally like to lift up and thank our President, Susan Traverso, for her outstanding leadership and consistent involvement in NECU (Network for Evangelical Lutheran Colleges and Universities). In January, Dr. Traverso concluded her term as President of NECU having accomplished much, including the completion of a new strategic plan for the organization, navigating the transition and saying a fond and thankful farewell to Mark Wilhelm on his retirement, and installing the new Executive Director Lamont Wells. Our continued commitment to NECU and the wider witness of Lutheran Higher education is continuing to feed innovation and enhance our capacity to do our good work.

Closer to home, our campus saw the full return of our celebrated Con~Spirito concert series, which enables us to host a range of fabulous world-class music ensembles on campus, and offer these concerts to the Campus and Greenville communities free of charge. These concerts, held in our Johnson Memorial chapel, is an ongoing labor of love supported by the Johnson family, and has this year included the 2022 Fischhoff Award winning saxophone group “Mixed Media,” the sublime “Vox Lumina” and international stars the “Beijing Guitar Duo,” all this academic year.

We were also thrilled to host the 68th annual Thiel Christmas Festival this year, fully open to the public with resounding success! Under the direction of Nicolas and Brienne Samson, this holiday tradition includes carols and hot chocolate around the Bistro in the Howard Miller Student center, and concludes with the singing of selections from Handel’s “Messiah,” where Thiel’s Choir performed alongside our friends from the Youngstown State University Choral Department and members of the Greenville Symphony Orchestra.

This spring, and on into the summer, President Traverso and I will be touring churches in the SWPA and NWPA Synods, talking about the value of Lutheran Higher education in the 21st century, and speaking on the NECU resource “Rooted and Open,” which is a living document detailing the mission and vision of the 27 ELCA affiliated Colleges and Universities across the United States. As this document has had a huge influence on our work at Thiel, for the sake of our students we are excited to continue to foster a faithful conversation about Lutheran Higher Education with all of our stakeholders, especially the individual congregations in our region that support us. If you would like to be part of that tour this Summer, please contact Thiel’s Campus Ministry office.

I am truly amazed at the work we have done this year, and how well we have as an institution met the challenges of the past few years with renewed boldness and clear vision for the future. No one deserves more credit for this than our amazing and caring staff and faculty. The care our students receive from these amazing people is another great reason why Thiel should be in the conversation for any family looking for an outstanding college experience in our region.

For ongoing information about the happenings at Thiel College, I invite you to stay connected and read stories of student achievement and success on social media throughout the year. You can follow us on Twitter (www.twitter.com/thielcollege), “like” us on Facebook (www.facebook.com/thielcollege), YouTube (www.youtube.com/thielcollege) or visit our website at www.thiel.edu.

In closing, I once again extend my gratitude to the congregations of the **Southwestern Pennsylvania Synod**. You are among our most important supporters, and we are a stronger institution thanks to our relationship with you. We are proud and thankful for your Synod’s continuing support of our institution and our spiritual life here!

In Christ,

The Rev. Brian Riddle, Campus Pastor

REPORT OF BETHESDA LUTHERAN SERVICES

Bethesda Lutheran Services continues to fulfill our mission of being a Christian ministry that provides promising futures to children, youth and families; more than 3000 each day. We take a great deal of pride in the programs and services we provide. Yet we never rest on our past success. We are always looking for ways to improve as well as for new ways to reach the people who need us the most.

BULLETIN OF REPORTS

The newest residence facility, Wise Hall, opened in February. The older residential facilities consisted of pre-fabricated building, which have been removed; or redesigned spaces in a century-old building. With the transfer in 2021 to specialized settings, we knew it was clearly time for something new. Wise Hall is home to two different programs. The first program, the Ida May Right Specialized Setting, is home to 10 youth. Their space includes a full kitchen where staff work with the girls to teach basic cooking skills. It also includes full laundry facilities, a large common room, a classroom/meeting space, a therapist's office and a staff office. Most importantly, perhaps, is that each youth has their own bedroom. We have learned over the years that, being away from home is difficult enough and it is made more difficult without a space to call your own. There have been so many comments from the youth that having their own room has helped them during their transition here.

Wise Hall is also home to the Yeany Psychiatric Residential Treatment Facility (PRTF). The space for this program is exactly the same as the space for the Ida May Right Specialized Program. The PRTF is an intensive mental health program that works with youth who have severe mental health issues. Their treatment consists of individual and family therapy. Family therapy is so important that it is a condition of acceptance into the program.

Wise Hall also has a common area which separates the two programs. This space is used for visitation space and some program activities. Currently, a gymnasium / sport court is being added. This space will be used by all of the youth we serve in Meadville.

Several years ago, we added a new maintenance building to our campus. This was a much-needed addition to the maintenance department. This left the old maintenance space sitting empty. Due to its proximity to the swimming pool, it was decided that the building could be turned into something that included new changing rooms for the pool. The final outcome is absolutely amazing and the new favorite spot on our Meadville campus. There is a game room that includes air hockey, a pin ball machine and an arcade game; a meeting room and a 21-seat movie theater complete with theater sound and seating. This building is used for family visits, movie and game nights and even staff trainings and meetings.

Meadville is only one part of our agency's "footprint." We have two locations in Erie, PA. The first is our Leadership Center. This is home to our Erie County Independent Living Program (ECILP). It is also home to the ILP Snack Shack which is a Youth Driven Business (YDB). The Snack Shack owns and operates a food truck. The food-truck employs youth in the ECILP program. Typically, at the end of the season, the food truck is moved to a storage space. In 2022, Bethesda got the funding to build a garage to store the truck. It was decided that, because the money came from Erie County, it was fitting to build a garage for the food truck. This way, we eliminate the storage fees and keep the truck on our property. It will be more convenient for the employees to move supplies to the truck. The garage is designed with doors on each end so it can be driven right into the garage and not backed in.

Another thing that we focus on are the vehicles that we use to transport the children and youth we serve to recreational outings, to the doctor and to various other places. Several years ago, our facilities director began creating a capital improvement plan. In that plan, he outlines what upgrades need to happen in the upcoming year. He also began to plan for the rotation of our agency vehicles. In 2022, we added three new vehicles to our fleet. Our staff and our youth all take pride in the vehicles and focus on keeping them in great condition.

These are a few of the major changes that occurred to the facilities at Bethesda Lutheran Services in 2022. We are grateful for the continued support of the members of the Southwest Lutheran Synod. I would like to extend an invitation for you to visit our campus and see all that is happening.

Respectfully submitted,

George Trauner, CEO

REPORT OF GLADE RUN LUTHERAN SERVICES

Greetings and gratitude from Glade Run Lutheran Services. This past year has seen record growth both programmatically and physically for our historic agency. We're pleased to have this opportunity to share with you our successes and ongoing expansion that occurred during our 2021-22 fiscal year.

- **Acute Partial Hospitalization** served 113 youth
- **Blended Case Management** served 223 individuals
- **Community Monitoring** served 743 individuals (new)
- **Family Based Services** served 113 individuals
- **Family Wellness Program** served 7 families
- **Forensic Support Services Program** served 87 individuals
- **Glade Run Adventures** served 664 individuals through educational classes, therapeutic lessons, equine assisted activities and more.
- **Independent Living Experience** served 45 young adults
- **Intensive Behavioral Health Services** served 267 individuals
- **Jeremiah Village Support** served 50 individuals
- **Psychiatric Mobile Medication** served 52 individuals

BULLETIN OF REPORTS

- **Outpatient Services (including Mental Health Partnerships and Therapeutic Classrooms)** served 2,523 individuals
- **St. Stephen's Lutheran Academies** served 299 students through K-12 education, Extended School Year, Day Treatment and Transitions
- **EPIC (Empowering People in Communities) Psychiatric Rehabilitation** served 159
- **Counties served:** 18
- **School districts served:** 59

During the past fiscal year, we had the opportunity to expand our physical presence in Butler County with the purchase of the former Grace at Calvary Lutheran Church in downtown Butler. The new Grace Community Wellness Center immediately opened a Community Monitoring Program and has continued to develop new offerings to better serve our neighbors.

Butler was not the only county to see growth during 2021-22. School based mental health continues to expand throughout Western PA, providing students access to supports within public, private and charter schools. Summer programming experienced record growth with full camp sessions, and our innovative Independent Living Experience also saw record attendance. During this time, Glade Run was also the recipient of *Butler County Chamber of Commerce's Business of the Year* award – an honor we cherish – and multiple other awards. Truly, 2021-22 was a year that we were able to fulfill and expand our mission, and we're grateful for our partners who allow us to help others. In addition to progress on our strategic plan goals and the launch of new programming, 2021-22 agency accomplishments and highlights include:

- Awarded the 2022 Butler County Chamber of Commerce **Business of the Year Award**
- Named a **2022 Community Champion** by the Pittsburgh North Regional Chamber of Commerce
- 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 **2022 Top Nonprofit** by GreatNonprofits
- Purchased the former Grace at Calvary Lutheran Church and immediately launched new and needed programming from the site. These new offerings that began during the fiscal year included a robust **Community Monitoring** program.
- Demand for summer programming, including **Glade Run Adventures summer camps and Independent Living Experience** events for transitioning young adults, led to full rosters and wait lists.
- Successfully held several special events to introduce Glade Run to our communities and garner needs supports and resources, including the **Highmark Walk**, our signature **Family Food Truck Festival**, and **Polar Express** events.
- Provided additional emergency and basic needs support to hundreds of individuals and families through the **Good Neighbor** and **Winnie McGee Funds**
- Conducted successful **Back to School** and **Christmas Angel** in kind drives with the assistance of a number of our Lutheran congregations
- **School Based Mental Health Partnerships**, which allows public and private schools to have a licensed therapist on staff in the school building, continued its growth with new partnerships throughout the tri-county area

As the impacts of the COVID-19 pandemic continue to recede in our rearview mirror, the road ahead continues to blossom with opportunity. We remain grateful for the support of our Lutheran congregations and the Southwestern PA Synod and the Lutheran congregations that support us in prayer and gifts of time, talent and treasure.

Respectfully submitted,

Steven T. Green, MA.

President/CEO, Glade Run Lutheran Services

REPORT OF LUTHERAN SENIORLIFE

In 2022, Lutheran SeniorLife continued to deliver, transform and elevate its services by expanding our network, forging new relationships and celebrating our successes. Most importantly, we remained steadfast in our mission of serving, and valued our ongoing relationship with the ELCA and members of the congregations.

LIFE (Living Independence for the Elderly)

In 2022, LIFE received its license to open the first of two "small homes" in the City of Butler. The small homes program is a function of LIFE Butler County, owned and operated as a partnership between Butler Health System and Lutheran SeniorLife. The handicap-accessible home is designed for low income, frail older adults, and can accommodate up to six, Medicaid-eligible residents. It comes equipped with appliances, an open floor plan as well as a large great room opening up to a kitchen and dining area. Residents also have access to the services offered at LIFE Butler County including transportation, meals, social activities, physical and occupational therapy as well as routine doctor examinations. With the addition of the small homes, and access to LIFE Butler County, residents are able to remain active, and part of their community.

Passavant Community

With the introduction of Rosey the Robot, the Passavant Community continued its efforts in creating a life affirming culture with residents and team members in the Baron's Inn.

Following a naming contest, the residents decided to name it Rosey, after the 60s television, cartoon series—The

BULLETIN OF REPORTS

Jetsons. Rosey is an all-in-one solution for carrying out essential food services while combatting labor shortages. Produced by Bear Robotics, Rosey comes equipped with radar detectors and multiple cameras for navigation, enabling her to maneuver relatively easily between tables and chairs.

Rosey works closely with servers to deliver food and drink trays to the residents. By doing so, it helps eliminate the fatigue servers may experience while lifting heavy trays throughout the meal. It also provides the servers more time to interact and address the needs and desires of the residents they are serving. Rosey is currently the only robot certified by the National Restaurant Association.

St. John Community

It has been a little more than a year, since the St. John Community broke ground to expand its mission by offering personal care and residential living options on campus. The primary objective is to serve individuals in the middle-income segment of our community. In 2022, the St. John Community realized the completion of the project and began its marketing efforts. Built on its reputation of delivering quality care for over 100 years, the St. John Community now offers 39 new personal care apartments – Edgewood Grove – and 27 new residential (independent) living apartments through The Residence at St. John.

Rehabilitation Services

In the spring of 2022, the Rehabilitation Services of Lutheran SeniorLife expanded its offerings with the implementation of urban poles across the system as a way to improve the overall health and safety of patients and residents. Nordic walking or also referred to as “urban poles” is a low-impact, full-body workout. It combines cardiovascular exercise with a vigorous muscle workout for your shoulders, arms, core, and legs. The use of urban poles provides extra support to help with stability, balance, and confidence, while improving the overall health, safety and fitness of our residents, participants and patients.

Visiting Nurses Association of Western Pennsylvania

In 2022, Lutheran SeniorLife VNA (Visiting Nurses Association) of Western Pennsylvania provided a total of 44,465 home health visits and 9,626 hospice visits to patients in Armstrong, Butler, Lawrence and parts of the surrounding counties. In addition to in-person visits, and the in-home delivery of COVID 19 vaccines, nurses at the VNA conducted 1,207 virtual, telehealth nursing, and therapy visits.

Lutheran Service Society

In 2022, Lutheran Service Society (LSS) provided adoption and foster care services to approximately 75 children and their families in Western Pennsylvania. LSS also provided life-engaging services to approximately 2,000 participants at the Center at the Mall and the PrimeTime senior centers. In addition, the Beaver County Meals on Wheels program delivered 44,196 meals to low income seniors throughout the county thanks to the financial support of the Beaver County Office on Aging and the United Way of Beaver County.

The Foundation

The Lutheran SeniorLife Foundation embarked on a two-year capital campaign to raise funds for St. John Community expansion project with the goal of raising \$750,000. To date, the Foundation has raised nearly \$725,000. The campaign will continue through end of 2023. Furthermore, in the fall of 2022, the Foundation celebrated 30 years of championing our causes by collecting donor gifts in support of our mission of serving. The evening included a social hour, dinner, entertainment and a silent auction with all funds raised in support of the Lutheran SeniorLife Mission Fund. Because of the generosity of our friends, partners and sponsors, we are able to uplift our residents, participants and patients with the programs and services they need to live life abundantly.

By year's end, Lutheran SeniorLife expanded its network, forged new relationships and celebrated its mission to continually transform and elevate health, wellness, and social services while fostering an Abundant Life® for those we serve and those who serve.

Respectfully submitted,

David Fenogletto, President & CEO

REPORT OF LUTHERAN SERVICE SOCIETY

Adoption and Permanency Services

At the completion of 2022, the Lutheran Service Society Children and Family Services program (Adoption and Foster Care) had completed 102 years of uninterrupted service. Over the past decade, the program has extended its service area to include Westmoreland, Fayette, Greene, Allegheny, Lawrence, Indiana, and Beaver counties. During this same time, the program has grown by approximately 90% supporting all forms of permanency and growing families.

Lutheran Service Society (LSS) serves children and families at all stages of the adoption or foster care process. Services include private infant adoptions, older child adoptions, foster care services, post-adoption services, and training. Lutheran Service Society is committed to continuing its legacy of supporting permanency in all facets as well as extended services in order to support the needs of the children and families we serve.

The program completed just over 150 Statewide Adoption and Permanency Network (SWAN), foster, and private services in 2022, serving approximately 75 children and their families. There were four children in the Lutheran Service Society foster care program—in which, one of the four children has been adopted, while the three remaining children were preparing for adoption.

Affordable Housing Program for Senior Citizens

In 2022, the Lutheran Service Society managed five LSS HUD housing properties and one Lutheran SeniorLife

BULLETIN OF REPORTS

apartment building encompassing 217 apartments. Our properties provide quality rental housing solutions for low to moderate-income senior citizens in six western Pennsylvania counties including, Beaver, Butler, Crawford, Erie, Mercer, and Venango. This area of Lutheran Service Society's ministry expands our outreach mission into the northwestern corridor of Pennsylvania.

Lutheran Village in Chippewa, PA
Von Bora Place in Titusville, PA
Luther Place in Oil City, PA
Martin's Landing in Girard, PA
Lutheran Village in Jamestown, PA
Luther Court in Zelienople, PA (LSL property managed by LSS)

Beaver County Meals On Wheels

The Meals on Wheels program continues to be a lifeline for older adults with travel limitations and a need to remain in their homes. At the core of the program are the dedicated staff and volunteers, who selflessly serve their neighbors throughout Beaver County. In 2022, this dedicated group of individuals delivered 44,196 meals to an average of 172 clients per month. This is an increase in over 15,000 meals delivered compared to 2021. The staff and volunteers also delivered hot turkey meals on Thanksgiving Day and hot ham meals on Christmas Day for homebound clients during the holidays.

Senior Centers

Throughout 2022, the Primetime and CATM senior centers were operating at full capacity.

The staff of the PrimeTime Center in Bellevue launched a new exercise program with a well-respected exercise guru from the Pittsburgh area. His energy draws in participants eager to exercise two times a week with approximately 25 participants each time.

The Primetime Center has seen an increase in attendees and participation, which has excelled the program to Tier II of the county contract level, which offers an increase in county funds to support the program. The Primetime Senior Center signed up 58 new members in 2022, and continues to partner with Bona Fide Bellevue for the community herb garden and hosts fun events all year long. In 2022, the program had approximately 137 unduplicated participants every six months.

The Center at the Mall continues to be a staple at the Beaver Valley Mall hosting all sorts of events throughout the year. The Mother's Day Tea, Spaghetti dinners, trips, and Veterans Day celebrations are just a few of the events that draw big crowds. For the year, the program had approximately 1,800 unduplicated participants and signed up 464 new members.

Lutheran Service Society is dedicated to serving, transforming, and delivering health and social services with dignity, respect, and compassion.

Respectfully submitted,
Sarah Israel, Administrator

REPORT OF AGAPÉ MINISTRY

Agape Ministry (formerly the Ohio Valley Lutheran Bible Camp Association) is, like many congregations and other organizations, struggling to emerge from the effects of Covid. With no summer camp in 2020, a partial schedule for a greatly reduced number of campers, and no camp in 2022 due to the resignation and departure of the Program Director and Executive Director by early 2022 and the return of Pastor Wayne Harrison as Interim Executive Director in May. There simply was not enough time to put a program together, find staff, and get campers to register.

But that does not mean nothing has been happening. A full camp schedule is planned for 2023, and an expanded year-round retreat season will kick off in the Fall. As important, however, is that in these intervening months the Board of Directors undertook the process of developing a Strategic Plan for the next 3-5 years. There are 5 goals Agape will be focusing on:

- A. Examine our facility and infrastructure needs in order to develop the programs and meet the needs of the camp and retreat center of the future and develop a Master Plan.
- B. Develop a full-service year-round program to reach all ages and demographics.
- C. Establish a firm foundation for the management and operation of Agape Ministry in: *Staffing, *Board Recruitment and Development, *Volunteers, *Committees
- D. Devise a comprehensive strategy(ies) for financial stability and sustainability.
- E. Devise a written marketing strategy to introduce Agape Ministry to congregations, Synods and other venues.

In order to evaluate whether steps proposed for the ministry are appropriate, the Mission Statement and Core Values were examined and revised as follows:

Mission Statement:

As a community grounded in God's unconditional love, we challenge and nurture ALL God's people to achieve their full potential physically, mentally, emotionally, and spiritually.

*With Christ as our Cornerstone, our **Core Values** in this mission are:*

BULLETIN OF REPORTS

Community Building (Romans 12:5)

Hospitality for all (Leviticus 19:34)

Relationships (I Thessalonians 5:11a)

Inclusive Diversity (Galatians 3:28)

Safety (Isaiah 28:4)

Trustworthy Stewards of God's gifts (Luke 16:10)

Romans 12:5 So in Christ we, though many, form one body, and each member belongs to all the others.

Leviticus 19:34 The foreigner residing among you must be treated as your native-born. Love them as yourself, for you were foreigners in Egypt. I am the LORD your God.

1 Thessalonians 5:11 Therefore encourage one another and build each other up, just as in fact you are doing.

Galatians 3:28 There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.

Isaiah 25:4a You have been a refuge for the poor, a refuge for the needy in their distress, a shelter from the storm, and a shade from the heat.

Luke 16:10 Whoever can be trusted with very little can also be trusted with much, and whoever is dishonest with very little will also be dishonest with much.

On a personal note, it is a pleasure for me to return to the Southwest Pennsylvania Synod and now rostered here. As of January 1, I began serving as the Executive Director as Agape seeks to move to stability in leadership as we move forward in the ministry to which God has called us. There are many challenges ahead, but together and with God's help, we will accomplish the tasks before us.

Respectfully submitted,

The Rev. Wayne Harrison, Executive Director

REPORT OF LUTHERLYN

Greetings from Lutherlyn!

It has been a great year at Lutherlyn and we are so thankful for the support that the SWPA Synod, the NWPA Synod, and each of the congregations in those synods extends to Lutherlyn. 2023 is Lutherlyn's 75th anniversary; for 75 years the Lutheran congregations of Western Pennsylvania and Lutherlyn have been partners in ministry.

Lutherlyn is a God-given place to be accepted, challenged, and sent out into the world to make a difference. Lutherlyn serves around 15,000 people each year through 5 core areas of ministry: Summer Camp, Retreats/Events, the Lutherlyn Environmental Education Program, the Lutherlyn Equestrian Center, and Adventure Programs. Lutherlyn, with the help of many faithful donors, maintains the un-broken promise that no child is turned away from a week of camp for financial reasons.

Summer Camp 2022 was a wonderful return to a more "normal" camp routine. 700 campers experienced life-changing adventures in faith at Lutherlyn last summer. Thanks to an Ethel Verney grant and camper's offering from their camp store accounts, Lutherlyn's campers made 800 hygiene kits for those experiencing homelessness in Western PA. Unfortunately, like many camps across the country, we had to reduce our capacity for the summer of 2022 and cancel our "Lutherlyn on Location" (Day Camp) program due to a staffing shortage. Registration for the summer of 2023 is going great and several programs are full. Our theme for the summer of 2023 is "Holy Trinity, Wholly Love." Hiring summer staff continues to be a challenge. We are working hard to increase pay, work with applicants to accommodate other summer commitments, and work with schools to allow for internship credit while working at Lutherlyn. Your help would be greatly appreciated; not only in encouraging kids to come to summer camp, but also in pointing out the gifts that you see in young people and encouraging them to consider working at Lutherlyn when they are 17 or older.

The ***Building for the Future*** Capital Campaign is off to a great start. As of March 20, 2023, \$1.3 million of the \$2 million goal is already pledged. We have received enough donations to proceed with the first project of the campaign; in the fall of 2023, the Amphitheater will have a complete renovation. You are invited to join us for the final worship service in the current Amphitheater on August 6 at 3:30pm. We are now in the congregation phase of the ***Building for the Future*** Campaign. Hopefully, your congregation has already been approached about participating in this campaign. If not, please anticipate contact from a campaign volunteer in the fall. Thank you to all the congregations who have already participated in this important effort to improve Lutherlyn's facilities for the future!

An exciting possibility presented itself to Lutherlyn this past year. We entered into an agreement with a solar energy company to possibly lease approximately 100 acres of Lutherlyn's land for a solar farm (acres that are currently farmed – not program space). **At this point, this is a future possibility.** The solar company is in the permitting process with the state and power companies. Lutherlyn has signed an agreement to proceed if all permits are obtained and the solar company chooses to proceed. We anticipate a more definitive answer in 2024. We believe a solar farm is compatible with Lutherlyn's Environmental Impact Statement and will be used as a teaching tool in our Environmental Education Program. We are excited about this possibility and will provide updates as this process progresses.

Again, thank you for being Lutherlyn's partner in ministry. Lutherlyn is your camp; if there are ways that we can better

BULLETIN OF REPORTS

serve you or your congregation, please reach out to me. This report is a brief summary of some of what is happening at camp, please visit www.lutherlyn.com to see the complete calendar and details about everything happening at Lutherlyn. I hope to see you at camp sometime soon!

Your Partner in Ministry,
Deacon Deb Roberts, Executive Director

REPORT OF LUTHERAN CAMPUS MINISTRY IN GREATER PITTSBURGH

Friends in Christ,

Grace and peace in the name of Christ Jesus, our Savior and surest hope.

The campus ministry continues its faithful ministry to the university communities of Pitt, Carnegie Mellon, Chatham and Carlow. Returning from pandemic restrictions, the student groups are in the process of rebuilding to their pre-pandemic levels. The inability to meet in person and recruit for two years has reduced those groups' numbers. However, the numbers of participants continue to rise.

A pleasant addition to our ministry is the presence of seminarians from Pittsburgh Theological Seminary. In the 2021-2022 academic year, Kori Robbins, PC(USA), worked with us as a field education student. Wonderfully, Kori graduated and was ordained to be the pastor of First Presbyterian Church in Mineral Ridge, OH. In the spring semester of 2023, Nicole Schilder is working with us to gain experience in chaplaincy and campus ministry. Both students have added immensely to the ministry and honed their pastoral skills in the meantime.

In the fall of 2022, the campus ministry hosted the art exhibit Truth Be Told, an art exhibit assembled by polymer clay artists who began gathering after the murder of George Floyd, and met and built relationships for a year before creating this exhibit. Fourteen women, seven Black women and seven white women, each reflected on a word around race and crafted a 10-inch square piece with polymer clay. The campus ministry obtained a grant from the Philip N. Knutson Endowment for Lutheran Campus Ministry to help with this exhibit to engage the academic community in important conversations for higher education. Individuals and groups came to view the exhibit during that semester.

On March 11, 2023, the Pittsburgh Compline Choir, a ministry of the Lutheran Campus Ministry in Greater Pittsburgh, in partnership with First Lutheran Church on Grant St., held a service honoring the life of the founding director, John W. Becker. The Pittsburgh Compline Choir was joined by Una Voce, the Chamber Choir of Seton Hill University. It was a truly special evening. Compline continues to be held every Sunday of the academic term at Pitt, in Heinz Memorial Chapel, 8:00 p.m.

The actions of the 2022 Southwestern Pennsylvania Synod Assembly, reducing the mission support for the 2023 year by one third from the previous year, created an urgent scenario for the campus ministry. However the board and the campus pastor responded by putting together a Fundraising Development Strategy that will help create an annual fundraising plan that will help secure a full-time campus ministry now and into the future. While this urgency is great, the existence of such a plan has allowed us to face the year with hope and excitement. The promise that God will provide continues to ring true for us.

The campus ministry has been fortunate to hold Sunday morning worship services for years. However, to build relationships with congregations, worship has been moved to Thursday evenings following the midweek meal and also on Sunday evenings. Both services are now held in the Lutheran University Center. Compline remains on Sunday evenings at 8:00 p.m. Pastor Brian is available to visit congregations on Sunday morning to share a temple talk, and always offers to preach, and hold an adult forum if one is taking place.

The board is planning for more connection and ways to build relationships. Please keep an eye out for more details about events and happenings as exciting stories and news from the campus ministry continue to be told.

The board is in need of board and committee members who want to participate in the exciting work that helps support and continue the campus ministry. If you are interested or know someone who might be, please talk with Pastor Brian, campus pastor, or Sam Sesti, board chair, for more information.

The Lutheran Campus Ministry in Greater Pittsburgh continues to trust in the source of all good things, hopeful for the continued mission to the university communities, working to create a community centered on Jesus' love for all to send out faithful leaders.

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

This past year has been a busy one for the Women of the ELCA here in Southwest PA. First and foremost is that many of our gatherings have been in person. There is a sense of joy at getting back to a feeling of normalcy and that was evident at the annual retreat at Camp Lutherlyn where we joined with our Sisters in Christ from Northwest PA. We may have been few in number, but the camaraderie was contagious.

BULLETIN OF REPORTS

In-gatherings took place on both the local and synodical levels to support our Designated Outreach for 2022, “New Start Furniture Ministry”. Our women donated \$4,141.25 towards helping those who need furniture and other items to get back on their feet. The Designated Outreach for 2023 is TryLife Center in Lower Burrell. This organization cares for the health of families from pregnancy to birth until a child is three years of age. The main program offers free education, peer counseling, material assistance, community referrals, etc.

There was a churchwide leadership event held in mid-February via Zoom entitled, “Living Faithful – Called and Thriving”. Over 100 women joined in this 2-day event to hear how God is preparing us now for what is ahead.

As I write this, our Women of the ELCA are looking ahead to cluster events (both via Zoom and in person) for the spring, a leadership event at Camp Lutherlyn in April and our annual NWPA/SWPA retreat at Camp Lutherlyn in late fall. The Women of the ELCA will also be having a Triennial Convention and Gathering in Phoenix, AZ in September 2023. How exciting to be able to join with over 3000 other faith-filled women from across the United States!!

Respectfully submitted,
Barb Guenther, 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, ELCA Service and Justice, and Pennsylvania ELCA agencies and institutions. Through LAMPa, Lutherans called to be part of God’s healing and reconciling mission in the world are supported to voice their faith convictions in the public square with and on behalf of our most vulnerable neighbors and the world we share, while seeking to create a more just Commonwealth.

Since last year’s assembly, LAMPa celebrated 43 years of advocacy ministry that supported and deepened your congregational efforts to address hunger, poverty, health care, civic engagement, housing and homelessness, and care for creation. Our decades of advocacy on these issues have enabled us to lift up the needs of your ministries and communities to secure emergency food, shelter and access to health care as the nation emerged from pandemic. In the midst of a nationwide housing crisis, your advocacy through LAMPa lifted the cap on funding for the state housing trust fund, which Lutherans helped create more than a decade ago, and won passage of a Whole-Home Repairs law, a first-of-its kind program that will help maintain and improve the state’s aging housing stock, increase energy efficiency, and help keep Pennsylvanians in their homes -- particularly important to preserving generational wealth for communities that have experienced racial discrimination in housing and lending. Your care for creation was turned into bipartisan support for investments in environmental conservation and protection for waterways (and the drinking water we draw from them) at a time when one third of the state’s streams have been deemed impaired.

In its work of equipping disciples, growing leaders and supporting vital congregations, LAMPa assisted with the Homeless Remembrance Blanket Project on the lawn of the U.S. Capitol, soliciting and delivering invitations from ELCA-affiliated ministries around the country (including this synod) to members of Congress to visit and learn from their work with neighbors experiencing homelessness. LAMPa continues to educate faithful advocates through our website, e-news and other resources, as well as teaching. LAMPa supports congregations in adding advocacy to their service on God’s work. Our hands, Sunday, and would welcome the opportunity to help SWPA Synod ministries take their service another step toward justice by adding advocacy. LAMPa staff continues to serve in consultation to the ELCA task force developing the social statement on Faith and Civic Life, and urges all to devote time to the newly released study and to offer feedback.

To receive action alerts that allow you to act from your faith on developing policy, or to learn how LAMPa can help your congregation deepen its ministry of service and accompaniment with public witness, send a note to LAMPa@LutheranAdvocacyPA.org.

We give thanks to God for you and for the support of our Southwestern Pennsylvania Synod Policy Council representatives, Jim Needles and the Rev. Erin Jones.

With deep gratitude for all the ways in which you support LAMPa’s ministry,

Respectfully submitted,
Tracey DePasquale
Director, Lutheran Advocacy Ministry in PA

REPORT OF REGION 7 & 8 CANDIDACY

Gracious God, we thank you for the new life you give us through holy baptism. Especially, we ask you to bless those gathered in Synod Assembly and all who are discerning a call to rostered ministry. Continue to strengthen them with the Holy Spirit, and increase in them your gifts of grace: the spirit of wisdom and understanding, the spirit of counsel and

BULLETIN OF REPORTS

might, the spirit of knowledge and the fear of the Lord, the spirit of joy in your presence; through Jesus Christ, our Savior and Lord. Amen. (adapted from Anniversary of a Baptism, ELW Pastoral Care, p.131)

Grace to you and peace as you gather in assembly. Thank you for answering the call to serve the church by attending to the work we do together. Thank you also for taking time to read this report about our shared ministry of Candidacy and First Call in Regions 7 and 8.

What is Candidacy? It is the process of formation and discernment that prepares someone considering a call to be a deacon or pastor in the ELCA. It is the avenue by which a candidate is evaluated for public service in the church in partnership with home congregations, seminaries, churchwide, and synods. Your Synod Candidacy Committee works confidentially to accompany and prepare potential candidates for ordained ministry through prayerful discernment, intentional conversation, and thoughtful interviewing. They act to make decisions regarding a person's readiness for ordained ministry.

What is First Call? Near the end of candidacy, one may be approved for ordination. As a candidate approaches approval, a potential pastor or deacon enters a process where bishops meet by region to discern and determine in which synod God might be calling that candidate to serve.

What is my role? In my call as a deployed staff person of the ELCA, I listen to people share their sense of how God might be calling them to serve. I assist committees in their prayerful deliberation of candidates and provide education about candidacy and the first call process. In September 2023, candidacy committee members will have the opportunity to participate in a national online candidacy summit.

You are a part of this ministry. When you pray for people who are considering a call to ordained ministry; when you pray for your bishop, synod staff, and other leaders; when you ask a young person or a retiree or your lay Bible study leader if they have ever considered being a pastor or a deacon, you are a part of candidacy ministry.

How can you learn more about Candidacy?

- To learn more about the current candidacy process, go to elca.org/resources/candidacy. There are many materials for those considering becoming a pastor or deacon. I particularly recommend a discernment document, "Called to Lead" as a guide for considering the many ways a person's baptismal call might be lived out in the world.
- We have also recently launched a new online discernment tool at www.journi.faith for anyone who is interested in exploring how their gifts for ministry can be used in the church and beyond.
- In March 2022, a Candidacy Leadership Development Working Group convened for the purpose of formally reviewing the entire candidacy process. You can learn more about the progress of the Working Group at [ELCA.org/our-work/leadership/candidacy-leadership-development](https://elca.org/our-work/leadership/candidacy-leadership-development)

Thank you for your synod's participation in this shared ministry and for the privilege to serve among you.

In Christ,

The Rev. A. Rebecca Resch
Candidacy and Leadership Manager, Regions 7 & 8

REPORT OF REGION 8 STEERING COMMITTEE

The synods of the Evangelical Lutheran Church in America are grouped in regions as a partnership between groups of synods and the churchwide organization for the purpose of exercising mutual responsibilities. According to the ELCA Constitution, the functions of regions shall be a means for coordinated responses by synods and the churchwide organization to mission and program opportunities within the region.

Region 8, of which we are part, includes the following synods: Northwestern Pennsylvania, Southwestern Pennsylvania, Allegheny, Lower Susquehanna, Upper Susquehanna, Delaware-Maryland, Metropolitan Washington DC, West Virginia-Western Maryland.

The Region 8 Steering committee consists of the bishops and vice presidents of the eight synods. The committee meets annually and on occasion more often when need arises. The Committee met in December, 2022 at Sequanota Lutheran Camp and Conference Center in the Allegheny Synod. The committee discussed business and strengthened ties as a region, considering our joint work and shared finances. The accounts for Region 8 are managed at the Northwestern Pennsylvania Synod office. The committee has been faithfully chaired by John Auger, vice president of the Delaware-Maryland Synod. His term came to an end in 2022. Jen Lau, vice president of the Lower Susquehanna Synod, was elected chair of the steering committee.

Region 8 employs the Rev. Beth Martini in a part-time position of Region 8 Coordinator of Shared Ministries. Rev. Martini is the point person for the First Call Theological Education (FCTE) retreat held annually in November. This retreat welcomes all ministers for continuing education and support in the first three years following ordination. Additionally, the Rev. Martini carries out the desires of the Steering Committee, such as encouraging communications and sharing of continuing education opportunities.

The Region 8 Steering Committee will meet again at Sequanota in September, 2023.

BULLETIN OF REPORTS

Respectfully submitted,

The Rev. Beth Martini, Coordinator, Region 8 Shared Ministries
John Auger, Chair, Region 8 Steering Committee in 2022
Jen Lau, Chair, Region 8 Steering Committee in 2023

REPORT OF CHRISTIAN ASSOCIATES OF SOUTHWEST PENNSYLVANIA

Dear friends of the Southwestern Pennsylvania Synod,

If indeed “two are better than one,” as we read in Ecclesiastes in this Synod Assembly’s scriptural motto, then surely twenty-eight are better still!

Through the Synod’s longstanding membership in Christian Associates of Southwest Pennsylvania, you are partners in ministry with twenty-seven other regional church bodies: diverse Christian churches that are Protestant, Catholic, and Orthodox; Black and white; progressive and conservative; rural and urban. Guided by our core values of collegiality, collaboration, communication, and connectedness, our member churches come together as a unifying voice for the mission of the Gospel and the wholeness of our communities.

I am so grateful for the Synod’s faithfulness to this mission. Your financial partnership helps to sustain our ministries. Bishop Kusserow’s leadership in our Council of Bishops & Judicatory Executives and Executive Committee provides a steady voice of committed experience, welcoming new colleagues to the table and grounding our institutional memory. I am also grateful for the creative work of the Synod’s Ecumenical and Interfaith Affairs committee, and the many clergy and lay people of the Synod who have participated in our programs and events, or made personal gifts to sustain our ministries.

With your help, Christian Associates is working to heal divisions and spark collaboration among the diverse churches of Southwest Pennsylvania. Here are just a few of the projects that your support is making possible:

- We are building new bridges with our brothers and sisters from evangelical and independent churches, discovering common ground and opportunities for partnership. In doing so, we are uncovering our own founding values as an organization: working for unity where that work is a challenge, not only where it comes easily.
- We continue to respond rapidly when our neighbors need support. After the devastating earthquakes in Turkiye and Syria, Christian Associates took the lead in planning an interfaith community vigil, lifting prayers from nine religious traditions. I am grateful for Bishop Kusserow’s participation in this liturgy.
- Our ministries continued at full speed in summer 2022 even as I enjoyed a three-month sabbatical after eight years of service to Christian Associates. Under the interim leadership of the Rev. Linda Miller-Pretz, Christian Associates came alongside Bethel AME in its quest for reparations and engaged in several initiatives to end violence in the community.
- Sofa Spirituality, an online interfaith dialogue initiative, continues to expand and flourish. Visit sofaspirituality.org to watch interviews with diverse spiritual leaders and sign up for small-group conversations to explore our fascinating differences and discover our shared values: our next season begins in June. 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.
- Christian Associates partners with an array of civic, community, and interfaith groups to offer educational and relationship-building programming: from the local chapter of Bread for the World to the annual Pittsburgh Pastoral Care Conference to Braver Angels’ work to reduce political polarization. Be sure to subscribe to our e-newsletter, Unity n’At, for all the latest updates and events: casp.org/signup. You can also follow us on Facebook at [facebook.com/christianassociatesswpa](https://www.facebook.com/christianassociatesswpa).

All these projects—and many, many more!—are made possible by the generous support of our member church bodies and our community supporters. Although the gifts we receive from judicatories such as the Synod are vitally important to our work, we also look to individual, congregational, corporate, and foundation donors to support our mission. We are especially grateful to the members of the John 17 Society, who support our work with gifts of \$250 or more each year. For more information about giving opportunities, visit www.casp.org/donate.

Across all our differences, the Spirit calls us to experience and to celebrate our true unity in Jesus Christ. Thank you so much, SWPA Synod, for your faithful ministry and your commitment to this ecumenical journey. We are indeed **Better Together**.

Your sister in Christ,

The Rev. Liddy Barlow
Executive Minister, Christian Associates of Southwest PA

REPORT OF THE PENNSYLVANIA COUNCIL OF CHURCHES

Recently, in preparation for a Board of Director’s meeting we received a gift of confirmation for why it is so important that the Pennsylvania Council of Churches exists. Upon answering the phone call a caller on the other end asked: “how

BULLETIN OF REPORTS

do you feel about the way the Jews and 'niggers' are dividing this country." When I heard it the first time, I thought that I misheard the caller. So I twice asked him to repeat what he said, the same question was forthcoming.

