



Allegheny Synod
Evangelical Lutheran Church in America

2022 SYNOD ASSEMBLY BULLETIN OF REPORTS

34th Annual Assembly
June 11, 2022
Virtual Edition
hosted from Altoona, PA



Built on a ROCK



Allegheny Synod

Evangelical Lutheran Church in America

701 Quail Avenue
Altoona, PA 16602

814-942-1042
814-941-9259 (Fax)

E-mail: office@alleghenysynod.com
Web: alleghenysynod.org

SECTION 1

INTRODUCTION



Allegheny Synod
Evangelical Lutheran Church in America



TABLE OF CONTENTS

Section 1: Introduction3

2022 Agenda.....6

Rules of Procedure for the Virtual 2022 Assembly.....7

Section 2: Who's Who9

Synod Office Staff10

Congregations of the Allegheny Synod11

Partners of the Allegheny Synod20

Spouses of Deceased Leaders.....21

Ministers of Word & Service.....22

Ministers of Word & Sacrament23

Conference Deans.....33

Section 3: Reports35

Reports of the Bishop & Staff36

Report of Bishop Paula Schmitt36

Report of The Rev. Kevin Shock,
Director for Evangelical Mission/Assistant to the Bishop38

Synod Snapshots40

Reports of The ELCA42

Report of the Presiding Bishop42

ELCA Foundation.....44

ELCA Federal Credit Union.....45

Reports of Synod Council.....46

Report of Synod Council Actions.....46

Report of the Vice President, Ann Ferry51

Report of the Secretary, Dave Finney.....52

Minutes of the 33rd Assembly of the Allegheny Synod54

Report of the Treasurer, William D. Layton72

2024 (FY) Synod Proposed Mission Spending Plan73

Committee Reports77

2023 Compensation and Benefits Manual.....77

Conference Reports	95
Blair-Huntingdon Conference	95
Clearfield Conference	96
Johnstown Conference	97
Laurel Highlands Conference	98
Nittany Conference	99
Partner Ministry Reports	100
1517 Media	100
Allegheny Lutheran Social Ministries (ALSM)	101
Allegheny Synodical Women's Organization	104
Breezewood Trucker and Traveler	105
Grace Delivered Lutheran Mobile Ministry	107
Lutheran Campus Ministry/ Lutheran Student Community at Penn State	108
Lutheran Immigration and Refugee Service	110
Mission Investment Fund	111
Portico Benefit Services	113
Sequanota Lutheran Conference Center & Camp	114
Susquehanna University	115
United Lutheran Seminary	116

Section 4: Resolutions & Memorials..... 117

Resolution SA21.06.01	118
Memorial SA22.06.01	119
Memorial SA22.06.02	120

Section 5: Constitutions 121

Table of Contents for Constitution Section	122
Constitution of the Allegheny Synod 8c	123

2022 Allegheny Synod AGENDA

June 11, 2022

- | | |
|----------------------|--|
| 8:30 am | Opening of Assembly
Welcome
2021 Minutes
Adopt Agenda
Report of Registration
Rules and Procedural Items
Voice and Vote for UCC Pastors and Vicars
Introductions
Practice Ballot – E-ballot credentials will be needed |
| 9:30 am | Prayer and First Ballot
Ballots for Synod Council, Synod Committees |
| 9:30 am–
11:30 am | Plenary 1
Report of the Bishop
Report of the First Ballot
Report of the Vice President
Report of the Secretary
Report of the Treasurer
ELCA Churchwide Representative Report |
| 11:30 | Worship (online) |
| 12:30 | Announcements and Break for Lunch |
| 1:15 pm–
3:30 pm | Plenary 2
Report of Reference and Counsel
Second Ballot
ELCA Churchwide Representative Report on Home Area
Anniversary Recognition
Budget Approval Vote
Report of the Assistant to the Bishop/DEM
Report of Second Ballot
Report from Camp Sequanota
Report from Lutheran Campus Ministry at Penn State
Report from ALSM |
| 3:30 pm | Unfinished Business |
| 4:00 pm | Closing of the Assembly |

Rules of Procedure for the Virtual 2022 Allegheny Synod Assembly

One of the first matters of business each year at the beginning of Synod Assembly is to adopt the Rules of Procedure. We begin with two procedural rules related to Robert's Rules of Order, both of which are routinely adopted at Churchwide Assembly. A two-thirds (2/3) vote to adopt these rules is required, as both of these items are changes or additions to Robert's Rules of Order.

- 1. Moving the Previous Question** – A member who has spoken on the pending question(s) may not move the previous question(s). A motion to end debate by moving the previous question shall apply only to the immediately preceding motion. A motion to end debate on all matters on the floor or more than the immediately pending question is not in order.
- 2. Substitute Motions** – When a substitute motion is made, secondary amendments may be offered first to the original motion. After all secondary amendments to the original motion have been disposed of, secondary amendments to the substitute motion may be offered. When all amendments to the substitute motion have been disposed of, the vote shall be taken on whether the substitute motion is to be substituted as the original motion or be rejected.

Robert's Rules of Order, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the Assembly. **S7.32.**

Proxy and absentee voting shall not be permitted in the transaction of any business of the Synod Assembly. **+S7.31.**

Visitors may join Synod Assembly by using our designated Social Media platforms.

Visitors are not be permitted to interact with Synod Assembly on the Zoom platform.

Privilege

The privilege of voice and vote is extended to all Ministers of Word and Sacrament and Ministers of Word and Service on the roster of the Allegheny Synod, members of Synod Council, and Voting Members from congregations.

The privilege of seat and voice are given to: The Presiding Bishop of the ELCA and any other official representative

of the church, recognized lay professional leaders, non-voting members of task forces and committees in connection with their reports, committee chairpersons, representatives of institutions and agencies related to this Synod, representatives of the Allegheny Synodical Women's Organization, Lutheran Men in Mission, and youth of this Synod.

Plenary Sessions & Motions

Those addressing the chair should use the Zoom meeting platform and should state their name and home congregation. In all plenary sessions, speeches from the voting members shall be limited to three minutes. No person shall speak more than twice on the same questions, except by consent of the Assembly. This rule shall not apply to persons presenting a report nor when direct questions are posed to specific individuals for clarification.

When there is significant discussion on any motion for and against, the chair will attempt to recognize alternately persons making pro and con statements.

All motions, other than routine motions, shall be written in advance by the mover of the motion and emailed to the Synod Secretary (SynodSec814@gmail.com) to be forwarded to the Committee on Reference & Counsel. No motion shall be debated until a written copy is in the hands of the chair.

These two Continuing Resolutions adopted by Allegheny Synod Council in April 2020 are in effect during Synod Assembly, on advice of the Synod Attorney.

- **S7.11.A20.** — This Allegheny Synod may hold the Allegheny Synod Assembly by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.
- **S7.11.B20.** — The Allegheny Synod Assembly and its committees may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.

continued

Election Procedures

Elections: **S9.08.**

In all elections, 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.

Election Results Report: **S9.09.**

The results of each ballot in every election shall be announced in detail to the Assembly.

Reference & Counsel **S11.01.A17.**

The *Committee on Reference and Counsel* shall be appointed by the Bishop at the opening session of the Assembly.

A. The Committee shall receive resolutions not germane to matters before the Assembly.

1. The committee shall review those resolutions and transmit them to the Assembly with one of the following recommendations:

- that the Assembly consider the resolution. If the committee recommends that the Assembly consider the resolution, the committee may also recommend:
- that the Assembly pass the resolution;
- that the Assembly defeat the resolution;
- that the Assembly amend the resolution in a specified manner.
- that the Assembly refer the resolution to the Synod Council, a committee of the synod, or some other defined group for its consideration;

- that the Assembly not consider the resolution.
2. The Committee shall state its reasons for its recommendations if it recommends anything other than that the Assembly considers the resolution
3. The Committee shall determine if a resolution submitted after the pre-Assembly deadline is of imminent concern. Resolutions of imminent concern would include any resolutions pertaining to issues which call for attention or action prior to the next regularly scheduled Assembly of this synod.

B. May edit resolutions and the committee may combine similar resolutions to expedite the work of the Assembly, but the committee shall not change the substance of any resolution.

C. May consult with the author of a resolution and encourage them to take action that would not bring the resolution to the Assembly.

D. In consultation with the chair, shall recommend the order in which resolutions are transmitted to the Assembly. Whenever possible, resolutions of a similar nature should be presented consecutively.

E. May recommend that a resolution be considered as a special order.

F. May grant or deny permission to distribute printed matter not introduced on the floor of the Assembly.

G. Shall give assistance to the chair as requested by the chair during the Assembly. Anyone wishing to distribute printed matter not introduced on the floor as part of report to the Assembly or as part of the business of the Assembly must receive the approval of the Committee on Reference and Counsel before distributing the material.

End...

SECTION 2

WHO'S WHO



Allegheny Synod
Evangelical Lutheran Church in America



Allegheny Synod Office Staff

Mrs. Michelle Bossler

Office Manager

814-942-1042 Ext 21

michelle.bossler@alleghenysynod.com

Bishop Paula Schmitt

Bishop

814-942-1042 Ext 23

bishop.paula@alleghenysynod.com

The Rev. Kevin Shock

Director for Evangelical Mission/Assistant to the Bishop

814-942-1042 Ext 22

kevin.shock@alleghenysynod.com

Congregations of the Allegheny Synod — ELCA

BEDFORD CONFERENCE

Bald Hill Lutheran Church (201532)

156 Gould Lane
Bedford, PA 15522
OFFICE 814-847-7772
centralbedford@hotmail.com
ESTABLISHED 1853
In Transition

Cedar Grove Lutheran Church (201526)

c/o Karen Brambley
107 E. Mattie Road
Breezewood, PA 15533-3751
OFFICE 814-784-5905
ESTABLISHED 1876
In Transition

Christ Lutheran Church (201542)

PO Box 63
Buffalo Mills, PA 15534
OFFICE 814-842-6462
Facebook: Christ Lutheran Madley
ESTABLISHED 1805
Penny Koontz
Vicar

Messiah Lutheran Church (201538)

c/o Joanne Hammond, Treasurer
344 Messiah Church Rd.
Bedford, PA 15522
OFFICE 814-623-0390
stclairsville-lutheranparish.net
ESTABLISHED 1790
David Wright
Pastor

Mt. Olive Lutheran Church (201543)

551 Greenbriar Lane
Buffalo Mills, PA 15534-8856
OFFICE 814-733-2740
pduppstadt@centurylink.net
ESTABLISHED 1824
Penny Koontz
Lay Worship Leader

Mt. Pleasant Lutheran Church (201529)

c/o Mr. Ivan Smith Jr.
302 E. Mattie Road
Breezewood, PA 15533-8502
OFFICE 814-735-3272
ESTABLISHED 1854
In Transition

Mt. Zion Lutheran Church (201527)

16651 Lincoln Highway
Breezewood, PA 15533
OFFICE 814-735-4884
ESTABLISHED 1835
Judith Simonson
Vacancy Pastor

Providence Lutheran Church (201533)

c/o Sue Rose
7737 Bedford Valley Road
Bedford, PA 15522-1391
OFFICE 814-623-9359
ESTABLISHED 1835
Judith Simonson
Vacancy Pastor

St. James Lutheran Church (201534)

156 Gould Lane • Bedford, PA 15522
OFFICE 814-847-7772
ESTABLISHED 1853
In Transition

St. Mark Lutheran Church (201535)

156 Gould Lane • Bedford, PA 15522
OFFICE 814-847-7772
centralbedford@hotmail.com
ESTABLISHED 1861
In Transition

St. Peter Lutheran Church (201541)

175 Graybill Road • Osterburg, PA 16667-9307
OFFICE 814-276-3070
stclairsville-lutheranparish.net
ESTABLISHED 1819
David Wright
Pastor

Zion Lutheran Church (201530)

c/o Robbie Roland, President
RR 1019 Five Forks Road
Clearville, PA 15535
OFFICE 814-458-2623
ESTABLISHED 1889
In Transition

Zion Lutheran Church (201531)

110 W. Main Street • Everett, PA 15537
OFFICE 814-276-3458
kathycpopp@gmail.com
ESTABLISHED 1842
Kathy Popp
Pastor

BLAIR-HUNTINGDON CONFERENCE

Bethany Lutheran Church (100931)

200 Third Avenue • Altoona, PA 16602-3928
OFFICE 814-944-7560
bethanyelca@atlanticbbn.net
BethanyLutheranChurch.net
ESTABLISHED 1893
J. Andrew McCaffery
Pastor

Cassville Lutheran Church (801225)

c/o Kathie Ramsey
17740 New Fording Rd.
Todd, PA 16685
ESTABLISHED 1806
In Transition

Christ Lutheran Church (800942)

c/o Ms. Brenda Marriner
4088 Evergreen Rd.
Claysburg, PA 16625-7910
OFFICE 814-239-5948
ESTABLISHED 1848
Amanda McCaffery
Vacancy Pastor

Evangelical Lutheran Church (800944)

PO Box 337 • 1200 Fourth Avenue
Duncansville, PA 16635-0337
OFFICE 814-695-0508
dvilleluth@atlanticbbn.net
duncansvillelutheran.com
ESTABLISHED 1846
Jaime Olson
Pastor

Evangelical Newry Lutheran Church (800952)

PO Box 397 • Newry, PA 16665
OFFICE 814-695-3036
gnlutheran.news@aol.com
gnlutheran.org
ESTABLISHED 1801
Marty Jo Irvin-Stellabotte
Pastor

First English Lutheran Church (100956)

17 W. 13th Street • Tyrone, PA 16686-1603
OFFICE 814-684-1430
FirstEnglishLutheranTyrone.org
ESTABLISHED 1872
Sharon Erb
Pastor

First Lutheran Church (100933)

1401 Twelfth Avenue • Altoona, PA 16601
OFFICE 814-942-3816
office@firstlutheranaltoona.org
firstlutheranaltoona.org
ESTABLISHED 1805
Barry Folmar
Pastor

Geeseytown Lutheran Church (800945)

462 Route 22
Holidaysburg, PA 16648-8470
OFFICE 814-696-0743
gnlutheran.news@aol.com
gnlutheran.org
ESTABLISHED 1883
Marty Jo Irvin-Stellabotte
Pastor

Grace Lutheran Church (100940)

1114 N. Cambria Street
Bellwood, PA 16617-1838
OFFICE 814-742-7501
gracelutheranbellwood@yahoo.com
ESTABLISHED 1876
Elizabeth Hess
Vacancy Pastor

Mt. Olivet Lutheran Church (100954)

c/o Darlene Shaffer
236 Reeds Lane
Altoona, PA 16601
OFFICE 814-943-2092
herbakoala@aol.com
ESTABLISHED 1897
In Transition

Mt. Zion Lutheran Church (101496)

PO Box 2
Glasgow, PA 16639
OFFICE 814-687-4048
ESTABLISHED 1853
Christine Roe
Vacancy Pastor

Mt. Zion Lutheran Church (801226)

c/o Marilyn Powell
9132 Schoolhouse Hollow Rd.
Huntingdon, PA 16652
OFFICE 814-643-3209
mtzionlutheran1@gmail.com
ESTABLISHED 1850
In Transition

Salem Lutheran Church (100941)

c/o Ed Partner
2158 Antis Road
Altoona, PA 16601
OFFICE 814-949-2760
ESTABLISHED 1806
Nancy McCall
Lay Worship Leader

continued

St. James Evangelical Lutheran Church (801216)

525 Mifflin Street
Huntingdon, PA 16652
OFFICE 814-643-4790
stjameslutheran@verizon.net
ESTABLISHED 1804
Brandon Cian
Pastor

St. James Lutheran Church (100935)

1407 Eighth Avenue
Altoona, PA 16602-2407
OFFICE 814-944-6835
stjamesaltoona@gmail.com
StJamesAltoona.com
ESTABLISHED 1860
David Bowman
Vacancy Pastor

St. John Lutheran Church (100955)

548 Stevens Hill Road
Tyrone, PA 16686
OFFICE 814-515-2331
ESTABLISHED 1804
Sharon Erb
Vacancy Pastor

St. John Lutheran Church (800948)

217 Plum Street
Williamsburg, PA 16693-1146
OFFICE 814-832-3329
ESTABLISHED 1804
Tiffany Marvich
Pastor

St. Luke Lutheran Church (801229)

PO Box 96
Mount Union, PA 17066-0096
OFFICE 814-542-8250
ESTABLISHED 1903
In Transition

St. Luke Lutheran Church (800953)

403 E. Main Street
Roaring Spring, PA 16673-1303
OFFICE 814-224-4116
stluke401@gmail.com
ESTABLISHED 1851
Amanda McCaffery
Pastor

St. Matthew Lutheran Church (800949)

115 E. Penn Street • Martinsburg, PA 16662-1127
OFFICE 814-793-2413
stmatthewluth@aol.com
stmatthewlc.com
ESTABLISHED 1832
Traci Marriott
Pastor

St. Matthew's Lutheran Church (801544)

PO Box 413 • James Creek, PA 16657
OFFICE 814-658-3883
ESTABLISHED 1802
Richard Henry
Covenant Pastor

St. Paul Lutheran Church (800943)

130 Mount Pleasant Street
East Freedom, PA 16637
OFFICE 814-695-7503
st.pauls_ef@yahoo.com
ESTABLISHED 1882
In Transition

St. Stephen's Lutheran Church (801218)

4214 McAlevey's Fort Road
Petersburg, PA 16669
OFFICE 814-238-2000
ESTABLISHED 1862
Evelyn Wald
Pastor

Trinity Lutheran Church, Juniata (100939)

408 N. 6th Street • Altoona, PA 16601-5857
OFFICE 814-943-3972
office@trinityaltoona.com
ESTABLISHED 1886
Elizabeth Hess
Pastor

Zion Lutheran Church (800947)

500 Allegheny Street
Hollidaysburg, PA 16648-2015
OFFICE 814-695-0091
office@zionhollidaysburg.org
ESTABLISHED 1803
David Bowman
Pastor

Zion Lutheran Church (801232)

PO Box 253 • 501 St. Peters Street
Petersburg, PA 16669-0253
OFFICE 814-669-4930
ESTABLISHED 1868
Richard Henry
Covenant Pastor

Zion Lutheran Church (800957)

217 Plum Street
Williamsburg, PA 16693-1146
OFFICE 814-832-3329
ESTABLISHED 1798
Tiffany Marvich
Pastor

continued

CLEARFIELD CONFERENCE

Christ Lutheran Church (301556)

875 Sunflower Drive
DuBois, PA 15801-2323
OFFICE 814-371-2470
christlutheran@penn.com
christlutherandubois.org
ESTABLISHED 1881
John Miller
Pastor
Amy Godshall-Miller
Pastor

Faith United Lutheran Church (307390)

511 Mcateer Street
Houtzdale, PA 16651-1201
OFFICE 814-378-5104
faithusec@verizon.net
ESTABLISHED 1883
Christine Roe
Pastor

First Lutheran Church (301504)

PO Box 377
215 Laurel Street
Philipsburg, PA 16866-0377
OFFICE 814-342-1673
dargar01@comcast.net
ESTABLISHED 1882
Christine Roe
Pastor

Grace Lutheran Church (301491)

406 Pine Street
Curwensville, PA 16833-1032
OFFICE 814-236-0590
ESTABLISHED 1899
Richard Steuernagle
Synodically Auth. Minister

Holy Trinity Lutheran Church (307160)

PO Box 194
Lanse, PA 16849
OFFICE 814-345-5204
holytrinitylanse@gmail.com
ESTABLISHED 1967
Vicki Beilfuss
Pastor

Olanta Lutheran Church (300950)

9455 Curwensville Tyrone Hwy.
Olanta, PA 16863-8104
OFFICE 814-236-0590
ESTABLISHED 1887
In Transition

Salem Lutheran Church (300951)

c/o Roxie A. Bloom
419 Spruce Street
Clearfield, PA 16830
OFFICE 814-236-0590
ESTABLISHED 1843
In Transition

Shepherd of the Hills Lutheran Church (301499)

PO Box 65
3637 Main Street
Karthaus, PA 16845
OFFICE 814-263-4505
ESTABLISHED 1854
Vicki Beilfuss
Pastor

St. John Lutheran Church (301489)

PO Box 1454
217 E. Pine Street
Clearfield, PA 16830
OFFICE 814-765-3251
stjohnlutheran217@atlanticbbn.net
ESTABLISHED 1850
Robert Way
Pastor

St. John Lutheran Church (Rockton) (301490)

PO Box 43
Luthersburg, PA 15848-0043
OFFICE 814-583-7552
stpeterstjohn@gmail.com
stjohn.rockton.tripod.com
ESTABLISHED 1875
Robert Way
Vacancy Pastor

St. Peter Lutheran Church (301501)

PO Box 43
Luthersburg, PA 15848-0043
OFFICE 814-583-7552
stpeterstjohn@gmail.com
stpeters.luthersburg.tripod.com
ESTABLISHED 1840
Robert Way
Vacancy Pastor

continued

JOHNSTOWN CONFERENCE

Christ Lutheran Church (401130)

337 Elknud Lane • Johnstown, PA 15905-2603
OFFICE 814-255-1395
christlutheranchurchjohnstown@gmail.com
ESTABLISHED 1942
Julia Sprenkle
Pastor

First Lutheran Church (401131)

415 Vine Street • Johnstown, PA 15901-1996
OFFICE 814-536-7521
firstlutheran@wpia.net
firstlutheran.info
ESTABLISHED 1830
Walter Startzel
Covenant Pastor

First Lutheran Church (401141)

PO Box 245 • 906 Caldwell Avenue
Portage, PA 15946-0245
OFFICE 814-736-3662
ESTABLISHED 1872
Mark Fischer
Pastor

Good Shepherd Lutheran Church (430728)

514 Shady Lane • Windber, PA 15963-1324
OFFICE 814-467-4227
windberlutherans@verizon.net
ESTABLISHED 1913
Doug Knupp
Interim Pastor

Grace Lutheran Church (401132)

246 Chandler Avenue
Johnstown, PA 15906-2199
OFFICE 814-536-8298
glcjohnstown.org
ESTABLISHED 1892
Nancy Hoover
Pastor

Moxham Lutheran Church (401134)

500 Park Avenue • Johnstown, PA 15902-2616
OFFICE 814-539-8664
office@moxhamlutheran.org
moxhamlutheran.org
ESTABLISHED 1907
Rebecca West
Pastor

Mt. Calvary Lutheran Church (401133)

1000 Scalp Avenue • Johnstown, PA 15904-3035
OFFICE 814-266-4859
mtcalvary@mt-calvarylutheran.org
mt-calvarylutheran.org
ESTABLISHED 1944
Scott Klimke
Pastor
Jonathan Adams
Pastor

St. David's Lutheran Church (401129)

PO Box 427 • 401 N Main St
Davidsville, PA 15928
OFFICE 814-479-4110
secretary@stdavidslutheran.org
stdavidslutheran.org
ESTABLISHED 1839
Faron Johnson
Pastor

St. John Evangelical Lutheran Church (401146)

PO Box 264 • Main & Croyle Streets
Summerhill, PA 15958-9999
OFFICE 814-264-4526
ESTABLISHED 1832
Kevin McNamara
Vacancy Pastor
Jennifer Bobolsky
Lay Worship Leader

St. Luke Lutheran Church (401139)

604 Cleveland Street • Lilly, PA 15938-1010
OFFICE 814-886-2222
ESTABLISHED 1873
Robert Kaltenbaugh
Vacancy Pastor

St. Paul's Luth. Church, Mundys Corner (401140)

3328 William Penn Avenue
Johnstown, PA 15909-9703
OFFICE 814-322-1307
stpaulsmc@atlanticbbn.net
stpaulsevluth-mc.com
ESTABLISHED 1858
Kevin McNamara
Pastor

Trinity Lutheran Church (401136)

600 Ash Street • Johnstown, PA 15902-2199
OFFICE 814-536-5213
ESTABLISHED 1887
Toby Holland, Pastor

Trinity Lutheran Church (401145)

PO Box 156 • 121 Forest Hills Drive
Sidman, PA 15955-0156
OFFICE 814-487-7950
trinitylutheransidman@gmail.com
ESTABLISHED 1901
Christy Harford
Vicar

Zion Lutheran Church (401137)

613 Locust Street • Johnstown, PA 15901-2174
OFFICE 814-535-2050
zionelca@atlanticbb.net
zionjohnstown.org
ESTABLISHED 1852
Michael Van Dyke
Pastor

continued

LAUREL HIGHLANDS CONFERENCE

Benscreek Lutheran Church (601128)

4459 Somerset Pike
Hollsopple, PA 15935-9334
OFFICE 814-479-7013
bensluth@atlanticbbs.net
ESTABLISHED 1897
Jonathan Adams
Pastor

Christ Casebeer Lutheran Church (601340)

10377 Somerset Pike
Somerset, PA 15501-7301
OFFICE 814-445-4935
casebeerchurch@gmail.com
ESTABLISHED 1845
Allen Stump
Vicar

Christ Lutheran Church (701364)

PO Box 127
104 Union Street
Salisbury, PA 15558-0127
OFFICE 301-276-1811
SalisburyLutheran.com
ESTABLISHED 1856
Tyler Graham
Pastor

Faith Lutheran Church (707233)

6567 Glades Pike
Somerset, PA 15501
OFFICE 814-443-3179
FaithLutheranSomerset.org
ESTABLISHED 1839
Kathleen Stump
Pastor

Friedens Lutheran Church (601342)

131 S. Main Street
Friedens, PA 15541
OFFICE 814-445-4627
friedenslutheranchurch@gmail.com
friedenslutheranchurch.com
ESTABLISHED 1789
John Barichivich
Pastor

Grace Lutheran Church (601371)

PO Box 336
201 E. Main Street
Stoystown, PA 15563-0336
OFFICE 814-893-5135
gracelutheran201@gmail.com
ESTABLISHED 1807
John Barichivich
Vacancy Pastor

Graef's Lutheran Church (601339)

PO Box 38
Cairnbrook, PA 15924-0038
OFFICE 814-754-1049
ESTABLISHED 1872
Jeffrey Bassette
Vacancy Pastor
Barbara Pingatore
Lay Worship Leader

Greenville Evangelical Lutheran Church (701365)

PO Box 127 • 104 Union Street
Salisbury, PA 15558-0127
OFFICE 814-662-9100
SalisburyLutheran.com
ESTABLISHED 1803
Tyler Graham
Pastor

Horner Lutheran Church (601372)

415 Horner Church Rd.
Stoystown, PA 15563
OFFICE 814-629-9619
hornerhoffman.org
ESTABLISHED 1835
Regina Holliday
Vicar

Laurel Trinity Lutheran Church (601550)

PO Box 185 • Route 985
Jennerstown, PA 15547-0185
OFFICE 814-629-9288
laureltrinity1974@gmail.com
lutheransonline.com/laureltrinity
ESTABLISHED 1840
Doug Knupp
Vacancy Pastor
Allen Stump
Vicar

Messiah Evangelical Lutheran Church (701357)

PO Box 126
Rockwood, PA 15557-0126
OFFICE 814-926-2215
nclutheran@zoominternet.net
newcentervillelutheran.org
ESTABLISHED 1793
Lee Gable
Pastor

Mt. Calvary Luth. Church-Lavansville (701353)

3093 Glades Pike
Somerset, PA 15501-8065
OFFICE 814-443-3965
lvbkoffice@yahoo.com
lvbparish.com
ESTABLISHED 1846
Dena Gable
Pastor

continued

Mt. Carmel Lutheran Church (701375)

218 Olinger Street
Meyersdale, PA 15552
OFFICE 814-634-9345
mtcarmel@mountainsaintslutheran.org
mountainsaintslutheran.org
ESTABLISHED 1840
Glenn Foster
Pastor

Mt. Tabor Lutheran Church (701344)

218 Olinger Street
Meyersdale, PA 15552
OFFICE 814-634-9345
mttabor@mountainsaintslutheran.org
mountainsaintslutheran.org
ESTABLISHED 1871
Glenn Foster
Pastor

Mt. Zion Lutheran Church-Bakersville (701354)

3093 Glades Pike
Somerset, PA 15501
OFFICE 814-443-3965
lvbkoffice@yahoo.com
lbparish.com
ESTABLISHED 1842
Dena Gable
Pastor

Samuel Lutheran Church (701359)

PO Box 126
Rockwood, PA 15557-0126
OFFICE 814-926-2215
nclutheran@zoominternet.net
newcentervillelutheran.org
ESTABLISHED 1785
Lee Gable
Pastor

St. Andrew Lutheran Church (601352)

500 Main Street
Boswell, PA 15531
OFFICE 814-629-9275
st.andrewsboswell@gmail.com
ESTABLISHED 1903
John Palko
Vacancy Pastor

St. John Lutheran Church (701335)

218 Olinger Street
Meyersdale, PA 15552
OFFICE 814-395-5930
stjohn@mountainsaintslutheran.org
mountainsaintslutheran.org
ESTABLISHED 1813
Glenn Foster
Pastor

St. John Lutheran Church (701366)

PO Box 127
104 Union Street
Salisbury, PA 15558-0127
OFFICE 814-662-9100
SalisburyLutheran.com
ESTABLISHED 1789
Tyler Graham
Pastor

St. Luke Lutheran Church (701362)

701 Broadway
Rockwood, PA 15557
OFFICE 814-926-4145
stlukeslutheranchurch1916@gmail.com
ESTABLISHED 1881
In Transition

St. Mark Lutheran Church (607232)

PO Box 130
Shanksville, PA 15560
OFFICE
ESTABLISHED 1813
Regina Holliday
Vicar

St. Michael Lutheran Church (701345)

c/o Tom Baker
906 Main Street
Berlin, PA 15530
OFFICE 814-443-2268
ESTABLISHED 1787
Robert Thomas
Lay Worship Leader

St. Paul Lutheran Church (601341)

6872 Lincoln Highway
Stoystown, PA 15563
OFFICE 814-754-8451
ESTABLISHED 1890
Regina Holliday
Vicar

St. Paul Lutheran Church (701358)

PO Box 126 • Rockwood, PA 15557-0126
OFFICE
nclutheran@zoominternet.net
newcentervillelutheran.org
ESTABLISHED 1881
Lee Gable
Pastor

St. Paul Lutheran Church (Fort Hill) (701336)

218 Olinger Street • Meyersdale, PA 15552
OFFICE 814-443-6319
stpaul@mountainsaintslutheran.org
mountainsaintslutheran.org
ESTABLISHED 1854
Glenn Foster
Pastor

continued

Trinity Lutheran Church (701337)

PO Box 64
Confluence, PA 15424-0064
OFFICE 814-395-5775
ESTABLISHED 1870
In Transition

Trinity Lutheran Church (701370)

918 Tayman Avenue
Somerset, PA 15501-1736
OFFICE 814-445-5446
trinluth918@verizon.net
trinitysomersest.org
ESTABLISHED 1789
Ruth Jensen
Pastor

Zion Hoffman Lutheran Church (601373)

577 Hoffman Church Rd.
Friedens, PA 15541
OFFICE 814-629-9619
hornerhoffman.org
ESTABLISHED 1814
Regina Holliday
Vicar

Zion Lutheran Church (701356)

PO Box 88 • 355 Center Street
Meyersdale, PA 15552-0088
OFFICE 814-634-5659
skharpster@aol.com
ESTABLISHED 1851
David Williams, UCC
Covenant Pastor

NITTANY CONFERENCE**Gatesburg Lutheran Church (501233)**

1924 W. Gatesburg Road
Warriors Mark, PA 16877
Facebook: Gatesburg
ESTABLISHED 1816
Susan Williamson
Pastor

Gloria De Dios (531365)

PO Box 200 • 277 W. Pine Grove Rd.
Pine Grove Mills, PA 16868
secretary@stpaulphm.org
ESTABLISHED 2020
In Transition

Grace Lutheran Church (501243)

205 S. Garner Street
State College, PA 16801-5686
OFFICE 814-238-2478
sschultz@glcpa.org
glcpa.org
ESTABLISHED 1898
Scott Schul
Pastor
Carolyn Hetrick
Pastor

New Hope Lutheran Church (501242)

119 Cobblestone Court
Spring Mills, PA 16875
OFFICE 814-422-8417
springmillslutheranparish@gmail.com
newhopespringmills.org
ESTABLISHED 2002
Lauretta Dietrich
Pastor

Pine Hall Lutheran Church (501227)

1760 W. College Avenue
State College, PA 16801-2719
OFFICE 814-238-8091
phlc@pinehall.comcastbiz.net
Facebook: Pine Hall
ESTABLISHED 1844
Susan Williamson
Pastor

Salem Lutheran Church (501200)

PO Box 700
Aaronsburg, PA 16820-0700
OFFICE 814-349-5961
office4salem@gmail.com
ESTABLISHED 1793
Rebecca Horn
Vacancy Pastor

Shiloh Lutheran Church (501228)

801 Benner Pike
State College, PA 16801-7315
OFFICE 814-238-3318
ESTABLISHED 1868
Steve Koths
Vicar

St. John Lutheran Church (501204)

216 N. McAllister Street
Bellefonte, PA 16823-0216
OFFICE 814-355-4679
lutheranstjohn@yahoo.com
ESTABLISHED 1844
William Osman
Pastor

continued

St. John Lutheran Church-Farmers Mills (501241)

296 Ridge Road • Spring Mills, PA 16875
OFFICE 814-422-8949
springmillslutheranparish@gmail.com
stjohnsunionchurch.org
ESTABLISHED 1798
Lauretta Dietrich
Pastor

St. Johns Evangelical Lutheran Church (501214)

PO Box 439 • Millheim, PA 16854-0439
OFFICE 814-349-5349
office4stjohns@verizon.net
saintjohnslutheranmillheimpa.com
ESTABLISHED 1877
Rebecca Horn
Vacancy Pastor

St. Luke Lutheran Church (501212)

PO Box 331 • 301 N. Pennsylvania Avenue
Centre Hall, PA 16828-0331
OFFICE 814-364-9154
stluke364@gmail.com
saintlukelutheranchurchcentrehall.com
ESTABLISHED 1798
Rebecca Horn
Pastor

St. Mark Lutheran Church (501455)

850 Snyderstown Road
Howard, PA 16841-9102
OFFICE 814-383-4882
ESTABLISHED 1825
David Pencek
Pastor

St. Mark Lutheran Church (501222)

160 N. Main Street
Pleasant Gap, PA 16823-3106
OFFICE 814-359-2522
Facebook: StMarkPleasantGap
ESTABLISHED 1868
Ted Williams
Vicar

St. Paul Lutheran Church (501234)

PO Box 200
Pine Grove Mills, PA 16868-0200
OFFICE 814-237-2081
stpaul68@comcast.net
stpaulpgm.org
ESTABLISHED 1831
Paul Tomkiel
Pastor

St. Peter Lutheran Church (501237)

120 E. Main Street
Rebersburg, PA 16872
OFFICE 814-349-5515
ESTABLISHED 1798
Juliana Holm, UCC
Covenant Pastor

Trinity Lutheran Church (501247)