This call produced sadness, alarm, and anxiety, all at the same time. It was a reminder that our faith journeys and ecumenical commitment are grounded in the real-life challenges facing our nation and congregations. As a people we face communities that are divided, strife torn and filled with contempt for those who are "othered."

The Pennsylvania Council of Churches is organized to create a space for faith communities to organize, strategize, and engage in common ministry. This continues to be a challenging time of transition for the Council and in this context, we are all being challenged to transform the way that we do our work if we are to exist in the future and remain relevant.

Programs

The Council of Churches sponsored a workshop and panel discussion on Christian Nationalism that was held at the Cumberland Avenue United Church of Christ. Our keynote speaker, Robert Jones, author of *White Too Long*, unpacked the theology behind Christian nationalism as a vessel for white supremacy, xenophobia and anti-LGBTQI+ sentiment. This discussion was well received by pastors and academics. We anticipate doing these type of forums in the coming year around themes of community interest and importance.

We have provided significant accompaniment to the Bethel African Methodist Episcopal Church in its quest to receive reparations. In 1957 Bethel Church had its property taken by eminent domain. The Church was not adequately compensated for the property and was forced to move. Bethel began seeking reparations from the City of Pittsburgh and the Pittsburgh Penguins Hockey Club which owns development rights in the area where Bethel Church was previously located. The church is negotiating reparative steps with the Penguins that will include economic development and a relocation of the church to the Lower Hill District of Pittsburgh. The pastor of Bethel, Rev. Dr. Dale Snyder and I did a presentation on Bethel's story in a workshop at the World Council of Churches Assembly in Karlsruhe, Germany. This is an exciting ecumenical effort that has involved my ecumenical and interfaith partners.

Development

One of the realities of our times is that we are facing shrinking dollars that communions can make available for ecumenical endeavors. Therefore it is incumbent upon the Council of Churches to create opportunities for fund development. I see this happening through fundraising, grant writing- seeking both government grants and foundation support. We are also exploring ways to offer estate planning opportunities.

Program Development

Program Development is critical to the future of the Council of Churches. There has to be intentional work done to develop programs and initiatives that are responsive to community and congregational needs and realities. Looking forward, the Council seeks to create a program staff position that would enable the Council to create and sustain programs that further promote its ministry and footprint throughout the Commonwealth.

Social Media and Web Footprint

It will be important for the Council of Churches to develop its Website by making it more contemporary and interactive for the public. We need a redesign of our website and a greater social media footprint. Staffing this initiative will be important for us as we consider our ability to share our story.

Interfaith Relationships

The world of "othering" in which we live requires the Council to begin conversations and create relationships with people of other faiths. The Council will take the lead in developing interfaith prayer experiences and conversations designed to create understanding between Christians and people of other faith communities. We will explore the potential of having board members from interfaith communities, and other settings; this will enhance our opportunities for dialogue and the ability to work across the barriers that often separate our faith communities. This is also how we all can work together to combat the evil and sin that plagues our world.

The Future Has to Be Creative

Our future calls us to be creative and think outside of the box, as we consider the future use of our assets, our mission, and the way in which we order the life of the Council. There is a great deal of potential in the Pennsylvania Council of Churches.

Blacks and Jews are not dividing our country, but hatred is, fueled by antisemitism, racism, misogyny, homophobia, and othering. It is incumbent upon the Council of Churches to strike a blow against hatred and division. We celebrate our partnership with the Southwestern Pennsylvania Synod of the Evangelical Lutheran Church of America. We join you in enabling the people of God embrace ministry in a 21st century world. We are the light that the world has been waiting for; we will allow it shine as we all boldly show the way.

Respectfully submitted,

The Rev. Dr. Larry Pickens

Executive Director, Pennsylvania Council of Churches

BULLETIN OF REPORTS

REPORT OF THE ELCA MISSION INVESTMENT FUND

The Mission Investment Fund: Your financial partner

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 offers a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and partner ministries, including outdoor camps, senior housing and social service agencies.

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.

Why is MIF the right choice?

- **MIF has demonstrated expertise** in church and ministry financing. With longstanding experience in congregation and ministry building projects, we're unique among lending institutions.
- **We consistently offer competitive rates and terms.**
- **We offer a full suite of financial services.** MIF offers congregations, ministries and individuals a host of investment options. We work in deep partnership with the ELCA Federal Credit Union to offer a wide range of financial products and services.
- **The faithful stewardship of Lutheran congregations and their members funds our loans.** The money invested in MIF finances hundreds of capital projects across the church.

MIF has a longstanding tradition of strength and stability. At year-end 2022, MIF had 812 loans outstanding, totaling \$582.7 million. Investment obligations totaled \$559.4 million. With total assets of \$776.3 million and net assets of \$202.9 million at year-end 2022, MIF maintains a capital ratio of 26.14 percent— positioning MIF in the top tier of well-capitalized church extension funds.

Our steadfast support continues for the members, congregations and ministries of the ELCA and the many ways you minister to a world in need. We are honored to walk alongside you as a trusted partner.

MIF at work in the Southwestern Pennsylvania Synod (as of December 31, 2022):

- 5 Mission Investment Fund loans, with a balance of \$3,021,909
- \$4,500,558 in Mission Investment Fund investment obligations

For more information about MIF capabilities, please visit our website, mif.elca.org, or contact your Regional Manager, the Rev. Kent Peterson: 276-698-7970 kent.peterson@elca.org

Respectfully submitted,

The Rev. Kent E. Peterson
Regional Manager, ELCA Investment Fund

REPORT OF THE ELCA FOUNDATION & REGIONAL GIFT PLANNING PARTNERSHIP

The vision of the ELCA Foundation is to be a thriving ministry that develops a culture of intentional generosity and financial stewardship to expand the work of the ELCA. Our mission is to support and sustain ELCA ministries by enhancing gifting capacity and stewarding resources.

As a ministry of the ELCA, we serve individuals, congregations, and worship communities; synods; the churchwide organization; and institutions, agencies and other related ELCA organizations.

The ELCA Foundation exists to:

- Provide gift planning, administration and processing.
- Manage endowment funds and offer investment management services as an acknowledged fiduciary.
- Engage individuals and organizations in thoughtful planning to pass on philanthropic values and support ministry passions.

In 2022 the ELCA Foundation's gift planning network walked alongside 200 donors/families in developing their gift plans, which resulted in \$76.5 million in future planned-gift commitments. Nearly \$26 million of this will go to provide direct support to individual ELCA congregations. The network generated \$116.1 million in total gifts and investment assets. This includes new planned-gift commitments, \$10.3 million in current gifts, including funded trusts, gift annuities and individual endowments, and \$29.3 million in new assets invested in the Ministry Growth Fund (previously known as Fund A). Thank you for the opportunity to work in your synod, for trusting your endowment dollars to the ELCA Foundation and for allowing us to work alongside your ministries.

The ELCA Foundation and your regional gift planner are here to support your ministry through shared expertise with endowments, gift acceptance policies and practices to promote planned giving. We also work with individual donors

BULLETIN OF REPORTS

to ease the complexity of estate plans, planned gifts, trusts and noncash gifts. Our services are free of charge to your congregation and its members. A local representative from our network of regional gift planners is available to work with you. Learn more about the ELCA Foundation by watching “[ELCA Foundation: Make a Plan. Change the World.](#),” visiting our updated website at foundation.elca.org or contacting your regional gift planner to help your congregation grow its culture of giving today.

Contact your regional gift planner:

Ryan Ebner
Regional Gift Planner
ryan.ebner@elca.org
814-823-3285

REPORTS OF OTHER CHURCH PARTNERS

REPORT OF PORTICO BENEFIT SERVICES

Helping Members Refill Their Cup with Responsive Benefits

In 2022, Portico invited plan members to use their full range of benefits to care for themselves following the challenges and stress of the last few pandemic years. We continually seek cost-effective and nimble ways to support ELCA leaders, congregations, and organizations with high-quality, innovative, and stable benefits that promote holistic well-being.

- ELCA-Primary health benefits provided both in-person and virtual access to health care and wellness resources.
- Portico’s Financial Planners and LSS of Minnesota helped ELCA Retirement Plan members navigate the weight of rising interest rates and market downturns through no- or low-cost financial planning, coaching services, and financial education.

In recent years, we’ve added several eligible ELCA- and full-communion-partner organizations to the Portico community. Growing the number of members we serve helps us manage costs and offer innovative benefits not typically available to smaller groups, affirming the importance of church together.

Meeting the Need in 2022

- **232 Podcast Plays** of the “Creative Approaches to Innovative Ministry” episode of Being Here last year.
- **16,002 Total Pounds Lost** through the Omada prevention program since it launched in 2018, with 2,643 pounds lost in 2022.
- **591 Retired** with Portico’s bundled benefits program — Congratulations to these faithful servants!
- **1,132 Webinar Views** of the annual Retirement Readiness Series (live and on-demand).
- **3,080 Medical Visits via Text Based Care** through 98point6, our virtual primary health care service
- **9.75 % Increase in Net Membership** over the past 5 years.
- **3,952 Health & Fitness Classes Completed** on Portico’s online Burnalong platform.
- **Over \$2M Debt Paid Off** by plan members working with LSS of Minnesota Financial Counseling since the partnership began.
- **86% Very Satisfied** with our Customer Care Center, certified for excellence since 2015.

Data as of Dec. 31, 2022; sources available upon request. Availability of and eligibility for benefits will vary. 60-302 (2/2023)

Respectfully submitted,

The Rev. Jeffrey D. Thiemann
President and CEO, Portico Benefit Services

REPORT OF LUTHERAN IMMIGRATION AND REFUGEE SERVICE

Partners in Ministry,

For many of us, 2022 represented a moment of hope. After the darkness and isolation of the pandemic, life has begun to return to normal —offering new opportunities for connection and renewed commitment to serving our neighbor.

Lutheran Immigration and Refugee Service has embraced this moment; in the past year, we have grown exponentially in both size and scale, expanding our capacity to welcome immigrants and refugees.

With the help of people of faith and communities like yours, we were able to...

- help **16,690 children** reunify with their families or find safe, loving foster homes
- resettle nearly **12,000 Afghans** forced to flee after Afghanistan fell under Taliban control
- welcome **3,169 refugees** from countries across the world
- assist **18,262 people** seeking safety from Central America and beyond

We continue to expand our slate of innovative programming to move beyond traditional resettlement into an empowered living experience that promotes not just surviving, but thriving.

BULLETIN OF REPORTS

That work reaches, too, into our media and advocacy footprint. You may have seen LIRS President and CEO Krish O'Mara Vignarajah on national news programs like PBS Newshour, MSNBC, NPR, the BBC, and others, advocating on behalf of our immigrant and refugee neighbors from Ukraine to Venezuela.

“You shall love your neighbor as yourself.”

It remains a priority of ours in 2023 to combat the divisive, xenophobic rhetoric surrounding immigration and instead promote kindness, compassion, and inherent human dignity.

We invite you to join us in that work! This year, we will continue to offer opportunities to get involved in the work of welcome, including:

- advocating alongside LIRS and our newest neighbors in celebration of [World Refugee Day](#) on June 20th,
- sharing notes of welcome with children and families impacted by immigration detention through LIRS' **Hope for the Holidays™ program** each fall,
- and equipping leaders and faith communities to create more just and welcoming communities through the [LIRS Ambassador Network](#) and [EMMAUS Network for Congregations](#) throughout the year.

Together, we can realize Jesus's ministry of compassion and welcome. We're so grateful for your support and look forward to working alongside you in the coming year.

In peace,

Chelsey Johnson, LIRS Mobilization and Faith Relations
Lutheran Immigration and Refugee Service

BULLETIN OF REPORTS

Minutes
of the
Thirty-Fifth Synod Assembly

Southwestern Pennsylvania Synod
Evangelical Lutheran Church in America

Held Online via ZOOM Meetings

“I Love to Tell the Story”

June 16-18, 2022

Bishop Kurt F. Kusserow
Presiding

Thursday, June 16, 2022

Online Check-In for the Assembly opened at 5:30 PM on ZOOM.

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

Rev. Paul Gruesu led those present in a tutorial of the VeVox voting app prior to the beginning of the Assembly.

At 6:00 pm, Bishop Kurt F. Kusserow welcomed the members of the Synod Assembly with the following message.

“It’s time. We’re here, ready to begin our synod’s 35th Annual Assembly, and what better way to do so than to revel in a presentation by the Presiding Bishop of the Episcopal Church, the Most Rev. Michael Curry. Those of you who have read his bio on our Synod website already know some things about him. It’s true that he is a prophetic leader and a dynamic preacher. That’s precisely why we invited him to address us. What I can add is the way the Spirit moved among us to make this invitation possible. It was at the rehearsal for the consecration of Bishop Ketlen Solak, the new Episcopal Bishop here in Pittsburgh, last November where I saw my chance. Because of our full-communion relationship with the Episcopal Church, I was asked to be a co-consecrator at the liturgy. And during the rehearsal, I found myself sitting just two chairs away from his grace, the Most Rev. Bishop Curry. So, when the rehearsal moved to instructing other people what to do the next day in the liturgy of consecration, I saw my chance, and stepped over and asked, “Would you be willing to address our Synod Assembly next June?” “Yes,” he replied, and he directed me to his Executive Coordinator, Sharon, who was sitting in the pews a short distance away, to work out the details. We did, and here he is, thanks be to God!

Bishop Curry, our synod is blessed to have you address us this evening. And they would like to hear you speak, not me, so I’ll step aside and give you the floor! Welcome to the Southwestern Pennsylvania Synod!”

Bishop Michael Curry’s remarks:

“Thank you, Bishop Kusserow for the introduction. It is a joy and a privilege to be joining the Assembly in sacred convocation. I know that your theme is “I Love To Tell The Story”, “...’twill be my theme in glory, to tell the old, old story, of Jesus and his love.” That is our story and the other, “This is my story, this is my song. Praising my savior all the day long.”

Thank you, Bishop, thank you for this invitation and thank you for your ministry and the ministry of the Synod of Southwestern Pennsylvania. I give God thanks for our fellowship and the relationship between the Evangelical Lutheran Church of America and the Episcopal Church. We are blessed! What a fellowship! What a joy divine!

“Leaning on the everlasting arms” ... Allow me, if you will, to reflect a bit on the words of that song, “I love to tell the story, ‘twill be my theme in glory. To tell the old, old story of Jesus and his love”. That is the old, old story that is the core of the message of Jesus of Nazareth. That is the heart and soul of the good news of God in Jesus Christ. It is the heart and soul of God’s mission, God’s project, God’s work in this world. It’s the reason the world is here in the first place. It’s the reason God came among us in the person of Jesus. The reason he gave up his life, even for people who hadn’t yet been born. “... of Jesus and his love” – that’s the gospel in a nutshell.

BULLETIN OF REPORTS

The God who the Bible says, "...he so loved the world that he gave his only begotten son that whoever shall believe in him should not perish but have everlasting life".

I'm a follower of Jesus for a number of reasons but one of them is that I believe that Jesus was, and is, right. I believe in his teachings, the manner of his life, and that who he was and is- is the right way for us. His unselfish, sacrificial love is the way to bind up our wounds. It is the way to heal our lands, to overcome our divisions, to make of humanity more than an individual, a set of individual collections, of individual self-interest. To help us move from the chaos of being our own tribe, our own race, our own class, our own nation. It is the way to move beyond all of that to become not simply individual collections of unenlightened self-interest, but to become something close to God's dream and intention for us all. God's human family. God's beloved community with the realization of the prayer that Jesus taught us, "Thy kingdom come, they will be done, on earth as it is in heaven."

There was, a number of years ago, during the Presidential election, when Donald Trump and Senator Clinton were running for president for different parties, there were a number of moments and instances in which protests happened at each of the campaign stops on both sides. Here in North Carolina, Trump had a rally on March 10, 2016, in Fayetteville, NC. The protestors got a bit out of hand and the sheriff eventually escorted them out of the arena where the campaign rally was happening. As they were coming out, one of them, a man named Rahim Jones, was walking on the side, being escorted by law enforcement. He happened to be a black guy and another man named John McGraw, who was a Trump supporter, saw Rahim Jones and in anger leapt from his seat and punched Rahim in the face. The sheriff arrested McGraw and charged him with assault. A reporter from the Raleigh News and Observer overheard him say as he was being arrested, "He deserved it. The next time we see him, we might have to kill him because we don't know who he is. He might be a member of a terrorist organization."

Several months later, during the arraignment in court after McGraw pleaded "guilty" to assault and was given 12 months' probation and community service, he and Rahim Jones met for a few moments after sentencing and McGraw went up to Jones and apologized. He said, "If I met you on the street the same thing would not have happened. Maybe I would have said that you needed to go home because one of us is going to get hurt." "That's what I think I would say now. But we are caught up in a political mess today, you and me, and we've got to heal our country." And the two men went out for lunch together.

We are caught up in a political mess today and we've got to heal our country. I'm a follower of Jesus Christ because I believe that his way of unselfish, sacrificial love- that seeks the good in people and is concerned for the welfare and well-being of others – is the way that we heal the political mess in our country! Of course, the relief we need to heal the human mess, the sin-filled mess, the selfish mess that we are in in this country and indeed around the world is spiritual relief.

The antebellum slaves in the 18th and 19th centuries in America sang a song that goes something like this. "Sometimes I feel discouraged and I think my life's in vain. But then the Holy Spirit revives my soul again. Oh, there is a balm in Gilead to heal the sin-sick soul". Then the next verse, and this is the one that truly compels me, goes on and says, "If you cannot preach like Peter, and you cannot pray like Paul, you just tell the love of Jesus, how he died to save us all." "Oh, there is a balm in Gilead to make the wounded whole. There is a balm in Gilead to heal the sin-sick soul."

Let me give you a text. You know it well. It's from Luke's gospel, chapter 10. A lawyer stood next to Jesus. "Teacher", he said, "what must I do to inherit eternal life?" Jesus said to him, "what is written in the law? What do you read there?" He answered, "Well, you shall love the Lord your God with all your heart, with all your soul, with all your strength and with all your mind, and your neighbor as yourself." And Jesus said to him, "You have given the right answer." Listen to what Jesus said.

You have given the right answer. Do this and you will live!

Now, we know how the story ends with the parable of the good Samaritan, as we call it. But I want to rename it. I think it is the parable, not so much of the good Samaritan. It is the parable of the beloved community. The parable of how a beloved community moves from possibility to actuality. Notice what happens. This lawyer comes up to Jesus and his question is, "What must I do to inherit eternal life?" Now if I remember what I was taught in seminary, and I've been out a long time so I could be wrong, but if I remember it accurately, often in the New Testament when they speak of eternal life, they are talking about getting into heaven. Oh, that's real that they are talking about getting into heaven, but they are also talking about having a little heaven right here on earth! Thy kingdom come; thy will be done on earth as it is in heaven.

So, when the lawyer came up to Jesus and said, "what must I do to inherit eternal life?" he meant eternal life now. Now here on this side of Jordan, and when I get on the other side of Jordan, what must I do?

BULLETIN OF REPORTS

You can see it this way. When I was growing up in a classic African American family and religion was just sort of the air that everybody breathed- most of my family were Baptists. Then there was a smaller group that were Pentecostals and then an even smaller group of Episcopalians. We used to have a family joke that when there was a funeral – depending on which religious tradition the family of the person who died came from – that would determine the length of the funeral and how much time you'd have to wait before you got to dinner after the funeral. The standard joke was that if a member of the Baptist church died, it was going to be lunch before you got back for the repast. If a member of the Pentecostal church died, it was going to be supper -after 4 or 5 in the afternoon. But if the person who died was an Episcopalian, you'd be back for brunch before noon! And there was a preacher who preached at many of the funerals in my family and whatever the sermon was about it always ended in the same way. He would say, "You know you go to a cemetery and look at the headstones, you see the name of the person who died and then you see the day and year when they were born. Then you'd see a little dash and then you'd see the day and year that they died. "He would say they didn't have control over the day they were born. And they didn't have control in all likelihood over when they died. But the little dash represented the life that they lived here. He would go on to say, and the question that I have for you today is, "what do you do with your dash?"

The lawyer came up to Jesus and said, what must I do with my dash to find a life that matters; A life of meaning, a life of dignity, a life of vitality, a life of integrity, a life saturated with eternity such that I live now and forever with you? What must I do to inherit eternal life? Jesus said to him, "well what is written in the law?" "What did Moses teach us?" And they reached back to Deuteronomy and Leviticus. In Deuteronomy, "you should love the Lord your God with all your heart, and all your mind and all your strength. And then he said, in Leviticus, "you shall love your neighbor as yourself."

Love God, love your neighbor and Jesus says you have answered correctly. Do that!

You have love and you will live, love and you will find life now in the God who the Bible says is love himself.

But this was a lawyer that Jesus was talking to. I noticed some lawyers in the ELCA and the Episcopal church too. Lawyers want to get down to the specifics and quibble. That's what they do for a living. The lawyer said, you know that's really good. I should love God and love my neighbor. I agree with you master. But could we define neighbor more precisely? Or better yet, could we define neighbor more narrowly? That's what was going on and that's when Jesus tells the parable of the good Samaritan. Somebody from one religious tradition who has helped somebody of another religious tradition. Somebody from one ethnic group helps somebody from another ethnic group. Somebody of another ideology helping someone who has a different ideology. Somebody who has one kind of thing and somebody who has another - and they found humanity. One cared for the other and poured oil of healing – a balm in Gilead to heal the wounded soul.

Let me say it this way, imagine the parable being told today. It would be, there was a Republican beaten up on the side of the road and a Democrat came and helped him. You're with me now but it was a Democrat on the side and a Republican came and helped him. Somebody was black and white, a police officer and a hip-hopper. Ukrainian and a Russian. Palestinian and Israeli – You can keep flipping the story. Christian and Hindu, Muslim or whatever. Love God and love each other. And if you cannot preach like Peter and you cannot pray like Paul, just tell the love of Jesus, how he died to save us all! There is a balm in Gilead to make the wounded whole. There is a balm in Gilead to heal the sin-sick soul.

There's something else I noticed when Jesus was talking to this lawyer. He spoke to him in a language he would understand. He asked, "What does it say in the law of Moses". He actually turned it around before he told the parable. Moving this brother to values that the two already shared, he created a common ground that was different than mere self-interest. Common ground- values they shared.

I believe that we will heal our country when we discover and claim some shared values that we already share together. I remember a number of years ago reading a book by Robert Fulghum, who I think is a Unitarian minister. He wrote this book called, "[All I Really Need to Know I Learned in Kindergarten](#)". It may still be in print. It's a great book. In that book he really did talk about having learned some basic moral teachings, if you will, for living when he was in kindergarten. He made a quick list of them and you may remember this. These are the values he learned.

- Share everything
- Don't hit people
- Clean up your own mess
- Don't take things that aren't yours
- Say you're sorry when you hurt someone
- Wash your hands before you eat
- Flush
- Watch for traffic when you go out into the world – hold hands and stick together

BULLETIN OF REPORTS

We are in a political mess, said John McGraw to Rahim Jones. We got to heal this country. It may be that if we would just be still and know that God is God. As some would say, if we would just be still, there are actually awesome values that we share in this country already. Thomas Jefferson said that one of them in the Declaration of Independence. “We hold these truths to be self-evident that all men are created equal, that they are endowed by their Creator with certain unalienable rights: that among these are life, liberty and the pursuit of happiness.” We already have some shared values. Abe Lincoln said it this way, “Four score and 7 years ago, our forefathers brought upon this continent a new nation, conceived in liberty and dedicated to the proposition that all men [that all people] are created equal.” Oh, we have some shared values already.

You learned as a kid in school just as I did. “I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation, under God, indivisible with liberty and justice for all.” We already share some human values but maybe the greatest is found on the great seal of the United States. You remember the great seal – it’s the one with the eagle, and the arrows and olive branches. And the words “E Pluribus Unum”. I was in New York for a service at St Paul’s church, which is part of Trinity Church in New York. It was for a commemoration for 9-11 and it was held in the chapel at St. Paul’s which had been a respite for relief workers for months and months into years after the towers fell. There is a lithograph, maybe the first one of the Great Seal of the United States that was created when the Continental Congress went to Congress who were actually meeting in New York before Washington DC became the capital. I asked the priest if I could see wherever it was, and he said sure. As I went in to see it, I remembered that there was a debate in the Congress as to what the national bird should be, and that Ben Franklin argued that the national bird should be the turkey, which I still don’t understand. Fortunately, he didn’t win that debate and the eagle was selected. But before they had finally settled on it, they kind of played around with the turkey and the first lithograph of the Great Seal actually depicts a turkey. It looks like a monster – hideous. I don’t know if turkeys have talons, they have claws or whatever it is but it had arrows in one and olive branches in another and then the words above it, “E Pluribus Unum”. Well thank God, Ben Franklin lost the debate, and we got the eagle on the Great Seal of the United States. You see it in Congress when the President speaks. I remember when I was in fifth grade when I learned about the Great Seal of the United States. It was the year growing up in Buffalo, NY when there had been an order to desegregate some of the public schools. Those of us who lived in the old east side of Buffalo – called the fruit belt – who went to the school that was predominantly black changed schools from fourth to fifth grade. It was 1963. So, we went from one school that was in a predominantly black area across Main Street to a predominantly Italian area as part of the desegregation plan. I remember the year because of that but also because of the remarkable teacher that I had in fifth grade. A woman named Miss Lenny. She had immigrated to the United States from Scotland as a child as an immigrant. She knew what this country meant. She knew the hopes and aspirations of a pluralistic, multi-racial, multicultural democracy. They said, “Give me your tired, your poor, your huddled masses”. She knew what that meant. And she taught that to us with great zeal in the fifth grade. I’m 69 years old and I still remember it like I was sitting in the classroom today. She told us about the eagle and the olive branches and the arrows’ strength. Strength to bring peace on earth – not might makes right. To establish justice, to stand for equality, to stand for freedom for all.

And then she taught us the words above the eagle, “E Pluribus Unum”. From Latin meaning many, “out of many, one”. From diverse and different peoples, of all types, races, religions, political persuasions – from that diversity and variety – “One nation, under God, indivisible, with liberty and justice for all.”

A few years ago, I decided to dig into the words. She told us that they came from Cicero of the Roman Republic. I don’t remember exactly what she said so I got curious and did a little research. I asked an historian friend of mine to check me on it and he verified that the saying likely comes from the writings of Cicero living in the Roman Republic. He was writing about how the Roman household family was constituted and he said that it’s not simply a matter of blood ties. It’s the network of relationships between a variety of people who actually live together. And Cicero said this, “when each person loves the other as much as he loves himself it makes e pluribus unum possible.”

My brothers and sisters, when we all love each other – not just in word alone- but in deed and in living - then the vision of this nation, the highest aspiration of this nation, then the aspiration of the world will become possible. Many diverse people, one people, the human family of God. God’s beloved community – may that kingdom come on earth as it already is in heaven.

“If you cannot preach like Peter and you cannot pray like Paul, you just tell the love of Jesus who died to save us all!” That is the balm in Gilead to make the wounded whole. “There is a balm in Gilead, to heal the sin-sick soul.”

“Oh, I love to tell the story. ‘twill be my theme in glory. To tell the old, old story of Jesus and his love.”

May God bless you and may God hold us all in those almighty hands of love.”

BULLETIN OF REPORTS

Bishop Kusserow thanked Bishop Curry for his remarks and invited the Assembly to ask any questions using the raise hand feature on Zoom.

While waiting for others to raise their hands, Bishop Kusserow asked Bishop Curry if he had ever seen it happen in communities where the love of Jesus has brought people of differences together.

Bishop Curry recalled the story that he had shared about the two individuals of different political parties who after one had attacked the other eventually had lunch together and to his knowledge are still friends. He also shared a story about a cross-racial group in Winston-Salem who began meeting together many years ago and remain in connection to one another today. He also recalled a Mississippi bishop who had a heart for racial justice and encouraged a movement to get congregations of different ideologies and backgrounds to be in relationship with one another. He cited another example in Hillsboro, NC where an AME church and two Episcopal churches began a joint Bible Study which has evolved to community service including a Habitat for Humanity project. There are prayer groups on Capitol Hill from different denominations. He expressed that we need to reach out and join hands together. Just take someone to lunch who you don't regularly agree with. He stated that relationships are the key thread that knits us together.

Pastor Paul Gruesu, St. Matthias, Greensburg, thanked Bishop Curry and shared a thought on the confession that begins worship in the ELCA. "...We have sinned against you in thought, word, and deed". Pastor Gruesu asked Bishop Curry about our tendency towards judging those who are different from us and how to best address these sins even if just in thought.

Bishop Curry responded that some Episcopalian preachers hit their breast when referencing those elements of sin in our nature as a manual act to help cleanse our hearts. He commented that sin within leads to sin without. Then he referenced, "Amazing grace, how sweet the sound". Bishop Curry acknowledged that prayer life can include daily self-examination as one of his friends has demonstrated. Not for the purpose of beating yourself up but more to be honest with God. He reminded us that Jesus said that it's not what goes into us but what comes out that is sinful. And we need grace greater than our own will to work together to be something like Jesus.

Pastor Kerri Clark, Our Redeemer, McMurray, thanked Bishop Curry for joining the meeting and commented on the use of hymn references in his remarks. Hymn lyrics are a common language among us and represent our shared values as Christians. She asked if there were ways to use this to make connections with others.

Bishop Curry responded that he did believe that hymns were a way to make connections. He shared an Old West African proverb that says, "Without a song the gods will not descend." Music has the capacity to go down deep and conjure up. Bishop shared a personal story about being at an event in England where the Queen was present. As those present sang, "God Save the Queen" he noticed a sincere feeling on the faces of those singing. It connected them. He also remembered that after 9-11, music in New York City stopped for a period. The head of music of a famous music school said that music is part of the rhythm of nature. Music has the ability to go deep where other things cannot go. He indicated that New York would live again when people sang again and when the New York Philharmonic played again. Music fills the soul. And it transcends religious denominations. Bishop Curry spoke at a Jewish Synagogue and was unsure what hymns to use but when he began singing Amazing Grace – everyone joined in.

Pastor Roger Steiner, Penn-Zion's, Harrison City, thanked Bishop Curry for his wonderful words and acknowledged his appreciation for his style of preaching. Building on the Bishop's story about the Great Seal of the US, Pastor Steiner found some information which suggested that Ben Franklin was not necessarily interested in having the turkey as the national bird but simply didn't want the eagle as he said the eagle didn't live a moral life.

Bishop Curry thanked him for the insight and reiterated that he's still thankful the eagle won out because it is better looking.

Bob Errett, First Evangelical, Greensburg, raised a point he saw recently in the results of the Pennsylvania Youth Survey which were touched on in Bishop Curry's message. One was the breakdown in family and that kids can see apathy towards others' perspectives in their parents.

Bishop Curry supported Bob Errett's reference highlighting a book by Ibram Kendi that was recently published asserting that children are scholars of their parents. Children learn from a very early age to watch, study, and imitate their parents. It's believed that will teach them as much as any formal teaching. Modeling who we are as followers of Jesus will make all the difference in the world. For children to be in community in a church that lives in community will form them. "They will see the good works that we do and glorify father in heaven".

Bishop Kusserow thanked Bishop Curry for blessing the Assembly so richly and asked one final question. Did Bishop Curry

BULLETIN OF REPORTS

have any words of wisdom to help overcome the pain and violence we are currently experiencing in our communities?

Bishop Curry said that he believes in the power of goodness. God is love and the source of all goodness, justice, and truth. He closed with the words of John Wesley, "In spite of it all, do all the good you can, whenever you can because God is good. Amen"

Bishop Kusserow thanked Bishop Curry again and invited the Assembly to a break at 7:00 pm. The scheduled return from break would be 7:10 pm.

Plenary Session 1

The session began with pre-recorded video reports from Portico and Lutheran Immigration and Refugee Services.

Bishop Kusserow convened the First Plenary Session of the 2022 Synod Assembly at 7:15 pm by acknowledging the blessing of being in conversation with the presiding Bishop of the Episcopal Church, the Most Rev. Michael Curry. Bishop Kusserow shared that the theme for the Assembly this year is, "I Love to Tell the Story" which is a reflection of the first strategic initiative for the Synod, "To rekindle a passion for the Gospel". Bishop then moved to open the legislative assembly with the Order for the Opening of the Synod Assembly. He announced that as the participants were on Zoom and not present in the room, Barb Nugent would serve as voice of the Assembly in the responsive readings.

Order for the Opening of the Synod Assembly

The Bishop begins the dialogue, and the assembly responds.

B As in one body we have many members,

C **so we, who are many, are one body in Christ.**

B Where two or three are gathered in my name, says the Lord,

C **I am there among them.**

B Live a life worthy of the calling to which you have been called, with all humility and gentleness, making every effort to maintain the unity of the Spirit in the bond of peace.

C **Let us pursue what makes for justice and peace, and for mutual upbuilding.**

B The Lord be with you.

C **And also with you.**

B Let us pray. O God, you open the hearts of your faithful people by sending into us the light of your Holy Spirit. Direct us by the light of that Spirit, that we may have a right judgment in all things and rejoice at all times in your peace; through Jesus Christ, your Son and our Lord.

C **Amen.**

B I declare this assembly to be in session in the name of the Father, and of the Son, and of the Holy Spirit.

C **Amen.**

Land Acknowledgement

Bishop Kusserow then shared with the Assembly the Land Acknowledgement of the Southwestern PA Synod.

"As we gather as the Southwestern Pennsylvania Synod of the ELCA, we acknowledge and honor the Indigenous Peoples who have been stewards of this land since time immemorial.

The congregations of the Southwestern Pennsylvania Synod occupy the ancestral land of the Seneca Nation whose territory stretched from Niagara Falls to Washington County and from Cleveland to Harrisburg.

The Seneca were part of the Five Nation Iroquois Confederacy, which included the Senecas, Cayugas, Onondagas, Oneidas, and Mohawks. Later, the Lenape, or Delaware, and the Shawnee were welcomed by the confederacy after being displaced by British colonists.

We respect the rich history and ongoing relationship Native peoples have with this land and the many contributions Indigenous peoples continue to gift this place.

As we consider our place in the story of colonization and of undoing its legacy, consider ways you can give of your time and energy to seek out information, to learn more, to do more and to remain faithful to our shared journeys toward truth and healing. Thank you."

BULLETIN OF REPORTS

Bishop Kusserow, again, welcomed participants to the 2022 SWPA Synod Assembly and walked the Assembly through the various housekeeping items for the day. Bishop explained that there would be references to page numbers in the Bulletin of Reports (BOR) and that the BOR was the primary resource document for the work the Assembly would be doing on Thursday evening and Saturday. The BOR could be found on the Synod website.

The Bishop then identified that the primary work for the remainder of the evening would be to prepare for the elections that would take place on Saturday. Nominations were listed beginning on page 160 of the BOR. He invited everyone to take time during Friday to become familiar with the nominees so that everyone would be ready to vote on Saturday as there will not be time to prepare then. The other main topic for Thursday's agenda was to introduce the 2023 Budget so that everyone would have the chance to review that in advance of voting on Saturday.

The evening's work would end with a liturgy of remembrance for those pastors on our roster who died since our last assembly. The Bishop announced that on Friday, the Assembly would have the opportunity to gather with the saints of all times and places around the Eucharist – in person - at three different locations across our Synod. While the Synod Assembly is a business meeting, the primary business as Church is to bear witness to the Gospel and to live sacramentally among the people of God while we wait for and hasten the future as promised to us and to all the world in Christ Jesus our Lord. One of the three worship services would be live-streamed.

Bishop Kusserow then called upon Holly Schmitt, Synod Assembly Manager, to walk everyone through the process of being recognized to speak on Zoom. Holly shared that to be recognized to speak to the Assembly, participants must use the hand-raise feature on zoom. This can be found by clicking on the reactions tab at the bottom of the screen. Once clicked, a small hand would appear next to the participant's name in the participant list. People are recognized to speak in the order requested to speak. At that point, the participant would be unmuted in order to be recognized.

Holly reminded the participants that in the event of technical issues with Zoom or Vevox, participants were provided with a phone number to call.

At 7:24 pm, the Bishop invited Pastor Ellen Lundie, Chairperson of the Committee on Registration and Attendance to give the report. Pastor Lundie's report is as follows:

Voting Members: Ministers of Word & Sacrament	106
Voting Members: Ministers of Word & Service	9
Voting Members: Laypersons	139
Total Voting and Credentialed Members	244

Bishop Kusserow declared that a Quorum was present as there were more than the required 192 voting members.

Bishop Kusserow then called upon Secretary Bill Schaefer to move Synod Council Recommendation 2, found in the Synod Council Report on page 130 of the Bulletin of Reports.

Secretary Schaefer moved *that the proposed program and order of business for the 2022 Synod Assembly be adopted*. Seeing no one wishing to speak, the Bishop invited Pastor Paul Gruesu, Chairperson of the Elections Committee, to lead the Assembly in a vote.

The motion to adopt the Agenda was carried with 99.38% voting yes and 0.62% voting no.

Bishop Kusserow introduced the Synod Officers: Vice President Barbara Nugent, Secretary William Schaefer, and Synod Treasurer Gary Teti.

Bishop Kusserow then introduced and welcomed Churchwide Representative, Rev. Dr. Carmelo Santos, ELCA Director of Theological Diversity and Ecumenical/Interreligious Engagement. The Bishop announced that Rev. Santos would address the Assembly on Saturday.

Next, Bishop Kusserow introduced the Synod Assembly Personnel:

Parliamentarian	Matt Pritchard
Assembly Chaplain	Pastor Peggy Suhr-Barkley
Assembly Managers	Holly Schmitt and Pastor Bob Schaefer
Screen Projection	Lauren Wolcott
Technical Director	Dennis Lane

BULLETIN OF REPORTS

The Bishop thanked everyone for their help in making the Synod Assembly possible.

Bishop Kusserow introduced the chairs of the Synod Assembly Committees and asked them to “wave/speak” to be recognized.

Assembly Planning/Manager	Holly Schmitt
Registration and Attendance	Pastor Ellen Lundie
Reference and Counsel	Pastors Kerri Clark and Ann Schmid
Minutes	Leigh Pogue
Bishop’s Report	Pastor Ronald Brown
Elections	Pastor Paul M. Gruesu
Memorials	Pastor Susan A. G. Irons
Resolutions	Pastor Scott Bryte
Worship	Pastor Ann Schmid

The Bishop then recognized all others serving on the Synod Assembly Committees, appointed them to the committees as listed and thanked them for their service.

Bishop Kusserow recognized pastors and deacons new to our synod since the 2021 Synod Assembly.

Pastor Ryan Fitch was ordained on July 17, 2021 and called to Lutherlyn as Assistant Director

Pastor Jim West (retired), transferred from the Allegheny Synod

Pastor David Gieschen (retired), transferred from the Southeastern Pennsylvania Synod

Pastor Katie McNeal was ordained on April 24, 2022 and called as pastor of St. John Lutheran Church, Mars, PA

Pastor Gregg Knepp transferred from the Delaware-Maryland Synod and called as pastor of St. Mark’s Lutheran Church, Pittsburgh (Brookline).

Pastor Alexander Sumo transferred from the Southern Ohio Synod and called to serve the congregations of Pittsburgh Lutheran United Ministries (PLUM)

Pastor William Moser (retired), transferred from the New Jersey Synod and is serving as transitional interim of Trinity Lutheran Church, Wexford, PA

Pastor James Roth (retired), transferred from the Lower Susquehanna Synod

Pastor Kevin Clementson (retired), transferred from the Delaware-Maryland Synod

Pastor Martha Clementson (retired), transferred from the Delaware-Maryland Synod.