2221 N. Oak Lane
State College, PA 16803-1129
OFFICE 814-238-2024
tlcoffice2@comcast.net
tlcsc.org
ESTABLISHED 1966
Ronald Miller
Pastor

Zion Lutheran Church (501208)

PO Box 9
105 Old Boalsburg Road
Boalsburg, PA 16823-0009
OFFICE 814-466-6061
churchoffice@zlcboalsburg.org
zlcboalsburg.org
ESTABLISHED 1825
Brent Book
Pastor

Partners of the Allegheny Synod

Allegheny Lutheran Social Ministries

Dr. Patricia W. Savage, CEO
998 Logan Blvd.
Altoona, PA 16602
814-696-4556
alsm.org

Breezewood Trucker/Travelers Chaplaincy

Rev. Bruce C. Maxwell, Chaplain
PO Box 286
Breezewood, PA 15533
814-735-4856
maxwell.bruce@gatewaytravelplaza.com

Diakon Lutheran Social Ministries

Mr. Scott Habecker, CEO
1022 North Union Street
Middletown, PA 17057
877-342-5667
diakon.org

ELCA Foundation

Sister Marianne Brock, Gift Planner
Regional Office: 341 Gettysburg Pike,
Mechanicsburg, PA 17055
ELCA Foundation Office: 8765 W Higgins Rd,
Chicago, IL 60631
800-638-3522 • Cell: 717-574-9066
Marianne.Brock@ELCA.org
elca.org/foundation

Lutheran Advocacy Ministry in PA

Tracey DePasquale, Director
1959 Market Street, Camp Hill, PA 17011
773-380-1700
lutheranadvocacypa.org

Lutheran Campus Ministry at Penn State

Deacon Alicia Anderson
211A Pasquerilla Spiritual Center
University Park, PA 16802
814-865-0175
ara2@psu.edu
lutheranpennstate.org

Pennsylvania Council of Churches

The Rev. Dr. Larry Pickens, Exec. Dir.
900 S. Arlington Ave., Suite 211A
Harrisburg, PA 17109-5024
717-545-4761
pachurches.org

Portico Benefit Services

Barbara Debski
800 Marquette Ave., Suite 1050
Minneapolis, MN 55402
814-977-6189
bdebski@porticobenefits.org

Sequanota Luth. Conf. Center & Camp

Rev. Nathan Pile, Director
PO Box 245 • Jennerstown, PA 15547
814-629-6627
contact@sequanota.com
sequanota.com

Susquehanna University

Rev. Scott M. Kershner, Chaplain
514 Univeristy Avenue
Selinsgrove, PA 17870
570-372-4220
susqu.edu

United Lutheran Theological Seminary

The Rev. Dr. R. Guy Irwin, President
61 Seminary Ridge • Gettysburg, PA 17325
717-338-3000
unitedlutheranseminary.edu

University of Pittsburgh at Johnstown

Rev. Brad Dayton, Campus Minister
450 School House Road
Johnstown, PA 15904
814-269-2008
upj.pitt.edu

Spouses of Deceased Leaders

Bailey, Mrs. Janet

5961 SW Shallowbrook Ln.
Beaverton, OR 97007

Diable, Mrs. Romaine Marie

622 W. Third Street
Williamsburg, PA 16693

Doub, Rev. Doris

1176 Luther Dr.
Hagerstown, MD 21740

Emswiler, Mrs. Maizie

800 Juniata Gap Rd.
Altoona, PA 16601
814-942-5405

Finalle-Miller, Carolyn

9 Andrea Ct.
Dubois, PA 15801
cfinale@comcast.net

Heydenreich, Mrs. Susan

48 Coopers Way
Denver, PA 17517

McCormick, Mrs. Lynn Georgia

807 Goucher St., Apt . 3003
Johnstown, PA 15905
814-475-7797

Meyers, Mrs. Mary

200 Luther Ln
PC 42
Columbia, PA 17512

Moorhead, Mrs. Barbara

214 S. Barrens Rd.
Martinsburg, PA 16662-1245
814-793-4854

Partridge, Mrs. Erica

328 E. Mulberry St.
Lancaster, OH 43130

Reed, Mrs. Gloria

606 Demuth St.
Johnstown, PA 15904-1607
814-266-2456

Rill, Mrs. Tere J.

9716 Dixie Ridge Terrace
Gaithersburg, MD 20882
tererillpawj@yahoo.com

Rohrbaugh, Mrs. Carola M.

175 Beacon Cir
Boalsburg, PA 16827
814-808-6580

Romig, Mrs. Anna M.

231 S. Center St.
Beavertown, PA 17813
570-658-7090

Rupe, Mrs. Madeline J.

25 Amstutz Circle
Lewistown, PA 17044
814-364-2599

Sammel, Mrs. Joyce

150 Victoria Ave., Apt . 8
Everett, PA 15537
j2sammel@pennswoods.net

Schueltz, Molly O.

119 Cherry Ridge Rd.
State College, PA 16801-3309

Snyder, Mrs. Jane

216 Horner Church Rd.
Stoystown, PA 15563
814-629-9028

Stetser, Mrs. Elaine Joyce

2108 11th Avenue
Altoona, PA 16601
610-777-4412

Swanson, Mrs. Caryl Irene

149 Campus Dr.
Johnstown, PA 15905
814-255-3225

Triebe, Mrs. Kathleen

425 W. Patriot St.
Somerset, PA 15501-1528
814-442-1916
kathytriebe@yahoo.com

Ministers of Word & Service of the Allegheny Synod

PREFERRED MAILING ADDRESSES

Anderson, Deacon Alicia

211A Pasquerilla Spiritual Center
University Park, PA 16802
HOME 814-861-6366
OFFICE 814-865-0715
ara2@psu.edu
Campus Minister
PSU Campus Ministry
Nittany Conference
L001935
Commissioned 11/11/1992

DeVore, Deacon Pernelle

PO Box 197
120 N. Main Street
Friedens, PA 15541
HOME 814-444-8275
perbrit@aol.com
Retired
Laurel Highlands Conference
L005599
Commissioned 3/23/1975

Gable, Deacon Dr. Nancy

49 Heritage Dr.
Gettysburg, PA 17325-8911
HOME 717-334-5394
nancy.e.gable@gmail.com
Int. Dir. Admis. ULS
ULS
L007481
Commissioned 7/22/1996

Synodically Authorized Minister

Steuernagle, Mr. Richard (*Dick*)

301 S. Highland Street.
Dubois, PA 15801
HOME 814-371-2223
OFFICE 814-236-0590
rsteuer@dubios.key-net.net
Grace, Curwensville
Synod Auth. Minister
Clearfield Conference

Ministers of Word & Sacrament of the Allegheny Synod

PREFERRED MAILING ADDRESSES

Adams, Rev. Jonathan Jono (L034278)

219 Ohio St.
Boswell, PA 15531
HOME 412-817-6704
OFFICE 814-479-7013
revjonoadams@gmail.com
Benscreek & Mt. Calv
Pastor
Laurel Highlands Conference
ORDAINED 6/3/2016

Arpino, Rev. Denise (L002271)

513 27th Avenue, Apt. 8
Altoona, PA 16602
HOME 814-932-6794
pastordenise41287@gmail.com
Retired
Blair-Huntingdon Conference
ORDAINED 4/12/1987

Barichivich, Rev. John (L030595)

131 S. Main Street
Friedens, PA 15541
HOME 386-589-2375
OFFICE 814-445-4627
revjbarichivich@hotmail.com
Friedens, Friedens
Pastor
Laurel Highlands Conference
ORDAINED 8/2/2009

Bassette, Rev. Jeffrey (L031151)

454 Old Hershberger Road
Hollsopple, PA 15935
HOME 814-479-4581
jeffreylbassette@gmail.com
Retired
Johnstown Conference
ORDAINED 6/4/2009

Beilfuss, Rev. Vicki (L034016)

1143 Grassflat Avenue
Grassflat, PA 16839
HOME 814-345-5181
OFFICE 814-345-5204
pr.vickibeilfuss@gmail.com
Holy Shepherd Parish
Pastor
Clearfield Conference
ORDAINED 2/24/2017

Book, Rev. Brent (L003668)

179 Mann Road
Bellefonte, PA 16823
HOME 814-353-4469
OFFICE 814-466-6061
pastor.book@zlcboalsburg.org
Zion Boalsburg
Pastor
Nittany Conference
ORDAINED 8/15/1993

Bowman, Rev. David (L028630)

308 Union Street
Hollidaysburg, PA 16648
HOME 814-330-8025
OFFICE 814-695-0091
bowdavidman@gmail.com
Zion Hollidaysburg
Pastor
Blair-Huntingdon Conference
ORDAINED 10/28/2012

Caldwell, Rev. Clarence (L004463)

788 Lake Shore Road
Friedens, PA 15541
HOME 814-442-5048
OFFICE
caldwell788@comcast.net
Retired
Laurel Highlands Conference
ORDAINED 5/26/1969

MINISTERS OF WORD & SACRAMENT OF THE ALLEGHENY SYNOD

Caudill, Rev. Jean (L032652)

505 S Market St.
Martinsburg, PA 16662
HOME 814-327-8490
followme2grace@aol.com
Retired
Blair-Huntingdon Conference
ORDAINED 8/17/2013

Cian, Rev. Brandon (L032718)

159 Woods Lane
Altoona, PA 16601
HOME 814-337-5781
OFFICE 814-643-4790
pastorbrandoncian@gmail.com
St. James Huntingdon
Pastor
Blair-Huntingdon Conference
ORDAINED 8/12/2012

Custead, Rev. Carol (L005363)

117 Lily Pearl Drive
Hollidaysburg, PA 16648
HOME 814-254-3072
cscustead@gmail.com
Retired
Blair-Huntingdon Conference
ORDAINED 6/27/1981

Custead, Rev. Scott (L005364)

117 Lily Pearl Drive
Hollidaysburg, PA 16648
HOME 814-254-3072
scustead@atlanticbnn.net
Retired
Blair-Huntingdon Conference
ORDAINED 6/14/1981

Deist, Rev. William (L900875)

141 Marge Ln.
Somerset, PA 15501
HOME 814-341-2880
billdeist2880@gmail.com
Disability
Laurel Highlands Conference
ORDAINED 10/6/1985

DeVore, Rev. Edward (L005598)

PO Box 197
120 N. Main Street
Friedens, PA 15541
HOME 814-444-8275
OFFICE 814-662-9100
pastoreddevore@gmail.com
Retired
Laurel Highlands Conference
ORDAINED 6/12/1981

Dietrich, Rev. Laretta (L001222)

3851 Penns Valley Road
Spring Mills, PA 16875-8013
HOME 814-422-8259
OFFICE 814-422-8417
pastordietrich@hotmail.com
Spring Mills Parish
Pastor
Nittany Conference
ORDAINED 9/28/1996

Doebler, Rev. Dennis Denny (L005868)

126 Four Seasons Road
Boswell, PA 15531
ddoebler16@yhoo.com
Retired
Laurel Highlands Conference
ORDAINED 9/24/1978

Douglass, Rev. Katherine (L023902)

1851 Ivy Pump Lane
York, PA 17408
HOME 301-598-7406
douglass.katherine@gmail.com
Retired
ORDAINED 1/15/1995

Erb, Rev. Sharon (L024511)

1457 Pennsylvania Avenue
Tyrone, PA 16686
HOME 814-696-3148
OFFICE 814-684-1430
pseplus3@aol.com
First English Tyrone
Pastor
Blair-Huntingdon Conference
ORDAINED 3/22/1998

Fischer, Rev. Mark (L038834)

PO Box 245
 906 Caldwell Avenue
 Portage, PA 15946-0245
 OFFICE 814-736-3662
 pastormarkfischer@gmail.com
 First, Portage
 Pastor
 Johnstown Conference
 ORDAINED 11/13/2019

Folmar, Rev. Dr. Barry (L007107)

2040 E. Pl. Valley Blvd., Apt . 121
 Altoona, PA 16602
 HOME 814-404-6615
 OFFICE 814-942-3816
 barryfolmar@yahoo.com
 First, Altoona
 Pastor
 Blair-Huntingdon Conference
 ORDAINED 6/3/1977

Foster, Rev. Glenn (L007172)

218 Olinger St.
 Meyersdale, PA 15552
 HOME 814-634-9345
 OFFICE 814-634-9345
 gpfooster93@verizon.net
 Mountain Saints Coop
 Pastor
 Laurel Highlands Conference
 ORDAINED 7/25/1993

Gable, Rev. Dena (L031385)

134 Bridge Street
 Rockwood, PA 15557
 HOME 814-352-3138
 OFFICE 814-443-3965
 rev.dena@gmail.com
 Lavans. Bakers. Par.
 Pastor
 Laurel Highlands Conference
 ORDAINED 12/19/2010

Gable, Rev. Lee (L031385)

134 Bridge Street • Rockwood, PA 15557
 HOME 814-352-3138
 OFFICE 814-926-2215
 rev.leegable@gmail.com
 New Centerville Par.
 Pastor
 Laurel Highlands Conference
 ORDAINED 2/14/2014

Gindlesperger, Rev. Norman (L007832)

915 Neal Drive
 Alexandria, VA 22308
 HOME 703-619-5262
 Retired
 ORDAINED 9/23/1962

Godshall-Miller, Rev. Amy (L007895)

1907 Treasure Lake • Dubois, PA 15801
 HOME 814-299-9638
 OFFICE 814-371-2470
 pastorsmiller12@gmail.com
 Christ, Dubois
 Pastor
 Clearfield Conference
 ORDAINED 7/9/1989

Graham, Rev. Tyler (L037963)

102 Union St. • Salisbury, PA 15558
 HOME
 OFFICE 814-662-9100
 rev-tgraham@outlook.com
 Salisbury Parish
 Pastor
 Laurel Highlands Conference
 ORDAINED 7/9/2020

Hamer, Rev. Ralph (L008665)

ALSM
 998 Logan Blvd.
 Altoona, PA 16602
 HOME 814-946-3771
 OFFICE 814-696-4558
 pferrer1@yahoo.com
 ALSM
 Dir of Pastoral Care
 Blair-Huntingdon Conference
 ORDAINED 9/11/1988

MINISTERS OF WORD & SACRAMENT OF THE ALLEGHENY SYNOD

Harbaugh, Rev. Gregory Greg (L008914)

962 W. Schumaker Manor Drive
Salisbury, MD 21804
HOME 814-777-6289
gph1952@icloud.com
Retired
ORDAINED 7/1/1979

Harshbarger, Rev. Edward (L009005)

1641 Timberline Dr.
Altoona, PA 16601-9526
HOME 814-784-0023
pastorech@comcast.net
Retired
ORDAINED 6/20/1956

Hess, Rev. Elizabeth Eli (L026132)

4806 E. Loop Road
Hollidaysburg, PA 16648
HOME 814-695-8346
OFFICE 814-943-3972
pastor@trinityaltoona.com
Trinity Altoona
Pastor
Blair-Huntingdon Conference
ORDAINED 6/1/1997

Hetrick, Rev. Carolyn (L031890)

862 Webster Drive
State College, PA 16801
HOME 814-251-2540
OFFICE 814-238-2478
pastorhetrick@glcpa.org
Grace State College
Pastor
Nittany Conference
ORDAINED 9/17/2011

Holland, Rev. Toby (L035574)

600 Ash Street
Johnstown, PA 15902
HOME 814-410-2762
OFFICE 814-536-5213
hollandmin@gmail.com
Trinity Johnstown
Pastor
Johnstown Conference
ORDAINED 2/28/2015

Holm, Rev. Juliana

PO Box 53
Rebersburg, PA 16872
HOME 814-359-6883
OFFICE 814-349-5515
julie@bvfof.org
St. Peter Rebersburg
UCC Pastor
Nittany Conference
ORDAINED 4/22/2012

Hommen, Rev. Karl (L010054)

3637 Markham Dr.
Bensalem, PA 19020
HOME 215-757-5386
Retired
ORDAINED 6/16/1963

Hoover, Rev. Larry (L029489)

6677 Glades Pike
Somerset, PA 15501
HOME 814-445-4356
lhoover64@comcast.net
Retired
Johnstown Conference
ORDAINED 6/8/2006

Hoover, Rev. Nancy (L040522)

113 Spring Street
Johnstown, PA 15906
HOME 814-539-6411
OFFICE 814-536-8298
nancylou7@aol.com
Grace Johnstown
Pastor
Johnstown Conference
ORDAINED 6/1/2018

Horn, Rev. Rebecca (L033223)

1441 Willowbrook Drive
Boalsburg, PA 16827
HOME 215-208-5535
OFFICE 814-364-9154
stluke364pastorbecky@gmail.com
St. Luke Centre Hall
Pastor
Nittany Conference
ORDAINED 5/28/2011

continued

Ilgenfritz, Rev. Nelson (L010425)

82 Rosemont Avenue
Johnstown, PA 15905-3250
HOME 814-255-2484
revilgenfritz@earthlink.net
Retired
Johnstown Conference
ORDAINED 6/1/1976

Irvin-Stellabotte, Rev. Marty Jo (L041436)

4204 Lyndale Rd.
Altoona, PA 16602-1538
OFFICE 814-695-3036
pastormartyjo@gmail.com
Geeseytown-Newry Par
Pastor
Blair-Huntingdon Conference
ORDAINED 10/3/2021

Jensen, Rev. Ruth (L010702)

112 Pamela Lane
Somerset, PA 15501
HOME 814-383-4047
OFFICE 814-445-5446
therutheran@gmail.com
Trinity, Somerset
Pastor
Laurel Highlands Conference
ORDAINED 1/3/2010

Jezusko, Rev. Linda (L029698)

15770 Fjord Avenue
Apple Valley, MN 55124
HOME 636-669-8763
ljezusko001@luthersem.edu
Retired
ORDAINED 6/8/2006

Johnson, Rev. Faron (L032671)

PO Box 424
Davidsville, PA 15928
HOME 570-246-3031
OFFICE 814-479-4110
vicarfaron@gmail.com
St. David's Davids.
Pastor
Johnstown Conference
ORDAINED 6/21/2014

Kaltenbaugh, Rev. Robert (L011323)

563 Harshberger Road
Johnstown, PA 15905
HOME 814-262-8503
bobkalt@hotmail.com
Retired
Johnstown Conference
ORDAINED 6/10/1979

Klimke, Rev. Scott (L028075)

481 Southmont Blvd.
Johnstown, PA 15905
HOME 814-349-5686
OFFICE 814-266-4859
sklimke6@gmail.com
Mt Calvary Johnstown
Pastor
Johnstown Conference
ORDAINED 6/12/2004

Klingeman, Rev. John (L011879)

1727 Rice Road
Altoona, PA 16602-7429
HOME 814-946-8170
Retired
Blair-Huntingdon Conference
ORDAINED 6/6/1966

Klotz, Rev. G. Frederick Rick (L026174)

10 Pear Ct.
Bluffton, SC 29909
HOME 843-705-2770
klotz.rick@gmail.com
Retired
ORDAINED 7/24/2004

Knupp, Rev. Douglas (L027356)

514 Shady Lane
Windber, PA 15963-1324
HOME 304-261-3213
OFFICE 814-467-4227
knupp.doug@gmail.com
Good Shep., Windber
Interim Pastor
Laurel Highlands Conference
ORDAINED 4/1/2000

continued

MINISTERS OF WORD & SACRAMENT OF THE ALLEGHENY SYNOD

Krum, Rev. Gerald (L012401)

184 Goodhard Road
Centre Hall, PA 16828
HOME 814-364-9272
gak.08@verizon.net
Retired
Nittany Conference
ORDAINED 6/21/1963

Louder, Rev. Larry (L013547)

155 Gala Drive
State College, PA 16801
HOME 814-234-4518
pastorlouder@comcast.net
Retired
Nittany Conference
ORDAINED 6/22/1973

Lynn, Rev. P. Stevens Steve (L013788)

654 Stoneledge Road
State College, PA 16803
HOME 814-234-1078
pastorstevelynn@gmail.com
Retired
Nittany Conference
ORDAINED 6/11/1982

Marriott, Rev. Traci (L032425)

1205 Country View Dr.
Duncansville, PA 16635
HOME 814-935-9267
OFFICE 814-793-2413
revtracimarriott@gmail.com
St Matthew Martins.
Pastor
Blair-Huntingdon Conference
ORDAINED 6/7/2012

Marvich, Rev. Tiffany (L029692)

217 Plum Street
Williamsburg, PA 16693
OFFICE 814-330-0860
pastortiffany@yahoo.com
Williamsburg Parish
Pastor
Blair-Huntingdon Conference
ORDAINED 8/17/2007

Mason, Rev. Ardelle (L014096)

2140 Dunns Eddy Rd.
Youngsville, PA 16371
HOME 814-233-0538
revardelle@gmail.com
Retired
ORDAINED 2/11/1978

Mason, Rev. George (L014097)

2140 Dunns Eddy Rd.
Youngsville, PA 16371
HOME 814-233-4367
rev.geo.mason@gmail.com
Retired
ORDAINED 2/11/1978

McCaffery, Rev. Amanda (L038546)

206 Third Avenue
Altoona, PA 16602
HOME 814-327-9471
OFFICE 814-224-4116
pastor.amanda.mccaffery@gmail.com
St. Luke Roar. Spr.
Pastor
Blair-Huntingdon Conference
ORDAINED 10/31/2018

McCaffery, Rev. Joshua Drew (L033530)

206 Third Avenue
Altoona, PA 16602
HOME 814-515-2910
OFFICE 814-944-7560
blcpastor@atlanticbbn.net
Bethany Altoona
Pastor
Blair-Huntingdon Conference
ORDAINED 6/4/2015

McElroy Thomas, Rev. Linda (L019779)

1030 Grandview Avenue
Somerset, PA 15501
HOME 814-289-3140
lindamac22@hotmail.com
Retired
Laurel Highlands Conference
ORDAINED 7/14/2001

continued

McNamara, Rev. Kevin (L031671)

3312 William Penn Avenue
Johnstown, PA 15909
HOME 814-410-3437
OFFICE 814-322-1307
Kmcna32@atlanticbb.net
St Paul Mundys Crn.
Pastor
Johnstown Conference
ORDAINED 3/24/2012

Miller, Rev. Carl (L014764)

1211 Centre Street
Bellefonte, PA 16823
HOME 814-355-7476
Retired
Nittany Conference
ORDAINED 6/18/1961

Miller, Rev. John (L000623)

1907 Treasure Lake
Dubois, PA 15801
OFFICE 814-371-2470
pastormiller@zitomedia.net
Chris, DuBois
Pastor
Clearfield Conference
ORDAINED 6/28/1998

Miller, Rev. Dr. Ronald (L014869)

c/o Trinity Lutheran Church
2221 N. Oak Lane
State College, PA 16803-1129
HOME 814-238-0924
OFFICE 814-238-2024
tlcrevron@comcast.net
Trinity St. College
Pastor
Nittany Conference
ORDAINED 6/1/1982

Morelli, Rev. M. Suzanne (L024234)

9212 Standing Stone Rd.
Huntingdon, PA 16652
HOME 814-506-8178
prsuz@comcast.net
On Leave From Call
Pastor
Blair-Huntingdon Conference
ORDAINED 7/9/1995

Myers, Rev. Gerald (L015384)

PO Box 182
120 Church Street
Hooversville, PA 15963-0182
HOME 814-798-9033
Retired
Laurel Highlands Conference
ORDAINED 8/1/1969

Olson, Rev. Jaime (L025319)

c/o Evangelical Lutheran Church
PO Box 337 • Duncansville, PA 16635
HOME 814-378-7905
OFFICE 814-695-0508
prjaimeolson@yahoo.com
Evangelical Duncans.
Pastor
Blair-Huntingdon Conference
ORDAINED 8/12/2000

Osman, Rev. Elisa (L025514)

979 Tanney Street
Bellefonte, PA 16823
HOME 814-355-4392
OFFICE 814-359-2782
elisa.athome@yahoo.com
The Oaks Pl. Gap
Chaplain
Nittany Conference
ORDAINED 6/13/2002

Osman, Rev. William (L027086)

979 Tanney Street
Bellefonte, PA 16823
HOME 814-355-4392
OFFICE 814-355-4679
pastor.osman_sjlc@yahoo.com
St. John Bellefonte
Pastor
Nittany Conference
ORDAINED 6/13/2002

Palko, Rev. John (L016576)

5228 Kingwood Road
Markleton, PA 15551
HOME 814-242-5600
jgpalko@zoominternet.net
Retired
Laurel Highlands Conference
ORDAINED 9/15/1978

continued

MINISTERS OF WORD & SACRAMENT OF THE ALLEGHENY SYNOD

Pencek, Rev. David (L040934)

681 Hawknest Ct
State College, PA 16801
OFFICE 814-383-4882
dpboba@verizon.net
St Mark Howard
Pastor
Nittany Conference
ORDAINED 8/27/2021

Pile, Bishop Emeritus Gregory (L017242)

271 Crestview Drive
Davidsville, PA 15928
HOME 814-479-2071
grpile@atlanticbb.net
Retired
Johnstown Conference
ORDAINED 6/22/1975

Pile, Rev. Nathan (L027004)

c/o Sequanota
PO Box 245
Jennerstown, PA 15547
HOME 814-777-3305
OFFICE 814-629-6627
nathan@sequanota.com
Sequanota Conf. Ctr.
Director
Laurel Highlands Conference
ORDAINED 6/7/2007

Popp, Rev. Kathy (L039533)

7377 King St. Clair Road
PO Box 55
Alum Bank, PA 15521
OFFICE 814-276-3548
kathycpopp@gmail.com
Zion Everett
Pastor
Bedford Conference
ORDAINED 10/31/2018

Roe, Rev. Christine (L037395)

503 Clara Street
Houtzdale, PA 16651
HOME 814-497-4464
OFFICE 814-342-1673
roe.christine@outlook.com
First Faith Co-Op
Pastor
Clearfield Conference
ORDAINED 1/27/2017

Ryan, Rev. Lois (L900555)

20505 Strath-Haven Drive
Montgomery Village, MD 20886
amigosaunt@aol.com
Retired
ORDAINED 8/28/2010

Sauerwein, Rev. Russell Russ (L018864)

103 Jacks Lane
Centre Hall, PA 16828-9753
HOME 814-364-9124
rlsauerwein@yahoo.com
Retired
Nittany Conference
ORDAINED 5/20/1970

Schmitt, Bishop Paula (L027932)

701 Quail Avenue
Altoona, PA 16602
OFFICE 814-942-1042
bishop.paula@allegghenysynod.com
Allegheny Synod
Bishop
Blair-Huntingdon Conference
ORDAINED 7/27/2008

Schul, Rev. Scott (L900863)

c/o Grace Lutheran Church
205 S. Garner St.
State College, PA 16801
HOME 814-954-4195
OFFICE 814-238-2478
pastorschul@glcpa.org
Grace State College
Pastor
Nittany Conference
ORDAINED 6/2/2011

continued

Shock, Rev. Kevin (L029490)

701 Quail Avenue
Altoona, PA 16602
HOME 814-404-0721
OFFICE 814-942-1042
kevin.shock@alleghenysynod.com
Allegheny Synod
Asst to Bishop/DEM
Nittany Conference
ORDAINED 9/30/2006

Simonson, Rev. Judith Judy (L020012)

227 Creek Road
Artemas, PA 17211
HOME 814-784-3432
judithsimonson@aol.com
Retired
Bedford Conference
ORDAINED 6/1/1980

Sprenkle, Rev. Julia (L027848)

481 Southmont Blvd.
Johnstown, PA 15905
HOME 814-571-9023
OFFICE 814-255-1395
juliasprenkle@gmail.com
Christ Johnstown
Pastor
Johnstown Conference
ORDAINED 10/17/2010

Startzel, Rev. Walter (L020637)

1745 Shelburne Place
Johnstown, PA 15905-1705
walter.startzel@gmail.com
Retired
Johnstown Conference
ORDAINED 8/19/1973

Stump, Rev. Kathleen Kathy (L039676)

6567 Glades Pike
Somerset, PA 15501
HOME 814-701-2520
OFFICE 814-443-3179
pastorkathystump@gmail.com
Faith Somerset
Pastor
Laurel Highlands Conference
ORDAINED 6/14/2019

Timm, Rev. John Jack (L021731)

1144 Luther Drive
Hagerstown, MD 21740
HOME 240-707-6966
j.timm@myactv.net
Retired
Bedford Conference
ORDAINED 6/1/1960

Tomkiel, Rev. Paul (L033581)

249 Wyoming Avenue
Pennsylvania Furnace, PA 16865
HOME 717-440-3453
OFFICE 814-237-2081
paultomkiel@gmail.com
St Paul Pine Gr Mls
Pastor
Nittany Conference
ORDAINED 6/4/2015

Van Dyke, Rev. Michael (L024317)

701 Spring Street
Latrobe, PA 15650
HOME 724-552-6207
OFFICE 814-535-2050
mikevandyke@atlanticbb.net
Zion Johnstown
Pastor
Johnstown Conference
ORDAINED 9/7/1995

Wald, Rev. Evelyn (L022423)

4214 McAlevey's Fort Road
Petersburg, PA 16669
OFFICE 814-238-2000
eveing21@gmail.com
St Stephens Peters.
Pastor
Blair-Huntingdon Conference
ORDAINED 6/1/1984

MINISTERS OF WORD & SACRAMENT OF THE ALLEGHENY SYNOD

Way, Rev. Robert Bob (L025722)

310 1/2 E. Cherry Street
Clearfield, PA 16830-1605
HOME 814-768-3575
OFFICE 814-765-3251
jotsbway@gmail.com
St. John Clearfield
Pastor
Clearfield Conference
ORDAINED 6/14/2001

West, Rev. Rebecca (L041995)

500 Park Avenue
Johnstown, PA 15902-2616
OFFICE 814-539-8664
pastor@moxhamlutheran.org
Moxham Luth. Church
Pastor
Johnstown Conference
ORDAINED 1/30/2021

Williams, Rev. Dr. David

PO Box 88
355 Center Street
Meyersdale, PA 15552
OFFICE 814-634-5659
Zion, Meyersdale
UCC Pastor
Laurel Highlands Conference
ORDAINED 10/31/1993

Williamson, Rev. Susan (L029464)

236 Fultons Run Rd.
State College, PA 16803
HOME 814-771-2948
OFFICE 814-238-8091
revswilliamson@comcast.net
Ferg. Twp. Min.
Pastor
Nittany Conference
ORDAINED 2/17/2007

Winger, Rev. Susan (L023262)

421 Broadway
Rockwood, PA 15557-1008
HOME 814-691-5235
pastorwinger@comcast.net
Retired
Laurel Highlands Conference
ORDAINED 1/17/1988

Wolfinger, Rev. Donna (L023431)

318 14th Street
Duncansville, PA 16635
HOME 814-222-2864
dugsma@aol.com
Retired
Blair-Huntingdon Conference
ORDAINED 5/22/1988

Wright, Rev. David (L024334)

61 W. Fifth Ave.
Everett, PA 15537
HOME 814-977-0638
OFFICE 814-652-9755
prdavidwright@gmail.com
St. Clairsville Par.
Pastor
Bedford Conference
ORDAINED 2/18/1996

Yatta, Rev. Susan (L001492)

165 Oak Hill Lane
Tyrone, PA 16686
HOME 814-684-0870
pastoryatta@yahoo.com
Disability
Blair-Huntingdon Conference
ORDAINED 7/13/1997

Conference Deans

June 2022 – June 2023

Anderson, Deacon Alicia

211A Pasquerilla Spiritual Center
University Park, PA 16802
HOME 814-861-6366
OFFICE 814-865-0715
ara2@psu.edu
Nittany Conference

Gable, Rev. Dena

134 Bridge Street
Rockwood, PA 15557
HOME 814-352-3138
OFFICE 814-443-3965
rev.dena@gmail.com
Laurel Highlands Conference

Beilfuss, Rev. Vicki

1143 Grassflat Avenue
Grassflat, PA 16839
HOME 814-345-5181
OFFICE 814-345-5204
pr.vickibeilfuss@gmail.com
Clearfield Conference

Marriott, Rev. Traci

1205 Country View Dr.
Duncansville, PA 16635
HOME 814-935-9267
OFFICE 814-793-2413
revtracimarriott@gmail.com
Blair-Huntingdon Conference

Fischer, Rev. Mark

PO Box 245
906 Caldwell Avenue
Portage, PA 15946-0245
OFFICE 814-736-3662
pastormarkfischer@gmail.com
Johnstown Conference

Wright, Rev. David

61 W. Fifth Ave.
Everett, PA 15537
HOME 814-977-0638
OFFICE 814-652-9755
prdavidwright@gmail.com

SECTION 3

REPORTS



Allegheny Synod
Evangelical Lutheran Church in America



REPORTS OF THE BISHOP & STAFF

BISHOP'S REPORT

2022 ALLEGHENY SYNOD ASSEMBLY



BISHOP PAULA SCHMITT

A modern-day theologian recently said “the Holy Spirit has really bad boundaries.” She said it as an explanation for how the Spirit tends to surprise her more often than she might be comfortable with. That resonated with me. When I left our Synod in mid-2020, I didn’t know exactly what lay ahead. I had sold my house and most of its contents and was moving an hour away to begin a new adventure--which was not on my radar screen—it was one of those Holy Spirit surprises. I did know that for the next 24-30 months, I would be serving an interim position that would allow me the opportunity to discern what might be next. So, I settled in. I rented a house, moved in and began serving a congregation whose pastor retired after 32 years with them.

The freedom I felt in that call was restorative and life-giving. We could make mistakes and try again. It was a beautiful thing. I had forgotten the joy of figuring it out as we go; the beauty of making a holy mess.

And then, just 11 months into that 24-30 month commitment, the Holy Spirit must have sensed my comfort in this new thing and decided to surprise me again. After several phone calls and e-mails from voting members to the Synod Assembly, I had to make a decision about whether or not to be open to this call. After conversation with the staff of the congregation I was serving, I promised that I would be open to the call and trust the Spirit—knowing full well that the Spirit has bad boundaries and often asks us to do things we are not exactly hoping for. And, that’s exactly what the Spirit did.

I don’t recall much from the election process, but I do recall receiving a text message on Friday evening with the words TRUST THE SPIRIT. I do recall the feeling in my gut; the one I usually get when I don’t know what the next step is going to look or feel like but I know I must take it. It’s a bit terrifying if I’m honest. Some people call it blind faith. I have other words for it probably not suitable for print.

When you elected me to serve as your bishop, I knew my life was going to change again. And it has—in ways I couldn’t expect or imagine. I continue to be deeply humbled by your trust and confidence in me. I am thankful beyond words for the staff in the Office of the Bishop. Michelle Bossler and Pastor Kevin Shock are gifted, dedicated partners in this ministry. Without them, I would be lost.

I am continually reminded of how lucky I am to serve alongside you and our Synod’s pastors, deacons, vicars and lay worship leaders. Your faithful witness to the gospel is displayed in many different ways across this Synod’s territory. From the quiet prayers lifted up each week in worship to the boxes of food provided for those in need to the financial gifts you make to support those who have experienced disasters, your commitment to your baptismal call makes me proud and fills my heart with gladness. Thank you for your partnership.