The Bishop recognized pastors from our Full Communion partners who are serving Congregations in our Synod and called on Secretary Schaefer for the motion to grant them the privilege of voice and vote at the assembly

Secretary Schaefer moved, *pursuant to the synod constitution S7.27., that Pastor Scott Dennis, Pastor Kimberly Greway, Pastor Sara Irwin, Pastor Alina Kanaski, and Pastor Beth Wierman, be granted the privileges of voice and vote at this assembly.* The Motion was seconded. The Bishop then invited Pastor Paul Gruesu to lead the Assembly in a vote.

The motion was carried with 99.42% voting yes and 0.58% voting no.

The Bishop then recognized Pastor Keith McCutcheon, who is serving in our synod at Sons of Zebedee, Saltsburg and is on the roster of Ministers of Word and Sacrament of the Northwestern PA Synod. He noted that since he is rostered in another synod, he has voting privileges in that synod, but the assembly may afford him the privilege of voice during this assembly. He then called on Secretary Schaefer for the motion to grant him voice at this assembly.

Secretary Schaefer moved *that Pastor Keith McCutcheon be granted the privilege of voice at this assembly.* The Motion was seconded. The Bishop then called for Pastor Gruesu to lead the Assembly in a vote.

The motion was carried with 100% voting yes.

BULLETIN OF REPORTS

The Bishop recognized the interns (vicars) serving in our synod this year.

Steve Slepecki (a SWPA Candidate and ULS student) is an intern at Trinity Butler, Pastor Joel Benson is supervisor.

Alexis Mattson (an Eastern North Dakota Candidate and Luther student) is an intern at First Lutheran (Grant Street) Pittsburgh; Pastor Brian Evans is supervisor.

Bishop Kusserow indicated that it has been our custom to grant the privilege of voice to address the assembly to the interns serving in our synod. Vicars Slepecki and Mattson may be granted the privilege of voice by the assembly.

Secretary Schaefer moved *that Vicar Steve Slepecki and Vicar Alexis Mattson be granted the privilege of voice at this assembly*. The Motion was seconded. Then the Bishop invited Pastor Gruesu to lead the Assembly in a vote.

The motion was carried with 98.85% voting yes and 1.15% voting no.

Bishop Kusserow recognized Secretary Schaefer to move the names of retired pastors and deacons who did not declare their intent to be at this assembly by the deadline set in the bylaws and need to be granted the privilege of voice and vote during the Assembly. This was a change that we made at last year's Synod Assembly.

Secretary Schaefer moved *that pursuant to Synod Bylaw 101.22, the following pastors and deacons be granted the privilege of voice and vote at this assembly: Pastor Rebecca Dittenhafer, Pastor Wilfred Goetze, Pastor Richard Grance, Pastor William Moser, Pastor Frank Zeman*. The motion was seconded. The Bishop invited Pastor Gruesu to lead the Assembly in a vote.

The motion was carried with 94.22% voting yes and 5.78% voting no.

The Bishop informed the Assembly that Pastor Torrey Johnson had requested to be granted the privilege of voice and vote at this assembly because he inadvertently missed the Synod Assembly Registration deadline. He then called on Secretary Schaefer to make the motion.

Secretary Schaefer moved *that Pastor Torrey Johnson be granted the privilege of voice and vote at this assembly*. The Motion was seconded. The Bishop then called upon Pastor Gruesu to lead the Assembly in a vote.

The motion was carried with 92.98% voting yes and 7.02% voting no.

Bishop Kusserow reminded the assembly regarding matters of courtesy and good order. He offered the following:

1. Please keep muted when you are not speaking to the Assembly.
2. Please use the hand raise feature to be recognized to address the Assembly
3. If you have a priority motion (i.e., a point of order or an emergency) please call 412-314-1851 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.

Bishop Kusserow reported that several "Rules of Procedure" have been prepared for this assembly and called upon the Secretary to present these "Rules of Procedure". He noted that the recommended procedures have been observed at past assemblies and are not included as bylaws.

Secretary Schaefer moved *that the following rules of procedure be adopted:*

- *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.*
- *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").*
- *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.*

BULLETIN OF REPORTS

- *Business items being brought before the Assembly that are not on the agenda must be submitted in writing to the Committee on Reference and Counsel no later than 11:00 AM on Saturday or they will not be considered.*

The motion was seconded.

The Bishop called for any discussion on the motion. Not seeing anyone wishing to speak, the Bishop invited Pastor Gruesu to lead the Assembly in a vote on the Rules of Procedure for the Assembly.

The motion was carried with 98.83% voting yes and 1.17% voting no.

Bishop Kusserow then asked Secretary Schaefer to read Synod Council Recommendation 4. This recommendation could be found in the Bulletin of Reports on page 130.

Secretary Schaefer moved *that any motion from the floor of the Synod Assembly to amend the proposed budget (1) must be submitted in writing to the Secretary of the Synod by 9:00 AM on Friday, June 17, 2022; (2) that any proposed amendment to increase any line item of the proposed budget must include an offsetting reduction to another line item(s) in order to maintain the parameters of the proposed budget; and (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.*

Bishop Kusserow noted that this does not need a second as it comes from the Synod Council. He provided background concerning any motion to amend the proposed budget if needed.

The Bishop, not seeing anyone wishing to speak, called for Pastor Gruesu to lead the Assembly in a vote.

The motion carried with 96.43% voting yes and 3.57% voting no.

Bishop Kusserow reminded the Assembly that all motions, resolutions, and amendments are to be made in writing and on the proper forms.

The Amendment Form – is a fillable Google Form and is available by clicking the link on the Synod Assembly Webpage www.swpasynod.org/assembly2022

Bishop Kusserow introduced Pastor Erin Evans, Chair of the Committee on Nominations, to bring the report of her committee

Pastor Erin Evans thanked the Bishop for the opportunity to speak to the Assembly. She also thanked the deans of the conferences for finding willing people to serve. She thanked Sandy DeLorenze for proofreading the documentation and for reminding everyone of the deadlines. She gave special thanks to Pastor Bill Schaefer for everything he has done through this process. Pastor Evans reminded the participants to look over the nominees ahead of time in anticipation of voting on Saturday. If anyone wished to nominate someone from the floor, you must have permission from the person being nominated. Information needed would be the name and the person's congregation. The information must be on the required form and submitted by Friday morning so the biographical information could be provided to the Assembly.

Pastor Evans gave the report of the Committee on Nominations which could be found on pages 160-161 of the Bulletin of Reports.

Bishop Kusserow called for nominations from the floor after each ballot was announced. There were no nominations raised at this time.

Pastor Evans reported on the Synod Council Nominees from Conference – 5, Term Ending in 2023.

- Pastor Michael Ryan, Faith White Oak
- Pastor Sue Devine, PLUM

Bishop Kusserow informed the Assembly that the Synod Council Proposed Budget could be found on pages 131-132 of the BOR.

Bishop Kusserow introduced the Chairperson of the Budget and Finance Committee, Pastor Martha McCreight. Pastor McCreight introduced the budget and gave the Assembly an overview and changes to the budget format.

Pastor Martha thanked the Bishop and the members on the Budget and Finance Committee. Additionally, she thanked Pastor Melissa Stoller, Synod Treasurer Gary Teti, and Bob Cairns for their work on the Synod's budget for 2023.

BULLETIN OF REPORTS

Pastor Martha highlighted the theme of the Synod Assembly, “I love to tell the story.” To tell “the old, old story of Jesus and his love.” She shared that it is our calling as Christians to live out every single day and that our mission and purpose as members of the body of Christ and servants in the kingdom of God here in southwest Pennsylvania is to tell the story of Jesus and his love. She emphasized that the SWPA Synod is no different as it lives out that calling and mission “to love telling the (old, old) story of Jesus and his love, locally and in the greater world. It is specifically named in the Synod’s mission statement: to serve, connect, and equip ELCA congregations in southwestern Pennsylvania to tell the story of Jesus. As the chairperson of the Budget and Finance Committee, she then presented the 2023 Budget as a demonstration of attempting to faithfully live into that storytelling with a no-deficit budget. Pastor McCreight identified the following highlights:

- Mission support: We show a downward trend to 1.36M for 2023. While the trend continues to decrease year after year, we, at the same time, acknowledge the presence of individuals and congregations that have forwarded additional giving to Synod ministry partners and special appeals such as the Synod’s recent appeal for Ukraine and Eastern Europe which net approx. \$40K over the last couple of months! Thank you again for your support. For those who have continued to not tithe mission support to the Synod, we continue to ask you to reconsider as we all work together to support ministry in SWPA.
- The Legacy Fund: \$36K which stem from direct contributions to the Legacy Fund by congregations and individuals
- The Thrivent Pooled Trust Fund from the sale proceeds of the Synod building: based on a 5.25% interest draw from the invested funds. As most of you are aware from your own personal investments, our investment funds have taken a hit the last few months to the tune of being down 15% (of an over 1M initial investment). Our advisors state that this will be recouped, though in a longer time frame.
- Expenses, or as we could call it, the tangible costs associated with telling the old, old story:
 - Benevolence to Churchwide ELCA (because we cannot tell this story all on our own and so we support the greater work of the church to tell that story) is 46% of mission support to the synod.
 - The rent/utilities expense associated with the Synod’s space (because we need a space to work out of to help tell this story) is \$117K. This is still deemed lower and more cost-efficient for the synod to manage in comparison to maintenance and ownership of the old Synod property
 - Synod Staff support (who help and equip clergy and congregations to tell this story): this expense has been adjusted slightly to reflect the new year. I’d like to point out that DEM Pastor Stoller’s salary is compensated by Churchwide and not the Synod. She, like Pastor Asplin, Deacon Caywood, Bishop Kusserow and the rest of the staff wear many hats in order to ensure the Synod’s business is accounted for and moving forward.
 - Synod Ministries and Grants to those who tell this old, old story in their unique contexts in the Synod: these remain unchanged from what was proposed in the budget for 2022. Again, the Budget and Finance Committee (along with the Synod Council and Executive Committee who have approved this budget) continue 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 or decreases in other line items in the budget), but more importantly, it is the path forward which builds authentic, face-to-face contact and relationships between Synod partners and congregations/individuals. Much like congregations, it leads the ministry partner to think of ways outside of “what we have always done” to tell this old, old story and to intentionally listen to the Spirit move among the ministry.

In turn, this new way of partnering in ministry may lead to increased financial support for these individual partners in ministry. We also uplift the ecumenical partnerships that have occurred with some of our ministry partners and see that as another avenue for growth and new life.

- In response to the strong desire in support of campus ministry by the Assembly in prior years as an important avenue to tell this old, old story as well as conversations with DEM Pastor Stoller, the Committee allocated 10K of the New and Revitalized Ministry line item to be given to the campus ministry work at Point State Park University. Due to what is springing forth at Point State Park, it is believed that this may become a new mission start in the synod.
- And because sin continues to threaten the sharing of this old, old story of Jesus, a portion of the Leadership

BULLETIN OF REPORTS

Development line item has been designated towards racial justice and boundaries trainings for lay and rostered leaders.

Overall, the Committee continues to discern how best the Synod may be good stewards of what God has given it to use in order that this story of Jesus and his love may continue to be shared for years to come. 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.

Bishop Kusserow thanked Pastor McCreight for her report and for the work of the Committee on the 2023 Budget. He noted that with the budget, written amendments are 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 on Saturday.

The Bishop also informed the Assembly that as per the rules of the Assembly, all amendments to the budget must be received by the Secretary of the Synod and the Committee on Reference and Counsel by 9:00 am tomorrow, Friday, or they will not be considered by the Assembly. The form for amendments to the budget may be found on the Synod Assembly webpage www.swpasynod.org/assembly2022.

Bishop invited attendees to the Synod Assembly website, to see the breakout of the 2023 proposed budget on pages 131-132 in the BOR. He reminded the Assembly that the 2023 Budget would be brought before the Assembly for action on Saturday during Plenary 3.

At this point, the Bishop called upon the Worship Chairperson, Pastor Ann Schmid to give an overview of the Friday worship services.

Pastor Schmid shared that there would be three outdoor worship services running concurrently on Friday evening and the weather forecast looked to be beautiful. One worship service would be held at Harold Zion in Greensburg with Bishop Kusserow presiding. One service will be at Camp Lutherlyn with Pastor Melissa Stoller presiding. The other service will be at Camp Agape with Pastor Peter Asplin presiding. There will be an opportunity for fellowship afterwards which we haven't had in a long time and definitely need. The worship service at Harold Zion will be livestreamed for anyone who would prefer to watch it online. Pastor Schmid then thanked the team who worked to make these worship services happen.

The Bishop called upon Chaplain Peggy Suhr Barkley to close the evening with prayer.

Opening
Psalm 121
Isaiah 49: 15-16
John 11: 25-26
1 Thessalonians 4: 113-14
Hebrews 12: 1-2
Prayers
Sermon- Chaplain Peggy Suhr-Barkley
Commemoration of Recently Deceased Pastors
Lord's Prayer
Benediction

In Memoriam
The Rev. Dr. Philip Pfatteicher
October 29, 1935 - June 22, 2021

Rev. Ronald P. Garrett
May 27, 1942 - June 26, 2021

Rev. Dr. Roger R. Fischer
June 1, 1941 - July 1, 2021

Rev. John P. Harman
August 26, 1935 - November 18, 2021

BULLETIN OF REPORTS

Rev. Donald S. Worth
March 28, 1941 - November 29, 2021

Rev. Norman E. Nething, Jr.
July 23, 1940 – May 16, 2022

Chaplain Suhr-Barkley's message:

"A story is told of a very new, young pastor who came to one of her first synod assemblies wearing a bright yellow suit. I don't exactly recall that first dialogue, some 37 years ago with Pastor Norm Nething, however I do remember very clearly an almost annual conversation with him about that bright yellow suit, for it led to an annual remembrance and conversation about it. One year I finally confessed ... how I had put that bright yellow suit in the dryer, not realizing the consequences of my actions, and I have to say, the rest is history, or at least that bright yellow suit, is history. Some years later I replaced that bright yellow suit with another bright yellow suit, but never wore that one to Synod Assembly. Yet that annual conversation, questioning and remembering about that bright yellow suit continued from Pastor Nething. One year it led me to ask this question ... "Pastor Nething would you like my bright yellow suit?" To which he replied ... "Just the jacket!" Although we have NOT had Synod Assembly in person in three years, the last "in-person" conversation about "said bright yellow jacket" with Pastor Nething went as follows ... "Pastor Nething, someday, I will just put that bright yellow jacket inside your casket." To which he chuckled. For various reasons, I did not have that opportunity to do that, but I do have the later, bright yellow jacket. I brought it with me this evening and I place it here, on this podium, in loving memory of Pastor Norman Nething and my five other colleagues, our brothers in Christ, servants of the Gospel, that we especially remember and uplift this night along with Pastor Norman Nething, Pastor Donald Worth, Pastor John Harman, Pastor Roger Fischer, Pastor Ronald Garrett and Pastor Philip Pfatteicher."

We gather this night, Thursday, June 16, 2022, opening night of our 35th Annual Synod Assembly, under the theme "I Love to Tell the Story!" to remember and to give thanks to God for these Ministers of Word and Sacrament. What stories these six men have told and heard in their collective 493 years of life, and their collective 151 years of serving in Christ's church within 24 different ministry sites, both inside the walls of our current synod and outside its walls. Thanks be to God for their lives, for their stories, for their faithfulness, for their serving!

They say, as many of us know first-hand, that it is a small world in the life of church, with many connections. Tonight, as we remember these six servants of God, I especially remember very personally the life of Pastor Ronald Garrett, as he served as my parent's pastor, down in Spring Hill, Florida from 1996-2005. It was Pastor Ronald Garrett who conducted my mother's funeral liturgy. It is a small world in the life of the church, indeed with many connections and many stories. When it comes to church life, I often say, "water is thicker than blood", for in the waters of Holy Baptism, our loving God joins us together in the life, death and resurrection of our big brother in the faith, our Lord and Savior, Jesus. In the waters of Holy Baptism, we are joined into Jesus' story, that old, old story of Jesus and his love. I like to refer to the baptismal font as the church's womb, for from the waters, in it are birthed new brothers and sisters in the faith.

This past year, once again, in the midst of this pandemic, we have had to gather differently, not only for assembly, but even and especially at time of death; families choosing or having to do differently than perhaps they had wanted or planned to do or how their loved ones had wanted them to do their funeral or visitation. We, especially as Ministers of Word and Sacrament and Ministers of Word and Service, know only too well how that has gone, as at life's end, many of us could not be with our parishioners. For some family members, it too was the same story. Prayers and visits were either not able to be done or conducted on a cell phone, as we were put on speaker or perhaps had some kind of video chat. Some of you perhaps even garbed up, as if you were an astronaut going into space. What stories we could tell, couldn't we!

We certainly continue to be more than thankful for the men and women who are on the front lines, dealing with and ministering in their own ways, on a daily basis, in hospitals, hospice care, all kinds of healthcare facilities and nursing homes. Many of them had to be the "stand in family" at life's end, going beyond and above the call of duty. What stories they could tell, couldn't they! Many prayers have been lifted up from afar, from homes, outside hospital buildings or nursing care facilities. Our creativity has been stretched, our plans B and C always in the back of our heads and to be honest, my pivoting leg is getting quite a workout. These words from the book of Romans offer us comfort and hope ... "For in hope we were saved. Now hope that is seen is not hope. For who hopes for what is seen? But if we hope for what we do not see, we wait for it with patience. Likewise, the Spirit helps us in our weakness, for we do not know how to pray as we ought, but that very Spirit intercedes with sighs too deep for words." (Romans 8:24-26) Sometimes, we don't have the words, sometimes we are weary, yet we take hope that God's holy and life-giving Spirit intercedes for us! For we are people of hope! "Come, Come, Come Holy Spirit Come!"

BULLETIN OF REPORTS

No matter how or where people gathered at life's end, grief was still and is still real. For we never get over the loss of a loved one, we just in time learn to live with it. Grief is a journey we all travel after the loss of a loved one and all of us travel the journey of grief differently, yet we do not travel it alone. For the one who wept at the tomb of his good friend Lazarus, Jesus, weeps, and travels with us, too. We are not alone!

We, as Lutherans, are good with pairing words. Words we often hold in tension with one another. Words like Law & Gospel, Saint & Sinner, Already & Not Yet. Saints of God, how does that fit, for you? Do you consider yourself a saint? How about Saint Norman? Saint Donald? Saint John? Saint Roger? Saint Ronald? Saint Philip? We are all saints, saints and sinners, set apart in the waters of Holy Baptism.

One of the men that we remember tonight; Pastor Philip Pfatteicher, authored many books – the one that I am most familiar with and use most often, is entitled “Festivals and Commemorations” or the newer one – “New Book of Festivals and Commemorations – A proposed common calendar of saints.” In the introduction Pastor Pfatteicher writes ... “Why have saints? It is a useful question to ask occasionally, for the answer takes us to the rich core of the Christian gospel. Christ's triumphant passage from death to life is the heart and center of Christian faith and life. He recapitulates the experience of his ancestor in their deliverance from Egypt and the passage through the Red Sea from slavery to freedom. But Christ's paschal victory, by opening the gates of everlasting life, also anticipates the victory in which his followers participate. Through Holy Baptism each Christian is given a share in that passage from death to life and the transforming grace of God and Christ's resurrection becomes theirs. The saints are not like the heroes of the world who achieved fame through their own strength and courage and perseverance. The saints of Christianity are those in whom the paschal victory of Christ is clearly manifest. They are people in whom the holy and life-giving Spirit of God is clearly at work.” (Pfatteicher, Philip. New Book of Festivals and Commemorations – A Proposed Common Calendar of Saints, Fortress Press, 2008, Page xiii – Introduction)

Into the lives of our six pastors whom we remember this night, God's holy and life-giving Spirit was poured out and stirred up in them, poured out and stirred up in us, in the waters of Holy Baptism and their lives of service in Christ's name and our lives of service in Christ's name as well is a manifestation of the Spirit's work, in, with and through them, through us.

As these six saints of God, these six pastors, these six brothers in Christ, have preached and presided at many, many, funerals during their collective 151 years of full-time ministry and then some, comforting families, friends and faith communities at the time of grief and loss, may their families, this night, and each and every one of us – saints of God, know of the peace, love, comfort and hope that our triune God; Father, Son and Holy Spirit has to offer to us, for we are not alone. May we also know of the love and support that we have as sisters and brothers in Christ, even and especially when we are apart from one another, for in the life in the church, water is thicker than blood. We are family, the family of God!

May our six brothers in Christ, now in the heavenly realm, numbered among the church triumphant, that great cloud of witnesses that cheer us on, hear these words again and anew ... “Norman, Donald, John, Roger, Ronald, Philip, you have fought the good fight, you have finished the race, you have kept the faith. Well done, good and faithful servants, well done!” Amen.

Recess of the Assembly

Bishop Kusserow thanked Pastor Suhr-Barkley for her excellent commemoration of our dear brothers in Christ. With the evening's work concluded, Bishop Kusserow recessed the Assembly for the evening at 8:40 pm.

Friday, June 17, 2022

Synod Assembly Worship was held at three locations around the synod so all those who want to participate in the worship of Synod Assembly, including those who are non-voting members of the assembly, could attend.

The services were held at 7:00 PM at Camp Lutherlyn, Camp Agape, and Harrold Zion Lutheran Church in Greensburg. The offering collected at the services was equally divided between Camp Lutherlyn and Camp Agape.

Saturday, June 18, 2022

Bishop Kusserow welcomed back the Assembly to the 35th Annual Assembly of the Southwestern Pennsylvania Synod. The Bishop stated that he trusted all were refreshed and nurtured in the faith last evening by the preaching of the Gospel and the reception of the sacrament. He announced that today's agenda included the holding of elections and hearing reports. The Assembly would be acting on the proposed budget and considering memorials. The memorials would be

BULLETIN OF REPORTS

posted on the website for review in advance. We would be recognizing anniversaries of ordination and hold conversation with our churchwide representative.

The Bishop called on Chaplain Peggy Suhr-Barkley to lead the Assembly in worship. He announced that today we would be praying for the Upper Susquehanna Synod who are electing a bishop today. Then the Bishop gave a formal introduction of Pastor Suhr-Barkley. She is the called pastor of Trinity, Elwood City. Pastor Suhr-Barkley was ordained in 1985, just a couple of years before the merger that created the ELCA and our Synod. So, she brings a treasury of corporate memory to her ministry, and a deep personal grounding in the communities of the eastern shores of the Beaver Valley. The Bishop expressed his delight that she had accepted his invitation to serve the Synod in this way and welcomed her to lead the Assembly in devotions.

**Opening
Lord's Prayer
Apostles' Creed
Isaiah 55: 8-11
Message
Closing Prayer
Benediction**

Chaplain Suhr-Barkley's message:

"A true story is told about a pastor; their name is not important for the story. The pastor served, let's call it, St Mark's by the Gas Station Lutheran Church. Which gas station? That doesn't matter, either! The important part of the story is this ... week after week St. Mark's Lutheran Church by the Gas Station sang that beloved hymn "I Love to Tell the Story", the same title as our 35th Annual Synod Assembly theme. Week after week St. Mark's by the Gas Station sang that beloved hymn. One Sunday, after many months of singing that beloved hymn, one of the members of St. Mark's Lutheran Church by the Gas Station, asked this question to the pastor. "Pastor, why each week do we keep on singing the hymn "I love to tell the story"? We all really like the song but, every week?" The Pastor paused for a moment and thought carefully of the answer and then replied ... "When you all love to tell the story as much as you love to sing about telling the story, we will sing a different hymn." Telling the story and singing about telling the story, the old, old, story of Jesus and his love, is quite different, isn't it? There is a lot of wisdom about the pastor's answer. Now, more than ever we need to tell the story of Jesus and his love because many need to hear the story and many don't know the story and even us, who know the story, never get weary of it, do we?"

The hymn, "I Love to Tell the Story", is a well-known hymn which was written as a poem by an English evangelist, Katherine Hankey. It was set to music by William G. Fischer. Katherine Hankey had a serious sickness while on a mission in Africa. During her long days of convalescence, Katherine wrote on the life of Jesus in 1866, in two parts. The first part was a poem of fifty stanzas. 50, 5 ... 0, titled "The Story Wanted" and the second part titled "The Story Told" (dated November 18, 1866).

Certain verses from Part I of Katherine Hankey's poem – The Story Wanted were taken by Dr. W. H. Doane in 1867 to make the hymn -"Tell me the old, old story". And from Part II of Katherine's Poem – The Story Told, certain verses were selected to make the hymn, "I Love to Tell the Story". Portions of that hymn -- "*I Love to Tell the Story*" will be uplifted this day for our devotional time before each plenary session. Before our last plenary this evening, we will be gifted with a special choral arrangement of the beloved hymn, with more to be said about that later.

Trinity Lutheran Church, Ellwood City, not located by any gas station, the congregation which I have been blessed to serve as pastor for the past 15 ½ YEARS, hosts a girl scout troop. Some 36 girls, Kindergarten – 12th grade meet in our church building in the basement on Wednesday evenings. The Girl Scout leaders run an excellent program. This year I have the opportunity to work with the girls on their "My Faith, My Journey" Pin. As a part of our work together, I had to connect a part of the Girl Scout Law with a teaching from their faith. I chose this line from the Girl Law "**I will do my best to be responsible for what I say.**" Emphasizing - the power of words! I thought that this was an important lesson to get across to the girls in the day, age and culture in which we are currently living. As we all know, our words have both the potential to build up and to destroy.

With a major in Elementary and Special Education from College, and teaching for two years in a private Lutheran School on Long Island, New York, I so enjoy both teaching and working with children. I began my lesson with the girls with the creation story and the power of God's spoken word to create. We read in Genesis, God said "Let there be... and it was" and God said, "It was good and there was evening and there was morning, another day." I then talked about God's Word becoming flesh in the person of Jesus, born in Bethlehem, a little town, that literally means "House of Bread." Jesus, Emmanuel, God among us, God in the flesh. Then I spoke shared some of the wonderful things Jesus said to us

BULLETIN OF REPORTS

and taught us, one of them being – “The Golden Rule.” Some of the girls seemed familiar with the golden rule ... “Do to others as you would have them do to you.” I then briefly shared with them what Jesus did for us on the cross, the cross Calvary, Golgotha, the Place of Skull. Jesus gave his life for me, for them, for the entire world, for the forgiveness of our sins and the promise of eternal life. I believe I even held up this sign and told them the words. Then I did my all-time favorite children’s sermon, the tube of toothpaste. Perhaps you have seen it before. I took out the tooth paste and the paper plate, just like I am doing now. I squeezed and I squeezed and I squeezed out the toothpaste onto the plate and then asked if anyone could put the toothpaste back inside the tube. A couple of the girls thought they could do it, suggesting we use a toothpick, putting back a little at a time, yet we agreed it would be difficult, at best. Then I spoke these words ... “Like the toothpaste in the tube, once our words come out of our mouth, we can’t put them back in”. Our words have the power to both build up and to tear down. One of the life lessons I like to remind people of is this one ... one of the most powerful weapons that we carry around with us all the time --- is our tongue. Most of the girls knew what I was talking about, and they shared some mean words and things that they had heard and that were said to them. Part of my lesson had to include a song ... so I sang this one, perhaps you sang it or heard it, in your younger days? “Oh, be careful little tongue what you say. Oh, be careful little tongue what you say, for the Father, up above is looking down in love, Oh, be careful little tongue what you say.” And then I asked this pointed question ... What can you tell me about God? What can you tell me about Jesus? The looks on many of their faces were empty. Many of the girls I know don’t go to church. When I worked with some of them in the past, some of them wondered and asked me What a pastor was? What the church was? What is the Bible? That night when I drove home from Ellwood City to Harmony, I was deeply saddened. We the church have hosted this group of girls for many years, yet how have we reached out to them, besides just letting them use our church building. I had 25 minutes with each group of girls that night, but what did I really accomplish? I planted some seeds, for sure. I prayed that the Holy Spirit would be at work and that for some of those girls this was perhaps just the beginning of their faith journey, and then this “Ah, ha” moment came on my ride home, from God’s life-giving Spirit. That still small voice that I heard ... “Give them a Bible and let the journey begin or continue.” I have to confess that still small voice is not always that clear, often not clear. And on my fifteen-minute ride home, the plan continued to unfold. “Apply for a Mission in Action Card from Thrivent.” Those of us who are Thrivent members and have the correct investments or policies should know that two times a year we can apply for a \$250 Mission in Action Card. And so, I did, and I was approved. With parental permission from the parents of the Girl Scouts, Children’s Bibles were purchased for the younger Girl Scouts and New Revised Standard Version Bibles were purchased for the older girls. On the day of their bridging ceremony, the girls picked up their Bibles, with their names printed inside and the inscription “Presented by: Trinity Lutheran Church.” My Faith ... My Journey. Come, Come, Holy Spirit Come!

The Old Testament prophet Isaiah reminds us, as we already heard this morning ... “So shall my word be that goes out from my mouth, it shall not return to me empty, but it shall accomplish that which I purpose and succeed in the thing for which I sent it.” Isaiah 55:11)

One of the verses to Katherine Hankey’s poem that doesn’t appear in our hymnal is this one ... “Tell me the Story simply, as to a little child. For I am weak and weary, and helpless and defiled.”

The refrain from that beloved hymn “I Love to Tell the Story” that we do sing is this ... “I love to tell the story, ‘twill be my theme in glory. To tell the old, old story of Jesus and His Love.” Amen.”

Chaplain Peggy Suhr-Barkley led the Assembly in a responsive reading.

O Lord, I cry to you for help,

In the morning my prayer comes before you.

Let my mouth be full of your praise

And your glory all the day long.

Every day I will bless you,

And praise your name forever and ever.

Awesome things you will show us in your righteousness, O God of our salvation.

O hope of all the earth and of the seas that are far away.

The Lord be with you.

And also, with you

Let us pray. We give thanks to you, Heavenly Father, through Jesus Christ, your dear Son, that you have protected us through this night from all harm and danger. We ask that you would also protect us today from sin and all evil, so that our life and actions may please you. Into your hands we commend ourselves, our bodies, our souls, and all that is ours. Let your holy angels be with us, so that the wicked foe may have no power over us.

Let us bless the Lord.

BULLETIN OF REPORTS

Thanks be to God Almighty.

Almighty God bless us, defend us from all evil, and bring us to everlasting life. Amen.

Plenary Session 2

Bishop Kusserow convened the Second Plenary Session of the 2022 Synod Assembly at 9:18 am.

The Bishop called for a Report of the Committee on Registration & Attendance. He invited Pastor Ellen Lundie, Chair of the Committee to give the Report.

Voting Members: Ministers of Word & Sacrament	107
Voting Members: Ministers of Word & Service	9
Voting Members: Laypersons	139
Total Voting and Credentialed Members	245

The Bishop then introduced the Report of the Vice President to be given by Vice President, Barb Nugent. The Bishop shared that Barb is a member of Bethlehem, Glenshaw – the congregation whose building was currently being used as the production space for the Synod Assembly. He then took the opportunity to thank the congregation of Bethlehem Glenshaw for their hospitality and invited Barb Nugent to give her report. The Bishop reminded participants that the written report could be found on page 105 of the Bulletin of Reports.

Vice President Barb Nugent thanked the Synod Council and the members of the sub-groups for the many hours and flexibility they provided to do the work of the church in Southwestern Pennsylvania. She also thanked congregations and ministry partners that have hosted Synod Council meetings. With the new smaller synod office space, there is no longer space to hold meetings in the office. She expressed that this change has granted the pleasure of visiting and learning more about the congregations and partners as the Synod Council meetings have been held in a sample of these locations. Barb thanked the deans and conference cabinets for their work in fostering community around the Synod. She closed with thanking everyone who has provided ideas, support, and prayers. Bishop Kusserow thanked Vice President Nugent for her report and her work.

Bishop Kusserow introduced the Synod Secretary, Pastor Bill Schaefer to give the Report of the Secretary. He reminded the participants that the written report could be found on pages 106-116 in the Bulletin of Reports. Pastor Schaefer is serving in Prince of Peace, Latrobe and Trinity, Derry.

Pastor Schaefer reported that he has completed a lengthy project to compile the actions of the Synod Council from 1987 through today. This compilation represents over 350 pages of actions and work that has been performed throughout the life of this Synod in the ELCA.

Pastor Schaefer thanked the members of the Synod Assembly Planning Committee for making the Assembly come together. He reminded the Assembly that there are many things that happen behind the scenes that make a meeting such as this a success. Pastor Schaefer then addressed the decision to hold this year's Synod Assembly on Zoom versus in person. He acknowledged that this was not an easy decision however, it's important to note that the places where the Assembly would typically be held were not taking reservations for such large and comprehensive meetings. He noted that while those same locations were holding sporting events and graduations, they were not providing dorm rooms and food service for large groups and this was a big part of the decision.

Pastor Schaefer encouraged anyone interested in being part of the planning to contact Holly Schmitt as we are always looking for additional volunteers.

Pastor Schaefer then thanked the Synod Staff and support staff for the help that they continually provide. Finally, Pastor Schaefer invited all to consider being part of the work of the Synod. The Synod Committee structure is being revised and he encouraged those interested to be part of the new committees as they roll out.

Bishop Kusserow thanked Pastor Schaefer for his report and then introduced Gary Teti, Treasurer, to give the Report of the Treasurer. The Bishop indicated that the written report and the Financial Statements could be found on Pages 117-126 and the Audit report could be found at the end of the Bulletin of Reports as an addendum. Treasurer Teti's report would be delivered by video, however, he would be available for questions and answers live via Zoom.

Mr. Teti thanked everyone for their dedication and commitment to congregations and the Synod during a difficult period. He pointed everyone to the Bulletin of Reports to see a draft Income and Expenses for fiscal year ending January 31, 2022. Once the final audit is documented it will be posted on the Synod website and is expected later this month.

BULLETIN OF REPORTS

“In summary, the income and expense report for fiscal 2021 reflects an uptick in Mission Support to \$1.391 million compared to \$1.362 million in 2020. We continued to lean on our Congregational Legacy Fund and our new Thrivent Managed Investment account for nearly \$187k in fiscal 2021 to manage the Synod operations. **Although this withdrawal rate is an improvement over previous years, it is not a sustainable rate of withdrawal over the long term.**” Salaries and benefits increased slightly in fiscal year 2021 to \$563,000 compared to fiscal 2020 at \$554,000.

Within the Bulletin of Reports is the 2022 Budget approved by the Synod Assembly last year as well as the proposed budget for fiscal 2023.

At the conclusion of his report, Treasurer Teti invited anyone with questions to contact him.

Bishop Kusserow thanked Gary for his continued work in support of the Synod and his willingness to receive questions on any of the materials presented.

The Bishop then called for the First General Ballot. As Rev. Paul Gruesu, Chair of the Elections Committee, prepared to begin the Ballot, Bishop Kusserow noted there were two ballots for which there was only one nominee. **The Bishop then declared:**

- 1. Pastor Deb Byrum, Retired, St. Andrew, Shadyside, is elected by unanimous consent to serve as clergy on the Board of Directors for Bethesda Lutheran Services.**
- 2. Scott Gettings, Bethlehem, Glenshaw, is elected to that board by unanimous consent of this assembly to serve as layperson on the Board of Directors for Bethesda Lutheran Services.**

The Bishop then invited Chaplain Suhr-Barkley to lead the Assembly in prayer prior to voting.

The Bishop then called Rev. Paul Gruesu to lead the Assembly through the First General Ballot reminding everyone that the results will not be made available until a later point on the agenda. Ballots for each position which had more than one candidate were then cast electronically by the Assembly.

The Bishop thanked the Assembly for their time and attention to voting and to Pastor Gruesu for leading everyone so effectively through the process.

At 9:40 am, the Bishop announced that the Assembly would take a break until 10:00 am.

Plenary Session 3

As the plenary began, the Assembly received pre-recorded video reports from Lutheran SeniorLife, Christian Associates of Southwestern Pennsylvania and Campus Ministry.

Bishop Kusserow convened the third plenary session of the 2022 Synod Assembly at 10:05 am. He announced that in this plenary session, we would begin with devotions, followed by the Bishop's report and then we will be voting on the 2023 Budget.

The Bishop called upon Chaplain Peggy Suhr Barkley to lead the Assembly in devotions.

Chaplain Peggy Suhr-Barkley gave the following devotion.

“I have always looked up to my more “mature” and “senior” colleagues in ministry, with great respect. The reality of my story is that I am now one of them. Turning 65 this month, I am now on Medicare and currently enrolled in the Humana portion of Portico. Although my “seniors” in ministry have diminished, I also have a deep admiration and appreciation for my younger colleagues in ministry, who are numerous, with lots of ideas and enthusiasm. I am, however, always humbled when some of them remind me “You are older than my mother!” or “You could be my mother!” Thank you very much! No matter what our age or experience in ministry is, these past several years have challenged us all and made us weary. In many ways they have leveled the ministry field. What I mean by that is this ... there was no course in seminary, no matter what year you graduated seminary, on leading a congregation or a ministry site during a global pandemic. We all have stories to tell, and we are still here to tell the story! Not everyone has had that opportunity.

All of God's people have aged, perhaps like fine wine, cheddar cheese, jeans, cast iron skillet or fine leather. Just some of the things I have heard age well, at least according to GOOGLE. We are NOT the same person we were twenty years ago, two years ago, 2 months ago, 2 weeks ago or perhaps, even 2 days ago. Our current life stories include a very real story of this worldwide pandemic, and on top of that story, stories of racism, sexism, ageism, and all the other

BULLETIN OF REPORTS

“isms”; and if those stories aren’t daunting enough, we have stories about tragic gun violence, mental health issues, security in schools and perhaps an anticipated overturn of a Supreme Court decision. We are bombarded with stories and people’s opinions about those stories, real life happenings. Many of those stories, certainly not “happily ever after” stories. The divides in this world seem more and more haunting and sometimes even our churches and our own families are divided. I have found myself on more than one occasion, reminding people that relationships are more important than any issue, any story. As we just celebrated Holy Trinity Sunday, isn’t the Trinity about relationship, the dance between Father, +Son, and Holy Spirit. Come, Join the Dance of the Trinity – that would make a good hymn! It is a good hymn!

What do we do, where do we go? Often in jest the voice in my head cries out “Calgon – Take me Away!” Do you remember that commercial? And I picture myself relaxing in a tub filled with bubbles, with no cares, no worries, even though I don’t take a tub bath. Where is your relaxing “tub” or “place”? Our Gospel writer Mark, shares these words “In the morning, long before dawn, Jesus got up and left the house, and went off to a lonely place and prayed there.” (Mark 1:35) These relaxing and inviting words are beautifully tucked inside Psalm 46; soak in them --- “Be Still and Know that I am God!” And as we break those words down, we have a mantra in itself, a soak in the tub ... “Be Still and Know!” “Be Still!” “Be!”

Let us pray ... God of refreshment, God who meets us where we are, help us to find time each day to soak in your grace. To find time to be still and know that you are God, time to just be and be mindful of your presence in our lives and in this world. In the midst of many stories, help us always to remember that you are in the midst of them all bringing light out of darkness, order out of chaos, resurrection out of death. Help us to soak and rest in you. All this we ask and pray in Jesus’ name. Amen.”

Bishop Kusserow thanked Chaplain Suhr-Barkley and then called upon Vice President Barbara Nugent to assume the chair of the assembly for the Report of the Bishop.

Vice President Barbara Nugent then introduced the written report of the Bishop and the Assistants to the Bishop which could be found on pages 101-105 of the Bulletin of Reports. Vice President Nugent invited Bishop Kusserow to give his report to the Assembly.

Bishop Kusserow gave the following report:

“The Lord be with you. Let us pray:

Almighty and eternal God, so draw our hearts to you, so guide our minds, so fill our imaginations, so govern our wills, that we may be wholly yours; and then use us, we pray, as you will, but always to your glory and the welfare of your people, through Jesus Christ our Lord. Amen.

This prayer has guided me daily since my election to serve as your bishop 15 years ago. I find in this prayer an echo of Jesus’ answer to the question asked of him, “Which is the greatest commandment?” His reply to love God and to love neighbor remains a simple and memorable guiding principle for all we do. The words found in this prayer, “always to your glory and the welfare of your people” sound like that to me.

Jesus’ answer also included qualifying language, of course. “Love God *with all your heart and mind and soul and strength.*” and, “Love your neighbor *as yourself.*” This prayer asks that our hearts and minds be drawn into glorifying God and providing for the welfare of God’s people, and also that our imaginations and wills be governed by that way of life. I find my imagination the most difficult to corral. I thrive on routine, as perhaps some of you do!

In my written report I lifted up the negative consequences of living with a very short event horizon. That is, since March 2020, we have been unable to plan very far into the future with any certainty. The global coronavirus pandemic continues to disrupt travel and commerce, it continues to cancel or postpone plans that seemed good to us even a little while ago, it surprises us with suddenly unrestricted times of gathering in person in joy to share hugs, and meals and family events and the Eucharist, only to have all those things held again at a distance due to a new spike or surge or increase in community spread. This has shortened our event horizon. We can’t plan very far ahead.

But it has also pressed our imaginations into more ardent service in our desire to glorify God and seek the welfare of God’s people. If what we had planned is suddenly not possible, we have to imagine how we might then respond. What is possible? And how can we accomplish it?

The Bulletin of Reports that has been made available to you is filled with examples of this. It reflects our life together in 2021, the first full year we lived within the constraints of the pandemic. What you will *not* see in it is a group of people who have been thwarted. What you will *not* see is a community of faith who, when they encountered tremendous obstacles to ministry, have simply stopped or given up. What you *will* see in the Bulletin of Reports is a steadfast, imaginative,

BULLETIN OF REPORTS

vigorous pursuit of our shared mission. You will see ecumenical engagement. You will see generosity and joy. You will see sustained care for the neighbor manifest in a hundred different ways. You will see the glory of God that fills heaven and earth.

I have written, in my written report in our Bulletin of Reports, about our continued engagement with the African Methodist Episcopal church, our tremendous response to the Madagascar Appeal, our practical and logistical effort to sort out the mutual exchange of ministries with the United Methodist Church, and about our synod celebration of Dr. Martin Luther King, Jr.

These are only a small sample of the creative and steadfast expressions of ministry that were found in our synod last year. In each of our congregations and among all of our ministry partners are many more stories of our collective effort to tell the story of Jesus in our words and in our deeds. Want to learn more about them? Go to our synod assembly website. Scroll down to the bottom of the page and watch as more than 20 announcement slides scroll slowly past. Each one bears witness to a ministry that changes lives.

Now imagine 150 slides scrolling past, lifting up each community of Jesus in our synod where the Gospel is preached, and the Sacraments administered according to the Gospel. Your congregation is among them. Your congregation is a valuable part of our shared life and mission. And your congregation is represented in our Bulletin of Reports through the details of the parochial report that you submit each year.

Now imagine 54,134 slides scrolling past, one for each of our baptized members, according to the total membership of our synod provided on p. 49. Each person who has been baptized into Christ Jesus, and therefore has been buried with him in a death like his, and therefore has been raised with him in a resurrection like his, lives in newness of life to be a sign of hope and purpose, a living witness to the love of God in a very specific household or school or workplace located in a very specific neighborhood that is part of a very specific local community somewhere in one of our ten counties across southwestern Pennsylvania. This is the true face of our shared ministry. Let me name a few of those people – not all 54,134 of them. These are the people whose daily vocations actualize our synod's commitment to serve and connect and equip our congregations to tell the story of Jesus:

Pastor Melissa Stoller	Assistant to the Bishop and Director for Evangelical Mission
Pastor Peter D. Asplin	Assistant to the Bishop
Deacon Elizabeth Caywood	Director of the Synod Resource Center
Sandra J. DeLorenze	Executive Assistant to Bishop Kusserow
Lauren Wolcott	Synod Communicator
Bob Cairns	Accountant to the Treasurer
Carol D. Ruckert	Receptionist and Administrative Assistant to Pastor Asplin
Marty Burkett	Part-time Administrative Assistant to Pastor Stoller

These women and men daily spend their lives in your service, researching answers to your questions, keeping official records and balancing accounts of your financial support, responding to crises, publishing our story, resolving disputes, addressing misconduct, celebrating anniversaries, praying in times of distress, *and expanding imagination*. I thank God for them and invite you to express your appreciation with the clapping hands reaction at the bottom of your zoom screen.

“Always to your glory and the welfare of your people,” the prayer says. That’s our mission. Everything we do is to help us tell the story of Jesus. Toward that end I have written a small book that is now widely available for personal reading and group study. It is a contribution toward our first strategic initiative, to rekindle a passion for the Gospel, and it is meant to be a gift to the synod. I’ll end my report with a video introduction of the book, “What is the Gospel?”

At this point, a pre-recorded video was shared with the Assembly introducing Bishop Kusserow’s book, “What is the Gospel”.

Following the video, Bishop Kusserow thanked Vice President Nugent and indicated that his report was completed.

Vice President Barbara Nugent called for Pastor Brenda Henry to give the Report of the Committee on the Bishop’s Report.

Pastor Brenda Henry gave thanks and praise to Bishop Kusserow and his staff for the leadership they have shown as the world, nation and the church have experienced challenges in leadership. She highlighted a few of the examples that the Bishop, the Synod Staff and Synod leaders modeled and invited others to live out the Holy Spirit . . .

- Sustained communications channels for members of the Synod to stay connected as the Body of Christ in time of physical separation and then gently encouraging in person reconnecting as appropriate.

BULLETIN OF REPORTS

- Modeled and invited us to care for self and the community.
- Introduced space and strategies for self-care and wellness for church leaders
- Responded to the ongoing systemic racism by calling on the church to pursue justice for all minorities in word and deed
- Demonstrated care for our Madagascar partners through generosity of resources
- Initiated steps to move forward on our first strategic initiative to rekindle a passion for the gospel by the offering of a tangible resource written by Bishop Kusserow.

Pastor Henry shared that the Committee asked Bishop Kusserow what his message would be to our Synod as we move into a new year of ministry together. The Bishop shared encouragement to rejoice in being in community with each other, which frees us from thinking that we have to save the Church, and instead, we can move forward with joy and hope recognizing that we live out our Synod's life and mission and are telling the story of Jesus in the midst of the complexity of our context. Based on the Bishop's Report, the Committee recommends the following for the remainder of 2022 through 2023, that everyone:

- Be encouraged to live into their baptismal vocational identities by being the people of God called to share the witness of Christ's love in our homes, communities and the world.
- Rekindle their passion for the Gospel through telling the story of Jesus, and we encourage a reading of bishop's writing
- Acknowledge the pain of those who have and continue to suffer from past and present racism and through the help of the Holy Spirit, to strive for justice and peace.

This ended the report respectfully submitted by the Committee: Pastor Ronald Brown, Deacon Deb Roberts and Pastor Brenda Henry. Thank you.

Pastor Brenda Henry moved, on behalf of the Committee, *to accept the Bishop's Report.*

Vice President Nugent noted that since the recommendation came from a committee it did not need a second. She called for anyone wishing to speak to the motion. Seeing no one wishing to speak, she called upon Rev. Paul Gruesu to lead the Assembly in a vote.

The motion carried with 98.91% voting yes and 1.09% voting no.

Vice President Nugent handed the chair of the assembly back to the Bishop.

Bishop Kusserow called upon Secretary Schaefer to present Synod Council Recommendation 3, Exhibit A which could be found on pages 131-132 of the Bulletin of Reports.

Secretary Schaefer moved *that the proposed Synod Budget for 2023 be considered and adopted.*

Bishop Kusserow reminded the Assembly that the motion did not need a second as it came from Synod Council. He invited anyone who wanted to speak to the motion to raise their hand in Zoom and they would be addressed in order.

Pastor Jill McGregor, Christ Lutheran Church, Baden, thanked the committee for their work on the budget. She then spoke against the budget and raised two specific points. First, she noted disappointment that there was no notable change in the budget with 80% of the expenses continuing to be dedicated to two line items. She also questioned the hospitality line item for the Synod Office at \$2,000 compared to the same budget category for Lutherlyn, Bethesda and Thiel that are \$1,000 each. As Pastor McGregor continued to speak against the budget, the Bishop announced that her allotted 2 minutes had ended.

Bishop Kusserow thanked Pastor McGregor for speaking to the motion. He addressed the comment on the Hospitality line item and offered that those funds are generally used when supporting rostered leaders in need of care, typically for coffee or a meal during consultation. It is our practice to pay as a gift of support.

Wayne Franzen, Prince of Peace, Pittsburgh, expressed disappointment in the cut of funds for Lutheran Campus Ministry. He felt that the reductions would make significant changes in ministry over years.

Bishop Kusserow then called for any others who might wish to speak to the motion. While waiting, he expressed his discomfort with having to advise those speaking that they've come to the end of their allotted 2-minute timeframe. He reminded the Assembly that voting members are allowed to speak to a motion a second time, for 1 minute, after others have had the chance to speak. He also reminded voters that these are two of the rules adopted at the beginning of the

BULLETIN OF REPORTS

Assembly on Thursday evening.

Seeing no one else wishing to speak, Bishop Kusserow called on Rev. Paul Gruesu to lead the Assembly in a vote on the 2023 Budget.

Motion to adopt the proposed 2023 Budget was carried with 88.956% voting yes and 11.05% voting no.

Bishop Kusserow announced that with time left on the agenda before the next break, he would now move to Synod Council Recommendation #1, the Mission Support Formula. The Bishop shared the following comments:

“Every year our Synod Assembly determines the target goal for congregations to guide their participation in funding our shared work through mission support. And every year I celebrate with you those congregations that reached or exceeded that goal in the last year.

We have recently changed that target from 12% of expenses to a tithe of regular giving. Trying to determine what regular giving will be over the course of the coming year and then budgeting a tithe of that amount has proven to be a real challenge for some of our congregations! And yet, this year we have 36 congregations that have participated in mission support with a 10% tithe of regular giving, or very nearly so, and in some cases much more than that.

These congregations are large and small. They are found in cities and in the country. They are found in every one of our six conferences. Some have called pastors; some do not. Their annual regular giving from their members ranges from more than \$700,000 to just over \$11,000. And their participation in mission support in some cases exceeds a 10% tithe. Six have given 14 or 15%, two are between 20 and 35%, and two are over 40%!

In deep appreciation for the ministry of all our congregations at any percentage of mission support participation, and in particular celebration of our mission support leaders, I share their names with you, by conference:

Bishop Kusserow then shared the names of the congregations which gave a tithe (or almost) or higher of regular giving toward Mission Support in 2021:

Conference 1: New Hope, Freedom and First English, Downtown Pittsburgh

Conference 2: St. John's of Highland, North Hills; Bethlehem, Glenshaw; Trinity, Butler; Trinity, Gibsonia; First English, Butler; Holy Trinity, Chicora; and St. Peter's, Evans City

Conference 3: Calvary, Arnold; Fork's Zion, Leechburg; First, Leechburg; Hebron, Leechburg; Bethesda, Lower Burrell; Grace, Manorville; and St. Andrew, Shadyside

Conference 4: First, Greensburg; St. Matthias, Greensburg; Trinity, Latrobe; St. James, Ligonier; St. John's, North Versailles; Zion, Penn Hills; Sons of Zebedee, Saltsburg; and St. Luke's, Youngwood

Conference 5: Christ, Duquesne; Grace, Monongahela; Good Shepherd, Mt. Pleasant; St. John's, Mt. Pleasant; Hope Memorial, Smithton; St. Peter, Uniontown; and Faith, White Oak

Conference 6: Good Shepherd, Bower Hill; Emmanuel, Castle Shannon; Our Redeemer, McMurray, Mt. Lebanon United, Pittsburgh; and Bethlehem, Scenery Hill

Bishop Kusserow then called upon Secretary Schaefer for Recommendation #1 of the Synod Council which could be found on page 130 of the Bulletin of Reports.

Secretary Schaefer moved the following: *“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.”*

Bishop Kusserow thanked Secretary Schaefer and reminded the Assembly that as this motion came from the Synod Council it did not need a second. The Bishop then called for any discussion on the motion.

BULLETIN OF REPORTS

Pastor Jill McGregor, Christ Lutheran, Baden, raised a question as to whether or not the ministries of the 36 congregations that are acknowledged as examples are as tangibly strengthened in their communities as they are in the Synod.

Bishop Kusserow stated that as the question is evaluative it would be difficult to measure. He shared that giving is a joyful response to what God has given us. It is not a measured investment to get back a specific return but is a joyful response. He then indicated that he was not able to say whether or not the noted congregations have greater or less effectiveness in their local community than others.

Pastor James Arter, First, Leechburg, stated that he is privileged to have a youth voting member at the Assembly and that he felt honored to be able to share with her that their congregation can't do everything that needs to be done without the support and work of the Synod and the ELCA. He expressed gratitude to be able to look outside of themselves and see the good that God is doing and the joy that it provides.

Bishop Kusserow then called for any others who might want to speak to the motion. As there were none, he invited Rev. Paul Gruesu to lead the vote on Synod Council Recommendation #1 which was the Mission Support Formula.

The Motion was carried with 94.09% voting yes and 5.91% voting no.

At this point of the meeting, Bishop Kusserow declared the Assembly to be in recess until 11:00 am.

Plenary Session 4

As the Plenary began, the Assembly received pre-recorded videos from United Lutheran Seminary and Bethesda Lutheran Services.

Bishop Kusserow welcomed the Assembly back from break. He thanked the mission partners who have created the videos that lead each plenary session. He also acknowledged that as the deadline for getting material to Reference and Counsel had come and was now gone, all that had been submitted was now available on the Synod website.

Bishop Kusserow then called upon Chaplain Peggy Suhr-Barkley to lead the Assembly further into telling the story of Jesus.

Chaplain Suhr-Barkley gave the following devotion.

"How many remember Word and Witness? For those who don't know, it was a curriculum of the LCA. In January 1980, 42 years ago, Word and Witness was used – a portion for Bible Study and one for witness. Witness – put another way, is talking about our faith. Telling the story of Jesus. Not just singing it. I remember the 3 concentric circles from this curriculum - your story, my story, God's story and how they intersect. Certainly, in order to understand the overlap in the 3, we must listen to others' stories. To listen.... I opened a fortune cookie once that said, "Do you want to persuade someone? Then listen to what they have to say."

Pastor Stoller has challenged many of us to summarize the Gospel in our own words in 50 words or less. The Holy Spirit gives us times and opportunities to tell our faith stories to others. There are opportunities... are we open for them? Do we pray for them? Instead of telling people we'll pray for them, pray with them. We all have the opportunity to pray. Leading prayer is not reserved for pastors and deacons. Most pastors and deacons didn't get a class on prayer in seminary. The disciples asked Jesus, "Lord, teach us to pray." And he gave them, and us, the Lord's Prayer. The Holy Spirit will give us the words, the opportunity, and the courage. "Blaze spirit blaze, set our hearts on fire."

One evening after our midweek Lenten service, I was sitting in the pew talking with a couple of our members, one who had brought a friend to worship with them. Great idea bringing a friend to worship, "come and see." As we were talking, I was sharing some things that were going on in my personal life, so Susan quickly said to those around us, "let's all hold hands, and we're going to pray right now for Pastor." I was somewhat taken aback. As we held hands the most beautiful prayer came out of Susan's mouth that deeply touched my heart. "How did you learn to pray?" I asked Susan. Her reply, "My mother told me to talk to God as I would talk to my family, openly and candidly, telling God what was on my heart and my mind."

Lord, teach us to pray. "I love to tell the story, for those who know it best seem hungering and thirsting to hear it like the rest. And when in scenes of glory, I sing the new, new song. I'll sing the old, old story that I have loved so long."

Let us pray. Gracious and holy God, you invite us into your story. A love story that was fully lived out on the cross of Calvary as your son, our Savior, Jesus gave his life for each and every one of us, for the entire world, for the forgiveness of our sins and the promise of eternal life. Thank you for your love and care for us. Thank you for inviting us into your story. Help us all to be good storytellers and good story listeners. Help us to tell the old, old story of Jesus and His love.

BULLETIN OF REPORTS

All this we ask in the name of Jesus, who used parables to teach us about you and the kingdom of God. In Jesus' name we pray. Amen."

The Bishop called upon the Rev. Paul Gruesu, Chair of the Elections Committee to give the report of the First Ballot. Pastor Gruesu reported the results.

Synod Council Representative- Conference 5, Clergy (Pastor or Deacon) Term expires 2023

Number to be elected	1
Number of ballots cast	175
Number necessary to elect	88
Votes Received:	
Michael Ryan	70
Susan Devine	105

Bishop Kusserow declared that Susan Devine was elected to the Synod Council.

Lutheran SeniorLife Board of Directors, Clergy (Pastor or Deacon), 3-year term

Number to be elected	1
Number of ballots cast	180
Number necessary to elect	91
Votes Received:	
Angela Smith	107
Robert Zimmerman	73

Bishop Kusserow declared that Angela Smith was elected to the Board of Directors of Lutheran SeniorLife.

Lutheran SeniorLife Board of Directors – Layperson, 3-year term

Number to be elected	2
Number of ballots cast	181
Number necessary to elect	91
Votes Received:	
Eric Kofmehl	78
Jeannette Christensen	137
Donald Stoebe	50
John Miller	77

Bishop Kusserow declared that Jeannette Christensen was elected to the Board of Directors of Lutheran SeniorLife.

The Bishop also announced that Eric Kofmehl and John Miller would be advancing to the next ballot.

Lutheran Service Society – Board of Directors, Clergy (Pastor or Deacon) or Layperson – 3-year term

Number to be elected	2
Number of ballots cast	183
Number necessary to elect	92
Votes received:	
Karin Trauman	62
Beth Clementson	142
Lawrence J. Nugent	90
Jody Removchik	57

Bishop Kusserow declared that Beth Clementson was elected to the Board of Directors of Lutheran Service Society.

BULLETIN OF REPORTS

The Bishop also announced that Lawrence J. Nugent, Jr and Karin Trauman would be advancing to the next ballot.

Bishop Kusserow thanked Pastor Gruesu for the report of the First Ballot and then asked if he was prepared for the Assembly to begin the Second Ballot. Hearing that he was ready, the Bishop invited Chaplain Peggy Suhr-Barkley to lead the Assembly in prayer before voting.

Bishop Kusserow thanked Chaplain Suhr-Barkley and then invited Rev. Paul Gruesu to lead the Assembly in the Second Ballot. Pastor Gruesu introduced each position for which a Second Ballot was required, and the Assembly cast their votes electronically. He reminded the Assembly that they would be seeing the results of the voting at a later point on the agenda. The Bishop declared the Second General Ballot was closed.

Recognition of Pastors and Deacons Observing Special Anniversaries

Bishop Kusserow announced the pastors and deacons who are celebrating milestone anniversaries. The Bishop shared the following:

“We take time at each Synod Assembly to recognize pastors and deacons celebrating special anniversaries. It has been our custom to recognize the 25th year of ordination, and the 50th, and every five years after that. We habitually invite those celebrating 50 years of ordination to address the assembly, but this year we have no one marking that anniversary, and we have no deacons among those being recognized. So, regarding the office of pastor that those we are honoring today share, the Augsburg Confession uses bold language, very early among the chief articles, to identify the purpose of ordained Ministry of Word and Sacrament, saying that “in order that such faith may be obtained, God instituted the office of preaching, giving the gospel and the sacraments.”

From the earliest days of the Church until today, members of the baptized community of faith have been set apart for this public office. It is our faith that through the ministry of these pastors, through their preaching, through the sacraments they administer, the Holy Spirit truly works to create and nurture faith. As I announce the names of the pastors celebrating the 25th anniversary of their ordination - as I call your name, if you are able, please raise your hand through the Zoom hand-raising symbol and your picture should move to the front of the arranged pictures so that the Assembly can see you. Those we are recognizing are: Pastor Keith Deckinger, Pastor Larry Kemp, and Pastor Matthew Stabe.

Dear friends: we rejoice that through prayer and the laying-on of hands you were called to the office of Word and Sacrament, that for 25 years you have grown into that ministry, and that the Holy Spirit has been given to many through the mysteries of faith of which you are servants and stewards. On behalf of a grateful church, we applaud you.

We also recognize with joy and appreciation those pastors who are celebrating 55 years of ordination. Again, if you are able, please raise your hand through the Zoom hand-raising symbol as I call your name so that you may be seen by the Assembly. Those we are recognizing are: Pastor Kirk Bish, Pastor David Matthews, Jr., Pastor Dennis Orsen, Pastor Ronald Rademacher, Pastor Robert Rigg, and Pastor Philip Williams

And, celebrating 60 years of ordination: Pastor Robert Strobel.

Our synod gives thanks to God with you for a lifetime of faithful service that you have given to the Church in active service and in retirement. Pastors, we applaud you.

Let us pray for all these servants of the Gospel: We give you thanks, almighty and gracious God, for raising up among us faithful servants of the ministry of Word and Sacrament, especially for Keith, Larry, Matthew, Kirk, David, Dennis, Ronald, Robert, Philip and Robert, and we pray that they may continue to exemplify in their words and in their lives the Gospel of your Son, Jesus Christ our Lord. Amen.”

Bishop Kusserow invited Rev. Peter Asplin. Assistant to the Bishop, to lead us through a recognition of seminarians and ordinands.

Pastor Asplin thanked the Bishop for the opportunity to speak. He shared that one of the great privileges of serving as an Assistant to the Bishop is that he has the opportunity to work with men and women who are opening themselves to the call of the Church as pastors and deacons. He said that it is a privilege and a joy to work with them. He then introduced the men and women who are serving as interns in our Synod.

2021-2022 Interns

Alexis Mattson- Eastern North Dakota Synod, Lutheran Seminary, St Paul MN. Currently serving as an intern at First English Lutheran, Pittsburgh (Downtown)

BULLETIN OF REPORTS

2nd Lt. W. Roger Randolph, III – Member, First Lutheran Church, Pittsburgh (Downtown), United Lutheran Seminary. Currently serving as an intern at St Paul, Arlington, MA.

Steve Slepecki – Member, Christ Millvale, United Lutheran Seminary. Currently serving as an intern at Trinity Butler.

Jamie Ulrich – Member, Bethlehem Lutheran, Glenshaw. Trinity Lutheran Seminary. Currently serving as an intern at Epiphany Lutheran, Pickerington, OH.

2022-2023 Interns

DaMisha McFarland-Pollack – Member, First Lutheran Church Pittsburgh (Downtown), Wartburg Theological Seminary. Will serve as an intern at Sunrise Lutheran Parish, Cozad, NE.

Elizabeth Rheinfrank – Member Mt. Lebanon United, Mt. Lebanon PA. United Lutheran Seminary. Will serve as an intern at First Lutheran, Pittsburgh (Downtown)

Before turning the podium back over to Bishop Kusserow, Pastor Asplin thanked all of those in the candidacy process for their openness to the strenuous process of candidacy. Pastor Asplin shared with the Assembly that there is a committee that serves to care for the candidates. It is a joint committee for both the Southwestern Pennsylvania Synod and the West Virginia/Western Maryland Synod. The joint candidacy committee has been in place for many years. Pastor Asplin shared the names of the current members of the Joint Candidacy Committee that were also shown on a slide: Bishop Kurt Kusserow and Bishop Matthew Riegel, Tammy Riegel, Pastor Kerri Clark, Jean Chantz, Pastor Jessica Felici, George Friedline, Deacon Dr. Nancy Gable, Kurt Hansmann, Pastor Rebecca Resch, Rebecca Reid, Pastor Sean Smith and Pastor Peggy Suhr-Barkley.

Pastor Asplin expressed appreciation for the staff support to the candidacy program provided by Carol Ruckert from the SWPA Synod who ensures that the paperwork is done well and that all pertinent details are covered.

Pastor Asplin closed his presentation by asking the Assembly to pray for candidates to be raised up as pastors and deacons in the church and invited all to identify those from among their congregations.

Synod Council Recommendations

Bishop Kusserow called on Secretary Schaefer to present the Recommendation of the Synod Council #5 - which could be found on page 130 and Appendix B of the Bulletin of Reports on page 133-138.

Secretary Schaefer moved *that the 2023 Compensation Guidelines for Ministers of Word and Sacrament be adopted.*

Bishop Kusserow reminded the Assembly that the motion would not need a second as it was brought from Synod Council. The Bishop then called for anyone who wanted to speak to the motion to raise their hand via the Zoom hand-raising mechanism.

Seeing no one seeking to speak to the motion, Bishop Kusserow called on Rev. Paul Gruesu to lead the Assembly in voting.

The motion was carried with 97.22% voting yes and 2.78% voting no.

Bishop Kusserow called on Secretary Schaefer to present the Recommendation of the Synod Council # 6 which could be found on page 130 and Appendix C pages 139-145 of the Bulletin of Reports.

Secretary Schaefer moved *that the 2023 Compensation Guidelines for Ministers of Word and Service be adopted.*

Bishop Kusserow reminded the Assembly that the motion would not need to have a second as it was brought by the Synod Council. He then called for anyone interested in speaking to the motion to raise their hand via the Zoom hand raising feature.

Seeing no one seeking to speak to the motion, Bishop Kusserow called on Rev. Paul Gruesu to lead the Assembly in voting.

The Motion was carried with 95.19% voting yes and 4.81% voting no.

Bishop Kusserow announced that given that there were a few minutes left before the lunch break, he requested that Synod Council Recommendation #7 be brought before the Assembly at this time. He commented that this motion was in a similar vein to the last two as it deals with compensation guidelines, but for interims. He shared that the recommendation could be found on page 130 and Appendix B, pages 146-149 of the Bulletin of Reports. The Bishop invited Secretary Schaefer to read the motion.

BULLETIN OF REPORTS

Secretary Schaefer moved *that the 2023 Interim Ministry Guidelines be adopted.*

Bishop Kusserow stated that the motion would not need a second as it was brought by the Synod Council. He then asked for anyone speaking to the motion to indicate their intention by using the hand raising mechanism on Zoom.

Bishop Kusserow took a moment to thank all the interim pastors in the Synod and then explained the variety of interim placements that exist within the Synod. He shared that as congregations experience a vacancy, there is a local interim assigned, who is geographically close to pick up pastoral emergencies and attend council meetings but not to provide Sunday morning worship coverage. The Bishop went on to say that when able, a transitional interim may be assigned, which is often a retired pastor who will provide Sunday morning worship support and work part-time in the life of the congregation.

The Bishop then described the intentional interim role. Intentional interims typically have received training and are generally called into full-time ministry in those places where a very particular pastoral care is needed.

And finally, the Bishop explained the “eternal” or extended interim – which is an arrangement by which a congregation and a pastor just continue together in ministry as long as they can.

Bishop Kusserow gave thanks to God for all the various interims, as without their service it would be difficult to care for our congregations.

Before closing on this, the Bishop recognized the lay worship leaders who provide tremendous care for congregations in Sunday morning worship. They are also addressed in the recommendation.

Seeing no one seeking to speak to the motion, Bishop Kusserow called on Rev. Paul Gruesu to lead the Assembly in voting.

The Motion was carried with 97.79% voting yes and 2.21% voting no.

Bishop Kusserow announced that the next item was for the Assembly to commission the Synod’s voting members to the Churchwide Assembly.

Bishop Kusserow invited Chaplain Suhr-Barkley to lead the commissioning.

Chaplain Peggy Suhr-Barkley began with a reading from Romans 12:4-8.

St. Paul writes, “Just as each of our bodies have several parts, and each part has a separate function, so all of us, in union with Christ, form one body, and each member belongs to each other. Our gifts differ according to the grace given us. If your gift is prophecy, then use it according to your faith. If the administration, then use it for administration. If teaching, then use it for teaching, let the preachers deliver sermons. The almsgivers give freely, the officials be diligent, and those who do works of mercy do them cheerfully.”

The Churchwide assembly will be held August 8th – 12th in Columbus, Ohio. Our Synod has elected the following persons to serve as voting members:

Pastor Kerri Clark, Pastor Beth Clementson, Pastor Brenda Henry, Tom Hough, Dennis Lane, Pastor Martha McCreight, Pastor Jennifer McCurry, DaMisha McFarlane- Pollock, Kyle Neumann, Sophia Rau, Andrew Sabol, Holly Schmitt, Melanie Thomas, Vice President Barbara Nugent, and Bishop Kurt Kusserow. In addition, Pastor Tara Lynn will be attending as a voting member as she was elected by our Synod to Churchwide Council.

“Let us commission these people to serve in this capacity for the glory of God and the care of God’s people. Let us pray:

Bless these your servants, O Lord, in the work you have called them to do, so that by the power of your Holy Spirit they may bless our churches. Bless them in their deliberation with wisdom and courage, and strengthen your people with your gifts of faith and hope and love. Amen.”

Bishop Kusserow thanked Chaplain Peggy for her commissioning of the Synod’s attendees to the Churchwide Assembly. He then invited her to lead table grace before the lunch recess.

Bishop Kusserow recessed the Assembly until 12:30 pm.

BULLETIN OF REPORTS

Plenary Session 5

As this plenary session began, the Assembly received pre-recorded video reports from Glade Run and Thiel College.

Bishop Kusserow welcomed the Assembly back at 12:35 and announced that during this Plenary Session, the Assembly would be hearing from the Churchwide representative, followed by the report on the Second Ballot and the Task Force on the Restructuring of the Synod Committees. In addition, we'd be hearing about the Lutherlyn Campaign and then move into memorials. He then called upon Chaplain Peggy Suhr-Barkley to lead the Assembly in the next installment of telling the story.

Chaplain Suhr-Barkley began the devotion.

As a new first-time grandma, I have been adding to my collection of children's storybooks to read with Carter, and I do have a picture, but I'm not going to show it. Well, just maybe I will - here it is, but you can't see much from afar. (She shared a photograph of Carter on her lap while she read to him). One of my all-time favorite children's books is "The Giving Tree" by Shel Silverstein. I have others... "The Kissing Hand", "Love You Forever", "The Invisible String", "The Tale of Three Tears" which is excellent for dealing with healing after loss. I often read children's stories for my Children's Sermon on Sunday mornings during our worship service. Sometimes I read stories from a Children's Bible. I love pictures, for pictures tell stories too, don't they? The adult members of the congregation in which I serve enjoy the children's sermons and books even better than the "big people" sermon.

When Bishop Kusserow first asked me to be the Chaplain for this Assembly, and I knew the Assembly theme, "I love to tell the story", I thought, "great", I can read to the Assembly my favorite children's story books, and then add a commentary. For we are all children at heart, and two of my favorite Biblical passages – Isaiah:11 "...And a little child shall lead them" and another one from Matthew: 19 "Jesus said, let the children come to me, and do not stop them, for as to such as these the kingdom of heaven belongs." And then the Bishop told me that I had two to three minutes for every devotion....?? Bishop, I am sorry because I have perhaps gone over my allotted time more than once.

Do you have a favorite children's story - One that was read to you or that you like to read to others? It would be fun to write those children's stories in the Zoom chat - or even better than that, how about a favorite Bible? When I asked that question of my confirmands, I usually ask them and then say that they have to take off of their list: the Christmas story, the Good Friday story and the Easter story - because for many of them that would be their answer. And it gets them thinking about what stories are left. Lots, lots and lots of stories - 66 books of stories!

Our book of faith, the Bible, is a library in itself. I don't know why, but for me, especially as a young child in Sunday school, the story of King Solomon and his wisdom dealing with the two mothers and their two baby boys always tugged at my heart. It is a story I still remember.

We read that story in the Old Testament book of 1 Kings. Wisdom is one of the things that I pray for often. "Lord help us to be wise in all things."

Sometimes children's storybooks end with these words, "And they lived happily ever after."

I know those words usually only live in storybooks, but isn't that a part of our story, too? Part of the old, old story of Jesus and his love. For the happily ever after that we are gifted with as children of God, brothers and sisters in Christ, is eternal life! Life in the presence of God- Father, Son, and Holy Spirit. For once upon a time Jesus died on the cross of Calvary, for you, for me, for the world, for the forgiveness of our sins, and the promise of eternal life.

For that promise of happily ever after, let us pray. "God of our beginnings and our endings. Once upon a time you created this world, created each and every one of us in your image, and you proclaimed it was good. Thank you for our book of faith, the Bible, filled with stories of how you were, and continue to be involved in human history. But we do not do this alone. Grant us wisdom and discernment in doing your will and your work in this world daily, making a difference by what we say and by what we do in the name of Jesus your living Word. In this we pray, Amen."

Bishop Kusserow thanked Chaplain Suhr-Barkley for her wonderful words to lead us into the next plenary session.

Bishop Kusserow then introduced a video presentation from Presiding Bishop Elizabeth Eaton of the ELCA describing the wideness of our ministry.

Bishop Eaton's message spoke about Martin Luther's reflection on the gospel. That Luther felt that "...he had been born anew and that the gates of heaven had been opened." The whole of scripture had new meaning from that point

BULLETIN OF REPORTS

on. He said that the justice of God no longer filled him with hatred but rather it became unspeakably sweet. It was St. Paul's letter to the Romans that really unleashed Luther's understanding that it was not up to human beings to make themselves worthy in the eyes of a righteous God. He changed from hatred to love, from despair to joy, from death to life. Here was the Gospel, the good news, that we receive forgiveness of sin, and become righteous before God out of grace for Christ's sake. Through faith, Luther knew that he had to get the word out, literally. He got a hold of technology in the form of the printing press and therefore modernized communications translating the Bible into the vernacular of ordinary people. Now they could read or at least hear of God's promise of love, freedom and grace. Scripture was no longer the property of the educated elite. God's saving message could speak to all people. Luther's translation of the Bible, completed 500 years ago this year, combined with the technology of his day, made it possible to tell the old, old story in a new way. The Gospel has not changed but the world has.

The ELCA is rooted in tradition. The saving love of God, given as a gift of grace. We must take a page out of Luther's playbook and translate the Gospel into the cultural vernacular of our time. We're moving toward a future church and we have a goal to engage 1 million new young, diverse people by the end of this decade - not to fill pews and offering plates - but to welcome them into the way of Jesus where they and we find community, justice and love. If we have experienced the infinite and intimate love of Jesus, why wouldn't we want to share that with everyone?

We pray that the Holy Spirit would activate each of us for this life-giving work. We can tell the old, old story in a new way.

Bishop Kusserow introduced the Churchwide Representative, Rev. Dr. Carmelo Santos, ELCA Director of Theological Diversity and Ecumenical/Interreligious Engagement.

The Bishop shared the following as an introduction.

"It is my joy to introduce to you our Churchwide Representative, the Rev. Dr. Carmelo Santos. Pastor Santos is our church's Director of Theological Diversity and Ecumenical/Interreligious Engagement. You can ask him during our Q&A time exactly what that long job description means in daily life. But hold that question for a while, for first he will share with us a view of the church much wider than we normally see here in the bottom left corner of Pennsylvania. As he does, let me invite you to listen for the gifts of ministry that he brings to our church – a studied faithfulness to our church's confessions, and a vibrant eagerness to widen the diversity of our church's witness to Jesus Christ.

I have experienced Dr. Carmelo Santos to be a valuable partner in our shared effort to be the Church in this most challenging time, and I encourage you to welcome him as a friend you did not realize you had. Pastor Santos, the good people of this Synod, equally eager to be faithful stewards of the mysteries of God in this place, welcome you."

Rev. Santos shared his thoughts with the Assembly, live via Zoom.

"I love that sentiment from Bishop Kusserow, "...that there's a friend they do not know they have". That's the beauty of the Christian church -that we can be friends, instantaneously when we meet! My dear friends in Christ, good morning. This is the day that the Lord has made, let us rejoice and be glad in it. I, indeed, rejoice and am glad for being with you, even if it's just virtually and not in person.

I am reminded that the Lord said that where two or more are gathered in His name that he shall be also. Although we are virtual, his presence is very real. Amen.

I was remembering visiting the territory of your Synod some time ago for my hobby. When I'm not being a pastor, I practice martial arts. I remember that I was impressed by two things. First of all, I was impressed by how you all really know how to do hospitality. I was really moved by your hospitality, your warm welcome, and second, that you all really love Mr. Rogers. So, let me thank you for your hospitality, and let me thank you for Mr. Rogers, because if it is true that it takes a village to raise a child, it is also true that it takes a special community to produce such an amazing human being as Fred Rogers. In any case as Bishop Kusserow said, my name is Carmelo Santos, and I bring you greetings on behalf of your other friends that you may have not yet met.

You, friends, are the churchwide expression of the Church there in SWPA. I work in Chicago, but I live and greet you today from Alexandria, Virginia. As part of our Church's commitment to walk in solidarity with indigenous peoples, which I wish to acknowledge and honor the people upon whose ancestral homelands I stand today, as well as all our indigenous siblings, who have continued to care for this place. My dear friends in Christ, my job here today is, first of all to thank you from the bottom of my heart. To thank you for your generosity. You have no idea how your gifts of prayers, money, time, and talents are transforming lives, or the world - thanks in part to you. New churches are being opened. New leaders are being trained. The hungry are being fed. The oppressed are being defended and the story, the old story of Jesus' love is being told to new generations at home and across the globe.

I wish today to share with you how you are making an impact around the world; but before that, before I go into those details, I want to share with you a little bit about who I am, and especially about the team that I'm a part of in the office

BULLETIN OF REPORTS

of the Presiding Churchwide Bishop and the work that we do on your behalf and on behalf of the whole Church and the resources that are available for you.”

At this point in his presentation, Pastor Santos shared a PowerPoint presentation with the Assembly.

Pastor Santos continued, “I serve you and the ELCA in areas including theological discernment; racial justice; gender justice and women’s empowerment; and the ecumenical and inter-religious relations. I want to tell you a little bit about some of the work that is done on behalf of the Church.

First, theological discernment is where the social statements are produced, and the social messages are generated. This is about applying the Holy Scriptures and Lutheran theology to understand and address important social issues. We have social statements on lots of issues such as healthcare or abortion. Social statements have become very popular lately, and people say that even though some were written in the early nineties, people find them to be helpful to explore some of the issues that are being debated now in our public life. There is a social statement on Care of Creation, and we are actively developing one on Faith and Civic Engagement. These are produced by teams of people that are meant to be representative of the entire ecosystem in terms of diversity of points of view. Diversity including Republican, Independent or Democrat. Also, in terms of ethnicity, gender, race, geography, etc. Often, they deliberate for 5 years and engage the whole church in conversation to produce these statements. It is important for you to understand that these statements are not meant to tell you what to be or think. These statements are meant to be tools in your own discernment through prayer, through listening to the Holy Spirit, through studying Scripture, on how to live faithfully into the issues that we are facing today as well as for our Presiding Bishop, our Synodical bishops and for pastors who speak publicly on behalf of the Church. They provide guidance on what we can say publicly on behalf of the Church.