Since beginning my term as your bishop, I have prayed many prayers, answered many phone calls, written many

e-mails, learned how to endure back-to-back Zoom calls, visited congregations, sat in on council meetings, been reacquainted with regional colleagues, worked on programs, been taught the value of accompaniment and given thanks for all of it.

As we look to the future, we do so in the promise of Jesus' love for us. There are likely some challenging days ahead for us. We are not alone. Jesus will not leave us out in the wilderness on our own. We trust that Jesus goes ahead of us to make a way—especially in the places where it looks like there is not a way.

Over this next year, you will hear me and Pastor Kevin talk about building, rebuilding, renovating, strengthening our relationship to the foundation on which we are built, encouraging joy in our membership in the body of Christ and perhaps even laughing through the failures of things we tried that didn't work the way we hoped. Through it all, know this: you are loved; you are part of something bigger than yourself; you have the power of the Holy Spirit in you; you are capable of more than you imagine because you are God's precious and beloved child.

Two things I hope for in this next year are a shift in our mindset toward celebrating abundance and a move toward a more generous support of our leaders and congregations. Congregations have been invited to participate in the program Building A Culture of Generosity which will support the shift toward

abundance thinking and recognizing the impact congregations and individuals have in their communities. This won't be a one-time program. Our hope is to continue to support the concept of generosity and abundance in ways that will empower a bold witness in this Synod and across the ELCA. Your congregation already may have made the shift toward abundance. If that's the case, then I will be bold and ask you to share some of that abundance with other congregations through the Vitality and Innovation grants program. In the past, we have provided an opportunity for congregations to apply for grants to support new initiatives that may be outside normal budget allowances. We want to revive that program and help make a way for new ministry.

My prayer is that as we work together to rebuild our Synod and reclaim its mission, you will embrace the gift of joy that is the presence of the Holy Spirit in each of us: that you will not be afraid to make a holy mess; that you will claim your own gifts and boldly use the tools you have been given to help us rebuild, reunite and revive.

The peace of Christ which passes all understanding, keep your hearts and minds in Christ Jesus.



+Bishop Paula

2022 Report of The Rev. Kevin Shock

Director for Evangelical Mission/Assistant to the Bishop



PASTOR KEVIN SHOCK

What is a Director for Evangelical Mission?

It's a question I've wondered about for many years, and it's the question I wondered about most as I entered into this call. The DEM position functions differently in just about every synod. Each synod has its specific culture, specific needs, and specific vision for ministry. How I see my function in the Allegheny Synod begins with an exploration of the words in my title.

A director is a person in charge of an activity, department, or organization. The deepest root of that word is in Latin, "to guide." I like to think of my role as one who guides and particularly guides an activity. As to what that activity is, we look at the other words.

"Evangelical" is anything dealing with good news. In our context as the church we deal with the good news of Jesus Christ, his death and resurrection for the salvation of the whole universe, us and our communities included. If good news is what we deal in, then good news is what I'm called to focus on and help congregations focus on.

Mission, as I understand it, is the work that we do, the specific steps that we take, to fulfill our vision and our goals. As the church I believe that our vision is always the coming Reign of God, the fulfillment of all things in Christ, the new creation; therefore, our mission is everything that we do to make that Reign, that fulfillment, that new creation a reality for people now. When we make salvation in Jesus real for someone, we accomplish our mission.

What is a Director for Evangelical Mission? All this word work can be distilled down to a short description. My role is to be one who guides people and congregations and ministry sites in their work to announce good news. You might expect your pastor or deacon to do those very things with other lay

leaders in your congregation. How is my role different?

Guiding and planning are priorities of my position. Your pastors and deacons rightly prioritize the everyday and essential tasks of pastoral care and leadership. Your lay leaders also have to prioritize the tasks that keep the finances, the building, and the necessary parts of a congregation in order. All that happens in congregations can leave rostered ministers and congregation councils with little time or energy to talk about how we do ministry more effectively or what we need to do in planning for the future or how we might consider trying something completely new for the sake of building on our gifts.

I believe that most leaders and congregations want to have such discussions, but are hindered by other discussions: "we don't have the people we used to," "offering has been dropping;" "we need to make these repairs;" and I'm sure you can think of a host of similar conversations. I know that many congregations are concerned about the future, but if we look at council agendas, barely any time is devoted to talking about the future, because there are too many present concerns to deal with.

Therefore, my role—as I see it—is to point to the future. Not in terms of a 5-year plan, but to actually point to the coming Day of Jesus. That is our goal; that is our vision as the beloved people of God in Christ. Do we have to talk about building repairs and people not coming to church and decreasing offering? Even if I'm not sure how well all those discussions serve us, we probably have to discuss some of those things from time to time. However, if we only discuss those things and never discuss how the Spirit is renewing all things and how the Spirit might be using us and our gifts and our resources in that holy work, then do we even know what our purpose is?

continued

Have you wished your pastor or your congregation council would start a new ministry? Have you wanted to start something yourself but feel like your congregation is too small, too poor, too stressed, too tired, too stuck, too etc.? It's my role to come and talk to you about those ministries anyway. It's my role to keep pointing beyond our vision and beyond what we think we are able to do to the future we have in Christ Jesus. I'm not naive. I know that we're going to have to deal with all of the essential parts and the problems we're facing. Yet I am called primarily to point past problems to possibilities. If we never look to what is possible, especially what is possible with God in Christ, we run the risk of getting bogged down in our problems so much that we forget God's promise of resurrection and new life. Still, that promise remains at the center of who we are.

One of my favorite ways to dream and seek possibility is to ask "What if?" questions. Our faith is rooted in far-reaching "What if?" questions:

- What if death no longer has dominion? (Spoiler alert: it doesn't.)
- What if nothing in heaven or on earth can separate us from the love of God in Christ Jesus? (Hint: nothing can.)
- What if all things—even the salvation of the whole universe—are possible with God? (Surprise! They are.)

Maybe we can ask some "What if?" questions outside of the pages of scripture, as well:

- What if money didn't drive all of our decisions around here?
- What if our building wasn't the most important thing to us?
- What if we tried that thing that we don't think we can do anyway?
- What if we weren't afraid to fail, because we know that our life is secure in God?
- Add your own "What if?" question here:

Friends, I'm going to keep pointing us to the future reality of God that meets us here in Christ Jesus. I'm going to keep talking about possibility and new life when you want to keep talking about money and "reality" and all of the other things we might need to talk about. Even in those moments, when I'm annoying you with all my possibility talk, I'm going to point you to the words that God has spoken to us and our ancestors in the faith like "Don't be afraid" and "They will know me through the love that you show one another." I'm going to keep guiding you toward the work you are called to do to announce good news in Christ Jesus, because that's what you have called me to do. God be with us in this holy work, and, as always, may the grace and peace of our Lord Jesus Christ be with you. Amen.



Pastor Kevin Shock

SYNOD SNAPSHOTS



Bishop Paula's Installation



Launch party of Grace Delivered Lutheran Mobile Ministry



Some of the PCA&D students that prepared the new Synod logo



Pastor Kevin and Bishop Paula celebrate Pastor David Pencek's installation at St. Mark's in Snydertown



Youth Conference at Taveta Parish, KELC



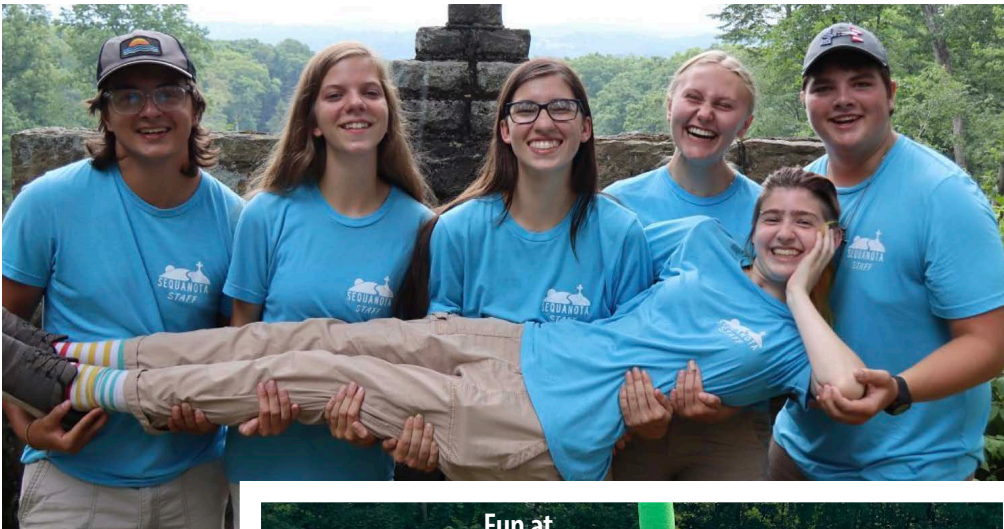
Congrats to Dr. Patricia Savage, ALSM President/CEO named one of the 2021 Women in Business Making a Difference



Bishop Paula and Pastor Kevin preparing to gather with
Conference Deans at First Lutheran in Altoona



Ordination of Pastor Marty Jo Stellabotte,
called to Geeseytown Newry Lutheran Parish



Left: Pastor Ruth Jensen, installed at Trinity Lutheran in Somerset



Fun at
Camp Sequanota!



Ted Williams,
approved for
ordination
by the Synod
Candidacy
Committee



Vicar Regina
Holliday,
endorsed by
the Synod
Candidacy
Committee



REPORTS OF THE ELCA

Report of the Presiding Bishop



Evangelical Lutheran Church in America

God's work. Our hands.

*"And [Jesus] said to them,
"Go into all the world and proclaim the good news to all creation"*

(MARK 16:15)

Dear siblings in Christ,

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

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

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

So, what can you do right now?

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

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

Grace and peace,



The Rev. Elizabeth A. Eaton
Presiding Bishop

Evangelical Lutheran Church in America
8765 West Higgins Road
Chicago, Illinois 60631-4101
773-380-2700 or 800-638-3522
ELCA.org • LivingLutheran.org



Evangelical Lutheran Church in America

God's work. Our hands.

*"[Jesús] les dijo:
'Vayan por todo el mundo y anuncien las buenas nuevas a toda criatura'"*

(MARCOS 16:15)

Estimados hermanos en Cristo:

Cuando hablo de nuestra meta de atraer a un millón de personas nuevas, jóvenes y diversas, me preguntan mucho: —No soy nuevo(a), joven ni diverso(a). ¿Ya no soy importante para la iglesia?— Mi respuesta siempre es la misma: —Nunca has sido más importante.

Cuando nos comprometimos con nuestra nueva meta, identificamos nuestro propósito como "Activar a cada uno de nosotros para que más personas conozcan el camino de Jesús y descubran la comunidad, la justicia y el amor". Esta meta no se alcanza sin las personas que ya son parte de esta iglesia. Teresa de Ávila habló de la iglesia como las manos y los pies de Cristo en el mundo, la misma forma en que Dios trabajará para atraer a nuevas personas.

Esas no son cosas fáciles de hacer, y ciertamente no son cosas que unos cuantos de nosotros podemos hacer solos. Dios nos ha bendecido con tantos recursos para hacer esta obra: casi 3.6 millones de personas, 65 sínodos y 350 miembros del personal de la Oficina Nacional de la Iglesia, además de universidades, seminarios, organizaciones de ministerio social y otras organizaciones afiliadas, y nuestros ministerios incorporados por

separado. Realmente somos una iglesia de abundancia.

Entonces, ¿qué puede hacer usted ahora mismo?

- Orar. Por nuestra iglesia. El uno por el otro. Por aquellos que aún tenemos que conocer.
- Saque tiempo para escuchar a las personas que son nuevas en la ELCA, jóvenes y/o diversas. Comparta con ellas la historia de Jesús.

A lo largo del camino no olvide esto: Usted es importante.

Gracia y paz,



The Rev. Elizabeth A. Eaton
Presiding Bishop

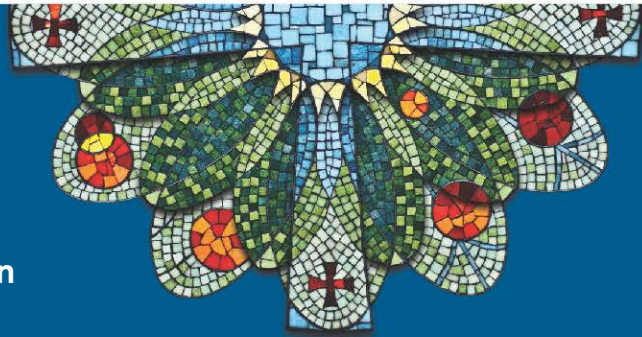
Evangelical Lutheran Church in America
8765 West Higgins Road
Chicago, Illinois 60631-4101
773-380-2700 or 800-638-3522
ELCA.org • LivingLutheran.org

THE ELCA FOUNDATION



ELCA Foundation
Evangelical Lutheran Church in America
God's work. Our hands.

Updates from the ELCA Foundation



Synod Assemblies 2022

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 2021, the ELCA Foundation and our network of regional gift planners walked alongside 169 donors/families developing their gift plans, resulting in \$65.4 million in future planned gift commitments. Over \$12 million from these commitments will go to provide direct support to individual ELCA congregations. The network generated \$107.9 million in total gifts and investment

assets in new planned gift commitments. This includes \$14.9 million in current gifts, including funded trusts, gift annuities and individual endowments, and \$57.2 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 entrusting your endowment dollars to the ELCA Foundation, and allowing us to work alongside your ministries.

The ELCA Foundation, and your regional gift planner, are here to support your ministry through shared expertise with endowments, gift acceptance policies and practices, and planned giving. We also work with individual donors to ease the complexity of estate plans, planned gifts, trusts, and non-cash gifts. Our services are free of charge to your congregation and its members. A local representative from our network of regional gift planners is available to work with you. Learn more about the ELCA Foundation by watching "[ELCA Foundation: Make a plan. Change the world](#)" or contact your regional gift planner to help your congregation grow its culture of giving today.

Contact your regional gift planner:

Sister Marianne Brock

Marianne.Brock@elca.org
717-574-9066
[ELCA.org/Foundation](https://elca.org/Foundation)



ELCA Federal Credit Union



ELCA Federal Credit Union
Evangelical Lutheran Church in America

Providing a full array of financial services to ELCA members, congregations and ministries

The ELCA Federal Credit Union, founded in 2016, provides a full suite of financial products and services to members, congregations and ministries of the ELCA. We are the first of the ELCA's financial ministries to offer loans to individuals. The Credit Union offers a rich variety of products—from savings and checking accounts and CDs ... to loans, lines of credit and credit cards. We serve ministries with deposit accounts, a flexible credit card program, auto loans and unsecured ministry loans up to \$100,000 for small projects such as building repair and purchases. Our strong online presence allows members to access their funds anytime, anywhere—as consumers expect today.

Why choose the ELCA Federal Credit Union?

“To use and share what God has given for the sake of all.”

The ELCA Federal Credit Union supports the ELCA's mission of good stewardship. We provide full services to all ELCA members, congregations and related ministries.

Our mission is to offer the most competitively priced products and services. Because we exist solely to serve our members, we can offer better rates and lower fees than many traditional banks. We have demonstrated success in providing significant savings to our borrowers.

With the church as our sponsor, we operate in ways that are consistent with the church's values. We offer a socially responsible way to do your banking.

Throughout the past year, we continued to serve the church and its members.

The Paycheck Protection Program drew to a close in 2021. With assistance from the Mission Investment



Fund, we provided loans in 2020 and 2021 to ELCA congregations and ministries that required financial assistance during the pandemic. Covering payroll and operating expenses, these PPP loans proved to be a lifeline to a number of congregations and ministries in need. The loans were particularly meaningful to smaller congregations that didn't qualify for loans from local or national banks. Over the course of the full PPP program, the ELCA FCU provided a total of **360 loans totaling \$13.9 million**. These loans **helped continue payroll for some 2,100 congregation and ministry employees** and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.

In 2021, we ushered in the third cohort of participants in the ELCA's Resourceful Servants program, designed to improve financial wellness and assist rostered leaders in building emergency savings funds. In this matching program, ELCA rostered leaders make ongoing deposits to their Credit Union emergency savings accounts, and our partner MIF matches those funds up to an established amount. Together, we already have served more than **645 rostered ministers** who, collectively, have made emergency savings deposits of more than \$1 million.

Membership is open to every ELCA member, synod, congregation and ministry—and their employees.

For more information about the products and services of the ELCA Federal Credit Union, please visit our website, elcafcu.org or call us at toll free at 877-715-1111.