We also have the work of racial justice on our team, and whenever there is an incident around the nation, we coordinate with the local bishop to find ways to be faithful and to be a healing presence. In the midst of those situations some resources that have been produced and might be of interest to you such as the ELCA Declaration to American Indian and Alaska native people. And now we also have available a study guide for the ELCA apology to people of African descent. We also have a blog, and I’ve included the information on how you can find it. (<https://blogs.elca.org/elcaracialjustice/being-home>)

In speaking with Bishop Kusserow and his staff yesterday, I heard that you are also engaged in important work on racial justice. He mentioned that several congregations from your Synod are working with others seeking just reparations for the use of eminent domain.

We also have done recent work on social statements for gender justice and women’s empowerment. Study guides are now available for you as well as your congregations. (<https://www.elcaorg/justiceforwomen>)

Also, as part of our team, we have the Ecumenical and Inter-Religious Relations team. The work of ecumenical relations is about how we live into that prayer, so that our testimony to the world might be more impactful and lives can be touched by the healing power of the Gospel. We have several already and we are right now in active dialogues with the Catholic Church, the Christian Church (Disciples of Christ). Bishop Kusserow is co-chair for that. We also have a declaration to the Muslim Community and an updated declaration to the Jewish Community.

Now, let me share what your support has enabled in the ELCA.

I want to say again - thank you. Thank you for your generosity on behalf of all those who have been impacted by the ministries of the ELCA. Together, the congregations in your Synod made it possible for the Synod to share \$675,987 with the churchwide organization to support our ministry. Your gifts multiplied with the offerings shared by others in the ELCA became a total of \$40,000,700!

Thank you for the generosity. Now to share with you, as a way of mutual accountability, what we do with that money that we receive

- 41% of Mission Support is used to grow the ELCA in the U.S. and Territories
- 22% of Mission Support is used to grow the Lutheran Church and address issues around the world outside of the U.S
- 37% is used to develop current and future leaders in the ELCA.

We have new congregations and locations of ministry that share the old, old story with 82 new starts that were begun during the pandemic and in total 528 new ministries that have been organized as congregations since the birth of the ELCA. There are 380 new starts that are active now, and it usually takes, I think, between 6 to 10 years for new starts to become active congregations. We have over 1,500 leaders that register and participate in congregational development training online each year.

In addition to that, the ELCA is committed to providing a director for Evangelical Mission in each Synod for the purpose

BULLETIN OF REPORTS

of helping congregations to attract new, young and diverse people with the story of Jesus.”

Rev. Santos then shared a breakdown of congregations by economic grouping and ethnicity.

Rev. Santos continued, “The money that you give to the ELCA through Mission Support, also comes back to your Synod to support new starts or strategic ministries in your Synod. In the particular case of the Southwestern Pennsylvania Synod, you have the Community 3 for 1 in Pittsburgh, which I understand is incorporated as a social ministry with the Presbyterian Church, an ecumenical venture to serve the most vulnerable populations among you.

I also want to share with you a story that your bishop shared with me when I asked him and his staff about some of the exciting things that are happening in the territory of your Synod. Bishop Kusserow told me the inspiring story about a widow that I’m sure many of you have heard about. She left \$4 million to the Synod to serve those in need. And it was not just her generosity, but it was also her understanding of how to live out the Christian faith. That means that you live a simple life, so that you can then give to those who have less. What a wonderful testimony! And again, what a beautiful church community it must be to produce a woman like that!

I also want to highlight another place where the gifts that you give to the Churchwide organization return to your Synod, and that is by way of your Director for Evangelical Mission, my colleague, the Rev. Melissa Stoller, for her faithful service to the Church and your Synod. Thank you, Rev. Stoller!

Now to cover some things that happened inside the territory of the U.S. and also outside of the U.S. Here’s some examples of how we are present across the world. When there are disasters that happen, we are there. In 2021 Lutheran Disaster Response responded in the United States and around the world -walking alongside communities as they were impacted by various disasters, from flooding to tornadoes, hurricanes to earthquakes, wildfires to conflict, the COVID 19 pandemic. Overall, LDR responded to disasters in 47 countries, providing 97 grants totaling over \$5.1 million both domestically and internationally. Domestically, LDR responded to disasters in 17 States and Territories, with 37 grants totaling over \$3.57 million.

Now I want to share with you a little bit about some of the crises that have been happening close to home, and that I know are close to your heart. When the Buffalo shooting happened, we all felt moved and all wanted to do something. What we did on your behalf - or in essence what we all did in Buffalo, NY - was to work with a long-time partner to address peace, reconciliation, and trauma in that community. The ELCA will be working with a mission called “Community of Good Neighbor” to provide counseling to those affected by that shooting. In Uvalde, TX our Synod is working with a partner to provide a pastoral presence as we don’t have a congregation there, but the Presbyterians do. We are working with them to have a chaplain in San Antonio moving to be with those in need in the community. We will be moving those to be available for the community there. We will also be providing financial support for funeral services to families in need.

We have continued to provide support throughout the COVID 19 pandemic. We have raised over 2.1 million dollars for that crisis.

Finally, for what is happening in Eastern Europe and in Ukraine, Lutheran Disaster Response has so far contributed over \$8.9 million. There’s a funny story here because as I was preparing my presentation, last week we kept getting emails with updated information saying it’s \$8 million, no, now it’s \$8.5 million, no now it’s \$ 8.9 million. And this Synod raised a lot of money for this effort. So, thank you! Thank you for your generosity!

Also because of a year of record-breaking generosity by ELCA members and supporters in 2020, ELCA World Hunger was able to increase its program expenditures by \$2 million dollars in 2021- distributing more than \$2.13 million in the United States and around the world. The program’s growth has allowed the church to respond with vital, life-saving and life-changing ways in some of the most challenging contexts during a time of extreme uncertainty and hardship.

For World Hunger, your Synod contributed \$219,000 and combined with other Synods totaled \$22,924,057 for World Hunger. For Lutheran Disaster Response, your Synod contributed \$165,373 and combined with other Synods totaled \$14,458,194.

This is only what goes directly to churchwide. In addition, your generosity given to specific areas through the congregations to LDR or World Hunger would have been even more.

So, for this I want to say thank you again. Thank you for your gifts of prayers, of money, of talent and of service. You should also know that money also comes back to your Synod in the form of World Hunger grants and Big Dream grants. In the particular case of your Synod, money went to the Allegheny Valley Association of Churches. I was listening to the amazing story of this group when I met with your Synod Staff and they were explaining that this organization has now become a partnership. Churchwide is going to be able to buy and refurbish a shelter that will be able to be used as a family shelter with 25 beds available for families that are experiencing homelessness. So, they don’t have to be separated into Men’s Shelters or Women’s Shelters. There will be 54 congregations that are engaged in this effort.

I also want to lift up the recipients of our Fund for Leaders. It is another way in which the gifts that you give to the ELCA are returned to your Synod. Right now, candidates who are recipients are:

BULLETIN OF REPORTS

- DaMisha McFarland-Pollock, Wartburg Theological Seminary
- W. Roger Randolph, III, United Lutheran Seminary
- Jamie Ulrich, Trinity Lutheran Seminary

Congratulations to all 3 of you!

I also went to express my gratitude to those from your Synod who are serving the Churchwide in different capacities

- Rev. Tara Lynn serving on the ELCA Churchwide Council through 202
- Pastor Scott Bryte [and Pastor Heather Lubold] from Berkeley Hills serving the Congregations Lead initiative.

In addition to that, we have 5 congregations that are participating in the Holy Innovations, Life of Faith Pilot Project, which is about how to foster the vocation in their everyday lives.

You are also very generous in sponsoring missionaries around the world. You have sponsored

- Pastor Jeffrey Truscott, serving in Singapore;
- Pastor Themba and Kwena Mkhabela as Regional Representatives in Madagascar
- Rev. Christine Manisto and Steve Saari at St. Andrews United and STARs Refugee Ministry in Cairo, Egypt

Your international companion Synod is Madagascar, and I heard that last year you had a campaign where you raised over \$70,000 for your companion Synod. Thank you.

I also want to point out to you your representatives for the ELCA Foundation. They help congregations figure out how to do campaigns and investments your Portico rep and your Mission Investment Fund represented.

I want to thank your Bishop, Rev. Kurt Kusserow, for inviting me to be here with all of you, and also to thank him on behalf of the churchwide organization. And thank you for lending him to the churchwide organization for his service on the Conference on Bishops; the Bishop Formation Committee; and also in the Lutheran Episcopal Coordinating Committee; and as Co-chair of the ELCA-Christian Church (Disciples of Christ) dialogue.

I have a few commercials that I want to share with you. I understand that many of your congregations are always looking for new ways to go deeper in worship. There is a new supplement to the hymnal called "All Creation Sings". It includes 2 liturgies with Holy Communion, a Service of Word and Prayer, as well as approximately 200 hymns.

I want to let you know that the Churchwide Assembly, titled "Embody the Word," is meeting in Columbus, Ohio in August. Then there will be a gathering of rostered ministers, "Rekindle the Gift Within You," in Phoenix, Arizona next year from July 17-20. Unfortunately, the Youth Gathering was not able to happen this year but is happening, God willing, in 2024.

Finally, thank you. Thank you for your time, and thank you for the work that you are doing in your Synod. For being the Church, for embodying the love of Christ, and for not only telling the old, old story, but for living it in your churches, in your settings of ministry and your personal lives. Thank you."

Bishop Kusserow thanked Rev. Santos for his words and invited the Assembly to raise their hands for a live Question and Answer session with him.

Bishop Kusserow led questioning and asked that if it realistically takes 6-10 years for a new mission to become a congregation, how can it endure when funding doesn't typically last that long.

Rev. Santos indicated that they are still trying to figure out how to do ministry in settings that are low income and struggle to become self-sustaining. In his experience, where the new mission startup is in a middle-class income level, it typically doesn't take 6-10 years to become sustainable.

Bishop Kusserow commented that in the last 75-100 years, congregations were started by buying a building and gathering people who were already Christians to come and be part of the church. Before that, 200 – 250 years ago, it seemed that our congregations were birthed out of existing congregations, who went to neighboring communities and began meetings as an extension of their own congregation. The Bishop asked Rev. Santos if he had a sense of what pattern is working best these days in our Church for establishing new congregations successfully?

Rev. Santos responded that the official answer to that question would be best to ask his dear friend and colleague who is responsible for that process but from his experience it is about how we do mission and outreach. It does seem that growing out of congregations is the most effective. He then shared a story about a former pastor telling him that sheep give birth to other sheep. It is not the shepherd that gives birth to the sheep. He concluded with his view that ministry comes from grass roots because the grass roots know better.

BULLETIN OF REPORTS

Bishop Kusserow called for any other questions from the Assembly.

Seeing none, he again thanked Rev. Santos for his time and his presentation. The Bishop led the Assembly in virtual applause.

The Bishop then called upon Rev. Paul Gruesu, Chairperson of the Elections Committee, to bring the report of the Second Ballot. Pastor Gruesu reported the results.

Lutheran SeniorLife Board of Directors- Layperson, 3-year term

Number to be elected	1
Number of ballots cast	178
Number necessary to elect	90
Votes received:	
Eric Kofmehl	96
John Miller	82

Bishop Kusserow declared that Eric Kofmehl was elected to the Lutheran SeniorLife Board of Directors.

Lutheran Service Society Board of Directors – Clergy (Pastor or Deacon) or Layperson, 3-year term

Number to be elected	1
Number of votes cast	186
Number necessary to elect	94
Votes received:	
Lawrence J. Nugent	103
Karin Trauman	83

Bishop Kusserow declared Lawrence J. Nugent was elected to the Lutheran Service Society Board of Directors.

Rev. Paul Gruesu announced that the report for Ballot Two was concluded and there would be no need for a third ballot.

The Bishop thanked Pastor Gruesu for his leadership with the elections.

Bishop Kusserow reminded the Assembly that we had successfully accomplished some of the later items on the agenda already so it would be time to move on to another Synod Council Recommendation.

Bishop Kusserow called upon Leigh Pogue, chairperson of the Committee Structure Task Force of the Synod Council, to bring a report of the Task Force's work in bringing a Continuing Resolution to the Synod Council to update our Standing Committee structure.

Leigh Pogue provided a video report that outlined the Task Force's work that began following the 2021 Synod Assembly in which there was an agreed change to the Bylaws that enabled greater flexibility for the Synod Council to modify and shape the Standing Committee Structure of the Synod to reflect the needs of and effective coordination of ministries across the Synod for the current time. The revised Standing Committee structure was a result of an 11-person working group made up of rostered and lay leadership from across the Synod. The group took a "clean sheet" approach to structure the Standing Committees considering active ministries in the Synod compared with the Synod's mission and strategies. Interviews were conducted with current and recent chairpersons of existing committees to gain insights.

The result of this work is a new Standing Committee Structure that captures all active ministries while leaving room for new and developing areas that have not yet reached a level where a formal Committee is needed. The Task Force envisioned that future Standing Committees will function in a streamlined and right-sized way. A small committee provides oversight and coordination of several valuable ministries that engage and act in a semi-autonomous way – similar to the way today's Church in Society operates.

The Bishop and the Task Force are interested in getting feedback on the proposed structure, and to enable that, the proposed new structure is available on the Synod's website in a format that would allow those interested to make comments. The feedback mechanism will be open through July 15th. The work of the Task Force will then be to finalize a recommendation to go before the Synod Council. Once an approved new structure is agreed, the Synod Council will

BULLETIN OF REPORTS

likely name an Implementation or Transition team to take the work forward.

Bishop Kusserow reminded the Assembly that the draft recommendation of the task force is now available on the Synod Assembly website for review and there is a Google form where those interested could offer constructive comments to help the Task Force in its work before they make a formal recommendation of a Continuing Resolution to the Synod Council. Comments will be received through mid-July.

Bishop Kusserow called upon Deacon Deb Roberts to present the Lutherlyn Capital Campaign to the Assembly. He shared that as she is currently in the middle of staff training at Lutherlyn, her presentation would be via video.

Deacon Roberts shared a message with the Assembly regarding the “Building for the Future” campaign. She stated that there is currently a committee of which Pastor Joel Benson, from the Southwestern Pennsylvania Synod and Pastor Karen Parsh for the Northwestern Pennsylvania Synod are serving as chairs for the campaign. They are currently assembling a committee that represents each conference of each synod. This fall, a campaign committee member will be in touch with each group and discuss how every congregation can be involved.

The goal is for every congregation to participate in the “Building for the Future” campaign. It is expected that the campaign will take place throughout 2023, which coincidentally will be the 75th anniversary for Lutherlyn. The current facilities have served us well for the past 75 years, but it is time for some renovations and updates to best meet the needs of our campers and guests for the next 75 plus years. Deacon Roberts shared excitement over the fact that as of today, they have already received pledges for \$800,000. She appealed to the Assembly that with the help of all, they will be able to reach their goal of \$2.5 million and complete the projects necessary to faithfully and safely serve our campers and our guests well into the future.

Deacon Roberts reminded the Assembly that Lutherlyn is a God-given place where campers can be accepted, challenged, and sent out into the world to make a difference- to let their light shine. She expressed gratitude for the partnership Lutherlyn shares with each congregation in both the Southwestern and Northwestern Pennsylvania Synods and the opportunity to serve the congregations as our camp and retreat center.

Deacon Roberts closed her presentation with a Lutherlyn video and an appeal for congregations to participate in the campaign such that Lutherlyn may continue to provide life-changing adventures in faith for all our campers, congregations, and guests for the next 75 years and beyond.

Bishop Kusserow thanked Deacon Roberts for a great video. He also wished the best to her and her staff in their current training.

The Bishop then called upon Pastor Susan Irons, Chairperson of the Memorials Committee to bring the Committee's report.

Pastor Susan Irons presented the report of the Committee on Memorials. Pastor Irons thanked the Committee for their work and thanked the Bishop for his role as advisor to the Committee.

Pastor Irons then presented the first memorial which was received from Conference One and introduced by Rev. Ryan Kobert. The memorial is titled, *Domestic Violence Memorial*, and the Committee moved the following:

WHEREAS domestic or intimate partner violence is an ongoing problem in American society that has only worsened during the confinement of the pandemic, and

WHEREAS each year one in four women and one in nine men experience physical violence at the hands of an intimate partner, and

WHEREAS each year one in fifteen children is exposed to intimate partner violence, and

WHEREAS each year one in two murders of women and one in thirteen murders of men result from intimate partner violence, and 20% of other homicide victims are family members or other bystanders (neighbors, police, EMT's, etc.), the unintended victims of intimate partner violence, and

WHEREAS God's people are called to be peacemakers, and to stand and work for the wellbeing of the abused and oppressed, and

WHEREAS in 2015, the Church Council of the Evangelical Lutheran Church in America approved the social message *Gender-Based Violence*¹, therefore,

BE IT RESOLVED that the Southwestern Pennsylvania Synod in assembly direct the Synod Council to create a Domestic Violence Task Force that will work with the Presbyterians Against Domestic Violence Network and its Pittsburgh Presbytery members to encourage and hold accountable domestic court judges in the

BULLETIN OF REPORTS

implementation and follow through of Pennsylvania Act 79² and Federal Law Title 18 U.S.C Sec 922(g)(8)³ which require domestic violence offenders to surrender all of their firearms to law enforcement within 24 hours of receiving a final Protection From Abuse order or a misdemeanor crimes of domestic violence conviction, such work to follow a protocol that has been adopted and used in several other states to bring awareness to courts and help to enforce the laws currently in place, and

BE IT FURTHER RESOLVED that the Domestic Violence Task Force will create workshops that will equip clergy and laity to identify signs of domestic abuse; and will create and share resources concerning ways to address domestic violence, ways to de-escalate it, and ways to prevent it.

Informational Links

National Coalition Against Domestic Violence statistics
<https://ncadv.org/STATISTICS>

Firearm Relinquishment Protocol <https://drive.google.com/file/d/1VwQJP8QO7DYj449OTKn1oLAnfkF8savq/view>

¹ ELCA – social message, *Gender-based Violence*, adopted 2015 by the Church Council of the ELCA
<https://www.elca.org/Faith/Faith-and-Society/Social-Messages/Gender-Violence>

² Pennsylvania Act 79 <https://www.pcadv.org/policy-center/pennsylvania-laws/domestic-violence-firearms-pa-act-79/>

³ Federal Law Title 18 U.S.C Sec 922(g)(8)

[https://www.justice.gov/archives/jm/criminal-resource-manual-1116-prosecutions-under-18-usc-922g8#:~:text=Under%2018%20U.S.C.-,%C2%A7%20922\(g\)\(8\),to%20domestic%20violence%20protection%20orders.](https://www.justice.gov/archives/jm/criminal-resource-manual-1116-prosecutions-under-18-usc-922g8#:~:text=Under%2018%20U.S.C.-,%C2%A7%20922(g)(8),to%20domestic%20violence%20protection%20orders.)

Pastor Irons stated that the motion was now before the Assembly.

Bishop Kusserow acknowledged that the motion did not need a second because it came from Committee. He invited that anyone wishing to speak to the motion do so using the Zoom raise-hand feature. Seeing no hands raised, the Bishop called upon Rev. Paul Gruesu to lead the Assembly in voting.

The motion carried with 97.8% voting yes and 2.2% voting no.

Bishop Kusserow then invited Pastor Irons to lead the Assembly with the second memorial.

Pastor Irons stated that the second memorial was received from Conference 2. It is named *Memorial to Restructure the Governance of the Evangelical Lutheran Church in America* and was introduced by Rev. Joel Benson. The Committee moved the following:

WHEREAS the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America (LCA), the American Lutheran Church (ALC), and the Association of Evangelical Lutheran Churches (AELC), with 5.2 million members and 11,133 congregations, and

WHEREAS the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time, and

WHEREAS the leadership of the Commission for a New Lutheran Church expressed an eagerness to form “a new Lutheran church truly committed to the Gospel and organized for effective mission in today’s world,” and

WHEREAS over the last 34 years, the ELCA has decreased in size to 3.3 million members and 8,972 congregations, and

WHEREAS the governing documents, constitutions, bylaws, and continuing resolutions of the ELCA do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today’s world, and

WHEREAS the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents, and

WHEREAS the Church Council of the ELCA, through its adoption of Strategic Directions 2025, has called for a “well-governed, connected, and sustainable church, and

WHEREAS it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations

BULLETIN OF REPORTS

for the institutional church but also realistic with respect to human and fiscal resources, and

WHEREAS it is critical that the structure of the ELCA meet the needs of effective mission in today's changing world, therefore

BE IT RESOLVED that the Southwestern Pennsylvania Synod in assembly memorialize the 2022 Churchwide Assembly of the Evangelical Church in America to direct the Church Council to establish a Commission for a Renewed Lutheran Church that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the Statements of Purpose for each of the expressions of this church, the Principles of Organization, and all matters pertaining thereunto, presenting its findings to the 2025 Churchwide Assembly in preparation for a reconstituting convention to be called under the rules for a special meeting of the Churchwide Assembly.

Bishop Kusserow thanked Pastor Irons for sharing the memorial and reminded the Assembly that a second of the motion was not needed as the motion came from the Committee. The Bishop then invited anyone wishing to speak to the motion to raise their hand using the raise-hand feature on Zoom.

The Bishop recognized Rev. Joel Benson and invited him to speak.

Rev. Benson, Trinity Butler, spoke in favor of the motion and indicated he was the author of it. This idea came from the Lower Susquehanna Synod and Bishop Jim Dunlop. It speaks to issues we've had for several years. Our structure does not help us to do ministry in the 21st century. We need a structure that will help us to do better to meet the needs-globally, nationally, and locally.

As there were no other individuals indicating a wish to speak to the motion, the Bishop called upon Rev. Paul Guesu to lead the Assembly in voting.

The motion was carried with 79.77% voting yes and 20.23% voting no.

Bishop Kusserow invited Pastor Irons to share the next memorial.

Pastor Irons introduced the next memorial which came from Conference 2 and was introduced by Rev. Joel Benson. The memorial is titled, *Committee on Appeals*. The Committee offered revised version and moved that:

WHEREAS the Constitution, Bylaws, and Continuing Resolutions (CBCR) of the Evangelical Lutheran Church in America (ELCA) assigns primary responsibility for the discipline process to synods (20.11.), and

WHEREAS it accordingly provides synod bishops with substantial discretion in the investigation of misconduct (20.22.04. through 20.22.06.), and

WHEREAS a synod bishop's investigation of misconduct under 20.22.04 is distinct and very different from the process of discipline when charges have been made, and

WHEREAS Provision 20.21. of this church's constitution specifically calls for the Committee on Appeals to "establish definitions and guidelines, subject to approval by the Church Council, to enable clear and uniform application of the grounds for discipline of officers, rostered ministers, congregations, and members of congregations," therefore

BE IT RESOLVED that the Southwestern Pennsylvania Synod memorialize the ELCA Churchwide Assembly to direct the Church Council to direct the Committee on Appeals to establish a clear and uniform process for the investigation of misconduct across the synods of the ELCA.

Bishop Kusserow acknowledged that the motion was now before the Assembly and did not need a second as it came from the Committee. He then invited anyone wishing to speak to the motion to indicate such by using the raise hand feature on Zoom.

Rev. Joel Benson spoke in favor of the memorial. He indicated that he developed the original memorial and appreciated the changes made by the Committee. Rev. Benson said that the further corrections and clarification made the memorial even more pointed and better reflected what he had wanted to convey. Rev. Benson stated that he viewed this as having an impact on other colleagues and that there have been problems with this process on a national level and more recently in California.

Secretary Schaefer noted that the Synod Council had begun work on this process for a different reason to seek similar things from the ELCA Church Council in consultation with the Conference of Bishops. Bishop Kusserow and others have been part of that process. This memorial adds to that work.

BULLETIN OF REPORTS

Pastor J.J. Lynn, Emmanuel, Etna, *moved to amend the motion to add the word “bishops” to line 14.* The motion was seconded.

Pastor J.J. Lynn spoke to the amendment and indicated that while he was fully aware that bishops were rostered ministers, he believed the language change would help to clarify.

Pastor Kerri Clark, Our Redeemer, McMurray, raised a point of order to the amendment. It was her understanding that the “Whereas...” was quoting from the Church’s Constitution so it may not be helpful to add the word “bishops” unless it comes from the wording the Constitution (Provision 20.21) already includes.

Bishop Kusserow then clarified for the Assembly that Pastor Clark was suggesting that it wouldn’t be appropriate for the Assembly to amend language and retain the quotations.

Pastor Tara Lynn, Perry Highway, then identified the language in the Constitution of the ELCA and *moved to amend the amendment the word “bishops” to outside of the quoted language in line 14.* In other words, to remove the quotation marks and add the word bishops.

Bishop Kusserow clarified for the Assembly that Pastor Tara Lynn’s motion was to amend the amendment remove the quotation marks as a way to resolve the problem of quoting.

Pastor Tara Lynn clarified that what she was trying to accomplish is that we can still have the addition of the word “bishops” in line 14 and be in line with the Constitution.

Bishop Kusserow called for a second to amend the amendment to remove the quotation marks and add the word bishops. He acknowledged that before the Assembly could discuss if this would resolve the issue in the way it was intended, the amendment to the amendment needed to be seconded. The motion was seconded.

Bishop Kusserow then called for any discussion on the amendment to the amendment.

Judi Rogers indicated her concurrence to removing the quotation marks but indicated that she believed rather than placing the word “bishops” directly in the list, it would be more appropriate to place it parenthetically after the words, “rostered ministers” as a clarification to what is in the Constitution. The word, “bishops” should be included as a subset of rostered ministers.

Bishop Kusserow clarified that Judi Rogers was speaking against the amendment because she believed that it didn’t resolve the matter, but she did offer a solution. As the Assembly, we cannot amend an amended amendment. It was important to complete discussion on the amendment to the amendment before finding a different resolution.

Someone representing St Andrews, Shadyside offered insight on “MLA” format and indicated that one can insert words into a quotation in MLA format if it does not change the meaning of the quotation. The inserted word would need to be in square brackets. The quote would remain, but the word bishops would be in square brackets.

Bishop Kusserow thanked them for their insight and clarification. He then indicated that he heard them speaking against the amendment to the amendment and offering a different solution, which we can’t put on the floor at this time.

Pastor Kimberly Van Driel, First English, Butler suggested that if the intent of this amendment thread is to be clear that bishops are a category of servant and to be included in this provision, would it be more properly placed into the resolution part of the amendment rather than just in the “whereas” portion?

Bishop Kusserow clarified that Pastor Van Driel was speaking against the amendment to the amendment and offering a different solution.

Pastor Joe Murdy, Ascension, McKees Rocks, spoke against the motion indicating that he didn’t see that a clarification is really needed between bishop and rostered minister like how Word and Sacrament and Word and Service ministers are all rostered ministers.

David Hauser spoke against the amendment to the amendment and agreed with Pastor Van Driel that if the addition of the word bishops is necessary it would be more appropriate to be part of the resolution and not of the whereas. Additionally, Mr. Hauser indicated that unless there is somewhere stating that bishops are not to be included in the term, “rostered ministers” he didn’t feel adding the word as a separate subset was necessary.

Pastor Jill McGregor, Christ’s/Our Savior, Ambridge, *moved to call the question.*

BULLETIN OF REPORTS

Bishop Kusserow clarified that the question had been called, which is a motion to end the debate. He called for a second. The motion was seconded.

Bishop Kusserow called upon Rev. Paul Gruesu to lead the Assembly in voting. He then stated for the Assembly that a vote of “yes” would indicate that you were in favor of stopping the debate on the amendment to the amendment. A vote of “no” would indicate that you would like to keep discussing.

While Pastor Gruesu was preparing for the vote, Bishop Kusserow explained to the Assembly that the Assembly’s intent here was to make an improvement to the originally presented memorial and do so within Robert’s Rules. Those rules are very specific about how we act as a group.

Pastor Gruesu led the Assembly in the voting.

The motion to end debate on the amendment to the amendment carried with 98.48% voting yes and 6.52% voting no.

Bishop Kusserow then shared with the Assembly that based on the motion carrying, it meant that the Assembly would move immediately to voting on the amendment to the amendment which was to remove the quotation marks as a way of resolving the problem.

The Bishop invited Rev. Paul Gruesu to lead the Assembly in voting, reminding everyone that a vote of “yes” would indicate that you believe a way to solve the problem would be to remove the quotation marks and a vote of “no” would mean you would leave the quotation marks in and go back to solving the problem a different way.

Pastor Gruesu led the Assembly in the voting.

The motion did not carry with 28.34% voting yes and 71.66% voting no which means that the amendment is not further amended.

Bishop Kusserow clarified that the quotation remarks would remain where they were and what the Assembly now had to debate is the original amendment to include the word bishops in line 14. The Bishop then called on anyone interested in speaking to the amendment.

David Hauser spoke against the amendment to be added to the “whereas” but, if necessary, it should be added to the resolution.

Keith Betham spoke against the amendment and indicated that the word bishop is redundant to rostered ministers.

As there were no other hands raised, the Bishop called upon Rev. Paul Gruesu to lead the Assembly in a vote on the amendment.

Pastor Gruesu led the Assembly in a vote to amend the original motion. A vote of “yes” would result in adding the word “bishops” to line 14. A vote of “no” would not add the word and return to the original wording of the main motion.

The motion was not carried with 20.77% voting yes and 79.23% voting no.

Bishop Kusserow reminded the Assembly that the result of the vote was that the word “bishops” comes out of line 14 and the Assembly had now to deal with the unamended main motion which was the memorial as revised by the Memorials Committee.

The Bishop then called upon anyone wanting to speak to the motion.

Pastor Brian Bennett, Lutheran Campus Ministry, *moved to amend the motion that in the resolve following the ELCA, it would include the phrase, “... with effort to ensure that any such processes take care as to not adversely affect people of color, members of the LGBTQIA Community, or other minorities.”*

Bishop Kusserow clarified that the changes recommended by Pastor Bennett would appear on line 20. He then called for a second. The motion was seconded.

Pastor Brian Bennett, Lutheran Campus Ministry, then spoke to the amendment. He stated that it is very often the case in a denomination that is as white as we are, that we are sometimes blind to the ways that our policies and our processes can inadvertently affect or adversely affect people of color and minorities. Processes that are intended to be clear and uniform can get used against them. There are ways that this happens without intention. He offered that he would just

BULLETIN OF REPORTS

like special care to be taken for this within this process.

Pastor Joel Benson, Trinity, Butler, asked if the ELCA Representative to the Synod Assembly would be able to speak to this from his perspective.

Rev. Carmelo Santos, ELCA Representative to the Synod Assembly, indicated that those serving as churchwide representatives are told that per the Conference of Bishops, when attending Synod Assemblies, they are to defer such questions to the Bishop of the Synod.

Bishop Kusserow then suggested that what he believed that he was seeing in our church was a growing understanding that our very constitutional organization itself may be an expression of white supremacy. That makes life difficult for people of color and other minorities without it being realized. It is an example of privilege, blindness. The Bishop went on to say that his own reflection on this would be to say that the possibility of the processes of our Church to negatively, adversely, affect people of color, and the other minority communities listed is very real.

Rev. Santos said that he would only add two things to what was already shared by Bishop Kusserow. One is that the same things that apply in secular society should apply in the church, which is that everybody has a right to an appeal by those who are their peers. The problem is that sometimes, many communities are not represented in the boards or panels that oversee discipline in our church. We need to make sure that there's more diversity there. The second thing is that, and I think this is a little bit of what this resolution speaks about, is that even if there are processes and procedures in place sometimes, they are not very clear to those who need them the most, and so they need to be clear and transparent for all.

Jen Roth, First Lutheran Downtown, *moved to amend the amendment to change the wording after the last comma to, "... members of other minority groups"*.

Bishop Kusserow called for a second. The motion was seconded.

Jen Roth declined to speak further to the motion and the Bishop agreed it was clear and concise.

Pam Augustine, Grace Manorville/Emmanuel Heilman, spoke against the amendment indicating that she appreciated the opinions and feelings on inclusiveness that is intended by the amendment. She expressed concern, however, that by singling out these groups that it may create unintended divisiveness.

Pastor Margarethe Galbraith-Cordes, Holy Trinity, Beaver, spoke against the amendment to the amendment and suggested change to the proposed language to say, "... with effort to ensure that any such processes take care as to not adversely affect members of minority groups." Pastor Galbraith-Cordes thought this would be a possible solution to incorporate many of the perspectives shared today.

Bishop clarified Pastor Galbraith-Cordes' point and reminded the Assembly that the offer of a different solution would be a third level amendment which at present would be out of order but may be important for future consideration.

Pastor Kerri Clark, Redeemer, McMurray spoke in favor of the amendment. She indicated that the person-first language change is a growing norm of how to talk about different groups, and that she thought it was important to name groups specifically, not because we are not all joined as baptized siblings in Christ but because of the ways that discrimination has been documented and seen specifically in relation to these groups. Not talking about racism or sexism or homophobia doesn't mean that it doesn't happen or won't continue happening. She shared that in naming those things, specifically, we would be holding ourselves accountable and demonstrating caring for groups which have been historically marginalized.

Torrey Johnson, Holy Cross (Episcopal), Homewood, spoke against the motion indicating that the word, "minority" is ethnocentric terminology. The word "marginalized" would be more appropriate.

Bishop Kusserow noted that this comment would be a third level amendment which at this moment would be out of order but is still important for future consideration.

Pastor Brian Bennett, Lutheran Campus Ministry, commented that he appreciated the comment from Pastor Johnson and apologized for the lack of use of person-first language. He shared that his initial thought on this was rushed and appreciated the need for careful deliberation. He requested to speak against his amendment and restate to use the words, "... members of marginalized communities."

Bishop Kusserow appreciated his point of view and reminded the Assembly that as a matter of Robert's Rules one cannot speak against their own amendment.

BULLETIN OF REPORTS

Pastor Angela Smith, Redeemer, Monaca, *moved to call the question.*

Bishop Kusserow reminded the Assembly that this motion would be a move to end debate. He called for a second. The motion was seconded.

Bishop Kusserow called upon Rev. Paul Gruesu to lead the Assembly in a vote. A vote of “yes” would indicate that there would be no more debate on the amendment to the amendment and then the Assembly would move directly to voting on the amendment itself. A vote of “no” would mean that the debate could continue.

Rev. Paul Gruesu led the Assembly in voting.

The motion carried with 96.05% voting yes and 3.95% voting no.

Bishop Kusserow then directed the Assembly to the next vote which would be considering the language (which on the screen was denoted with green highlighting) and replaced earlier language (which on the screen was denoted with yellow highlighting). He reminded the Assembly that a vote of “yes” meant that you were in favor of the green highlighted language and a vote of “no” meant that you were in favor of the yellow highlighted language.

The Bishop invited Rev. Paul Gruesu to lead the Assembly in a vote.

The motion was defeated with 43.72% voting yes and 56.28% voting no, so the motion to amend the amendment failed.

Bishop Kusserow explained to the Assembly that at this point, the Assembly was back to considering the language as an amendment to the motion.

Pastor Joe Murdy, Ascension, McKees Rocks, questioned the use of the word “adversely” in the original motion. He expressed that the word adversely had a negative connotation and wondered if the original intent of the amendment was more towards equality and due process. A change to that word could do the spirit of this more justice. He asked if Pastor Bennett could speak to the intentions of his original amendment.

Pastor Bennett, Lutheran Campus Ministry, said that there are both questions of due process and equity in his remarks. He used adversely not only regarding due process but to talk about everything that surrounds the way these things get carried out. If you consider what happened in the Sierra Pacific where the process was followed, presumably to the tee, yet it adversely affected a community. On a day of great celebration, a slight delay would not have really changed anything. Adversely is a much larger term than due process.

Pastor Deb Bryum, Retired, Oakmont, offered a suggestion for three language changes to the amendment.

1. Change the word “e”ffect to “a”ffect , “... to take care to not adversely “a”ffect people...” which shifts the meaning.
2. Change “other minorities” to “members of other marginalized groups.”
3. Change “To establish a clear and uniform process” to “fair, transparent, and uniform process..”

The Bishop commended Pastor Byrum on her thought process and consideration for new language but suggested that based on the rule that was adopted previously, the Assembly would not be able to act on her contribution as it was not in order.

Pastor Kerri Clark, Redeemer McMurray, *moved to amend the amendment that in the place of “clear and uniform” the new language would read, “fair, transparent, and uniform” on line 19 and replace the word “adversely” to say “unfairly affect” in line 21 and “members of other marginalized groups” in place of “other minorities”.*

He then asked for a second. The motion was seconded.

Keith Betham spoke against the amendment suggesting that an investigation is supposed to be fair, and the motion could be serving to isolate people, treating some people differently than we would others. He questioned why the amendment is needed at all. Any investigation into misconduct is expected to be fair and transparent. He also noted there was an extra “and” in the revised language that needed to be removed.

Pastor Barbara Love, Crooked Creek Cooperative, called the question. The motion was seconded.

The Bishop announced that the Assembly would move to a vote on whether to end the debate. He called upon Rev. Paul Gruesu, Chair of the Elections Committee to lead the Assembly in a vote.

BULLETIN OF REPORTS

The motion was carried with 92.18% voting yes and 7.82% voting no.

The Bishop then moved to vote on the amendment to the amendment and called on Pastor Gruesu to lead the vote.

The motion was carried with 77.47% voting yes and 22.53% voting no.

Bishop Kusserow stated that at this point, the Assembly was to address the revised motion on the floor that would now be the amendment that reflected the most recent work of the Assembly to edit. The amendment language was on the screen for the Assembly to see and consider. The Bishop then called for anyone who wanted to speak to the amendment.

Seeing no one seeking to speak to the amendment, the Bishop called on Rev. Paul Gruesu to lead the Assembly in a vote. The vote would be taken on the amendment to the memorial. A vote of “yes” would mean that you would like to see the amendment to the memorial. A vote of “no” would mean that you do not want the language changes and would go back to the original memorial motion.

The motion carried with 70.72% voting yes and 29.28% voting “no”

Bishop Kusserow announced that the Assembly was now in a position to address the main Memorial on Appeals, as amended by the Assembly. The Bishop recognized Pastor Tara Lynn’s hand raised with a point of information regarding the main motion.

Pastor Tara Lynn, Perry Highway, wanted to address the Assembly with a point of information regarding the work of the Churchwide Council from as recently as the March 2022 meeting. The Church Council authorized the creation of a Task Force that is designed to review the process for discipline, and particularly its impact on persons of color and other historically marginalized groups. The current timeline is for the Church Council to receive a report from the designated task force at the Spring 2023 Council meeting.

The Bishop thanked Pastor Lynn for her update and acknowledged that he is encouraged that the work the Assembly has done is not without value even though the Church Council has already begun work. Rather it would mean that our work here is an expression of partnership in all expressions of our Church to address matters of concern before the whole Church.

Then the Bishop reminded the Assembly that the main motion is before us and asked if there was anyone wishing to speak to the main motion.

Pastor Ross Carmichael, St. Andrews, Shadyside moved to amend the motion to add to the resolve after the word “misconduct” of officers, rostered ministers, including bishops, congregations, and members of congregation.

The motion was seconded.

Michele Marranin, Good Shepherd, Fox Chapel, moved to amend the amendment by removing the comma after “rostered ministers” and placing the words “including bishops” in parenthesis after rostered ministers. The motion was seconded.

The Bishop called for anyone wanting to speak to the motion. Seeing none, he called upon Rev. Paul Gruesu to lead the Assembly in a vote. The Assembly would be voting on the amendment to the amendment. Those in favor would remove the commas surrounding the words, “including bishops” and replace them with parentheses.

The motion to amend the amendment carried with 92.40% voting yes and 7.60% voting no.

The Bishop noted that we are now debating the amendment. With no one speaking to the motion, the Bishop called upon Pastor Gruesu for a vote on the amendment.

The motion to amend the motion carried with 88.51% voting yes and 11.59% voting no.

The Bishop announced that now the main motion would be before the Assembly which was the Memorial on Appeals as amended by the Assembly. He asked if anyone wanted to speak to the motion.