ELCA Federal Credit Union | 8765 West Higgins Road
Chicago, Illinois 60631 | Tel: 877-715-1111 | Web: elcafcu.org

REPORTS OF THE SYNOD COUNCIL

Report of Synod Council Actions

July 2021 – May 2022

July 2021

Upon motion by Bill Layton, seconded by Gary Gable

- **SCEC21.06.01** – to establish the beginning annual salary plus housing allowance for Bishop Paula Schmitt at \$73,620 ... the motion is adopted

Upon motion by Gary Gable, seconded by Bill Layton

- **SCEC21.06.02** – to approve the expenditure of up to \$5,000 to cover anticipated costs of the Bishop's Installation... the motion is adopted

Upon motion by Pr. Curt Wingert, seconded by Allen Stump

- **SC21.07.01** - to adopt the agenda for today's meeting as amended... the motion is adopted

Upon motion by Bishop Rhyne, seconded by Pr. Becky Horn

- **SC21.07.02** – acting on the request of the Rev. Dr. R. Guy Erwin, president of United Lutheran Seminary - that the Allegheny Synod Council elect Dr. James Lakso to a second term on the ULS Board of Trustees thru 2024... the motion to elect Dr. Lakso is adopted

Upon motion by Pr. Curt Wingert, seconded by Marlin Plymette

- **SC21.07.03** – to purchase a new printer, the cost not to exceed \$300 & a new sweeper, the cost not to exceed \$500 for the synod office... the motion is adopted

Upon motion by Bishop Rhyne, seconded by Pr. Curt Wingert

- **SC21.07.04** – that all pastors & deacons presently listed on the *retired roster* & the *on-leave roster* of the Allegheny Synod shall remain on those rosters... the motion is adopted

Upon motion by Bishop Rhyne, seconded by Pr. Curt Wingert

- **SC21.07.05** – to affirm the call of the Rev. Ruth Jansen to serve as pastor of Trinity Lutheran Church in Somerset, PA – effective September 1, 2021... the motion is adopted

Upon motion by Bishop Rhyne, seconded by Pr. Becky Horn

- **SC21.07.06** – to ratify the election of the *Grace Delivered* board of directors... the motion is adopted
 - Pr. Dena Gable – Chair (Lavansville-Bakersville Parish)
 - Josh Spangler – Vice-Chair (Mt. Calvary, Lavansville)
 - Beth Thomas – Secretary (Benscreek)
 - Vicar Allen Stump – Treasurer (Faith – Somerset)
 - Pr. Jono Adams (Benscreek & Mt. Calvary, Johnstown)
 - Hanna Weimer (Laurel Trinity, Jennerstown)
 - Nicholas Carroll (Trinity, Somerset)

continued

Upon motion by Bishop Rhyne, seconded by Ann Ferry

- **SC21.07.07** – to affirm the nominations to Bishop-elect Schmitt’s mutual ministry team; the Rev. Dr. David Williams, the Rev. John D Bryant, the Rev. Karen Gibson, Mrs. Barbara Debski... the motion is adopted

Upon motion by Bishop Rhyne, seconded by Pr. Curt Wingert

- **SC21.07.08** – to affirm the Allegheny Synod Executive Committee, whose terms will begin on September 1, 2021: Bishop Paula Schmitt, Ann Ferry – Vice President (2025), Dave Finney – Secretary (2025), Bill Layton – Treasurer (2024), Allen Stump – Member at Large (2023)... the motion is adopted

Upon motion by Bishop Rhyne, seconded by Pr. Karen Ward

- **SC21.07.09** – that the Rev. Jean Caudill be granted Retired Roster status effective July 1, 2021... the motion is adopted.

Upon en bloc motion **SC21.07.10** by Bishop Rhyne, seconded by Marlin Plymette

- That Bishop Paula Schmitt, VP Ann Ferry & Treasurer Bill Layton be designated as signatories for Allegheny Synod accounts at *First Summit Bank*.
- That Bishop Paula Schmitt, VP Ann Ferry & Treasurer Bill Layton be designated as signatories for Allegheny Synod accounts at *Ameriserv Financial*.
- That Bishop Paula Schmitt, VP Ann Ferry & Treasurer Bill Layton be designated as signatories for Allegheny Synod accounts at *M&T Bank*.
- That Bishop Paula Schmitt be signatory for the bishop’s discretionary fund at *M&T Bank*.
- That Bishop Paula Schmitt & Pr. Curt Wingert be designated as signatories for the DYD/Ignite account at *Northwest Savings Bank*... the en bloc motion is adopted.

Motion **SCEC21.06.01** was considered via Zoom meeting on July 27, 2021

Upon motion by Dave Finney, seconded by Bill Layton

- **SC21.07.11** – that Synod Council adopt Executive Committee motion **SCEC21.06.01** which reads, “To establish the beginning annual salary plus housing allowance for bishop-elect Paula Schmitt at \$73,620”.
- With thirteen officers & synod council members present for this zoom-vote, the results were six voting members in-favor & six opposed, with Bishop Rhyne abstaining from the vote. Having failed to attain a majority of in-favor votes... the motion is lost.
- The bishop-elect’s initial salary plus housing allowance is therefore established at \$70,620 as per Synod Council motion **SC18.01.04**, which recommends compensation for the bishop-elect based on two criterion; 13-years of ordination + a 20% premium.

September 2021

Upon motion by Bill Layton, seconded by Pr. Curt Wingert (*via email*)

- **SC21.08.01** - that Synod Council approve and authorize the Treasurer to transfer \$50,000 from the 1st Summit checking account to the 1st Summit Trust account, both accounts in the name of the Allegheny Synod... the motion is adopted with 10 affirmative votes

Upon motion by Gary Gable, second by Bill Layton

- **SC21.09.01** - to adopt the agenda for today’s meeting as amended... the motion is adopted

Upon motion by Curt Wingert, seconded by Bill Layton

- **SC21.09.02** – to adopt the minutes of the July Synod Retreat Council meeting as presented... the motion is adopted

November 2021

Upon motion by Gary Gable, second by Allen Stump

- **SC21.11.01** - to adopt the agenda for today's meeting... the motion is adopted

Upon motion by Joyce Long, seconded by Bill Layton

- **SC21.11.02** – to adopt the minutes of the September Synod Council meeting as presented... the motion is adopted

Upon motion by Pr. Karen Ward, seconded by Bishop Paula Schmitt

- **SC21.11.03** - to adopt the revised Covenant of Understanding as amended... the motion is adopted

Upon motion by Pr. Becky Horn, seconded by Marlin Plymette

- **SC21.11.04** – to fill this vacancy, a 1-year term on Synod Council (Clergy) by vote of the 2022 Synod Assembly... the motion is adopted

Upon motion by Dave Finney, seconded by Marlin Plymette.

- **SC21.11.05** – to adopt the Synod Assembly Committee's recommendation only for Synod Assemblies in years 2022, 2023 & 2024.

During the ensuing discussion, an amended motion was offered to replace motion **SC21.11.05** by Ann Ferry, seconded by Allen Stump

- **SC21.11.05a** – to commit to a 1-day on-line Synod Assembly in 2022 & to request that the 2022 Synod Assembly decide by ballot the scope & structure of future Synod Assemblies... the amended motion is adopted

Upon motion by Dave Finney, seconded by Pr. Amanda McCaffrey

- **SC21.11.06** – that the sum of \$18,500 be disbursed to those eligible seminarians identified by the Office of the Bishop, as per Continuing Resolution **S15.40.A18**... the motion is adopted

Upon motion by Gary Gable , seconded by Joyce Long

- **SC.21.11.07** – to consider a request from the Synod Assembly Committee for \$400, to purchase the Guidebook App for use during the 2022 Synod Assembly... the motion is lost

Upon motion by Gary Gable, seconded by Andrea Paul

- **SC21.11.08** – to appoint attorney Megan E. Will to serve as the Allegheny Synod attorney... the motion is adopted

Upon motion by Pr. Amanda McCaffery, seconded by Allen Stump

- **SC21.11.09** – that we act on Treasurer Layton recommendation that the Allegheny Synod engage the firm of Beer Ream & Co (*Somerset, PA*) again for next year's audit, providing them with an engagement letter for a 1-year term... the motion is adopted

January 2022

Upon motion by Ann Ferry, second by Bishop Paula

- **SC22.01.01** - to adopt the agenda for today's meeting... the motion is adopted

Upon motion by Gary Gable, seconded by Joyce Long

- **SC22.01.02** – to adopt the minutes of the November Synod Council meeting as presented... the motion is adopted

Upon motion by Bishop Paula, seconded by Marlin Plymette

- **SC22.01.03** – to approve Ms. Tommi Burchfield as a candidate to serve on the ALSM Board of Trustees as a member-at-large (January 2022 thru December 2023)... the motion is adopted

Upon motion by Bishop Paula, seconded by Gary Gable

- **SC22.01.04** – that the Allegheny Synod Council extend a call to the Rev. Kevin Shock to serve as Assistant to the Bishop/Director of Evangelical Mission of this Synod, effective March 1, 2022... the motion is adopted

The Synod Council considered the *Memorial to Restructure the Governance of the Evangelical Lutheran Church in America* submitted by Bp. James Dunlop, Lower Susquehanna Synod – ELCA. This Memorial will be placed in the 2022 Bulletin of Reports as motion **SA22.06.01** for consideration by the 2022 Allegheny Synod Assembly.

Upon motion by Allen Stump, seconded by Pr. Amanda McCaffery

- **SC22.01.05** – that this Memorial **SA22.06.01** be forwarded to the 2022 Allegheny Synod Assembly with no recommendation... the motion is adopted.

Upon motion by Pr. Becky Horn, seconded by Pr. Amanda McCaffery

- **SC22.01.06** – to convey Resolution **SA21.06.01** – *Allegheny Synod Bishop's Sabbatical* to the Finance Committee for consideration & a recommendation... the motion is adopted

Upon motion by Pr. Becky Horn, seconded by Andrea Paul...

- **SC22.01.07** – to approve the Letter of Understanding received from the auditing firm of *Beer & Ream*, relative to the Synod's annual audit, thereby allowing Bishop Paula to sign & return the document... the motion is adopted

Synod Council Discussion; relative to restoring funding for five partner ministries to pre-COVID levels.

- Sequanota Conference Center & Camp; \$28,500 → \$33,500
- Allegheny Lutheran Social Ministries; \$4,500 → \$8,000
- United Lutheran Seminary; \$13,500 → \$23,500
- Lutheran Campus Ministry at PSU; \$9,500 → \$11,000
- Lutheran Advocacy Ministry in PA – LAMPa; \$1,422 → \$2,078

The Synod Council reached a consensus opinion; that we restore our financial support for these five partner ministries to the pre-COVID levels, incurring an additional expense of \$20,656 to our annual giving during fiscal year 2021-22.

March 2022

Upon motion by Bishop Paula, second by Allen Stump

- **SC22.03.01** – to adopt the agenda for today's meeting... the motion is adopted

Upon motion by Allen Stump, seconded by Bill Layton

- **SC22.03.02** – to adopt the minutes of the January Synod Council meeting as amended... the motion is adopted

Upon motion by Pr. Amanda McCaffrey, seconded by Pr. Beck Horn

- **SC22.03.03** – to receive the updated 2023 Compensation Manual from the Finance Committee & to convey this document to the 2022 Allegheny Synod Assembly, along with the recommendation to adopt... the motion is adopted

Upon motion by Vicar Allen Stump, seconded by Pr. Amanda McCaffery

- **SC22.03.04** - to grant 1st Summit Bank the flexibility to modify our investment portfolio mix by +/- 10% within each asset category... the motion is adopted

continued

May 2022

Upon motion by Marlin Plymette, second by Bill Layton

- **SC22.05.01** - to adopt the agenda for today's meeting as amended... the motion is adopted

Upon motion by Pr. Becky Horn, seconded by Andrea Paul

- **SC.22.05.02** – received the Memorial to Recommend a Structured Process for the Pre-Assembly Identification of Nominees for the Election of a Presiding Bishop (SA22.06.02) & to convey this Memorial to the Committee on Reference & Counsel for their recommendation & to the 2022 Allegheny Synod Assembly for deliberation... the motion is adopted

Upon motion by Bishop Paula, seconded by Pr. Amanda McCaffrey

- **SC22.05.03** – to affirm the closing of Trinity - Hooversville & Simpson Temple -Altoona... the motion is adopted

Upon motion by Bishop Paula, seconded by Joyce Long

- **SC22.05.04** – that the Rev. Linda McElroy Thomas be granted Retired Roster status effective May 21, 2022... the motion is adopted

Upon motion by Bishop Paula, seconded by Gary Gable

- **SC22.05.05** - to rescind motion SC21.11.05a that would have asked the Synod Assembly to determine future Assembly formats by ballot. This action will allow the Synod Council to decide the scope & structure of future Synod Assemblies based on an evaluation of pertinent data & personal feedback... the motion is adopted

Upon motion by Gary Gable, seconded by Andrea Paul

- **SC22.05.06** –to convey to the 2022 Synod Assembly resolution SA21.06.01. Funding for this resolution will include establishment of an annual \$1,000 transfer of funds to the Ordained Synod Staff Sabbatical Fund, capped & maintained at \$5,000, along with a recommendation to adopt the Resolution... the motion is adopted

Upon motion by Bishop Paula, seconded by Gary Gable

- **SC22.05.07** – to allocate \$2,500 for staff development & training plus \$5,000 for Vitality & Innovation Grants for Congregations. These funds would be drawn from the Expense & Reserve Fund... the motion is adopted

Upon motion by Pr. Nancy Hoover, seconded by Allen Stump

- **SC22.05.08** – to accept the fiscal-year 2023-24 budget as presented by the Finance Committee & convey this budget to the 2022 Synod Assembly, along with a recommendation to adopt.... the motion is adopted

2021 Report of the Vice President of the Allegheny Synod

Ann Ferry

A year of changes! A new Bishop, DEM and me. Throw all these together and what do you get? Hope for the future of all members of the Allegheny Synod and the ELCA. The Holy Spirit is moving us forward and we all need to work together to see what the future brings to us.

Thank you to Michelle Bossler who holds us all together.

Thank you to the Synod Council members for adjusting to these changes in styles, ideas and ways of conducting the business of the Allegheny Synod.

Thank you to everyone who reads this report for your patience as we all figure out how to best use and meld together all of our talents and skills.

So I urge you all to look upward and be a little uncomfortable, and God will use us to do amazing things together!

Report of the Secretary of the Allegheny Synod

Dave Finney

This year the 2022 Synod Assembly will be deliberating & taking action on **Resolutions & Memorials**. Here are some of the pertinent details about each type of action, that might be helpful to you, as voting member of the Assembly.

Memorials address broad policy issues and are passed by synod assemblies for consideration by the Churchwide Assembly. The Synod Council is not authorized to adopt memorials for submission to the Churchwide Assembly. A responsibility of the Churchwide Assembly, in accordance with provision 12.21.c, in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, is to “receive and consider proposals from synod assemblies.” Once received by the Office of the ELCA Secretary, memorials are referred to the Memorials Committee, which is appointed by the Church Council to review and make recommendations to the Churchwide Assembly, in accordance with bylaw 12.51.02. The Memorials Committee meets following the final Synod Assembly before a churchwide assembly.

A memorial adopted by the Synod Assembly is submitted to the Churchwide Assembly with a recommendation for action from the Memorials Committee of the Churchwide Assembly. The “resolved” clause of a memorial could begin: RESOLVED, that the Allegheny Synod Assembly memorialize the 2022 Churchwide Assembly to . . .

Resolutions are requests from synods to the ELCA Church Council or to units or offices of the churchwide organization. Either synod assemblies or synod councils may originate resolutions. Frequently, the Synod Council passes resolutions between meetings of the synod assemblies and forwards them directly to the Church Council for consideration or to the Church Council’s Executive Committee if the desired action involves referral to a unit or office of the churchwide organization. As a practical matter, resolutions have a narrower focus than memorials because they are requests for consideration or action by individual units or offices or by the Church Council.

For example, a request for the Church Council to recommend a parliamentary rule or action by a unit would be the subject of a **resolution**, whereas a request to change an ELCA policy should be a **memorial**. Resolutions follow a more direct route and receive a faster response than memorials, which must go to the next triennial Churchwide Assembly and await the assembly’s response.

++++++

In addition, there are also **Resolutions** that are intended solely for consideration by the Allegheny Synod Assembly, with no intent of being conveyed to the ELCA. Once a Resolution is adopted, one of the functions of the Synod Council is to carry out the resolution. (**S10.03**).

Continuing resolution **S11.01.A17** of the Allegheny Synod Constitution details the role of the **Committee on Reference & Counsel** with regards to Resolutions.

S11.01.A17. — A Committee on Reference and Counsel shall be appointed by the bishop at the opening session of the Assembly.

continued

The Committee on Reference and Counsel...

- A. Shall receive resolutions not germane to matters before the Assembly.
1. The committee shall review those resolutions and transmit them to the Assembly with one of the following recommendations:
 - that the Assembly consider the resolution. If the committee recommends that the Assembly consider the resolution, the committee may also recommend:
 - that the Assembly pass the resolution;
 - that the Assembly defeat the resolution;
 - that the Assembly amend the resolution in a specified manner.
 - that the Assembly refer the resolution to the Synod Council, a committee of the synod, or some other defined group for its consideration;
 - that the Assembly does not consider the resolution.
 2. shall state its reasons for its recommendations if it recommends anything other than that the Assembly considers the resolution.
 3. shall determine if a resolution submitted after the pre-assembly deadline is of imminent concern. Resolutions of imminent concern would include any resolutions pertaining to issues which call for attention or action prior to the next regularly scheduled assembly of this synod.
- B. May edit resolutions and the committee may combine similar resolutions to expedite the work of the assembly, but the committee shall not change the substance of any resolution.
- C. May consult with the author of a resolution and encourage them to take action that would not bring the resolution to the assembly.
- D. In consultation with the chair, shall recommend the order in which resolutions are transmitted to the assembly. Whenever possible, resolutions of a similar nature should be presented consecutively.
- E. May recommend that a resolution be considered as a special order.
- F. May grant or deny permission to distribute printed matter not introduced on the floor of the assembly.
- G. Shall give assistance to the chair as requested by the chair during the assembly. Anyone wishing to distribute printed matter not introduced on the floor as part of a report to the assembly or as part of the business of the assembly must receive the approval of the Committee on Reference and Counsel before distributing the material.

Dave Finney
Secretary, Allegheny Synod - ELCA

Minutes of the 33rd Assembly of the Allegheny Synod

A Virtual Assembly via Zoom
Friday, June 4 & Saturday, June 5, 2021

FRIDAY — JUNE 4, 2021

Opening of the Synod Assembly

Welcome — Bishop Rhyne

- Welcome comments & thanks for your involvement with the Allegheny Synod
- Opening of the 33rd Allegheny Synod at 8:37 A.M.

Plenary Session I¹

Registration Report/Quorum

Delegate Count	
Clergy.....	78
Deacons	3
Laity	
Male	54
Female	97
POC/ESL.....	1
Youth/Young Adult	3
<hr/>	
Total Delegate Count ²	236
<hr/>	

Adoption of the Agenda

Upon motion by Gary Gable, second by Pr. Nathan Pile

- **SA21.06.02** — that the Synod Assembly agenda be adopted... the motion is adopted

Presentation of the 2019 Minutes

Upon motion by Dave Finney, seconded by Jack Seymour

- **SA21.06.03** — that the Assembly accept the Minutes of the 2019 Synod Assembly as presented (*pages 101-114 of the BOR*)... the motion is adopted

¹ All BOR page references in the 2021 Minutes refer to the “2021 Bulletin of Reports”
² In accordance with provision **51.14** of the Allegheny Synod Constitution, a quorum is deemed to be present

continued

Rules and Procedure

Upon motion by Gary Gable, seconded by Pr. Curt Wingert

- **SA21.06.04** — to adopt the Rules of Procedure for this virtual Synod Assembly (*pages 7-8 of the BOR*) ... the motion is adopted

Upon motion by Pr. Curt Wingert, seconded by Pr. Carolyn Hetrick

- **SA21.06.05** — That voice & vote be granted to our three partner UCC pastors; Pr. Dick Henry, Pr. David Williams & Pastor Julia Holm... the motion is adopted

Introductions

- Greetings to other synods electing Bishops
- Our ELCA visitor is Deacon Sue Rothmeyer (ELCA Secretary)
- We also welcome Bishop April Larson, the first female Bishop in the ELCA
- Officers of the Allegheny Synod
- Parliamentarian — Sam Clapper
- Synod Staff: Michelle Bossler & Pr. Becca Ehrlich
- Help Desk Team & Tech Team
- The Transition Committee
- The Assembly Committee
- The E Ballot people
- All voting members

Service of Word & Prayer — For All the Faithful Women

- Presiding — Bishop Michael Rhyne
- Assisting — Rev. Dr. Becca Ehrlich

First Ballot for Bishop

- ELCA Secretary Sue Rothmeyer — 237 voting members are registered
- Prayer led by Chaplain Judy Simonsen

Brief presentations by the four nominees for *Vice President & Secretary*

- Candidates for *Vice President*
 - Ann Ferry
 - Gary Gable

continued

MINUTES OF THE 2021 ASSEMBLY OF THE ALLEGHENY SYNOD

- Candidates for *Secretary*
 - Dave Finney
 - Pr. Becky Horn

Bishop's Report — (reference to pages 36-52 of the BOR)

Ballot for VP and Secretary

Bible Study I

Bishop April Larson (1st female Bishop in the ELCA)

- Mark 14: 3-9 — the earliest story of the anointing of Jesus at Bethany (not in the common lectionary)
 - This un-named woman is a pastor & a priest to Jesus
 - Comes in silence & pours out anointment on his head, like he was a King
 - Is this the first person to recognize who Jesus is & what his true mission is?
 - Jesus welcomes her ministry... what impact might this have had on the ordination of women
 - This is the only passage where commands us
 - The disciples never understand who Jesus is.... They are always looking for Glory
 - Mark is our oldest & first Gospel — available to the other gospel writers thru the years
 - I will always be with you; I'm walking with you only a short while... she has done a kindness to me

Penn State Campus Ministry — video presentation

United Lutheran Seminary — video presentation

continued

Results of the First Ballot for Bishop

	1st Ballot	
	Nominating Ballot	
	75% to elect	
<i>Registered Delegate Count</i>	237	
<i>Number of Votes Cast</i>	192	
<i>Invalid Votes</i>	10	
<i>Blank Votes</i>	0	
<i>Legal Votes</i>	182	
<i>Votes needed to Elect</i>	137	
1 Schmitt, Paula	30	16.5%
2 Klimke, Scott	27	14.8%
3 Shock, Kevin	24	13.2%
4 Gable, Dena	17	9.3%
5 Hamer, Ralph	6	3.3%
6 Way, Robert	2	1.1%
7 Olson, Jamie	8	4.4%
8 McNamara, Kevin	4	2.2%
9 Fischer, Mark	6	3.3%
10 Pile, Nathan	15	8.2%
11 Schul, Scott	11	6.0%
12 Ehrlich, Becca	5	2.7%
13 Holland, Toby	4	2.2%
14 Bowman, David	2	1.1%
15 Erb, Sharon	2	1.1%
16 Hetrick, Carolyn	2	1.1%
17 Lynn, P. Stevens	2	1.1%
18 Osman, Will	2	1.1%
19 Book, Brent	1	0.5%
20 Foster, Glenn	1	0.5%
21 Graham, Tyler	1	0.5%
22 Hess, Elizabeth	1	0.5%
23 Hoover, Nancy	1	0.5%
24 Marriott, Traci	1	0.5%
25 Marvich, Tiffany	1	0.5%
26 McCaffrey, Andrew	1	0.5%
27 Miller, Lynn	1	0.5%
28 Miller, Ron	1	0.5%
29 Roe, Christine	1	0.5%
30 Sprenkle, Julie	1	0.5%
31 Winger, Sue	1	0.5%

continued

Results of the Synod Officers Election

Synod Vice President

215 number of valid ballots

108 minimum number to elect

- 162 Ann Ferry (75.3%)
- 53 Gary Gable (24.7%)

Ann Ferry is elected to 4-year term as Vice President of the Allegheny Synod

Synod Secretary

215 number of valid ballots

108 minimum number to elect

- 117 Dave Finney (54.4%)
- 98 Pr. Becky Horn (45.6%)

Dave Finney is elected to a third 4-year term as Secretary of the Allegheny Synod

Second Ballot for Bishop

Presentation of Second ballot for Bishop after withdrawals

- The second ballot for bishop includes 9 candidates
- ELCA Secretary Sue Rothmeyer — 237 voting members are registered
- Prayer led by Chaplain Judy Simonsen

Synod Elections First Ballot

Synod Council — lay female (elect 2)

- Andrea Paul
- Michele Peease
- Peggy Thatcher

Synod Council — lay male (elect 2)

- Gary Gable
- Timothy Albright
- Richard Donahue
- Richard Hertlein
- Alan Stump

continued

Synod Council — clergy (elect 4)

- Pr. Nancy Hoover
- Pr. Amanda McCaffery
- Pr. Jamie Olson
- Pr. Karen Ward
- Pr. Curt Wingert

Consultation Committee — clergy male (elect 1) 6-year term

- Pr. Dave Bowman
- Pr. Drew McCaffery
- Pr. Will Osman
- Pr. Curt Wingert

Consultation Committee — lay male (elect 1) 5-year term

- Richard Donahue
- Richard Hertlein

Consultation Committee — lay female (elect 1) 5-year term

- Theresa Cole

Consultation Committee — lay female (elect 1) 4-year term

- Joy Brode

Discipline Committee — clergy male (elect 1) 6-year term

- Pr. Will Osman
- Pr. Curt Wingert

Discipline Committee — clergy male (elect 2) 5-year term

- Pr. Ralph Hamer
- Pr. Drew McCaffery

Discipline Committee — lay female (elect 1) 4-year term

- Theresa Corle
- Michele Peese

Mission Endowment Fund Committee (elect 1) 2-year term

- Allen Stump

Mission Endowment Fund Committee (elect 1) 1-year term

- Pr. Will Osman
- Pr. Paul Tomkiel

continued

MINUTES OF THE 2021 ASSEMBLY OF THE ALLEGHENY SYNOD

2022 ELCA Churchwide Voting Member clergy male (elect 1)

- Pr. Drew McCaffery
- Pr. Jamie Olson
- Pr. Bob Way
- Pr. Curt Wingert

2022 ELCA Churchwide Voting Member clergy female (elect 1)

- Deacon Alicia Anderson
- Pr. Amanda McCaffery

2022 ELCA Churchwide Voting Member lay male (elect 2)

- Richard Donahue
- Thomas Horn
- Richard Hertlein
- Allen Stump

2022 ELCA Churchwide Voting Member lay female (elect 1)

- Susan Barclay
- Sally Horn
- Amy Will

Celebration of Ordinations...

Celebrating 5 years of ordination in 2020

- Pastor Drew McCaffery
- Pastor Karen Ward
- Pastor Paul Tomkiel
- Pastor Toby Holland

Celebrating 5-years of ordination in 2021

- Pastor Jennifer Soltis
- Pastor Jono Adams

Celebrating 10 years of ordination in 2020

- Pastor Dena Gable
- Pastor Julia Sprenkle
- Pastor Lois Ryan
- Pastor Ruth Jensen

continued

Celebrating 10 years of ordination in 2021

- Pastor Becky Horn
- Pastor Carolyn Hetrick
- Pastor Scott Schul

Celebrating 15 years of ordination in 2021

- Pastor Kevin Shock
- Pastor Larry Hoover
- Pastor Linda Jesusko

Celebrating 20 years of Ordination in 2020

- Pastor Doug Knupp
- Pastor Jaime Olson

Celebrating 20 years of Ordination in 2021

- Pastor Linda McElroy Thomas
- Pastor Bob Way

Celebrating 25 years of Ordination in 2020

- Pastor Katherine Douglass
- Pastor Suzanne Morelli
- Pastor Michael Van Dyke

Celebrating 25 years of Ordination in 2021

- Pastor David Wright
- Deacon Nancy Gable

Celebrating 35 years of Ordination in 2020

- Pastor Bill Deist

Celebrating 40 years of Ordination in 2020

- Pastor Judy Simonsen

Celebrating 40 years of Ordination in 2021

- Pastor Carol Custead
- Pastor Scott Custead
- Pastor Ed Devore

Celebrating 45 years of Ordination in 2020

- Bishop Emeritus Gregory Pile
- Deacon Pernelle Devore

continued

MINUTES OF THE 2021 ASSEMBLY OF THE ALLEGHENY SYNOD

Celebrating 45 years of Ordination in 2021

- Pastor Hans-Peter Helmers
- Pastor Nelson Ilgenfritz

Celebrating 50 years of Ordination in 2020

- Pastor Russ Sauerwein

Celebrating 55 years of Ordination in 2021

- Pastor John Klingeman

Celebrating 60 years of Ordination in 2020

- Pastor Jack Timm

Celebrating 60 years of Ordination in 2021

- Pastor Carl Miller

And Celebrating 65 years of Ordination

- Pastor Ed Harshbarger

Commemorating the longest ordained pastor on the Roster of the Allegheny Synod, this year Pastor Ed Harshbarger celebrates 65 years of Ordained ministry. Let us thank God for these ministers of the Gospel and for their years of faithful ministry.

Congregational Anniversaries...

Celebrating 150 years of Ministry in 2020 — founded in 1870

- Trinity Lutheran Church in Hooversville
- Trinity Lutheran Church in Confluence

Celebrating 150 years of Ministry in 2021 — founded in 1871

- Mt Tabor Luther Church in Garrett

Celebrating 175 years of Ministry in 2021 — Founded in 1846

- Evangelical Lutheran Church in Duncansville
- Mt Calvary Lutheran Church in Levansville

Celebrating 225 years of Ministry in 2020 — founded in 1795

- St Peters Lutheran Church in Rebersburg
- St James Lutheran Church in Huntingdon

Adding some perspective — from those congregations celebrating anniversaries in 2020 and 2021 this is a combined 1,430 years of ministry here in the heart of Pennsylvania. Let us thank God for the ministry of our congregations, pastors, and deacons here in the Allegheny Synod.

continued

Report of the Second Ballot for Bishop

2nd Ballot		
75% to elect		
Registered Delegate Count	237	
Number of Votes Cast	214	
Invalid Votes	0	
Blank Votes	0	
Legal Votes	214	
Votes needed to Elect	161	
1 Schmitt, Paula	75	35.0%
2 Klimke, Scott	44	20.6%
3 Shock, Kevin	34	15.9%
4 Gable, Dena	28	13.1%
5 Hamer, Ralph	12	5.6%
6 Way, Robert	7	3.3%
7 Olson, Jamie	6	2.8%
8 McNamara, Kevin	5	2.3%
9 Fischer, Mark	3	1.4%

The top seven *nominees* advancing to the Third Ballot for Bishop will speak to the Assembly via Zoom.

1. Rev. Dena Gable — Pastor at Lavansville/Bakersville Parish — Somerset
2. Rev. Scott Klimke — Pastor at Mt. Calvary — Johnstown
3. Rev. Kevin Shock — Pastor at St. Mark — Pleasant Gap
4. Rev. Robert Way — Pastor at St. John — Clearfield
5. Rev. Jamie Olson — Pastor at Evangelical — Duncansville
6. Rev. Paula Schmitt — Interim Pastor at Trinity — Latrobe
7. Rev. Ralph Hamer — Pastor at ALSM

Report of the Treasurer — Mr. Bill Layton — (reference page 115 of the BOR)

Bible Study II — Bishop Larson

- John 5 — the Mary Magdalene passage, an Apostle to the Apostles

ELCA Report — Secretary Sue Rothmeyer

- The theme... for all the faithful women
- A video message from Presiding Bishop Elizabeth Eaton to the Synod Assemblies
- \$1.5 million to Synods who applied for Grants
- A tribute to Bishop Rhyne from Bishop Bill Gohl
- Churchwide has adopted a new purpose statement (https://www.elca.org/en/About/Mission-and-Vision_

continued

Results from Synod Elections First Ballot

Synod Council — lay female (elect 2)

382 number of valid ballots

97 minimum number to elect

- Andrea Paul — 159
- Michele Peese — 115
- Peggy Thatcher — 108

Andrea Paul is elected to a 3-year term & Michele Peese is elected to a 2-year term

Synod Council — lay male (elect 2)

385 number of valid ballots

97 minimum number to elect

- Gary Gable — 115
- Timothy Albright — 91
- Richard Donahue — 55
- Richard Hertlein -35
- Alan Stump — 89

Gary Gable is elected to a 3-year term

Timothy Albright & Alan Stump advance to a second ballot for a 2-year term

Synod Council (elect 4)

725 number of valid votes

92 minimum number to elect

- Pr. Nancy Hoover — 144
- Pr. Amanda McCaffery — 158
- Pr. Jamie Olson — 113
- Pr. Karen Ward — 147
- Pr. Curt Wingert — 163

Pr. Nancy Hoover, Pr. Amada McCaffrey, Pr. Karen Ward are elected to a 3-year term, Pr. Kurt Wingert is elected to a 2-year term.³

Consultation Committee — clergy male (elect 1) 6-year term

204 number of valid votes

103 minimum number to elect

- Pr. Dave Bowman — 99
- Pr. Drew McCaffery — 35
- Pr. Will Osman — 45
- Pr. Curt Wingert — 25

Pr. Dave Bowman & Pr. Will Osman advance to a second ballot

³ Pr. Kurt Wingert resigned from this 2-year term on Synod Council in the Fall of 2021, having accepted a call in the Upper Susquehanna Synod.

continued

Consultation Committee — lay male (elect 1) 5-year term

204 number of valid votes

103 minimum number to elect

- Richard Donahue — 136
- Richard Hertlein — 68

Richard Donahue is elected to a 5-year term

Consultation Committee — lay female (elect 1) 5-year term

204 number of valid votes

103 minimum number to elect

- Theresa Cole — 204

Theresa Cole is elected to a 5-year term

Consultation Committee — lay female (elect 1) 4-year term

204 number of valid votes

103 minimum number to elect

- Joy Brode — 204

Joy Brode is elected to a 4-year term

Discipline Committee — clergy male (elect 1) 6-year term

204 number of valid votes

103 minimum number to elect

- Pr. Will Osman — 119
- Pr. Curt Wingert — 85

Pr. Will Osman is elected to a 6-year term

Discipline Committee — clergy male (elect 2) 5-year term

314 number of valid votes

80 minimum number to elect

- Pr. Ralph Hamer — 159
- Pr. Drew McCaffery — 155

Pr. Ralph Hamer & Pr. Drew McCaffery are elected to a 5-year term

Discipline Committee — lay female (elect 1) 4-year term

204 number of valid votes

103 minimum number to elect

- Theresa Corle — 103
- Michele Peese — 101

Theresa Corle is elected to a 4-year term

continued

MINUTES OF THE 2021 ASSEMBLY OF THE ALLEGHENY SYNOD

Mission Endowment Fund Committee (elect 1) 2-year term

204 number of valid votes

103 minimum number to elect

- Allen Stump — 204

Allen Stump is elected to a 2-year term

Mission Endowment Fund Committee (elect 1) 1-year term

204 number of valid votes

103 minimum number to elect

- Pr. Will Osman — 67
- Pr. Paul Tomkiel — 137

Pr. Paul Tomkiel is elected to a 1-year term

2022 ELCA Churchwide Voting Member (elect 1) clergy male

204 number of valid votes

103 minimum number to elect

- Pr. Drew McCaffery — 59
- Pr. Jamie Olson — 40
- Pr. Bob Way — 58
- Pr. Curt Wingert — 47

Pr. Drew McCaffery & Pr. Curt Wingert advance to a second ballot

2022 ELCA Churchwide Voting Member (elect 1) clergy female

204 number of valid votes

103 minimum number to elect

- Deacon Alicia Anderson — 127
- Pr. Amanda McCaffery — 77

Deacon Alicia Anderson is elected as a 2022 Churchwide voting member

2022 ELCA Churchwide Voting Member (elect 2) lay male

358 number of valid votes

91 minimum number to elect

- Richard Donahue — 69
- Thomas Horn — 134
- Richard Hertlein — 44
- Allen Stump — 111

Thomas Horn & Allen Stump are elected as 2022 Churchwide voting members

continued

2022 ELCA Churchwide Voting Member (elect 1) lay female

204 number of valid votes

103 minimum number to elect

- Susan Barclay — 79
- Sally Horn — 76
- Amy Will — 49

Susan Barclay & Sally Horn advance to a second ballot

Third Ballot for Bishop

Presentation of third ballot for Bishop

- The third ballot for bishop includes 7 candidates
- ELCA Secretary Sue Rothmeyer — 237 voting members are registered
- Prayer led by Chaplain Judy Simonsen

Report of the Secretary — Dave Finney

Presented are the twelve recommended constitutional changes emanating from the 2019 Churchwide Assembly in Milwaukee, WI (*reference pages 99-100 of the BOR*). This item comes to the Assembly as a motion to adopt from the Synod Council **SC21.05.02**. A second to the motion is not required, a majority vote of the Assembly is required to adopt.