Pastor Kerri Clark, Redeemer, McMurray, moved to remove the extraneous “and” that was never omitted on line 19.

Bishop Kusserow offered that as that was previously intended to be removed and inadvertently not displayed that way on the projection screen, the text would simply be removed unless there was objection from the Assembly. Therefore, the main motion would now be put to the Assembly with that minor edit. Bishop made another call for anyone wanting to speak to the motion.

BULLETIN OF REPORTS

Seeing none, he invited Rev. Paul Gruesu to lead the Assembly in a vote on the Memorial on Appeals as amended by the Assembly.

The motion carried with 87.86% voting yes and 12.14% voting no.

Following the discussion on this memorial, at 2:57 pm, the Bishop released the Assembly for a break until 3:10 pm.

Plenary 5 (continued)

As Plenary 5 continued following the break, the Assembly received pre-recorded videos from Lutherlyn and the Pennsylvania Council of Churches.

As a matter of update, Bishop Kusserow shared a joy with the Assembly while we've been having our meetings, the Upper Susquehanna Synod of Region 8 had just elected the Rev. Craig Miller as their new Bishop.

The Bishop invited Pastor Susan Irons to continue with the fourth memorial.

Pastor Irons read the next memorial, titled *Memorial Calling for a Just Transition to 50% Reduction in US Greenhouse Gas Emissions by 2030*. The memorial was submitted by Conference 4 and introduced by Robert Errett.

Pastor Irons moved:

WHEREAS our faith commands us to love “your neighbor as yourself” (Luke 10:27), and

WHEREAS we are made in the image of God and are called to care for the earth as God cares for the earth, and

WHEREAS we acknowledge that Indigenous Peoples, whose ancestors originally cared for the land that feeds us, make up less than 5% of the global population and protect over 80% of the biodiversity that sustains us all, and

WHEREAS the global environment with its finite resources is a common concern of all people, and the protection of earth’s vitality, diversity, and beauty is a sacred trust, and

WHEREAS the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5° C, and

WHEREAS the planet has already warmed 1.1° C since pre-industrial times, causing record- smashing wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss, and

WHEREAS climate change is already leading to the destruction and displacement of people’s homes, food sources, and well-being, leading to at least 30.7 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC), and

WHEREAS Indigenous People, Black People, People of Color, and communities impacted by poverty have contributed the least to climate change and are the most impacted by it, and

WHEREAS the United States has contributed more greenhouse gas to the atmosphere historically than any other country, and

WHEREAS there is a realistic chance of meeting the goal of not exceeding 1.5° C of warming if the United States reaches at least a 50% reduction of greenhouse gas emissions by 2030 and equitable net zero emissions by 2050, and

WHEREAS to reduce greenhouse gas emissions by at least 50% by 2030 the United States will need a World War II-sized mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend, and

WHEREAS a just transition from a fossil-fuel based economy will lead to better health, family-sustaining jobs, clean air and water for communities historically left behind, and a safer, more sustainable future for our children and future generations, therefore

BE IT RESOLVED that the Southwestern Pennsylvania Synod Assembly memorialize the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America (ELCA) that the churchwide organization continues to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050, and

BE IT FURTHER RESOLVED that the churchwide organization will continue to equip and encourage

BULLETIN OF REPORTS

congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050, and

BE IT FURTHER RESOLVED that the churchwide organization encourage congregations and synods to advocate for a just transition away from greenhouse gasses where at least 40% of the funding goes towards projects that directly benefit Indigenous People, Black People, People of Color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already, and

BE IT FURTHER RESOLVED that the churchwide organization support these actions through investments in staff, education, tools, and resources that equip congregations and synods to accomplish this goal and leverage knowledge, skills and experience across the church, and

BE IT FURTHER RESOLVED that all members of the ELCA be encouraged to educate themselves further about the urgency of the climate emergency both locally and globally, and about the local and global opportunities a just transition will create, and be encouraged to lift up loving our neighbor in response to the climate emergency through their public witness, especially by cooperating with Lutherans Restoring Creation and other faith-based and secular organizations that share our commitment to the protection and restoration of the natural world while doing justice for all.

Bishop Kusserow thanked Pastor Irons and reminded the Assembly that the motion would not need a second. This motion is a revised version of what the Committee had initially received. The Bishop called for anyone interested in speaking to the motion.

Pastor Roger Steiner, Penn-Zion, Harrison City, spoke against the motion and indicated that he had sent a motion to Reference and Council relative to this motion. Pastor Steiner moved that this memorial be referred to the Synod's Church in Society Committee for discussion on research and facts related to climate change. The motion to refer the memorial to Church in Society was seconded.

The Bishop asked if anyone would like to speak to the motion.

Wendy Farone, Bethlehem, Glenshaw spoke in support of the motion to refer *Care for Creation Memorial* to the Church in Society Committee for further examination. She shared her personal commitment to improving the environment but also her concern that some of the details of the motion could have unintended negative consequences. She pointed to recent publications with reports from economists and scientists identifying significant negative impacts on poverty levels and capacity issues.

Bob Errett, First, Greensburg, spoke against the motion indicating that the problem with greenhouse gas emissions is real and the church has a part in addressing it. That was his purpose for bringing the motion forward.

Wendy Farone, Bethlehem, Glenshaw, spoke for the motion and concurred that there are some discrepancies in the data found in the memorial.

Pastor Roger Steiner, Penn-Zion, Harrison City, reiterated his intention in making the motion and added that he would be willing to work with the Church in Society Committee on this memorial to get it ready for the Assembly next year.

Bishop thanked Pastor Steiner for his willingness to participate. He then asked for anyone else wishing to speak to the motion. Seeing no one, he invited Rev. Paul Gruesu to lead the Assembly in a vote on the amendment to the memorial. Voting "yes" would mean to refer the memorial to the Church in Society Committee to determine how best to move forward. If you do not wish to do that but keep it in debate here in the Assembly, vote "no".

The motion is carried with 74.14% voting yes and 25.86% voting no.

Bishop Kusserow called upon Pastor Susan Irons to report on memorial #5.

Pastor Irons stated that the Committee was offering a revised version of the memorial titled, *Mustard Seed Mission Initiative* which was submitted by Conference 1 and introduced by Rev. Jill McGregor. The Committee moved:

WHEREAS the Gospel according to Matthew records that Jesus instructed the disciples, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you." [Matthew 28:18-20a], and

WHEREAS the Southwestern Pennsylvania Synod Constitution S5.01 states, "All power in the Church

BULLETIN OF REPORTS

belongs to our Lord Jesus Christ, its head. All actions of this synod are to be carried out under his rule and authority,” and

WHEREAS the vision of the Southwestern Pennsylvania Synod is to yield “flourishing Christian communities where Jesus’ story is embodied;” and, in 2021, the Synod in assembly adopted a resolution to make the first strategic initiative of Synod Council to be, “Rekindle a passion for the Gospel,” and

WHEREAS the Southwestern Pennsylvania Synod receives bequests and monies from congregations that have closed, yet does not open new congregations or establish new ministries in or near their vacated communities, and

WHEREAS the bequests received by local congregations were inspired by the local congregations’ Gospel ministries, and

WHEREAS the Southwestern Pennsylvania Synod is organized into local conferences and clusters of congregations, therefore

BE IT RESOLVED that the Southwestern Pennsylvania Synod establish a Mustard Seed Mission Initiative, the goal of which being that each conference create a minimum of two seed planting missions of weekly Bible Study, prayer, and use of Luther’s Small Catechism in those communities where Evangelical Lutheran Church in America congregations have closed or have never existed, and

BE IT FURTHER RESOLVED that the Southwestern Pennsylvania Synod Council provide financial support for these missions from bequests, assets, and other monies that have been transferred to the Southwestern Pennsylvania Synod when congregations close (such as the William Bimber Trust and the Congregation Legacy Fund), and

BE IT FURTHER RESOLVED that the disbursement of these funds be supervised by each Conference Dean, Secretary and Conference Cabinet to cover expenses of mileage, materials, and hospitality as needed to form Bible Study and prayer missions in communities where Evangelical Lutheran Church in America congregations have closed or have never existed.

Bishop Kusserow thanked Pastor Irons for the motion and reminded the Assembly that it did not need a second as it came from Committee. He then invited anyone interested to speak to the motion.

Pastor Jill McGregor, Christ, Ambridge, moved to amend the memorial by adding the following to the end of the memorial:

BE IT RESOLVED that the Southwestern Pennsylvania Synod provide financial support for these missions from bequests and other monies that have been transferred to the Southwestern Pennsylvania Synod from congregations that have closed (such as the William Bimber Trust and the Congregation Legacy Fund), and

BE IT FURTHER RESOLVED that congregations with approval from conferences be encouraged to apply for Mission Endowment Fund grants to support these missions, according to the guidelines and restrictions placed upon Mission Endowment Fund grants, and

BE IT FURTHER RESOLVED that the disbursement of these funds to cover materials and hospitality expenses and reimbursement for mileage and time invested be made by the synod treasurer, at a rate determined by the conference cabinet, upon receipt of appropriate documentation.

Bishop Kusserow thanked Pastor McGregor for her contribution and clarified that her intent was to add these to the existing memorial and not to replace any language. The motion was seconded.

Pastor McGregor spoke in support of the amendment highlighting that there are many places in our communities that no longer have congregations but there are still people who need to hear the good news. The motion as amended proposes a way to have a presence in communities where maybe there is none at this moment. The amended motion proposed an opportunity for using resources within the Synod to do mission work and even consider offering grant money to offset the cost of staff time.

Secretary Schaefer noted that at the May Synod Council meeting the Council did move to have the William Bimber Trust moved into the Congregational Legacy Fund. So now that is part of the Legacy Fund and is no longer a separate fund.

Seeing no one else opting to speak to the motion, Bishop Kusserow called upon Rev. Paul Gruesu to lead the Assembly in voting on amending the motion.

The motion carried with 70.55% voting yes and 29.45% voting no.

BULLETIN OF REPORTS

The Bishop announced that with the amendment approved it was now time to consider the main motion. He asked if there was anyone wishing to speak to the motion. Seeing none, he called on Rev. Paul Gruesu to lead the Assembly in voting.

The motion carried with 75.88% voting yes and 24.12% voting no.

The Bishop invited Pastor Susan Irons to bring forward memorial #6.

Pastor Irons introduced the *Memorial that the Southwestern Pennsylvania Synod Continue to Evaluate its Ministries*. This memorial was submitted by Conference 1 and introduced by Rev. Jill McGregor.

Pastor Irons moved:

WHEREAS the Gospel according to Matthew records that Jesus instructed the disciples, “All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you.” [Matthew 28:18-20a], and

WHEREAS the Southwestern Pennsylvania Synod Constitution S5.01 states, “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,” and

WHEREAS the vision of the Southwestern Pennsylvania Synod is to yield “flourishing Christian communities where Jesus’ story is embodied;” and, in 2021, the Synod in assembly adopted a resolution to make the first strategic initiative of Synod Council to be, “Rekindle a passion for the Gospel,” and

WHEREAS a Synod Council Strategic Initiative is to “Foster creativity and openness to change,” therefore

BE IT RESOLVED that the Southwestern Pennsylvania Synod Bishop, Council and Staff continue their commitment to this strategic initiative with greater urgency, evaluating, transforming, and innovating institutional policies, procedures, and regulations that hinder the Gospel, with particular attention paid to establishing fiscal equity for financially insecure congregations and for marginalized Ministers of Word and Sacrament and Ministers of Word and Service, and

BE IT FURTHER RESOLVED that such evaluation and the progress achieved will continue to be reported to the Synod in its annual Bulletin of Reports.

Bishop reminded the Assembly that the motion did not need a second as it came from Committee. The Bishop asked if anyone would like to speak to the motion.

Pastor Jill McGregor, Christ/Our Savior, Ambridge, spoke in favor of the motion. She expressed concern that since 2008 she has not seen an increase in people of color, women or LGBTQIA coming into the ministry and she also does not see marginalized groups getting adequate pay. She used as an example that within her own congregation they evaluated their ministries and it opened up opportunities for improved pay for some and increased diversity in roles that previously didn't have it. She imagined what the Synod could do if it took a similar approach to budget.

Jen Roth, First Lutheran, Downtown offered language clarification on the placement of the word “marginalized”. She moved to reword the motion on line 23 from “marginalized ministers” to add to line 24 “...ministers of a marginalized group.” The motion was seconded.

Bishop Kusserow asked if there was anyone wishing to speak to the amendment. Seeing no one, he invited Rev. Paul Gruesu to lead the Assembly in a vote.

The motion carried with 88.74% voting yes and 11.26% voting no.

The Bishop announced that with the amendment approved the Assembly was now able to consider the main motion as amended by the Assembly.

Pastor Ross Carmichael, St. Andrew, Shadyside, spoke against the motion indicating that while he believed he understood the intent, the language to him suggested that we are encouraging innovative policies, procedures and regulations that hinder the Gospel.

Bishop Kusserow asked if there was anyone else wishing to speak to the motion. Seeing none, the Bishop called upon Rev. Paul Gruesu to lead the Assembly in voting.

The motion was defeated with 48.34% voting yes and 51.66% voting no.

BULLETIN OF REPORTS

Following the conclusion of the memorials, at 3:46 pm, Bishop Kusserow released the Assembly for a break with the plan to return at 3:55 pm.

Plenary 6

Bishop Kusserow welcomed the Assembly back from break to begin the sixth plenary session. He announced that Pastor Stacie Fidler was elected as Bishop in the Northern Illinois Synod.

The Bishop then invited Chaplain Peggy Suhr-Barkley to share more of the story.

Pastor Peggy Suhr Barkley shared her final devotion of the 35th SWPA Synod Assembly.

"It's been a long day - good job assembly! We've managed it on Zoom. I remember when Zoom used to be a TV show that I watched when I was a child back in New York. But Zoom is now a part of our vocabulary and used so much these last several years.

Each one of our congregations, each one of our ministry sites, each one of our camps and agencies and institutions in the territory of our Southwestern Pennsylvania Synod and beyond, had their own story to tell; how long they have been in existence, the list of their pastors, and perhaps even deacons, and their administrators, CEOs, who have served them as servant leaders, a list of board or councils that have been elected to serve, guide, and lead them, perhaps even different locations that they have had, or emerging, that they have experienced. All of them have stories; stories of joy, hardships, difficulties, challenges, opportunities, stories in numbers of their years in existence.

Do you know the story of your church where you worship? How long have you been a part of that faith community? Do you know the story of our Synod, that you are a part of – not "the" Synod but "our" Synod- the Southwestern Pennsylvania Synod. Our Synod is much more than just Bishop Kusserow and his staff or the new office on Perry Highway. Think about that the next time you say "the" Synod, for it is all "our" Synod - some 58,543 baptized members with 151 congregations, 211 rostered ministers, 2 camps and several ministry organizations.

Speaking about church stories, when was the last time you read the Book of Acts in the New Testament, with that story of the new Church? The spirit was moving. The spirit is still moving! "Blaze, Spirit blaze set our hearts on fire!"

As we begin our sixth and final plenary of this 35th Annual Synod Assembly under the theme, "I love to tell the story". and closing at least my part, I share with you our choir arrangement of that beloved hymn. From that poem written by Katherine Henke "I Love to Tell the Story" sung by the Elwood City Civic Chorale. The Elwood City Chorale was founded in 1954, as former students at the Ellwood City Lincoln High School choir wanted to continue to sing together under the direction of Joyce Turner Gindlesperger with musical accompaniment by Cindy Cotheman. Currently the choir consists of over 30 singers from the tri-state area.

Trinity Lutheran Church, the congregation which I am blessed to serve- and I believe my key still fits the door and my name is on the sign- has been home base to the choir. They rehearse there Sunday evenings and perform concerts twice a year in the spring, and at Christmas time Just to let you know the choir does travel. Just last Sunday evening they performed at Lutheran SeniorLife, in Zelienople.

As I close. Thank you! Thank you for your listening hearts and ears. Thank you for your partnership in the Gospel. Thank you, Bishop Kusserow for extending this invitation to me as we listen to this beloved hymn. The theme of our 35th Synod Assembly, "I Love to Tell the Story". May we, each and every day, not only love to sing the hymn, but also may we love to tell the story and embody the story. The old, old story, Jesus and His love. That is my hope. That is my prayer with the guiding and power of God's Holy Spirit we can, and we will do it, for this world needs good news, and we certainly have good news to share!

And now the Ellwood City Civic Chorale singing, "I Love to Tell the Story."

The Assembly received a pre-recorded video of this musical offering.

Bishop Kusserow stated that the next item on the agenda were Synodical Reports, both of which would be delivered as videos. The first was from the Women of the ELCA, and Barb Guenther would be leading the Assembly in that video.

Barb Guenther, President of the Southwestern Pennsylvania Women of the ELCA shared information about the organization and their joys and accomplishments. Since 1995 they have identified a designated outreach for each calendar year. WELCA has helped a variety of needs from infants and children to college students, to those in need of housing due to

BULLETIN OF REPORTS

protection from abuse situations. In 2020 and 2021, the designated recipient was “Blessed Bundles” and over \$11,000 in monetary donations was given along with unknown amounts of gift cards and supplies. For 2022, WELCA of the SWPA Synod is supporting New Start Furniture Ministry out of Glenshaw, PA and we are anticipating another generous offering.

WELCA has enjoyed a return of events since the start of the pandemic. A Churchwide Leadership training event was held in February. Barb also shared that Jennifer Schaefer was elected to the WELCA Churchwide Board.

Upcoming events include the annual retreat at Camp Lutherlyn on September 16-17 where the Southwestern PA and Northwestern PA women will come together under the theme, “Wrapped in Prayer”. The registration form will be in an upcoming newsletter. Barb closed with a message of thanks and a reminder to encourage the women in the congregations of the Synod to join WELCA.

Bishop Kusserow thanked Barb and the Women of the ELCA for the important work that they do. He then introduced a video from the Hunger Elimination and Advocacy Team. The video was brought by Pastor Jocelyn Johnston.

Pastor Jocelyn Johnston, Chair of the Synod’s Hunger Elimination and Advocacy Team shared information demonstrating the connection the team has to the broader church. The team works to make connections with ELCA World Hunger and to provide educational opportunities and support for hunger ministries in our Synod. In addition, the Team assists in reviewing applications for ELCA domestic support grants and in 2020 established their own matching grant program for hunger ministries in our Synod.

Pastor Jocelyn shared that thanks to gifts from the closing of Apostles Lutheran Church in Verona, 6 grants were awarded in 2020 and 4 additional in 2021. She offered special thanks to Mount Lebanon United Lutheran Church for their gift to the grant fund which will enable another round of grants this year. Grant applications will become available in August.

Pastor Jocelyn closed with information about how to connect with the team and to thank everyone for continued work in fighting hunger in our communities, our country and around the world!

Bishop Kusserow thanked Pastor Jocelyn and the team for all that they do.

He then announced that the Assembly would move to unfinished business. He advised the Assembly that the meeting would conclude no later than 5:30 and that any unfinished business would go to the Synod Council for action.

Before moving to the remaining items on the Agenda, the Bishop took a moment to give an additional word of thanks to Pastor Bob Schaefer, who led us into the beginning planning for this Assembly and then handed on that work to Holly Schmitt in a seamless transition citing the words of St John the Baptist who said, “I must diminish and she must increase”. Thank you both, Pastor Schaefer and Holly for your work.

Committee on Reference and Counsel

The Bishop introduced Pastor Kerri Clark, Chair of the Committee on Reference and Counsel.

Pastor Kerri Clark indicated that the Committee received 4 motions. The first from Pastor Jill McGregor of Christ/Our Savior’s Lutheran Parish. This memorial was an amendment to the Mustard Seed Initiative and was revised by the Memorials Committee. As the Assembly will remember this was presented earlier and handled at that time.

Pastor Clark then introduced the second as a memorial from Pastor James West, of Harold Zion, Greensburg, and the title of that is the SWPA Synod Guidance for a Jubilee Return of the Land to Those Who Belong to the Land. Pastor Clark reminded the Assembly that the memorial would be projected for viewing and that it was also available online for voting members to see. She then read the following:

SWPA Synod Guidance for a Jubilee Return of the Land to Those Who Belong to the Land

WHEREAS scripture teaches the Jubilee (Leviticus 25: 39-55), and Christ Jesus announced the year of the Lord’s favor (Luke 4: 18-19)

WHEREAS the confessions affirm that “I believe that God has created me together with all that exists. God has given me and still preserves my body and soul: eyes, ears, and all limbs and senses; reason and all mental faculties. In addition, God daily and abundantly provides shoes and clothing, food and drink, house and farm, spouse and children, fields, livestock, and all property – along with all the necessities and nourishment for this body and life.” (Small Catechism)

WHEREAS we repudiate the doctrine of discovery.

BULLETIN OF REPORTS

WHEREAS we strive to be anti-racist, and

WHEREAS we acknowledge land use whenever and wherever we gather as a synod.

RESOLVED that in our Synod, ELCA Congregations and Agencies, when their facilities no longer the support their reason for existence, consider giving the building(s) and land to the descendants of those peoples, races, or nations that first lived on that land.

RESOLVED that Congregations and Agencies, even in their prime, as well as in their sunset years, build relationships with congregations, faith communities, and agencies that trace their ancestry to indigenous populations and people who came to this land against their free will as slaves.

RESOLVED that our Synod memorialize the ELCA at the 2022 Churchwide Assembly to consider doing likewise.

Pastor Clark indicated that the Committee presented this motion without recommendation.

Bishop Kusserow thanked the pastors and let the Assembly know that the matter was before them.

Pastor James West, Harold Zion, Greensburg, *moved the resolution*. The motion was seconded.

Pastor West then spoke to the motion saying that this has been on his mind since the close of the last Synod Assembly when the Assembly was introduced the Land Use Acknowledgement. In thinking about how we could do more, he put his thoughts into writing. His thought was that we should lift this up to the ELCA as a way of putting some deeds to our words and intentions -be doers of the word and to be the generous people the Lord calls us to be.

Bishop Kusserow thanked Pastor West and asked if there was anyone else choosing to speak to the resolution that Pastor West moved. Seeing none, he invited Rev. Paul Gruesu to lead the Assembly in a vote.

The motion carried with 66.91% voting yes and 33.09% voting no.

The Bishop invited Pastor Kerri Clark to return to the Report from Reference and Counsel.

Pastor Kerri Clark introduced the third motion that was received - a resolution from Pastor Jill McGregor.

Resolution Requesting evaluation of Synod Budget line: Rent & Utilities & Office Admin as effective stewardship of the Synod Mission Statement and Strategic Initiatives.

Whereas St Paul writes in the letter to the Galatian church, chapter 1 verse 10: *“Am I now seeking human approval or God’s approval? Or am I trying to please people? If I were still pleasing people, I would not be a servant of Christ”*.

Whereas The Synod Constitution Chapter 5 on the Nature of the Church states: 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.

Whereas the Southwestern Pennsylvania Synod Assembly approved in 2021 to make the first strategic initiative to be “Rekindle a passion of the Gospel” and also has committed to the strategic initiatives of “Foster creativity and openness to change”, and “Create a culture in which vocation is discerned and affirmed.” And “Invest in improved communication throughout our synod”

Whereas the Southwestern Pennsylvania Synod has sold its property and is housed in rented office space under contract. The 2021 actual budget expenses (unaudited) reported as part of the Bulletin of Reports is \$123,622.74; exceeding the approved budget line of \$103,000. The proposed 2023 is for \$117,000. [Bulletin of Reports 2022 Synod Assembly – Synod Council Recommended Budget for 2023]

Whereas there are reported a total of 151 congregations within the SWPA Synod and 105 (69.5%) of these congregations are reported by the Synod Secretary to be served by less interim, less than full-time or shared/cooperative pastoral ministry. [Bulletin of Reports 2022 Synod Assembly, page 106-110].

Whereas the CD160 Report of the Evangelical Lutheran Church in America Form A – Congregation Finances as of December 31, 2020 (run date 8/30/21) [Bulletin of Reports 2022 Synod Assembly page 51 -55] reveals that 100 congregations in the SWPA Synod report total operating expenses less than \$117,000 per year.

Be it resolved that the Bishop of the SWPA Synod, staff and executives of the Synod Council provide a report to the 2023 Synod Assembly on how office rent and utilities and office administration contracted at this level of expense serves the stated mission of “To serve, connect, and equip ELCA congregations to tell the story of Jesus” and the Synod Council’s four strategic initiatives, Values, Vision and Services as

BULLETIN OF REPORTS

described on page 7 of the Bulletin of Reports 2022, in light of the CD160 Report of the Evangelical Lutheran Church in America Form A Congregation Finances data on total operating expenses in the majority of local congregations belonging to the Synod.

Pastor Kerri Clark stated that the Committee wished to refer the resolution directly to the Synod Council for action.

Bishop Kusserow restated that his understanding was that the Committee moved to refer the resolution of this matter to Synod Council. After receiving confirmation of his understanding from Pastor Clark, the Bishop reminded the Assembly that as the recommendation came from Committee it did not need a second. Therefore, the motion that was before the Assembly was to refer the matter to Synod Council.

The Bishop invited anyone who wanted to speak to the motion to use the raise hand feature on Zoom.

Pastor Jill McGregor spoke in favor of the motion and highlighted that the actual expenses of office rent as reported in the Bulletin of Reports indicated \$123,622.74 and the budget approved \$117,000. We approved the budget for facilities, equipment and operations prior to the sale of the office building at \$130,000. She stated this suggested a savings of only \$7,000. Pastor McGregor indicated that she just wanted someone to take a look.

Bishop Kusserow called for any others who may want to speak to the motion. Seeing none, he invited Rev. Paul Gruesu to lead the Assembly in a vote on the motion to refer the matter to the Synod Council for resolution.

The motion carried with 85.52% voting yes and 14.48% voting no.

Bishop Kusserow invited Pastor Kerri Clark to introduce the next resolution.

Pastor Clark read excerpts from the following resolution submitted by Pastor Jill McGregor.

Resolution for the Madagascar Appeal Team to provide transparency and accountability for use of \$67,000 contributed by congregations and individuals.

Whereas the appeal for assistance was initiated from our companion synod in Madagascar because of ongoing drought and consequent famine in southwest Madagascar as well as severe cyclone damage to the seminary irrigation system resulted in a \$5000 grant and authorization for a subsequent appeal to match another \$5000 grant, and

Whereas the result of this appeal yielded an overwhelming response from individuals and congregations within the SWPA Synod, and

Whereas the Synod Council Strategic initiative has made a priority to “Rekindle a passion of the Gospel”; as well as to “Invest in improved communication throughout our synod”, and

Whereas the report of the committee on Global Mission (Report of the Madagascar Appeal Team) states that “in the fall of 2021 an additional \$5,000 was sent to the Tulear Synod, and \$5,000 was sent to the Bezaha Seminary. These monies are being used for immediate needs at both organizations as planned” p.163, Bulletin of Reports. And that the Appeals Team has been in conversation with the Tulear Synod and others about the best use of the rest of the monies {\$57,000} raised in the appeal would be considered for “longer-term projects”, and

Whereas the United Nations World Food Programme, ABCnews and other credible sources reported in 2021 and are continuing to report in 2022 a humanitarian crisis due to the worst drought in 40 years resulting from 3 years without rainfall. This has increased risk in the people for malnourishment and famine especially upon the most vulnerable located in Southern Madagascar (Tulear Synod is located in the southern region of Madagascar). *

Be it resolved, that the Madagascar Appeal Team and leaders of Tulear Synod (President-Bishop R.A. Modeste) and Bezaha Seminary use the balance of collected funds immediately to address the urgent humanitarian crises caused by the drought and then engage in conversation about how best to fund longer-term projects that could be supported by any left-over funds of the \$67,000 not needed for urgent humanitarian support, and if the Madagascar Appeal Team and leaders of the Tulear Synod and Bezaha Seminary identify a longer-term project that another special appeal be authorized at a future time and,

Be it further resolved, the leaders of the Madagascar Team communicate the fund balance and transactions transparently as part of the Global Mission report, until 100% of the Madagascar Appeals donations are dispensed to both urgent and possibly longer-term projects identified by the Tulear Synod and Bezaha Seminary.

*See : Madagascar: Food insecurity crisis in the Grand Sud regions - Madagascar | ReliefWeb

BULLETIN OF REPORTS

Pastor Clark shared that the Committee was presenting the motion without recommendation.

The Bishop acknowledged that the Committee was bringing the matter to the attention of the Assembly but not moving the matter, therefore, it was not before the Assembly for voting.

Pastor Jill McGregor made a motion to move the resolution. The motion was seconded.

The Bishop invited anyone wishing to speak to the motion.

Pastor Jill McGregor, Christ/Our Savior, Ambridge, spoke in favor of the motion. She first thanked everyone who pitched in on the Madagascar donations. It was fantastic to see that the Holy Spirit moved in our Synod and created something beyond anyone's expectations. She then shared some statistics from the internet about the United Nations World Food Program and saw the humanitarian crisis there. She questioned the Synod's decision to hold some of the monies collected in a bank account. Pastor McGregor expressed that this motion was about requesting the Assembly to urgently move the money where it is needed.

Susan Smith spoke in favor of the motion citing that the need is great. She also suggested that there be transparency to ensure accountability.

Jen Roth, First Lutheran, Downtown, spoke against the motion and raised a concern that there may already be a process or procedure in place for gifts to groups like this. Her stated concern was that this proposal could cause tension between this and the existing processes around use of funds.

In response to Jen's comments, Bishop Kusserow called upon representatives for the Madagascar appeal to speak to the comments.

Pastor Melissa Stoller addressed the Assembly. She shared with the Assembly that she has been part of a small working group on how best to address the overwhelming response to the appeal to the rather modest ask. She has been working as a support person with our companion synod in Madagascar. Pastor Stoller explained that the team has been working to ensure that the appeal would be helpful and appropriately directed. The team that is working on this has been engaged with our Madagascar Lutheran Church partners, the Tulear Synod leadership, our global mission staff in Madagascar and other companion Synods to find the best paths forward. It has been their request to not just address immediate relief but to work on ways to build infrastructure and longer-term relief through ongoing projects. Pastor Stoller conveyed that she felt the spirit of the resolution was wonderful and she would be happy to have others involved in the conversations. Anyone interested in being part of the companion synod is welcome to be part of the conversations and engage in these relationships beyond fund raising. She stated that it has been very important to be in conversation about what Madagascar believes the most critical needs are and to resist making assumptions based on things we read or hear.

Pastor JJ Lynn, Emmanuel, Etna, spoke against the motion. Pastor Lynn referenced a letter that he received, he thought in March, signed by Vice President Nugent that referenced the advice from our companion synod that a longer-term sustained gift would be more beneficial than a lump sum one-time gift. The plan has been to space out the distribution of the funds, a portion of which would go for immediate needs and then, in partnership with the Madagascar resources, space out future gifts for longer term needs. Pastor Lynn believed that the transparency would be achieved through the detailed plan and process outlined by the Synod.

Bishop Kusserow thanked Pastor Lynn and asked if anyone else wanted to speak to the motion.

Pastor Jill McGregor clarified that the resolution under discussion did not mandate immediate action in terms of directing money in a lump sum. Additionally, Pastor McGregor stated that it wasn't just news stories but the United Nations on the front lines saying that there are immediate needs. She stated that she was just encouraging conversation with the Madagascar Synods confirming that we are with them for the long term but if there are immediate needs, we have gifts to give.

Pastor Deb Byrum, retired, Oakmont, spoke against the motion indicating that in her experience it is critical to listen to the people "on the ground" for direction. That is the spirit of the companion synod model. We need to respect their perspective.

Pastor Barbara Love, Crooked Creek Cooperative, called the question.

Bishop Kusserow reminded the Assembly that by calling the question, we would be ending debate.

BULLETIN OF REPORTS

The motion to call the question was seconded.

Bishop Kusserow invited Rev. Paul Gruesu to lead the Assembly in voting on the main motion. A vote of “yes” would mean that the debate would end. A vote of “no” would mean that the debate may continue.

The motion carried with 95.92% voting yes and 4.08% voting no.

The Bishop announced that it would now be time to vote on the main motion. He invited Rev. Paul Gruesu to lead the Assembly in a vote.

The motion was defeated with 30.26% voting yes and 69.74% voting no.

The Bishop announced that with the conclusion of this vote, it ended the report of Reference and Counsel. Pastor Kerri Clark agreed that the report was ended.

The Bishop thanked Pastor Clark and announced that it was time to move to the end of the Assembly. He offered a personal note of thanks to all the voting members of the Assembly for modeling passion even in disagreement and demonstrating kindness to one another in the exchange of ideas. He reinforced the demonstration of listening and building on each other's' ideas. The Bishop lifted that up as a tremendous gift.

Bishop Kusserow then called upon Pastor Scott Bryte, Chairperson of the Resolutions Committee to bring the Assembly his video report.

Pastor Bryte led with a note of thanks to all involved for the Assembly and gave particular note to the theme, I Love to Tell the Story, acknowledging creators, Katherine Hankey and William Fisher. He then began the resolution:

Be it Resolved – many thanks to:

- Most Rev. Michael Curry, the presiding Bishop of the Episcopal Church.
- Rev. Carmelo Santos, the director of Theological Diversity for the ELCA
- The ministries of the faithful servants who are now in the presence of our Lord: Rev. Dr. Philip Pfatteicher, Rev. Ronald Garrett, Rev. Dr. Roger Fischer, Rev. John Harman, Rev. Donald Worth, Rev. Norman Nething
- Bishop Kurt Kusserow
- Vice President, Barbara Nugent
- Secretary, Bill Schaefer
- Treasurer, Gary Teti
- Synod Communicator, Lauren Wolcott
- Holly Schmitt and the Synod Assembly planning committee
- Executive Assistant to the Bishop, Sandy DeLorenze
- Receptionist and Administrative Assistant, Carol Ruckert
- Accountant, Bob Cairns
- Director of Synod Resource Ministry, Deacon Beth Caywood,
- ELCA Director of Evangelical Mission and Assistant to the Bishop, Pastor Melissa Stoller
- Assistant to the Bishop, Peter Asplin
- All others who should have been named but were missed!

Respectfully submitted, The Committee on Resolutions.

Announcements

At the conclusion of the video, Bishop Kusserow indicated that Secretary Schaefer had two announcements.

Secretary Bill Schaefer invited all who were in attendance to consider getting involved in the many ministries that take place in our Synod. He encouraged anyone interested to reach out to the resource people who have given reports or to contact the Synod Office through Sandy DeLorenze or Carol Ruckert. Or, folks interested could get in touch with Secretary Schaefer directly.

The second announcement from Secretary Schaefer was to remind everyone that a survey form would be emailed to everyone registered for the Assembly in the next 15-20 minutes. He encouraged everyone to complete the form and return it so that we can continue to improve on the meetings in the future.

BULLETIN OF REPORTS

The Bishop stated as there was no further business, he would entertain a motion to adjourn.

Pastor James West, Harold Zion, Greensburg moved to adjourn the meeting. The motion was seconded.

The Bishop invited Rev. Paul Gruesu to lead the Assembly in a vote on adjournment.

The motion carried with 96.38% voting yes and 3.62% voting no.

Bishop Kusserow then led the Assembly in the Order for the Closing of the Assembly.

Order for the Closing of the Synod Assembly

The leader begins the dialogue, and the assembly responds.

B Jesus said, You will be my witnesses

C to the ends of the earth.

B I chose you and appointed you

C to bear fruit that will last.

B Remember, I will be with you always,

C to the end of time.

B The Lord be with you.

C And also with you.

B Let us pray. Direct us, O Lord God, in all our doings with your most gracious favor, and extend to us your continual help; that in all our works begun, continued, and ended in you, we may glorify your holy name; and finally, by your mercy, bring us to everlasting life; through Jesus Christ, our Savior and Lord.

C Amen.

B O God, you have called your servants to ventures of which we cannot see the ending, by paths yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us; through Jesus Christ our Lord.

C Amen.

B I declare this assembly closed, in the name of the Father, and of the Son, and of the Holy Spirit.

C Amen.

B Go in peace. Share the good news.

C Thanks be to God.

The Assembly was adjourned at 4:48 pm.

Respectfully submitted,



Rev. William A. Schaefer
Secretary, Southwestern Pennsylvania Synod

MINIMUM COMPENSATION GUIDELINES

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

2023

SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA

For Use by Congregations
Providing a Housing Allowance

AND

For Use by Congregations
Providing a Parsonage

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

The policy established by Synod Assembly action in 1997 states:

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

BULLETIN OF REPORTS

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 **\$41,694.01**. This reflects a cost of living increase of 5.9% (this was the Social Security increase from 2021) and a Synod Equalization Adjustment [bringing our synod to parity with surrounding synods] of \$572. For pastors with years of experience, **\$400 for each year ordained** should be added to the **current** minimum base cash salary to determine the appropriate cash salary. The minimum base cash salary with years ordained additive should be used to calculate the minimum base cash salary for a part-time pastor. An additional amount may be added to reflect factors such as scope of responsibilities and/or exceptional proficiency. Additional compensation should be considered for the experience and needs of second career pastors.

The Synod Assembly encourages congregations to strive to raise their pastor’s compensation above synod minimums. A congregation that has raised compensation above minimum guidelines may wish to calculate increases based on the congregation’s budget from the previous year.

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

Yrs Service	2022 Base	2021 COLA	Synod Equal Fig	yrs +400	2023
0	\$38,830.98	\$2,291.03	\$572.00	\$ -	\$41,694.01
1	\$38,830.98	\$2,291.03	\$572.00	\$400.00	\$42,094.01
2	\$38,830.98	\$2,291.03	\$572.00	\$800.00	\$42,494.01
3	\$38,830.98	\$2,291.03	\$572.00	\$1,200.00	\$42,894.01
4	\$38,830.98	\$2,291.03	\$572.00	\$1,600.00	\$43,294.01
5	\$38,830.98	\$2,291.03	\$572.00	\$2,000.00	\$43,694.01
6	\$38,830.98	\$2,291.03	\$572.00	\$2,400.00	\$44,094.01
7	\$38,830.98	\$2,291.03	\$572.00	\$2,800.00	\$44,494.01
8	\$38,830.98	\$2,291.03	\$572.00	\$3,200.00	\$44,894.01
9	\$38,830.98	\$2,291.03	\$572.00	\$3,600.00	\$45,294.01
10	\$38,830.98	\$2,291.03	\$572.00	\$4,000.00	\$45,694.01
11	\$38,830.98	\$2,291.03	\$572.00	\$4,400.00	\$46,094.01
12	\$38,830.98	\$2,291.03	\$572.00	\$4,800.00	\$46,494.01
13	\$38,830.98	\$2,291.03	\$572.00	\$5,200.00	\$46,894.01
14	\$38,830.98	\$2,291.03	\$572.00	\$5,600.00	\$47,294.01

BULLETIN OF REPORTS

15	\$38,830.98	\$2,291.03	\$572.00	\$6,000.00	\$47,694.01
16	\$38,830.98	\$2,291.03	\$572.00	\$6,400.00	\$48,094.01
17	\$38,830.98	\$2,291.03	\$572.00	\$6,800.00	\$48,494.01
18	\$38,830.98	\$2,291.03	\$572.00	\$7,200.00	\$48,894.01
19	\$38,830.98	\$2,291.03	\$572.00	\$7,600.00	\$49,294.01
20	\$38,830.98	\$2,291.03	\$572.00	\$8,000.00	\$49,694.01
21	\$38,830.98	\$2,291.03	\$572.00	\$8,400.00	\$50,094.01
22	\$38,830.98	\$2,291.03	\$572.00	\$8,800.00	\$50,494.01
23	\$38,830.98	\$2,291.03	\$572.00	\$9,200.00	\$50,894.01
24	\$38,830.98	\$2,291.03	\$572.00	\$9,600.00	\$51,294.01
25	\$38,830.98	\$2,291.03	\$572.00	\$10,000.00	\$51,694.01
26	\$38,830.98	\$2,291.03	\$572.00	\$10,400.00	\$52,094.01
27	\$38,830.98	\$2,291.03	\$572.00	\$10,800.00	\$52,494.01
28	\$38,830.98	\$2,291.03	\$572.00	\$11,200.00	\$52,894.01
29	\$38,830.98	\$2,291.03	\$572.00	\$11,600.00	\$53,294.01
30	\$38,830.98	\$2,291.03	\$572.00	\$12,000.00	\$53,694.01
31	\$38,830.98	\$2,291.03	\$572.00	\$12,400.00	\$54,094.01
32	\$38,830.98	\$2,291.03	\$572.00	\$12,800.00	\$54,494.01
33	\$38,830.98	\$2,291.03	\$572.00	\$13,200.00	\$54,894.01
34	\$38,830.98	\$2,291.03	\$572.00	\$13,600.00	\$55,294.01
35	\$38,830.98	\$2,291.03	\$572.00	\$14,000.00	\$55,694.01
36	\$38,830.98	\$2,291.03	\$572.00	\$14,400.00	\$56,094.01
37	\$38,830.98	\$2,291.03	\$572.00	\$14,800.00	\$56,494.01
38	\$38,830.98	\$2,291.03	\$572.00	\$15,200.00	\$56,894.01
39	\$38,830.98	\$2,291.03	\$572.00	\$15,600.00	\$57,294.01
40	\$38,830.98	\$2,291.03	\$572.00	\$16,000.00	\$57,694.01

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 **\$18,490**. This number reflects the 2021 social security cost of living adjustment of 5.9%. Congregations located in areas of the synod where housing is costlier should consider an additional amount.

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

For Congregations Providing a Parsonage

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

- The pastor should receive free use of the parsonage including maintenance and

BULLETIN OF REPORTS

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 2023 IRS allowance
2. Furnish a car and all related expenses (gas, maintenance, insurance, etc.)

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

Continuing Education

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

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

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

BULLETIN OF REPORTS

contributes an equal amount for each person. It is intended that the FCTE fee be taken from the reimbursable continuing education expenses, leaving the remaining amount for participation in other educational activities.

Publications and Media Resources

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

Professional Expenses

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

Synod Assembly Costs

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

Technology

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

III. BENEFITS

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

Portico Health Plan – 2023

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 2023 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

BULLETIN OF REPORTS

according to geographical location and age, you should contact Portico Benefit Services directly for rate information.

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

IV. CONDITIONS

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

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

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

Please refer to the “Family Leave Policy of the Southwestern Pennsylvania Synod” which can be downloaded directly from the “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 bishop of the synod. The “Interim Ministry Guidelines” can be downloaded from <http://www.swpasynod.org/>.

MINIMUM COMPENSATION GUIDELINES

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

2023

SOUTHWESTERN PENNSYLVANIA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA

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

BULLETIN OF REPORTS

INTRODUCTION

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

I. CASH SALARY

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

The minimum base salary for a new Minister of Word and Service (0 years of experience as an ordained Deacon) **\$45,107**. This reflects a cost of living adjustment of 5.9% (based on the social security COLA for 2021) and a Synod Equalization Figure of \$572 to adjust salaries to reflect surrounding synods. For all Ministers of Word and Service with years of experience, **\$400 for each year of experience** should be added to the **current** minimum base cash salary to determine the appropriate cash salary. An additional amount may be added to reflect factors such as scope of responsibilities, exceptional proficiency, and/or attainment of additional education. Additional compensation should be considered for the experience and needs of second career Ministers of Word and Service.

BULLETIN OF REPORTS

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

II. SOCIAL SECURITY

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

III. REIMBURSABLE MINISTRY EXPENSES

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

Travel Reimbursement – Two options are available:

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

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

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

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

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

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

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

BULLETIN OF REPORTS

IV. BENEFITS

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

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

Portico Health Plan – 2023

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 2023 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**

2023

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

BULLETIN OF REPORTS

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

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

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

*Required Article in Model Constitution for Congregations of the ELCA

TYPES OF INTERIM LEADERSHIP

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

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

Local Interim and Worship Supplies

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

Transitional Interim

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

Intentional Called Interim

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

BULLETIN OF REPORTS

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

Transitional Called Interim

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

Long Term Interim

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

BULLETIN OF REPORTS

2023 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 2023. 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.

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BULLETIN OF REPORTS

REPORT OF THE COMMITTEE ON NOMINATIONS

Each year, the deans of the conferences are faced with a list of positions to fill, and they get right to work. They lift up gifted lay and rostered persons to nominate in a variety of ways that serve our synod. Without that effort, and without YOUR willingness to serve, our work together would not be accomplished. Specifically this year, the Synod Council and committees for Consultation and Discipline receive new elected members that will serve our synod for a season.

I am most grateful for the consistent support and careful work of Pastor Bill Schaefer (Synod Secretary), and Ms. Sandy DeLorenze (Executive Assistant to Bishop Kusserow).

Respectfully submitted,
The Rev. Erin Evans, Chairperson

Below information current as of May 30, 2023

SYNOD VICE PRESIDENT*

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

Barbara Nugent, Insurance Licensing Specialist Bethlehem, Glenshaw
8947 Harmony Drive, Pittsburgh, PA 15237 Conference 2

SYNOD SECRETARY*

(Rostered Minister [Pastor or Deacon] or Layperson - four-year term, vote for one)

James V. Arter, III, B.S., M.Div., Pastor First, Leechburg
930 Wildlife Lodge Rd, Apt. 302, Lower Burrell, PA 15068..... Conference 3

William A. Schaefer, Parish Pastor Prince of Peace, Latrobe
1210 Beech Drive; Latrobe, PA 15650 Conference 4

*Note that background checks and screening is required for officers pursuant to †S9.12

SYNOD COUNCIL CONFERENCE THREE REPRESENTATIVE

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

Pamela Neale, Associate Degree, Mechanical Engineer/Estimator St. Paul's Highfield, Vandergrift
1127 Lakeview Road, Ford City, PA 16226..... Conference 3

SYNOD COUNCIL - CONFERENCE REPRESENTATIVES*

- 1 Position - Conference 1 Rostered Minister (Pastor or Deacon) Term expires 2027
- 1 Position - Conference 2 Layperson Term expires 2027
- 1 Position - Conference 3 Rostered Minister (Pastor or Deacon) Term expires 2027
- 1 Position - Conference 4 Layperson Term expires 2027
- 1 Position - Conference 5 Rostered Minister (Pastor or Deacon) Term expires 2027
- 1 Position - Conference 6 Layperson Term expires 2027

* 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.

SYNOD COUNCIL REPRESENTATIVE AT LARGE

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

Jennifer R. P. McCurry, B.A., M.Div., Associate Pastor First, Pittsburgh (Downtown)
615 Grant Street, Pittsburgh, PA 15219 Conference 1

Heather S. Lubold (Biographical information to come) Berkeley Hills, Pittsburgh (North Hills)
517 Sangree Road; Pittsburgh, PA 15237 Conference 2

BULLETIN OF REPORTS

SYNOD COUNCIL REPRESENTATIVE AT LARGE

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

- Rebecca Brunetta, B.S., Medical Receptionist, Retired ... First, Greensburg
178 Hawksworth Rd., Greensburg, PA 15601 ... Conference 4
Loran K. Bohman, B.A., Nuclear Medicine Technologist... Faith, White Oak (McKeesport)
115 N 6th St, Youngwood, PA 15697 ... Conference 5

SYNOD COUNCIL REPRESENTATIVE YOUNG ADULT (between ages of 18 and 30 at time of election)

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

- Emily Dazen, BFA, Dental Assistant and Self-Employed ... House of Prayer, Aliquippa
345 Spring Valley Road Pittsburgh Pa 15243 ... Conference 1

SYNOD COUNCIL REPRESENTATIVE YOUTH (not reached age of 18 at time of election)

Layperson - two-year term, vote for one)

- Landon Dishart (biographical information to come) ... Berkeley Hills, Pittsburgh (North Hills)
... Conference 2

CONSULTATION COMMITTEE

(Rostered Ministers [Pastors or Deacons] - six-year term, vote for four)

- Kimberly M. van Driel, B.A., M.Div., STM, Pastor ... First English, Butler
241 N. Main Street, Butler, PA 16001 ... Conference 2
Brian Bennett, B.A., M. Div., Campus Pastor ... Nativity, Allison Park
4390 Kenson Dr., Allison Park, PA 15101 ... Conference 2
Brian B. Chaffee, AOS, B.S., M.Div., Pastor ... Zion's, Greensburg
140 S. Pennsylvania Ave. Greensburg PA 15601 ... Conference 4
Jennifer Soltis ... Nativity, Allison Park
4309 Sample Ct Allison Park, PA 15101 ... Conference 2
Alexander Sumo, B.A., B.Th., M.A., M.Th./STM, D.Min, Pastor ... Pittsburgh Lutheran United Ministries
273 South Winebiddle Street, Apt. 21; Pittsburgh, PA 15224 ... Conference 6
Joseph Boomhower ... Holy Trinity, Chicora
2217 Chicora Rd., Chicora, Pa 16025 ... Conference 2
Kerri Clark, B.A., M.Div., Pastor ... Our Redeemer, McMurray
509 Glenrock Dr. Bethel Park PA 15102 ... Conference 6

CONSULTATION COMMITTEE

(Laypersons- six-year term, vote for four)

- John (Jack) Puskar, Bachelor of Theology, Juris Doctorate, Attorney ... Prince of Peace, Pleasant Hills
2017 Suzanne Drive, South Park, PA 15129 ... Conference 6
Holly O. Schmitt, Supervisor, Health Insurance Audit ... Messiah, Munhall (PLUM)
469 Macassar Drive, Pittsburgh, PA 15236 ... Conference 5
Dennis Lane, M.A. Photojournalist ... Bethlehem, Glenshaw
1305 Sharpshill Road, Pittsburgh, PA 15215 ... Conference 2

COMMITTEE ON DISCIPLINE

(Rostered Ministers [Pastors or Deacons] - six-year term, vote for two)

- Jocelyn Johnston, Bachelor of Music, M.Div., Grad. Cert. in Church Planting and Revitalization, Pastor ...
House of Prayer, Aliquippa, (Around the River Lutheran Parish)
3720 Wapello St., Pittsburgh, PA 15212 ... Conference 1
Jason Felici, M.Div., Pastor ... Trinity, Latrobe
331 Weldon St., Latrobe, PA 15650 ... Conference 4

BULLETIN OF REPORTS

Ryan Kobert, M.Div., PastorSt. Paul's, Sewickley
616 Washington Street, Sewickley, PA 15143 Conference 1

Bob Schaefer (Biographical Information to come)..... Good Shepherd, Monroeville
4503 Old William Penn Hwy., Monroeville, PA 15146 Conference 4

COMMITTEE ON DISCIPLINE

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

Judith Rogers, B.A., M.A., RetiredSt. John's, North Versailles
125 Washington Road, Pittsburgh, PA 15221..... Conference 4

Ted Schroeder (Biographical information to come)..... First, Pittsburgh (Downtown)
615 Grant Street, Pittsburgh, PA 15219 Conference 1

BULLETIN OF REPORTS

DATA ON NOMINEES (as of May 30, 2023)

Nominees were asked to provide the following:

Name:

Address: Phone Number(s): E-Mail:

Occupation:

Conference: Congregational Membership:

The following is included with the data on each nominee:

Biographical information such as service in local congregation, synod, churchwide, and community.

Why do you want to serve in this position?

**SYNOD VICE PRESIDENT
(Layperson)**

Barbara A. Nugent

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

Insurance Licensing Specialist

Conference 2; Bethlehem Lutheran Church, Glenshaw

I am currently serving in my first term as the Vice President of the Southwestern PA Synod of the ELCA. This office places me in serving on many committees and working groups within our Synod and across the ELCA including but not limited to ELCA Region 8 Steering committee, ELCA Vice Presidents leadership team, ELCA Life of Faith/Holy Innovations pre-selection team. I also serve on the Executive Committee of our Synod, chair the Stewardship & Financial Support Committee of the SWPA Synod (now working group), Budget & Finance Committee, Pre-Assembly Planning Committee, Madagascar working group. I lead a monthly leadership forum on Zoom for presidents and vice presidents of congregations titled "Navigating Church Leadership." I am a licensed insurance agent in the state of PA, working part time with BNY Mellon and Buck Global, LLC in managing 65 agents and two corporations for insurance licenses and commission reconciliation. I have served as the Congregation President of my home congregation in the past along with many other leadership roles both in and out of the church. I currently serve as the President of the Harmony Pointe Homeowners Assn and Treasurer of the Bellevue High School Reunion Committee. I am a life-long Lutheran from Southwestern PA, currently living in the North Hills of Pittsburgh with my husband Larry.

I have always felt called to leadership within the church. After being elected Vice President in 2019 I have been blessed to serve the people in our Synod with the gifts and talents God has entrusted to me. I will continue to push for inclusivity and transparency. I believe it takes at least two years to get to know this office well and there is so much more I am feeling led to do. I call on the Holy Spirit to give me wisdom and guidance to lead. I am excited to see the changes our Synod has embraced over the past three years and I am hopeful for our future. It would be my honor to continue to serve as your Vice President.

**SYNOD SECRETARY
(Rostered Minister [Pastor or Deacon] or Layperson)**

Pastor James V. Arter III, B.S., M.Div.

930 Wildlife Lodge Rd, Apt, 302; Lower Burrell, PA 15068; 412-215-5521; pr.jim@comcast.net

Pastor

Conference 3; First, Leechburg

I am the pastor of First Evangelical Lutheran Church in Leechburg, where I have served since my ordination in 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 am concluding my first term as the Conference 3 Synod Council representative and am currently serving my third term as Conference 3 Dean. 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. I am the president of the Leechburg Ministerial Association, which supervises our local food bank and sponsors numerous events and ministries throughout the community. I am the 2023 inductee into the Leechburg Hall of Fame, which recognizes the contributions of community leaders and volunteers.

It is an honor to be nominated as a candidate for synod secretary. This is a challenging but exciting time for the congregations of our synod to confront our many challenges and come to a greater sense of what we are called to be and how we are called to serve to bear witness to Jesus's death and resurrection. I believe my communication skills and attention to detail will serve me well in this work. As my term on synod council comes to a close, I would love the opportunity to apply my knowledge and experience of ELCA polity and governance and support the overall work of our synod.

BULLETIN OF REPORTS

Pastor William A. Schaefer

1210 Beech Dr., Latrobe, PA 15650; 724-664-4861; bill.schaefer@swpasynod.org
Parish Pastor
Conference 4; Prince of Peace, Latrobe

I currently serve as Pastor of Prince of Peace Lutheran Church, Latrobe and am contracted as the pastor of Trinity Lutheran Church, Derry. I have served in Latrobe for the last 15 years and have been ordained for 23 years. I am married to Jennifer Armstrong-Schaefer for 22 years and have two children Noah and Angeline and we have two crazy dogs. I currently serve as the Synod Secretary. I was first elected in 2019 and continue to feel the call of God to serve the synod in this work and ministry.

The work of the Synod Secretary is both challenging and rewarding. I have been able to grow in my experience and my knowledge of the governing documents of the Church. Working with other colleagues who are Synod Secretaries in other synods, I have found a network to help me grow in my understanding of the office during these first years. During my first term, I have been able to organize all of the actions of the Synod Council and am currently working on organizing all of the actions of the Synod Assembly.

I have been blessed to work with an amazing synod staff and Synod Councils. I have had the pleasure to work with congregations who have had questions about parliamentary procedure, constitutional questions, and help in organizing and archiving. If I am elected to serve another term as the Synod Secretary, I will humbly serve God and our synod to the best of my ability.

**SYNOD COUNCIL REPRESENTATIVE - CONFERENCE THREE (Two-year term)
(Layperson)**

Ms. Pamela Neale, Associate, Mechanical Engineering Technology. Penn State University

127 Lakeview Road, Ford City, PA 16226; 724-664-0164; Pam.Neale63@gmail.com
Mechanical Engineer/Estimator
Conference 3; St. Paul's Highfield, Vandergrift

I have been a member of St. Paul's Highfield for over 30 years. I have been involved in many aspects of our congregation including VBS, call committee, assisting minister, and church council. I have held positions of President and Vice-president on church council. I serve as a eucharistic minister, sharing communion with our shut-ins and their families. Personally, I work full-time as a Mechanical Engineer/Estimator for a manufacturing company. I am married and have one adult daughter.

I was appointed in September 2022 to fill a vacancy in Conference 3 due to a resignation. I have enjoyed and wish to continue serving the SWPA Synod in this capacity and learning more about our synod and the ELCA in general. Serving on Synod Council offers great opportunities to have a voice and to make a difference in the larger church. Visiting other Lutheran churches in our synod and meeting a lot of great people are other reasons I wish to continue serving on Synod Council.

SYNOD COUNCIL - CONFERENCE REPRESENTATIVES**

- 1 Position - Conference 1 Rostered Minister [Pastor or Deacon]..... Term expires 2027
- 1 Position - Conference 2 Layperson Term expires 2027
- 1 Position - Conference 3 Rostered Minister [Pastor or Deacon]..... Term expires 2027
- 1 Position - Conference 4 Layperson Term expires 2027
- 1 Position - Conference 5 Rostered Minister [Pastor or Deacon]..... Term expires 2027
- 1 Position - Conference 6 Layperson Term expires 2027

** 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.

**SYNOD COUNCIL REPRESENTATIVE - MEMBER-AT-LARGE
(Rostered Minister [Pastor or Deacon])**

Pastor Jennifer McCurry, B.A., M.Div.

First Lutheran Church, 615 Grant St, Pittsburgh, PA 15219; 412-471-8125; jpm@flcpittsburgh.org
Associate Pastor
Conference 1; First, Pittsburgh (Downtown)

Pastor McCurry is a lifelong Lutheran and has lived in the Pittsburgh area since 2008. She has worked in suburban,

BULLETIN OF REPORTS

ex-urban, and urban congregations and has experience in both campus and youth ministries. In our SWPA Synod life, she previously served on: the Council and Global Mission Committee from 2011-2015; the Ecumenical Affairs Committee from 2015-2023, of which she served as chairperson from 2018-2023; as well as several short-term task forces. She was a voting member at the 2022 ELCA Churchwide Assembly and a board member for the ELCA's Lutheran Ecumenical and Inter-Religious Relations Network from 2018-2023.

Pastor McCurry would enjoy serving on Council in order to participate in our Synod's discernment process as we prepare for multiple levels of change in the coming years. More immediately, we will need to consider the identity and needs of our Synod as we prepare to call a new bishop in 2025. However, we and the rest of the ELCA will also be preparing to receive the proposals of the newly-formed ELCA Commission on a Renewed Lutheran Church. Amid such change, it is exciting to discern how we can faithfully continue to proclaim the gospel in word and deed. Pastor McCurry has done formal training in transitional ministry and she is currently completing a certificate in clergy executive leadership, learning experiences that she believes help equip her to contribute to the SWPA in this time of transition in our synodical life.

Pastor Heather Lubold (Biographical information coming)

Conference 2; Berkeley Hills, Pittsburgh (North Hills)

SYNOD COUNCIL REPRESENTATIVE - MEMBER-AT-LARGE (Laypersons)

Mrs. Rebecca Brunetta, B.S.

178 Hawksworth Road Greensburg, PA 15601-1530; 724-331-5790; rd.brunetta@comcast.net
Medical Receptionist, Retired
Conference 4; First, Greensburg

I am currently serving on my Congregation Council and am also serving as President at First Greensburg. I also serve on the Worship & Music, Christian Outreach and Fellowship Committees, the Bell Choir, Lector and as a Worship Assistant. Before moving to Greensburg in 1984, I served at my previous church (where I was raised) as both Acolyte and Sacristan as well as in youth group, usher and youth council. I also serve as a Trustee of my family's church, Barley (St. Paul) Lutheran, in Bedford County, PA. I recently retired as a Medical Receptionist for a local Dermatologist. Prior to becoming a mother I was employed as a Sexual Assault/Incest Counselor at a local Women's Crisis center.

I have the desire to serve the Synod and learn more about the greater church. I also feel it is important for my congregation to participate in synodical leadership and programming.

Mr. Loran K. Bohman, BA-Biology, Certified Nuclear Medicine technologist

115 N 6th St, Youngwood, PA 15697; 724-396-9330; loranbohman@aol.com
Nuclear Medicine Technologist
Conference 5; Faith, McKeesport (White Oak)

I grew up in Irwin/North Huntingdon and graduated from Norwin H.S. Graduate of Augustana College in Rock Island, Illinois. I am a life time member of Faith Ev. Lutheran in McKeesport (White Oak), (via a predecessor Tabor Lutheran, pre merger, making me the 4th generation in the congregation.) I am employed as a Nuclear Medicine Technologist mainly involved in cardiac studies. I am involved with the Scandinavian Society here in Pittsburgh and it's former Folk Dance Group. I am treasurer for the Swedish Room of the Nationality Rooms Council at the University of Pittsburgh. In my home congregation I have served through a number of ways. Presently, I am one of the Assisting Ministers (and resident smoke swinger). I serve on the Worship and Music Committee as well as the Property Committee and as one of the rotating "Money Counters".

In the past I have served many years on the the Congregational Council as a member, Congregational Vice President, Council Secretary and as a member of a Call Committee. Past positions have also included the Renovation Committee, working with New Guild Studios. I have also served as Sunday School Superintendent. On occasion I even end up on the organ bench. I have made numerous trips, or virtual visits, to wherever the Synod Assembly was being held as a Voting Member for my congregation. My involvement with the Synod has included the Global Mission Committee, The History and Archives Committee, the Nominating Committee, and the Communications Committee. I traveled with other Synod members taking part in the 2005 Mission Trip to Madagascar. In 2007 and in 2009 I served as a Voting Member for the Synod at the Churchwide Assemblies in Chicago and Minneapolis. In 2013 I was a volunteer at the Churchwide Assembly here in Pittsburgh. Other interests include Genealogy and History, trying to keep up with the yard work and fish pond and the needed renovations for the 100+ year old house balancing modern needs to the correct historical look.

I have always wished to and enjoyed serving as I can in the Synod and wider church and believe that my past history and experience can be useful in that service. I do believe that we all must be more than our local congregation and that it is important to be connected as a Synod and with the wider Church, even beyond this country. Service on the Synod Council is one of the ways that this is done. I am truly interested in what is going on beyond my parish and things that work in my home church might be of help to others. Likewise what I might and will learn from interacting with others in

BULLETIN OF REPORTS

the wider realm can also be of assistance for the local congregation. Things have changed drastically in recent years, Covid being one of the big, though not the only player. Looking forward certainly appears to be much different than how all was in years past. I would be privileged to be part of that onward march by Faith to what God has in store for us as members of the Southwestern Pennsylvania Synod.

SYNOD COUNCIL REPRESENTATIVE - YOUNG ADULT (Layperson)

Mrs. Emily Dazen, Bachelors of Fine Art

345 Spring Valley Road Pittsburgh Pa 15243; 724-630-8749; emilyfaller10@gmail.com

Dental assistant and self employed

Conference 1; House of Prayer, Aliquippa (Around the River Lutheran Parish)

I was born and raised in Hopewell Township; I am a passionate individual who has embraced a diverse range of interests and responsibilities throughout my life. Born with a love for soccer, I spent my formative years playing the sport, honing my skills on the field. Simultaneously, I cultivated my musical talents as a member of the high school band, finding joy and self-expression through music. Faith and spirituality have always been integral to my life, and I dedicated myself to attending church regularly from a very early age, seeking guidance and building a strong moral foundation. After completing high school in 2012, I embarked on an educational journey at Point Park University. There, I pursued my passion for the arts, earning a Bachelor of Fine Arts degree in photography and graduating in 2016. During my time at university, I had the fortune of meeting my now husband in 2013. We nurtured our relationship and ultimately tied the knot in 2018, solidifying our commitment to a lifetime of shared experiences and growth. In addition to my personal endeavors, I have actively contributed to my community through my involvement in our church council. For the past six years, four and a half of which I served as the council's president, I have strived to foster a nurturing and inclusive environment, leading by example and promoting positive change. Overall, my life has been defined by my passion for soccer, artistic pursuits, faith, and service to others. These experiences have shaped me into a well-rounded individual with a deep appreciation for the interconnectedness of different aspects of life.

I am eager to serve in the position of the young adult member on the Synod Council for several reasons. First and foremost, I believe that representing the voices and perspectives of young adults is crucial for the vitality and future of our church community. I am passionate about engaging and empowering young adults and those around me to actively participate in the decision-making processes of our Synod. Additionally, I bring a fresh perspective and a deep understanding of the challenges and opportunities that young adults face in today's rapidly changing world. I believe that my generation has unique insights and innovative ideas that can contribute to the growth and relevance of our Synod. Furthermore, I have a genuine desire to foster intergenerational connections within our church. I believe that bridging the gap between different age groups is essential for a thriving and inclusive community. By serving on the Synod Council, I aim to promote dialogue, understanding, and collaboration between young adults and other members of the council. Ultimately, I see this position as an opportunity to make a meaningful difference, to advocate for the needs and aspirations of young adults, and to contribute to the overall well-being and future of our Synod community.

SYNOD COUNCIL REPRESENTATIVE - YOUTH (Layperson)

Landon Dishart (Biographical information coming)

Conference 2; Berkeley Hills, Pittsburgh (North Hills)

CONSULTATION COMMITTEE (Rostered Ministers [Pastor or Deacon])

Pastor Kimberly van Driel, B.A., M.Div., S.T.M.

First English Lutheran Church 241 N. Main Street Butler, PA 16001; 412-316-5028; pastorkvd@gmail.com

Pastor

Conference 2; First English, Butler

I have served as pastor of First English, Butler for 8 years and previously served congregations in the South Hills of Pittsburgh and in Connecticut. Part of my sense of call from God includes helping congregations and people work through difficult or conflictual situations. To develop the skills needed to live out this call, I have completed both the Clergy Clinic in Family Systems and the Mediation Skills Training Institute of the Lombard Mennonite Peace Center. In addition, I have taken a graduate coursework in Strategies for Trauma Awareness and Resilience (STAR) through Eastern Mennonite's Center for Justice and Peacebuilding. I hope to be a pastor who can foster corporate practices that bring healing in the name of Jesus Christ. Within this synod, I have served on the Lutheran SeniorLife Board, the synod council, the Mission Endowment Fund Board, and synod committee restructuring team, chairing the process that led to the revision of synod bylaws by the 2021 assembly. In my work in Butler, I have also served as the convener of the Butler Clergy Network, which fosters interfaith relationships in our region to foster peace and understanding among different religious groups.

BULLETIN OF REPORTS

The synod bishop calls for the services of the consultation committee members in cases of suspected misconduct or other difficult situations in the life of a congregation, and the committee's work of listening and investigating can impact the bishop's decision making, the work of the synod council, other groups involved in a discipline process, the life of a rostered minister, and the health of a congregation. I see points of connection between the committee's work and my sense of call, and if elected, I would serve with commitment to doing the work to the best of my ability.

Pastor Brian Bennett, B.A., M.Div., Oberlin college '93 B.A. (physics), LTSS '03 M.Div

4390 Kenson Dr., Allison Park, PA 15101; 304.657.4438; rev.bbennett@gmail.com

Campus Pastor

Conference 2; Nativity, Allison Park

Ordained 2003

2003-2005 Intentional Interim, St. Paul Lutheran Church, Morgantown, WV

2005-2011 regularly called pastor St. Paul Lutheran Church, Morgantown, WV

2012-present Campus Pastor, Lutheran Campus Ministry in Greater Pittsburgh

2004-2007 Board Community Lutheran Partners, Inc. (WV-WMD social ministry organization)

2008-2011 WV-WMD Synod Council

2010-2011 Chair, WV-WMD Synod Mutual Ministry committee

2013-2016 ELCA Advisory Board for Campus Ministry

2012--2014 Secretary, University of Pittsburgh Association of Chaplaincies

2014-2018 Chair of CMU Council of Religious Advisors

2017-2023 SWPA Synod Ecumenical Affairs Committee

2021-2023 Dean, Conference 2, SWPA Synod

I began my ministry with a congregation that had been in conflict. A robust consultation process prior to my arrival was vital in helping the congregation move through the conflict and toward healing. The consultation committee has great potential to help people in a congregation be healthy and engage in mission.

Pastor Brian B. Chaffee, AOS in Theater, BS Human Resources Management, M.Div.

140 S. Pennsylvania Ave. Greensburg PA 15601; 412-215-5301; brchaffee@gmail.com

Pastor

Conference 4; Zion's, Greensburg

Raised in Erie PA. I have been active in the church from a young age, including youth member to both Worship Committee and Congregation Council. As a member of First Lutheran Pittsburgh I sang in the choir, served as V.P. of the congregation, and on several committees. A graduate of the Lutheran Theological Seminary at Gettysburg, I was ordained in 2010 and installed in Zion's, Greensburg where I continue to serve. I have served as a member of Synod Council, Nominations Committee, and Synod Assembly Worship Planning Committee. Locally I have served for 11 years on the board of The Westmoreland County Emergency Food and Shelter Program. I am married to Lisa and live on her family's farm with our Pit Bull, Parker; and kitties, Simon C.K. Dexter Haven, Lil Miss Betty Bigs, Noggin, and Shibo.

My education in Human Resources Management, and positions I have held in the secular world (Voluntary Hospitals of America and what is now the Allegheny Health Network), as well as being called on to act in conflict resolution in the parish in which I was formerly a member have given me experience to serve well, prayerfully, and with fairness and confidentiality on the Consultation Committee.

Pastor Alexander Y. Sumo, BA, Sociology & Public Admin.; B.Th., Theology and Philosophy; MA, Gender & Family Studies; M.Th/STM, Sacred Theology & Pastoral Leadership; D.Min. - Leadership for Transformational Change

273 South Winebiddle Street, Apt. 21; Pittsburgh, PA 15224; 614-218-6730; saq9000@yahoo.com

Pastor

Conference 6; Pittsburgh Lutheran United Ministries (PLUM)

Born in April 1974 in Liberia, West Africa, Pastor Alexander Sumo obtained his undergraduate degree in Sociology and Public Administration at the African Methodist Episcopal (AME) University and completed his seminary and pastoral education from the Gbarnga School of Theology, United Methodist University in Liberia, West Africa. Pastor Sumo was ordained as minister for Word and Sacrament in the Lutheran Church in Liberia (LCL) in May 2003 and served several congregations there prior to coming to the United States.

Pastor Sumo was transferred from the Lutheran Church in Liberia and was admitted to the roster of the Evangelical Lutheran Church in America (ELCA) in 2011. He has since served in several roles in the Southern Ohio Synod and at ELCA churchwide. Over a year ago, Pastor Sumo was called as pastor for the Pittsburgh Lutheran United Ministries (PLUM) - a multi-parish collaborative ministries in the Southwestern Pennsylvania Synod. Pastor Sumo and his wife Olga are blessed with 5 children.

I believe every opportunity of service in the church is a call by God to foster God's purpose for the flourishing of God's creation. So, I will use this opportunity be an instrument of God's love and mercy in the discharge of my role on the consultation committee.

BULLETIN OF REPORTS

Pastor Kerri Clark, B.A. Psychology, Elementary Education; M.Div.

509 Glenrock Dr. Bethel Park PA 15102; 724-941-7467; rev.kerri.clark@gmail.com

Pastor

Conference 6; Our Redeemer, McMurray

I have been serving as Associate Pastor at Our Redeemer, McMurray since January 2022. Prior to that, I served Trinity, Connellsville for 7.5 years. Outside of the parish, it has been a joy to serve our synod in many ways. I currently serve as a member of the SWPA/WV-WMD Joint Candidacy Committee; secretary of the Authentic Diversity and Justice Working Group; member of the Resource Center Advisory Board; chair of Reference & Counsel; and have recently been elected Dean of Conference 6.

During my time as a member of Synod Council, I heard about the work of the Consultation Committee and saw its vital importance for the life and health of our synod. I would be honored to serve in this capacity, and would bring skills of careful listening and discernment to our deliberations.

Pastor Jennifer Soltis, BA in Sociology and M.Div.

4309 Sample Ct., Allison Park, PA 15101; 570-401-1764; pastorjennifersoltis@gmail.com

Pastor

Conference 2; Nativity, Allison Park

My name is Rev. Jennifer Soltis. I was ordained in February of 2016 and have served as pastor of Nativity Lutheran Church, in Allison Park, since June 2021. Before that I served in the Allegheny Synod, where I served on various committees, including Synod Council, Disciplinary Committee, Candidacy Committee, and the Worship Committee.

The Consultation Committee is an important group in any synod, as they assist the bishop in listening to concerns brought up about disciplinary actions that have come up in our life together in service to our Lord. As someone with good listening skills, a non-judgmental and compassionate temperament; I believe I can be an asset in this committee.

Pastor Joe Boomhower, B.A. - Greek/Theology; M.Div.; Greek Certificate - Aegean Inst. Greece; German Certificate - Goethe Inst. Germany; Duquesne Univ., ABD - Systematic Theo.

2217 Chicora Rd., Chicora, Pa 16025; 724-840-0880; joseph.boomhower@gmail.com

Pastor

Conference 2; Holy Trinity, Chicora

I was born in N. Hollywood, Calif. and then moved to the Bay Area. Every time GM opened a new plant, we moved. I have lived or studied in five countries. After Seminary, I began the ordained ministry as pastor of St. Mark's Springdale. It seems that my family can never get very far from the Allegheny River. My second call was to the V.A., Highland Dr. Neuropsych Unit with a designation to the Heroin Clinic and wards. My third call was to Zion, Mt. Washington where I resumed Ph.D. Studies and student taught at Duquesne Univ. In that time, I married Carol and became a husband and father in one day. From our church, we started the first Domestic Abuse Clinic (DACC) in Pittsburgh for Remanded Batterers. We moved to IUP, and there became the Campus Pastor; not long after, I was appointed as Assistant to Bishop Jones in NW PA Synod in a quadrant that held 22 churches, 16 of which were vacant. We organized supplies and sacraments by working together and in concert with both Lay and Ordained. Years later, I accepted a call to Holy Trinity, Chicora and returned to SW PA Synod.

As a Chaplain, I was accustomed to working with groups and groups in conflict, particularly addicts and batterers. As Assistant to Bishop, I understood the pain of a community that was disintegrating as young people left and those that remained felt left out. I learned in the VA to listen with my eyes and heart. That gift, I think, I can bring to the table for congregations in conflict, congregations made up of the baptized children of God.

CONSULTATION COMMITTEE (Laypersons)

Mr. John (Jack) Puskar, Bachelor of Theology; Juris Doctorate

2017 Suzanne Drive, South Park, PA 15129; 412-770-5426; jkpush@yahoo.com

Attorney

Conference 6; Prince of Peace, Pleasant Hills

Attorney: 2010-Present; Reformed Baptist Pastor: 2000-2006; Father of 5; Husband; Council Member

I would like to use my gifts to help in any way. Nominated by Rev. Allyn Itterly.

Mrs. Holly Schmitt

469 Macassar Drive, Pittsburgh, PA 15236; 412-973-5720; Hollyschmitt79@gmail.com

Supervisor - Health Insurance Audit

Conference 5; Messiah, Munhall (PLUM: Pittsburgh Lutheran United Ministries)

BULLETIN OF REPORTS

I am a lifelong member of Messiah, Lutheran Church and Munhall. I have served on the church council, including six years as council president, Sunday School teacher, Vacation Bible School teacher, assisting minister, lector, choir member, chairperson of the Ways and Means committee.

My participation from a Synod level includes two full terms on Synod Council, as well as serving on the executive committee, former chairperson of the Communications Committee, former member of the Assembly Worship Planning Committee, synod sacristan, projectionist for Synod Assembly, and current chairperson of the Synod Assembly Planning Committee.

I would like to serve on the Consultation Committee because I feel that it is an extremely important functioning committee of our Synod. I feel it is very important that our Synod is transparent in its actions as well as intentional in its research and decision making. Being a part of the Consultation Committee would allow me to be a part of that research. As an auditor in my full-time job, I understand the importance of thorough, thoughtful research, which is extremely important when making decisions that affect our Synod, Rostered Ministers, Congregations, and congregation members.

Mr. Dennis Lane, M.A. Disaster and Emergency Management

1305 Sharpshill Road; 412-7803729; dtl136@gmail.com

Photojournalist

Conference 2; Bethlehem, Glenshaw

Congregational experience: congregational council, including vice president for two years; worship and music; communion assistant; and property committee (former First English, Sharpsburg) live stream coordinator; mutual ministry committee (Bethlehem, Glenshaw) Synod experience: Synod council for two terms, including serving on the executive committee both times; special events planning committee; former communications and property committees; Lutheran Disaster Response taskforce. Churchwide Assembly voting member: 2003, 2019, 2022. Community: President of the Sharpsburg VFD; transition board member for Southern Allegheny Valley Emergency Services.

Serving at the congregational and synodical level in various capacities while growing in faith and leadership for more than 20 years now. I see myself able to confidently listen to the matters that are presented to the consultation committee.

COMMITTEE ON DISCIPLINE (Rostered Ministers [Pastor or Deacon])

Pastor Jocelyn Johnston, Bachelor of Music, M.Div, Graduate Certificate in Church Planting and Revitalization

3720 Wapello St Pittsburgh, PA 15212; 216-926-3841; jxjohnston2010@gmail.com

Pastor

Conference 1; House of Prayer, Aliquippa (Around the River Lutheran Parish)

After serving my first call in Barnegat Light, New Jersey, I returned home to Western PA in 2013 and have since served as an interim pastor and called pastor for one congregation and for multiple congregation parishes. I currently serve the Around the River Lutheran Parish in Beaver County with pastors Mike Sourwine and Susan Irons. I am also the Dean of Conference One. I am part of our Synod Church in Society Committee, Authentic Diversity and Justice Working Group, and chair of the Hunger Elimination and Advocacy Team. I serve on the Lutheran Board of Directors and chair the Strategic Planning Committee.

I am a skilled listener and work to understand multiple perspectives. I believe that along with the Consultation Committee, the Committee on Discipline can help individuals and congregations follow an appropriate process to take healthy steps forward.

Pastor Jason Felici, M.Div.

331 Weldon St., Latrobe, PA 15650; 304-280-0648; PastorJasonFelici@trinitylatrobe.com

Pastor

Conference 4; Trinity, Latrobe

Jason is one of the new pastors at Trinity, Latrobe, and he is new to the synod. Prior to his current call, Jason served ten years at his first call in the Allegheny Mountains of West Virginia. While in some offices that would be a hindrance, being new allows him to have an open mind about any issue coming to the discipline committee. If elected, he would serve prayerfully and willingly.

[Jason wishes to serve in this position] to answer the call of needing additional nominees for the synod offices.

Pastor Ryan Kobert, Medieval Studies, History, MDiv

214 Orchard Place; 412-302-5202; pastorstpaulsrew@gmail.com

Pastor

Conference 1; St. Paul's, Sewickley

I am called to serve the congregation of St. Paul's Lutheran in Sewickley, but I am also called to serve as a husband,

BULLETIN OF REPORTS

and as a father of two children. I received my degrees from Penn State University in 2010, and my MDiv from Gettysburg Theological Seminary in 2014.

I was nominated to serve in this position because of my ability to listen and to discern. I believe that these are important skills necessary when dealing with the issues that are brought before this committee. I wish to bring a calm and discerning presence with me to this committee as we listen to understand the situations brought before us.

Pastor Bob Schaefer (Biographical information coming)

Conference 4; Good Shepherd, Monroeville

COMMITTEE ON DISCIPLINE (Laypersons)

Ms. Judith Rogers, BA Communication, Penn State; MA Journalism & Communication, Point Park

125 Washington Road, Pittsburgh, PA 15221; 412-759-7656; Rogerstrc@aol.com

Retired

Conference 4; St. John's, North Versailles

A life-long Lutheran, I was raised at Grace, Butler, formerly a member of Hope, Forest Hills, and currently belong to St. John's, North Versailles. At Hope, I served in various positions on council and as a member of the transformational ministry team. At St. John's, I have served on council, as chair of the Evangelism & Communication Committee, and a current member of the Strategic Planning Committee. I am also involved in the process to update and revamp St. John's constitution. At the synod level, I served as a voting member to the 2013 Churchwide Assembly, was a member or resource person to the Committee on Communication Services for many years, served on the Synod Assembly Planning Committee, and one term on the Committee on Discipline. I completed the synod's Lay Training Program and was installed as an Aaron's Minister in 2007. Prior to my retirement, I was the executive assistant at the Episcopal Diocese of Pittsburgh, where I served the bishop, clergy, and parishes of our local ecumenical partners in The Episcopal Church.

This is a committee which it is hoped will never have need to meet. But conflict can occur anywhere, even in a church setting. Which is why it's important to have procedures in place to address any serious disciplinary issues which may arise. The Committee on Discipline is established to administer the processes for the resolution of controversies as set forth in the Constitution of the ELCA. I believe my broad experience with various levels of church governance qualifies me to serve on this vital synod body, and I would consider it an honor to do so.

Ted Schroeder (Biographical information coming)

Conference 1; First, Pittsburgh (Downtown)

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

Financial Statements and
Supplementary Information

Years Ended January 31, 2023 and 2022
with Independent Auditor's Report

MaherDuessel

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SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

YEARS ENDED JANUARY 31, 2023 AND 2022

TABLE OF CONTENTS

Independent Auditor's Report

Financial Statements:

Statements of Financial Position	1
Statement of Activities - 2023	2
Statement of Activities - 2022	3
Statement of Functional Expenses - 2023	4
Statement of Functional Expenses - 2022	5
Statements of Cash Flows	6
Notes to Financial Statements	7

Supplementary Information:

Detailed Statements of Operating Activities	27
Detailed Statements of Non-Operating Activities	31
Mission Endowment Fund - Statements of Support and Revenues - 2023 and 2022	32
Congregation Legacy Fund - Statements of Support and Revenues - 2023 and 2022	33
Ethel Verney Fund for Poverty Relief – Statements of Support and Revenues - 2023 and 2022	34
9625 Perry Highway Fund (Building Sale) – Statements of Support and Revenues - 2023 and 2022	35

Independent Auditor's Report

Synod Council

Southwestern Pennsylvania Synod Evangelical Lutheran Church in America

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the Southwestern Pennsylvania Synod Evangelical Lutheran Church in America (Synod), which comprise the statements of financial position as of January 31, 2023 and 2022, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Synod as of January 31, 2023 and 2022, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Synod and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Change in Accounting Principle

As described in Note 2 to the financial statements, the Synod adopted ASU 2016-02, "*Leases (Topic 842)*," which requires 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. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Synod's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Synod's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Synod's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information listed in the table of contents is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information is fairly stated in all material respects in relation to the financial statements as a whole.

Maher Duessel

Pittsburgh, Pennsylvania
June 8, 2023

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

STATEMENTS OF FINANCIAL POSITION

JANUARY 31, 2023 AND 2022

	2023	2022 (Restated)	
Assets			
Cash and cash equivalents:			
Without donor restrictions - undesignated	\$ 256,857	\$ 299,656	
Without donor restrictions - internally designated	290,215	204,187	
Agency funds	22,673	17,148	
With donor restrictions	429,377	417,725	
Total cash and cash equivalents	999,122	938,716	
Investments:			
Without donor restrictions - internally designated	1,854,999	2,114,736	
With donor restrictions	5,014,284	5,607,645	
Total investments	6,869,283	7,722,381	
Congregational remittances receivable	65,389	115,575	
Other receivables	32,863	81,771	
Prepaid expenses	25,877	26,270	
Beneficial interest in perpetual trust	323,091	371,066	
Operating lease right of use asset, net of accumulated amortization	162,632	221,351	
Property and equipment:			
Furnishings and equipment	157,941	159,362	
Accumulated depreciation	(140,579)	(133,147)	
Total property and equipment	17,362	26,215	
Total Assets	\$ 8,495,619	\$ 9,503,345	
Liabilities and Net Assets			
Liabilities:			
Accounts payable:			
Proportionate share due to ELCA	\$ 129,755	\$ 133,788	
Designated gifts	94,120	142,143	
Agency payables	22,673	17,148	
Other	39,065	18,838	
Total accounts payable	285,613	311,917	
Accrued expenses	15,700	15,300	
Operating lease liability	162,632	221,351	
Total Liabilities	463,945	548,568	
Net Assets:			
Without donor restrictions:			
Undesignated	(36,526)	(36,528)	
Property and equipment	17,362	26,215	
Internally designated	2,351,312	2,649,841	
Total net assets without donor restrictions	2,332,148	2,639,528	
With donor restrictions:			
Purpose restrictions	5,183,436	5,751,641	
Restrictions that are perpetual in nature	516,090	563,608	
Total net assets with donor restrictions	5,699,526	6,315,249	
Total Net Assets	8,031,674	8,954,777	
Total Liabilities and Net Assets	\$ 8,495,619	\$ 9,503,345	

See accompanying notes to financial statements.

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

STATEMENT OF ACTIVITIES

YEAR ENDED JANUARY 31, 2023

(WITH COMPARATIVE TOTALS FOR YEAR ENDED JANUARY 31, 2022)

	Without Donor Restrictions	With Donor Restrictions	Totals	
			2023	2022
Support and Revenues:				
Operating support and revenues:				
Mission support from congregations and members	\$ 1,348,715	\$ -	\$ 1,348,715	\$ 1,398,406
ELCA deployed staff support	10,000	-	10,000	10,000
Event registrations and grants	20,507	-	20,507	20,205
Rental income	-	-	-	2,150
Interest and dividend income	133,586	-	133,586	186,868
Trust revenue	15,529	-	15,529	14,777
Miscellaneous income	7,699	-	7,699	2,801
Total operating support and revenues	1,536,036	-	1,536,036	1,635,207
Non-operating support and revenues:				
Contributions and bequests	29,277	12,467	41,744	235,752
Investment return (decline), net	(124,718)	(304,116)	(428,834)	430,354
Net assets released from restrictions	276,099	(276,099)	-	-
Revenue from closed congregations	-	-	-	96,874
Gain on disposal of property and equipment	-	-	-	987,575
Investment return (decline) designated for current operations	(156,107)	-	(156,107)	(167,671)
Restricted gain (loss) on beneficial interest in perpetual trust	-	(47,975)	(47,975)	11,053
Total non-operating support and revenues	24,551	(615,723)	(591,172)	1,593,937
Total support and revenues	1,560,587	(615,723)	944,864	3,229,144
Expenses:				
Operating expenses:				
Designated contributions:				
Evangelical Lutheran Church in America - proportionate share	622,707	-	622,707	675,988
Agencies and committees	198,888	-	198,888	245,085
Synod office	737,018	-	737,018	723,175
Total operating expenses	1,558,613	-	1,558,613	1,644,248
Non-operating expenses	309,354	-	309,354	320,034
Total expenses	1,867,967	-	1,867,967	1,964,282
Change in Net Assets	(307,380)	(615,723)	(923,103)	1,264,862
Net Assets:				
Beginning of year	2,639,528	6,315,249	8,954,777	7,689,915
End of year	\$ 2,332,148	\$ 5,699,526	\$ 8,031,674	\$ 8,954,777

See accompanying notes to financial statements.

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

STATEMENT OF ACTIVITIES

YEAR ENDED JANUARY 31, 2022

	Without Donor Restrictions	With Donor Restrictions	Total
Support and Revenues:			
<u>Operating support and revenues:</u>			
Mission support from congregations and members	\$ 1,398,406	\$ -	\$ 1,398,406
ELCA deployed staff support	10,000	-	10,000
Event registrations and grants	20,205	-	20,205
Rental income	2,150	-	2,150
Interest and dividend income	186,868	-	186,868
Trust revenue	14,777	-	14,777
Miscellaneous income	2,801	-	2,801
	1,635,207	-	1,635,207
<u>Non-operating support and revenues:</u>			
Contributions and bequests	99,697	136,055	235,752
Investment return (decline), net	(5,333)	435,687	430,354
Net assets released from restrictions	267,127	(267,127)	-
Revenue from closed congregations	96,874	-	96,874
Gain on disposal of property and equipment	987,575	-	987,575
Investment return (decline) designated for current operations	(167,671)	-	(167,671)
Restricted gain on beneficial interest in perpetual trust		11,053	11,053
	1,278,269	315,668	1,593,937
	2,913,476	315,668	3,229,144
Expenses and Losses:			
<u>Operating expenses:</u>			
Designated contributions:			
Evangelical Lutheran Church in America - proportionate share	675,988	-	675,988
Agencies and committees	245,085	-	245,085
Synod office	723,175	-	723,175
	1,644,248	-	1,644,248
Non-operating expenses	320,034	-	320,034
	1,964,282	-	1,964,282
Change in Net Assets	949,194	315,668	1,264,862
Net Assets:			
Beginning of year	1,690,334	5,999,581	7,689,915
End of year	\$ 2,639,528	\$ 6,315,249	\$ 8,954,777

See accompanying notes to financial statements.

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

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JANUARY 31, 2023

	Constitution and Call	Leadership Formation	Collaboration and Vitality	Mission and Service	Total Programs	Administration and General	Total
Synod grants	\$ -	\$ 254,321	\$ 227,819	\$ 562,197	\$ 1,044,337	\$ -	\$ 1,044,337
Compensation and benefits	138,594	63,357	92,773	37,901	332,625	233,065	565,690
Synod events and support	1,930	5,545	3,580	3,700	14,755	-	14,755
Education and training	-	13,954	2,433	2,015	18,402	-	18,402
Travel and meetings	9,697	10,026	8,386	1,981	30,090	13,997	44,087
Office operations	12,042	5,505	8,506	4,241	30,294	21,193	51,487
Occupancy and depreciation	20,507	9,375	13,727	5,608	49,217	34,484	83,701
Professional and administrative services	-	7,433	2,250	10,000	19,683	25,825	45,508
Total expenses	\$ 182,770	\$ 369,516	\$ 359,474	\$ 627,643	\$ 1,539,403	\$ 328,564	\$ 1,867,967

See accompanying notes to financial statements.

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

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JANUARY 31, 2022

	Constitution and Call	Leadership Formation	Collaboration and Vitality	Mission and Service	Total Programs	Administration and General	Total
Synod grants	\$ -	\$ 315,329	\$ 265,279	\$ 547,964	\$ 1,128,572	\$ -	\$ 1,128,572
Compensation and benefits	131,180	50,670	104,156	32,091	318,097	244,906	563,003
Synod events and support	4,161	-	7,562	30,967	42,690	-	42,690
Education and trainings	-	16,154	3,064	1,800	21,018	-	21,018
Travel and meetings	4,620	2,696	4,844	1,671	13,831	8,120	21,951
Office operations	11,205	5,751	9,738	2,741	29,435	22,933	52,368
Occupancy and depreciation	19,985	7,720	15,868	4,889	48,462	40,787	89,249
Professional and administrative services	440	1,989	4,086	14,456	20,971	24,460	45,431
Total expenses	<u>\$ 171,591</u>	<u>\$ 400,309</u>	<u>\$ 414,597</u>	<u>\$ 636,579</u>	<u>\$ 1,623,076</u>	<u>\$ 341,206</u>	<u>\$ 1,964,282</u>

See accompanying notes to financial statements.

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

STATEMENTS OF CASH FLOWS

YEARS ENDED JANUARY 31, 2023 AND 2022

	2023	2022 (Restated)
Cash Flows From Operating and Non-Operating Activities:		
Cash received from congregations and members	\$ 1,408,901	\$ 1,385,466
Cash received from event registration and grants	20,507	20,205
Payments for designated contributions	(626,740)	(679,997)
Payments for agencies and committees	(198,888)	(245,085)
Payments to employees	(595,257)	(581,669)
Payments for facilities, equipment, and operations	(123,999)	(123,623)
Funds received from congregations for agency transactions	350,408	388,779
Funds remitted to ELCA and other agencies	(404,317)	(338,725)
Cash received from interest and trust revenue	404,609	324,833
Contributions and bequests	41,744	235,752
Other receipts	56,607	103,373
Other (payments)	(306,564)	(397,856)
	27,011	91,453
Cash Flows From Investing Activities:		
Proceeds from sale of property	-	1,545,632
Proceeds from sale of investments	83,063	97,754
Purchase of investments	(49,668)	(1,561,180)
	33,395	82,206
Net Increase (Decrease) in Cash, Cash Equivalents, and Restricted Cash	60,406	173,659
Cash, Cash Equivalents, and Restricted Cash:		
Beginning of year	938,716	765,057
End of year	\$ 999,122	\$ 938,716
Reconciliation of Change in Net Assets to Net Cash Provided by (Used in) Operating and Non-Operating Activities:		
Change in net assets	\$ (923,103)	\$ 1,264,862
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	8,853	10,240
Amortization of right of use asset	58,719	58,496
(Gain) or loss on disposal of property and equipment	-	(987,575)
Net (gain) loss on investments	831,114	(145,859)
Net (gain) loss in perpetual trust	47,975	(11,053)
Change in:		
Operating lease liabilities	(58,719)	(58,496)
Receivables, net	99,094	(21,392)
Prepaid expenses	393	(6,817)
Accounts payable and accrued expenses, net	16,594	(61,007)
Total adjustments	1,004,023	(1,223,463)
Agency transactions:		
Funds received from congregations	350,408	388,779
Funds remitted to ELCA and other agencies	(404,317)	(338,725)
Net cash provided by (used in) agency transactions	(53,909)	50,054
Net cash provided by (used in) operating and non-operating activities	\$ 27,011	\$ 91,453
Schedule of Noncash Investing and Financing Activities:		
Addition of right to use asset for operating leases	\$ -	\$ 294,437

See accompanying notes to financial statements.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

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, 2023 and 2022, the proportionate share of congregation remittances received for mission support and transmitted to the ELCA was 46.18% and 48.6%, respectively.

2. Significant Accounting Policies

Basis of Accounting

The financial statements of the Synod have been prepared on the accrual basis. Revenues are recognized when earned and expenses are recognized when incurred.

Basis of Presentation

Resources are classified for accounting and reporting purposes into two classes of net assets (without donor restrictions and with donor restrictions) established according to their nature and purpose. Separate accounts are maintained for individual funds; however, for financial reporting purposes, funds that have similar characteristics have been combined into net asset classes.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

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, 2023 and 2022.

Operating Activities

Operating transactions in the statements of activities are budgeted by the Synod Council and are activities considered to be ongoing, major, or central to the routine operations of the Synod. Other peripheral or incidental transactions are reported as non-operating. The Synod has designated investment income earned on certain bank accounts as income from operations.

Agency Transactions

The Synod acts as an agent for specific collections of funds for various agencies. These funds are then forwarded to the ELCA and other agencies and institutions for distribution. Funds received or committed from congregations in which the Synod acts as an agent are reported as increases in cash or receivables and increases in payables. Distributions are reported as decreases in cash and payables. The funds received and distributed for the fiscal year are shown in the statements of cash flows.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

The Synod has fiduciary responsibilities for the Tri-Synod Archives Endowment Fund, a joint effort of three regional Synods. Receipts and disbursements of the Tri-Synod Archives Endowment Fund are reflected as agency transactions.

During the fiscal year ended January 31, 2015, by mutual agreement of the parties involved, the remaining balance of the Lutheran Planned Giving Partnership (a partnership of the churchwide organization, three synods and their related agencies and institutions), was transferred to Faith Works, a joint effort of ten Lutheran ministry organizations, to help congregation donors directly with the funding of their ministries. Faith Works was enacted in March of 2013 by Synod Council action to replace the Calendar of Causes and was a Pilot Program for the next two years. The Faith Works program was launched in the spring of 2014, and the Pilot Program came to an end in 2016. The Calendar of Causes was begun again in 2017. There continues to be some agency income received through the Faith Works program, and some of the partners are engaged in conversation about its future form. The Synod continues its fiduciary responsibilities for the balance of the Faith Works funds; the receipts and disbursements of the Faith Works program are reflected as agency transactions.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, cash in banks, and money market accounts, as well as all short-term highly liquid investments with maturities from the date of purchase of three months or less.

Investments

Investments consist of mutual funds, ELCA pooled trust funds, and a Thrivent managed portfolio. Investments are presented in the financial statements at fair value.

The Synod's investments are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that significant changes in risks in the near-term may materially affect the amounts reported in the financial statements.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

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.

Property and Equipment 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.

Lease

The Synod leases office space. The Synod determines if an arrangement is a lease at inception. Operating leases are included in operating lease right-of-use (ROU) assets, and operating lease liabilities on the statement of financial position.

ROU assets represent the Synod's right to use an underlying asset for the lease term and lease liabilities represent the Synod's obligation to make lease payments arising from the lease. Operating lease ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. As the Synod's leases do not provide an implicit rate, the incremental borrowing rate is used which is based on the information available at commencement date in determining the present value of lease payments. The operating lease ROU asset also includes any lease payments made and excludes lease incentives. The Synod's lease terms may include options to extend or terminate the lease when it is reasonably certain that they will exercise that option. Lease expense for lease payments is recognized on a straight-line basis over the lease term.

The Synod's lease agreements do not contain any material residual value guarantees or material restrictive covenants.

In evaluating contracts to determine if they qualify as a lease, the Synod considers factors such as if they have obtained substantially all of the rights to the underlying asset through exclusivity, if they can direct the use of the asset by making decisions about how and for

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

what purpose the asset will be used, and if the lessor has substantive substitution rights. This evaluation may require significant judgment.

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. 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, 2023 and 2022.

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.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

Expense Allocation

Expenses directly related to a specific program are charged to that program. The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. Allocations are based on the estimated time and effort spent related to each function.

Programmatic categories were created by synod staff based on the constitutional purposes of a synod (+S6.03), the daily activities of the staff in our shared pursuit of those purposes, and the ministries supported by the financial contributions of our people.

Adopted Accounting Standard

The provisions of this Standards Update have been adopted and incorporated into these financial statements:

ASU 2016-02, *“Leases (Topic 842).”* These amendments and related amendments 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 are required by lessees to meet the objective of enabling users of financial statements to assess the amount, timing, and uncertainty of cash flows arising from leases. The adoption of this standard resulted in the presentation of right-of-use lease assets and related lease liabilities on the statements of financial position, and additional footnote disclosure. The effects of this adoption were not material to beginning net asset balances and were adjusted through the statements of financial position for the year ended January 31, 2022.

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 this update on the financial statements.

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

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

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.

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, 2023 and 2022, the book balances for total cash and cash equivalents are \$999,122 and \$938,716, respectively, and bank balances are \$1,030,993 and \$1,043,785, respectively, of which \$581,401 and \$572,090, respectively, were FDIC insured. The Synod has not experienced any losses from maintaining cash accounts in excess of federally insured limits. It is the opinion of management that the solvency of the financial institutions involved, as well as the ELCA Mission Investment Fund, is not of particular concern at this time.

4. Investments

Investments at January 31, 2023 and 2022 consist of:

	<u>2023</u>	<u>2022</u>
ELCA endowment fund A pooled trust	\$ 6,030,383	\$ 6,745,909
Mutual funds - Thrivent Income Fund A	57,390	46,476
Mutual funds - Thrivent managed portfolio	<u>781,510</u>	<u>929,996</u>
	<u>\$ 6,869,283</u>	<u>\$ 7,722,381</u>

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

Investment return (loss) at January 31, 2023 and 2022 consists of:

	2023	2022
Interest and dividends	\$ 379,759	\$ 318,045
Unrealized gain (loss)	(831,114)	131,506
	\$ (451,355)	\$ 449,551

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, 2023 and 2022 were valued at \$323,091 and \$371,066, respectively.

Fair Value Hierarchy

Fair values for Level 1 investments are determined by reference to quoted market prices and other relevant information generated by market transactions. Fair values for Level 2 investments are determined by reference to quoted prices for similar investments in active markets. Level 3 investments have significant unobservable inputs, as they trade infrequently or not at all. Fair values for Level 3 financial instruments are determined by significant unobservable inputs.

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, 2023 and 2022. The Synod considers the measurement of its beneficial interest in the perpetual charitable trust to be a Level 3 measurement within the

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

fair value measurement hierarchy because the Synod's interest in the trust is considered to be the unit of account, and even though that measurement is based on the unadjusted fair value of trust assets reported by the trustee, the Synod will never receive those assets or have the ability to direct the trustee to redeem them.

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Synod are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Synod are deemed to be actively traded.

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following is a description of the valuation methodologies used for assets for which fair value is measured using the NAV per share practical expedient as of January 31, 2023 and 2022, 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, 2023 and 2022. The Trust seeks to achieve long-term return objectives within prudent risk constraints by investing the Trust's assets in a diversified portfolio that places a greater emphasis on equity-based and fixed-income investments. Investments are selected in accordance with the criteria of social responsibility that is consistent with the values and programs of the ELCA. The Trust's investments are invested in investment pools. The fair value of each of the Trust's portfolios is measured using the same unitization method, with values differing according to the underlying securities of each pool. On the first business day of each month, the Trust 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, 2023 or 2022.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of the future fair values. Furthermore, although the Synod believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in fair value measurement at the reporting date.

Fair values of assets measured on a recurring basis as of January 31, 2023 are as follows:

Description	1/31/23	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	\$ 323,091	\$ -	\$ -	\$ 323,091
Mutual funds:				
Thrivent managed portfolio	781,510	781,510		
Fixed income funds	57,390	57,390	-	-
Total assets in fair value hierarchy	<u>1,161,991</u>	<u>\$ 838,900</u>	<u>\$ -</u>	<u>\$ 323,091</u>
Investments measured at net asset value *	<u>6,030,383</u>			
Investments at fair value	<u>\$ 7,192,374</u>			

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

Fair values of assets measured on a recurring basis as of January 31, 2022 are as follows:

Description	1/31/22	Fair Value Measurements at Reporting Date Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Other Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Beneficial interest in perpetual trust	\$ 371,066	\$ -	\$ -	\$ 371,066
Mutual funds:				
Thrivent managed portfolio	929,996	929,996	-	-
Fixed income funds	46,476	46,476	-	-
Total assets in fair value hierarchy	<u>1,347,538</u>	<u>\$ 976,472</u>	<u>\$ -</u>	<u>\$ 371,066</u>
Investments measured at net asset value *	<u>6,745,909</u>			
Investments at fair value	<u>\$ 8,093,447</u>			

* 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, 2023 and 2022, 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, 2023 and 2022 amounted to \$49,350 and \$47,475, respectively.

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

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

6. Net Assets with Donor Restrictions

Net assets with donor restrictions subject to expenditure for a specified purpose as of January 31, 2023 and 2022 are available for use for the following purposes and programs:

	2023	2022
Mission endowment	\$ 35,108	\$ 46,873
Support for congregations	79,519	83,950
Local disaster relief	14,396	14,364
New sanctuary construction	207,676	207,676
Property maintenance	4,414	3,724
Seminary training	84,740	91,559
Special ministry/events	77,100	77,272
Companion Synod - Madagascar	77,000	71,354
Support for professional leaders	33,597	32,281
Office equipment and training	8,981	8,927
Youth programs	15,740	15,595
LDR disaster response work teams	18,172	18,119
Synod Resource Center	8,025	5,624
Ethel Verney Fund for Poverty Relief	4,518,968	5,074,323
	\$ 5,183,436	\$ 5,751,641

During the fiscal year ended January 31, 2015, the SWPA Synod, ELCA became the recipient of a bequest from the Ethel 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, 2023 and 2022, \$276,099 and \$267,127, respectively, of net assets were released from donor restrictions by incurring expenses that satisfied the restricted purpose.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

Net assets with donor restrictions that are restricted as to investment in perpetuity, the income from which is available to support the following activities:

	2023	2022
Howard Miller Charitable Trust - operations	\$ 323,091	\$ 371,066
Scholarships for seminary students	10,319	10,319
Education related to church service	5,000	5,000
Mission Endowment Fund principal	177,680	177,223
	\$ 516,090	\$ 563,608

7. Net Assets Without Donor Restrictions – Internally Designated

Net assets without donor restrictions that are internally designated as of January 31, 2023 and 2022 are available for the following purposes and programs:

	2023	2022
Congregation Legacy Fund	\$ 741,425	\$ 817,060
9625 Perry Highway Fund (Building sale)	1,196,013	1,380,916
Support for congregations and pastors	102,163	102,049
Special events and Synod programs	199,265	234,857
Property maintenance and equipment purchases	34,369	34,677
Mission endowment	65,353	69,979
Support for professional staff	12,724	10,303
	\$ 2,351,312	\$ 2,649,841

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 \$66,884 and \$54,158 in 2023 and 2022, respectively, to the Operating Fund to help underwrite the operating deficit. The Congregation Legacy Fund is managed by the Budget and Finance Committee and holds assets in various institutions including the ELCA Mission Investment Fund and the ELCA

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

Foundation's Pooled Trust A. For further detail, see the Congregation Legacy Fund Statements of Support and Revenues on page 33.

8. Net Assets Without Donor Restrictions - Undesignated

After many years of Operating Fund losses, the net assets without donor restrictions that are undesignated have reached a negative balance of \$36,526. Management plans to look at increasing giving from congregations, cutting expenses, and/or removing some of the internal designations of net assets.

9. 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

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

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.

Endowments Net Asset Composition by Type of Fund at January 31, 2023:

	Without Donor Restrictions	With Donor Restrictions	Total
Board-designated:			
Mission Endowment Fund	\$ 65,353	\$ -	\$ 65,353
Donor-restricted:			
Mission Endowment Fund	-	212,788	212,788
Mehalov Memorial Fund	-	10,319	10,319
Ida Mae Mehalov Fund	-	5,000	5,000
Donor-restricted, held by others:			
Howard Miller Trust	-	323,091	323,091
Total funds	\$ 65,353	\$ 551,198	\$ 616,551

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

Changes in Endowments Net Assets for the fiscal year ended January 31, 2023:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowments Net Assets, Beginning of Year	\$ 69,979	\$ 610,481	\$ 680,460
Investment return:			
Investment income	14,789	7,870	22,659
Net appreciation (depreciation) (realized and unrealized)	(10,915)	(65,110)	(76,025)
Total investment return	3,874	(57,240)	(53,366)
Contributions	-	457	457
Appropriation of endowment assets for expenditure	(8,500)	(2,500)	(11,000)
Board-designated transfers	-		-
Endowments Net Assets, End of Year	\$ 65,353	\$ 551,198	\$ 616,551

Endowments Net Asset Composition by Type of Fund at January 31, 2022:

	Without Donor Restrictions	With Donor Restrictions	Total
Board-designated:			
Mission Endowment Fund	\$ 69,979	\$ -	\$ 69,979
Donor-restricted:			
Mission Endowment Fund	-	224,096	224,096
Mehalov Memorial Fund	-	10,319	10,319
Ida Mae Mehalov Fund	-	5,000	5,000
Donor-restricted, held by others:			
Howard Miller Trust	-	371,066	371,066
Total funds	\$ 69,979	\$ 610,481	\$ 680,460

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

Changes in Endowments Net Assets for the fiscal year ended January 31, 2022:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowments Net Assets, Beginning of Year	\$ 78,815	\$ 535,502	\$ 614,317
Investment return:			
Investment income	13,054	4,635	17,689
Net appreciation (depreciation) (realized and unrealized)	5,060	13,142	18,202
Total investment return	18,114	17,777	35,891
Contributions	-	101,880	101,880
Appropriation of endowment assets for expenditure	(26,950)	(3,500)	(30,450)
Board-designated transfers	-	(41,178)	(41,178)
Endowments Net Assets, End of Year	\$ 69,979	\$ 610,481	\$ 680,460

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. 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

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

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.

10. 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.

The following reflects the Synod's financial assets as of January 31, 2023 and 2022, 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:

	2023	2022
Cash and cash equivalents (less agency funds and designated gifts)	\$ 882,329	\$ 779,425
Investments	6,869,283	7,722,381
Congregational remittances receivable	65,389	115,575
Other receivables	32,863	81,771
Financial assets, at year-end	7,849,864	8,699,152
Less: those unavailable for general expenditures within one year, due to:		
Internal designation	(2,351,312)	(2,649,841)
Contractual or donor-imposed restrictions:		
Restricted by donor with time or purpose restrictions	(5,183,436)	(5,751,641)
Investments held in perpetuity	(192,999)	(192,542)
Financial asset available to meet cash needs for general expenditures within one year	\$ 122,117	\$ 105,128

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

Net assets without restriction with internal designation, as further described in Note 7, have been excluded from the financial assets above, as the Synod does not intend to spend these funds for general expenditures in the next fiscal year.

11. Closed Congregations

If any congregation of the Synod has disbanded or is subject to constitutional provisions, it is necessary for the Synod Council to protect the congregation's property from deterioration. The Synod Council may take charge of and control the property on behalf of the Synod. The congregation shall have the right to appeal the decision to the Synod Assembly (Synod Constitution S.13.24). Messiah Lutheran Church in Morningside closed in December 2021 and is held by the Synod as of January 31, 2023. During the fiscal year ended January 31, 2022, the Synod received proceeds from the closure of the former Grace Lutheran Church in Crescent Township and the proceeds from a trust from the former Christ's Lutheran Church in Beaver Falls.

12. Leases

The Synod has an operating lease for office space. The lease has a remaining lease term of thirty-two months. The components of lease expense was \$59,458 for the years ended January 31, 2023 and 2022.

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JANUARY 31, 2023 AND 2022

Other information related to leases was as follows:

	2023	2022
Supplemental Cash Flows information		
Cash paid for amounts included in the measurement of lease liabilities:		
Operating cash flows from operating leases	\$ 59,458	\$ 59,458
Right-of-use assets obtained in exchange for lease obligations:		
Operating leases	-	294,437
Weighted average remaining lease term:		
Operating leases	2.75 years	3.75 years
Weighted average discount rate:		
Operating leases	0.38%	0.38%

Future minimum lease payments under non-cancellable leases as of January 31, 2023 were as follows:

Year Ending January 31,	Operating Leases
2024	\$ 59,458
2025	59,458
2026	44,593
Total future minimum lease payments	163,509
Less: interest	(877)
Total	\$ 162,632

13. 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.

SUPPLEMENTARY INFORMATION

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

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2023 AND 2022

	2023	2022
Net Assets Without Donor Restrictions:		
Operating support and revenues:		
Mission support from congregations and members	\$ 1,348,435	\$ 1,390,921
Synod restricted benevolence	280	7,485
ELCA deployed staff support	10,000	10,000
Event registrations and grants *	20,507	20,205
Rental income	-	2,150
Interest income	56	39
Trust revenue	15,529	14,777
Congregation Legacy revenue **	44,307	54,158
Board Designated revenue **	89,223	132,671
Miscellaneous income	7,699	2,801
Total operating support and revenues	1,536,036	1,635,207
Operating expenses:		
Designated contributions:		
Evangelical Lutheran Church in America - proportionate share (46.18% and 48.60%, respectively)	622,707	675,988
Agencies and committees:		
Congregational Life:		
Committee ministries	-	4,824
Youth Ministry:		
Programs and events	4,409	1,391
	4,409	1,391

(Continued)

* For budgetary purposes, the Synod considers event registrations and grants to be a reduction of the related expense (Synod Assembly, Youth Ministry, Congregational Life, Resource Center, Church in Society, Ministry Events, and Stewardship)

** For budgetary purposes, the Synod considers a portion of the earnings on the Congregation Legacy Fund and Board Designated Fund investments to be an operating revenue.

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

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2023 AND 2022

(Continued)

	2023	2022
Ministry:		
United Lutheran Seminary	45,752	89,000
Candidacy committee	6,312	417
Leadership development grants	20,034	7,811
First Call Theological Education	-	269
Lay education	-	5,355
Career development services	3,502	1,989
	75,600	104,841
Outreach:		
New & Revitalized Ministries grants	11,200	10,774
Campus ministries	68,628	75,000
Thiel College	1,000	1,000
Camp Agape	1,000	1,000
Camp Lutherlyn	1,000	1,000
	82,828	88,774
Church in Society:		
Lutheran SeniorLife	1,000	1,000
Glade Run Lutheran Services	1,000	1,000
Bethesda Lutheran Services	1,000	1,000
Lutheran Advocacy Ministry in PA	5,000	5,000
Lutheran Disaster Response	-	10,000
	8,000	18,000

(Continued)

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

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2023 AND 2022
(Continued)

	2023	2022
Ecumenical Affairs:		
Christian Associates of SWPA	9,000	9,000
	9,000	9,000
Communication Services:		
Committee ministries	2,409	2,011
	2,409	2,011
Stewardship/Financial Support:		
ELCA regional gift planner	10,000	10,000
	10,000	10,000
Regional/Churchwide Expenses:		
Region 8 Center for Mission	929	-
	929	-
Synod Council/Conferences:		
Synod Assembly proceedings	1,510	3,973
Hospitality	2,453	271
	3,963	4,244

(Continued)

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

DETAILED STATEMENTS OF OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2023 AND 2022

(Continued)

	2023	2022
Director - Evangelical Mission:		
Administrative support	1,750	2,000
	1,750	2,000
Total agencies and committees	198,888	245,085
Synod Office:		
Facilities	74,849	75,534
Operations	49,150	48,089
Staff compensation and benefits	565,691	563,003
Staff travel	29,566	18,666
Legal and auditing	17,762	17,883
Total synod office	737,018	723,175
Total operating expenses	1,558,613	1,644,248
Change in Net Assets Without Donor Restrictions From Operations Before Transfer	(22,577)	(9,041)
Transfer in from internally designated funds	22,577	10,000
Change in Net Assets Without Donor Restrictions From Operations After Transfer	\$ -	\$ 959

(Concluded)

SOUTHWESTERN PENNSYLVANIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA

DETAILED STATEMENTS OF NON-OPERATING ACTIVITIES

YEARS ENDED JANUARY 31, 2023 AND 2022

	2023	2022
Non-operating support and revenues:		
Contributions and bequests	\$ 29,277	\$ 99,697
Interest, dividends, investment income (loss)	(124,718)	(5,333)
Net assets released from restrictions	276,099	267,127
Revenue from closed congregations	-	96,874
Gain from sale of building	-	987,575
	<u>180,658</u>	<u>1,445,940</u>
Non-operating expenses:		
Depreciation expense	8,853	10,240
Continuing education programs	-	6,092
Special ministry programs	1,809	4,830
Support for professional leaders	7,710	1,746
Property maintenance and equipment	350	3,476
Support for congregations	2,569	2,445
Youth programs	500	2,738
Mission Endowment grants	11,000	30,450
Abiding Missions	-	367
Health and wellness programs	-	440
Poverty relief programs	268,500	235,634
Companion synod	-	15,000
Investment fees	8,063	6,576
	<u>309,354</u>	<u>320,034</u>
Change in Net Assets Without Donor Restrictions From Non-operating Activities Before Transfer	(128,696)	1,125,906
Transfer to operating fund *	(156,107)	(177,671)
Change in Net Assets Without Donor Restrictions From Non-operating Activities After Transfer	\$ (284,803)	\$ 948,235

* Transfer includes \$141,140 of budgeted earnings on the Congregation Legacy Fund and Board Designated Fund investments included in operating revenue.

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

MISSION ENDOWMENT FUND

STATEMENTS OF SUPPORT AND REVENUES

YEARS ENDED JANUARY 31, 2023 AND 2022

	Without Donor	With Donor Restrictions		Totals 2023
	Restrictions Board- Designated	Purpose Restriction	Perpetual Restriction	
Support and Revenues:				
Contributions and bequests	\$ -	\$ -	\$ 457	\$ 457
Interest, dividends, and investment income (loss)	3,874	(9,265)	-	(5,391)
Total support and revenues	3,874	(9,265)	457	(4,934)
Expenses:				
Grants	8,500	2,500	-	11,000
Change in Net Assets	(4,626)	(11,765)	457	(15,934)
Net Assets:				
Beginning of year	69,979	46,873	177,223	294,075
End of year	\$ 65,353	\$ 35,108	\$ 177,680	\$ 278,141

	Without Donor	With Donor Restrictions		Totals 2022
	Restrictions Board- Designated	Purpose Restriction	Perpetual Restriction	
Support and Revenues:				
Contributions and bequests	\$ -	\$ -	\$ 59,398	\$ 59,398
Interest, dividends, and investment income (loss)	18,114	8,028	-	26,142
Total support and revenues	18,114	8,028	59,398	85,540
Expenses:				
Grants	26,950	3,500	-	30,450
Change in Net Assets	(8,836)	4,528	59,398	55,090
Net Assets:				
Beginning of year	78,815	42,345	117,825	238,985
End of year	\$ 69,979	\$ 46,873	\$ 177,223	\$ 294,075

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

CONGREGATION LEGACY FUND

STATEMENTS OF SUPPORT AND REVENUES

YEARS ENDED JANUARY 31, 2023 AND 2022

	Without Donor Restrictions	
	Board-Designated	
	2023	2022
Support and Revenues:		
Contributions and bequests	\$ 24,000	\$ 35,000
Interest, dividends, and investment income (loss)	(30,802)	46,201
Revenue from closed congregations	-	96,874
	(6,802)	178,075
Expenses:		
Congregation Legacy expenses	1,949	806
Change in Net Assets Before Transfers	(8,751)	177,269
Transfer to operating fund	(66,884)	(54,158)
Change in Net Assets	(75,635)	123,111
Net Assets:		
Beginning of year	817,060	693,949
End of year	\$ 741,425	\$ 817,060
Net Asset Breakdown:		
Congregation Legacy Fund	\$ 661,702	\$ 737,719
Ethel Verney insurance proceeds	79,723	79,341
	\$ 741,425	\$ 817,060

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

ETHEL VERNEY FUND FOR POVERTY RELIEF

STATEMENTS OF SUPPORT AND REVENUES

YEARS ENDED JANUARY 31, 2023 AND 2022

	With Donor Restrictions	
	Purpose Restriction	
	2023	2022
Support and Revenues:		
Interest, dividends, and investment income (loss)	\$ (286,855)	\$ 420,402
Expenses:		
Grants	268,500	235,634
Change in Net Assets	(555,355)	184,768
Net Assets:		
Beginning of year	5,074,323	4,889,555
End of year	\$ 4,518,968	\$ 5,074,323

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

9625 PERRY HIGHWAY FUND (BUILDING SALE)

STATEMENTS OF SUPPORT AND REVENUES

YEARS ENDED JANUARY 31, 2023 AND 2022

	Without Donor Restrictions	
	Board-Designated	
	2023	2022
Support and Revenues:		
Proceeds from sale of building	\$ -	\$ 1,545,011
Interest, dividends, and investment income (loss)	(87,617)	(14,848)
Total support and revenues	(87,617)	1,530,163
Expenses:		
Investment fees	8,063	6,576
Change in Net Assets Before Transfers	(95,680)	1,523,587
Transfer to operating fund	(89,223)	(142,671)
Change in Net Assets	(184,903)	1,380,916
Net Assets:		
Beginning of year	1,380,916	-
End of year	\$ 1,196,013	\$ 1,380,916