Upon motion by the Allegheny Synod Council

- **SA21.06.06** — that the 2021 Synod Assembly adopt the recommended constitutional changes emanating from the 2019 Churchwide Assembly... the motion is adopted.

Report of the Committee on Reference & Counsel — Dr. Pat Savage

Resolution **SA21.06.01** — *Allegheny Synod Bishop's Sabbatical* (*reference page 160 of the BOR*)

Upon motion by the Committee on Reference & Counsel...

- **SA21.06.07** —that resolution **SA21.06.01** be conveyed to Synod Council, the Finance Committee & the ELCA for further consideration... the motion is adopted

continued

Report of the Third Ballot for Bishop

3rd Ballot		
66.67% to elect		
Registered Delegate Count	237	
Number of Votes Cast	216	
Invalid Votes	0	
Blank Votes	0	
Legal Votes	216	
Votes needed to Elect	144	
1 Schmitt, Paula	85	39.4%
2 Shock, Kevin	50	23.1%
3 Klimke, Scott	40	18.5%
4 Gable, Dena	25	11.6%
5 Hamer, Ralph	8	3.7%
6 Way, Robert	3	1.4%
7 Olson, Jamie	5	2.3%

SATURDAY, JUNE 5, 2021

Opening Worship —Camp Sequanota Staff via Zoom

Results from Synod Elections Second Ballot

Synod Council — lay male (elect 1) 2-year term

200 number of valid ballots

101 minimum number to elect

- Timothy Albright — 98
- Alan Stump — 102

Alan Stump is elected to a 2-year term

Consultation Committee — clergy male (elect 1) 6-year term

203 number of valid votes

102 minimum number to elect

- Pr. Dave Bowman — 134
- Pr. Drew McCaffery — 69

Pr. Dave Bowman is elected to a 6-year term

continued

2022 ELCA Churchwide Voting Member (elect 1) clergy male

204 number of valid votes

103 minimum number to elect

- Pr. Drew McCaffery — 120
- Pr. Bob Way — 84

Pr. Drew McCaffery is elected as a 2022 Churchwide voting member

2022 ELCA Churchwide Voting Member (elect 1) lay female

201 number of valid votes

101 minimum number to elect

- Susan Barclay — 97
- Sally Horn — 104

Sally Horn is elected as a 2022 Churchwide voting member

Forth Ballot for Bishop

In advance of the fourth ballot for Bishop, the three nominees respond to six questions; three of the questions were given to the nominees in advance of the fourth ballot & three of the spontaneous questions are asked of the nominees without any time for advanced preparation.

Three advanced preparation questions...

1. What do you see as the principal challenge for this synod's bishop in the next 6-years & what will you do to address it?
2. How have your gifts & the experiences of your life prepared you to serve as bishop?
3. The office of synod bishop requires balancing multiple roles. Tell us what you have done in the past to balance multiple demanding priorities.

Three spontaneous questions...

1. In the event of a major crisis, as bishop, what would your priority be as the first course of action?
2. Tell us a story about how Jesus has shaped your life and why it matters to you.
3. Tell us about a time when things weren't going so well, what did you learn from that?

Presentation of fourth ballot for Bishop

- The fourth ballot for bishop includes 3 candidates
- ELCA Secretary Sue Rothmeyer — 237 voting members are registered
- Prayer led by Chaplain Judy Simonsen

continued

Vice President's Report — Gary Gable

- Reflected on experiences at Churchwide Assembly
- Spoke of the COVID trials & tribulations of the past 2-years
- Offered thanks to all retiring council members
- Expressed gratitude for the experience of working with Bishop Rhyne

Upon motion by Pr. Vicki Beilfuss

- **SA21.06.08** — Offered a Resolution in Appreciation of Vice President Gary Gable for his diligent service to the Allegheny Synod... the resolution is adopted

Report of the Fourth Ballot for Bishop

4th Ballot		
60% to elect		
Registered Delegate Count	237	
Number of Votes Cast	220	
Invalid Votes	0	
Blank Votes	0	
Legal Votes	220	
Votes needed to Elect	132	
1 Schmitt, Paula	88	40.0%
2 Klimke, Scott	69	31.4%
3 Shock, Kevin	63	28.6%

Treasurer's Supplemental Report

Mr. Layton addressed some questions that arose following his report & prior to our discussion on the 2022-23 Budget

Budget & the Compensation Recommendations

Upon motion by Synod Council **SC21.04.01** (*via email*) — to accept the proposed 2022-23 budget as presented by the Finance Committee & convey this document to the 2021 Allegheny Synod Assembly along with the recommendation to adopt

- **SA21.06.09** — *the fiscal year 2022-23 budget is adopted by the Synod Assembly*

Upon motion by Synod Council **SC21.05.04** — *to accept the 2022 Compensation & Benefits Manual with Guidelines & convey this document to the 2021 Synod Assembly along with a recommendation to adopt*

- **SA21.06.10** — *the 2022 Compensation & Benefits Manual with Guidelines is adopted by the Synod Assembly.*

continued

Fifth Ballot for Bishop

Presentation of fifth ballot for Bishop

- The fifth ballot for bishop includes 2 candidates
- ELCA Secretary Sue Rothmeyer — 237 voting members are registered
- Prayer led by Chaplain Judy Simonsen

Report of the Fifth Ballot for Bishop

5th Ballot		
A majority to elect		
<i>Registered Delegate Count</i>	237	
<i>Number of Votes Cast</i>	222	
<i>Invalid Votes</i>	0	
<i>Blank Votes</i>	0	
<i>Legal Votes</i>	222	
<i>Votes needed to Elect</i>	112	
1 Schmitt, Paula	121	54.5%
2 Klimke, Scott	101	45.5%

The Rev. Paula Schmitt is elected & called as Bishop of the Allegheny Synod 8C — ELCA⁴

Adjournment

Bishop Rhyne adjourned the 33rd Assembly of the Allegheny Synod at 12:30 pm.

⁴ Rev. Schmitt's election & call as Bishop is a 6-year term, to begin on September 1, 2021.

Treasurer's Report

Fiscal year 2021-2022

Another year has come and gone. We grew, learned technology, and used these new methods of connecting with each other. While shutting down was fast, coming back has been a bigger challenge. It is natural to want to return to the old normal, but this opportunity to accept and embrace our new reality is necessary.

Our income fell short the first 11 months of our fiscal year. An influx of cash in January allowed us to return the donations to our partners to pre-Covid budget levels while also raising the end of year cash revenue to approximately \$27,000. While your donations made us profitable for the year, the total for mission support was once again decreased by two percent.

Expenses for the year were flat due to the diligence of the synod staff. The only significant increase was experienced in the costs associated with the synod assembly. The costs were largely one-time initial technology costs. However, this technology can be used in future years. It is also important to note that we continue to budget for the necessity of withdrawing funds from our investment expense reserve account to balance our budget. We also need to be mindful of the fact that next year expenses will increase due to personnel changes.

The Synod balance sheet is largely comprised of our investment portfolio. The total investment portfolio grew by \$181,000 year over year. While this growth is good news, it is only the change in market value of the underlying investments and not a receipt of cash. We do not get to use this money until we sell the investment.

As always, we thank God for you, and we thank you for your generosity. Without you none of the initiatives undertaken by the Synod would occur.

Peace be with you,

William D. Layton
Treasurer

2024 (FY) Allegheny Synod Proposed Mission Spending Plan

	A	B	C	D	E	F	G	H	I	J	K	L
	Allegheny Synod Member Church Year-to-Year to Mission Church											
1	Account Number	Allegheny Synod, ELCA	FYE 2016 Actual	FYE 2017 Actual	FYE 2018 Actual	FYE 2019 Actual	FYE 2020 Actual	FYE 2021 Actual	FYE 2022 Actual	FYE 2023 Adopted	FYE 2023 Revised	FYE 2024 Proposed
2												
3	052.4000.0	Unrestricted Mission Support	\$ 755,694	\$ 735,713	\$ 719,198	\$ 700,638	\$ 672,784	\$ 640,655	\$ 606,585	\$ 473,966	\$ 566,782	\$ 552,613
4	052.4050.0	Restricted Mission Support	\$ 84,053	\$ 91,589	\$ 187,805	\$ 109,849	\$ 103,077	\$ 81,669	\$ 68,582	\$ 72,613	\$ 63,185	\$ 61,606
5		Total Mission Support	\$ 839,747	\$ 827,302	\$ 907,004	\$ 810,487	\$ 775,861	\$ 722,325	\$ 675,167	\$ 546,579	\$ 629,968	\$ 614,219
6												
7												
8												
Allegheny Synod Staffing Expenditures												
9	052.7000.0	Bishop-Defined Compensation	\$ 71,609	\$ 72,269	\$ 73,931	\$ 75,278	\$ 76,103	\$ 76,721	\$ 80,475	\$ 77,869	\$ 76,668	\$ 80,699
10	052.7020.0	Bishop's Assistant-Salary and Housing	\$ 60,824	\$ 61,321	\$ 62,729	\$ 63,824	\$ 65,015	\$ 40,031	\$ -	\$ -	\$ -	\$ -
11	052.7021.0	DEM and Part-Time Assistant	\$ 32,839	\$ 17,027	\$ 17,096	\$ 26,646	\$ 6,972	\$ 56,310	\$ 39,879	\$ 81,943	\$ 68,215	\$ 71,742
12	052.7060.0	Office Manager	\$ 32,423	\$ 32,998	\$ 33,757	\$ 34,514	\$ 40,184	\$ 41,040	\$ 42,433	\$ 42,271	\$ 42,271	\$ 44,385
13	052.7061.0	Communications Coordinator	\$ -	\$ -	\$ 4,655	\$ 4,690	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
14	052.7082.0	Housekeeping	\$ 1,950	\$ 2,000	\$ 2,062	\$ 2,068	\$ 3,278	\$ 1,765	\$ 1,748	\$ 2,000	\$ 2,000	\$ 2,000
15	052.7200.0	FICA-Support Staff	\$ 2,630	\$ 2,677	\$ (1,520)	\$ 3,157	\$ 4,343	\$ 3,140	\$ 3,246	\$ 3,234	\$ 3,234	\$ 3,395
16	052.7080.0	Synod Secretary	\$ 4,800	\$ 4,800	\$ 3,700	\$ 3,600	\$ 3,600	\$ 1,100	\$ 3,600	\$ 3,600	\$ 3,600	\$ 3,600
17		Synod Treasurer	\$ -	\$ -	\$ -	\$ -	\$ 3,600	\$ 3,600	\$ 3,600	\$ 3,600	\$ 3,600	\$ 3,600
18		Total Compensation	\$ 207,074	\$ 193,093	\$ 196,411	\$ 213,777	\$ 203,095	\$ 223,706	\$ 174,981	\$ 214,517	\$ 199,588	\$ 209,421
19												
20		Pension-Ordained Staff	\$ 19,833	\$ 18,074	\$ 18,451	\$ 20,567	\$ 15,900	\$ 23,897	\$ 15,714	\$ 13,537	\$ 17,386	\$ 18,293
21		Pension-Office Manager	\$ 3,891	\$ 3,960	\$ 4,051	\$ 4,121	\$ 4,822	\$ -	\$ -	\$ 5,073	\$ 5,073	\$ 5,326
22	052.7100.0	Pension (Total)	\$ 23,723	\$ 22,034	\$ 22,502	\$ 24,688	\$ 20,722	\$ 23,897	\$ 15,714	\$ 18,610	\$ 22,458	\$ 23,619
23												
24		Healthcare	\$ 47,757	\$ 55,144	\$ 48,847	\$ 54,657	\$ 52,062	\$ 42,745	\$ 31,709	\$ 38,828	\$ 27,727	\$ 29,857
25		Accrued PPO	\$ -	\$ -	\$ -	\$ -	\$ 5,668	\$ (13,922)	\$ (12,688)	\$ -	\$ -	\$ -
26	052.7110.0	Employee Health and Other Benefits	\$ 47,757	\$ 55,144	\$ 48,847	\$ 54,657	\$ 57,730	\$ 28,823	\$ 19,021	\$ 38,828	\$ 27,727	\$ 29,857
27												
28	052.7131.0	Continuing Education	\$ 436	\$ 484	\$ 100	\$ 1,425	\$ 20	\$ 375	\$ -	\$ 700	\$ 1,400	\$ 1,400
29	052.9401.0	Memberships/Dues/Subscriptions	\$ 399	\$ 863	\$ 206	\$ 322	\$ 361	\$ 323	\$ 1,165	\$ 325	\$ 1,200	\$ 1,200
30		Ordained Staff Sabbatical Accrual	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000
31	052.8710.0	Staff Travel and Vehicle Related Costs	\$ 25,380	\$ 20,552	\$ 25,170	\$ 23,224	\$ 12,915	\$ 1,410	\$ 4,584	\$ 18,500	\$ 18,500	\$ 15,000
32	052.8800.0	Vehicle Costs-Ins./Maint. Only	\$ -	\$ -	\$ -	\$ 183	\$ 1,065	\$ 75	\$ -	\$ 500	\$ 500	\$ 500
33		Total Fringe Benefits-Ordained Staff	\$ 26,215	\$ 21,898	\$ 25,476	\$ 25,154	\$ 14,361	\$ 2,183	\$ 5,749	\$ 20,025	\$ 21,600	\$ 19,100
34												
35		Total Staffing Expenditures	\$ 304,770	\$ 292,169	\$ 293,235	\$ 318,276	\$ 295,909	\$ 278,610	\$ 215,465	\$ 291,979	\$ 271,373	\$ 281,997
36			36%	35%	32%	39%	38%	39%	32%	53%	43%	46%

continued

2024 (FY) Allegheny Synod Proposed Mission Spending Plan (continuation)

Account Number	Allegheny Synod, ELCA	FYE 2016 Actual	FYE 2017 Actual	FYE 2018 Actual	FYE 2019 Actual	FYE 2020 Actual	FYE 2021 Actual	FYE 2022 Actual	FYE 2023 Adopted	FYE 2023 Revised	FYE 2024 Proposed
Allegheny Synod Office Expenditures											
37											
38	052.8025.0	Accounting Services	\$ 1,824	\$ 3,835	\$ 7,185	\$ 8,006	\$ 7,625	\$ 7,680	\$ 8,160	\$ 8,160	\$ 8,568
39	052.8005.0	Accounting Software/DB Fees (Logos)	\$ 1,824	\$ 1,672	\$ 1,420	\$ 10,724	\$ 3,726	\$ 5,439	\$ 5,500	\$ 5,200	\$ 5,460
40	052.8020.0	Audit Expense	\$ 9,693	\$ 9,000	\$ 8,750	\$ 4,000	\$ 6,000	\$ 4,150	\$ 4,500	\$ 4,500	\$ 4,500
41	052.8006.0	Bank and CC Fees	\$ 375	\$ 359	\$ 1,435	\$ 4,664	\$ 5,156	\$ 5,797	\$ 7,000	\$ 7,000	\$ 7,000
42		Depreciation	\$ -	\$ -	\$ -	\$ -	\$ 6,389	\$ 6,389	\$ 6,000	\$ 6,500	\$ 6,500
43	052.8400.0	Electricity	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
44	052.8103.0	General Supplies	\$ 1,126	\$ 801	\$ 1,536	\$ 2,246	\$ 1,317	\$ 766	\$ 1,200	\$ 800	\$ 800
45	052.8410.0	Heat	\$ 720	\$ 720	\$ 720	\$ 720	\$ 732	\$ 720	\$ 720	\$ 720	\$ 720
46	052.8101.40	Miscellaneous	\$ -	\$ -	\$ 2,314	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
47	052.8201.0	Network Services	\$ 2,005	\$ 2,031	\$ 1,719	\$ 1,166	\$ 850	\$ 582	\$ 750	\$ 900	\$ 900
48	052.8500.0	Office Equipment	\$ 3,011	\$ 3,216	\$ 3,577	\$ 3,580	\$ 2,654	\$ 2,617	\$ 2,650	\$ 1,620	\$ 1,620
49	052.8102.0	Office Supplies	\$ 1,739	\$ 1,771	\$ 2,506	\$ 1,078	\$ 1,382	\$ 1,204	\$ 1,350	\$ 1,350	\$ 1,350
50	052.8300.0	Postage	\$ 2,360	\$ 1,175	\$ 2,307	\$ 1,690	\$ 1,752	\$ 1,317	\$ 1,400	\$ 1,000	\$ 1,000
51	052.9300.0	Professional Insurance	\$ 6,908	\$ 6,329	\$ 4,400	\$ 6,333	\$ 5,872	\$ 5,478	\$ 5,643	\$ 5,748	\$ 6,035
52	052.8430.0	Rent	\$ 13,392	\$ 13,392	\$ 13,392	\$ 13,392	\$ 13,392	\$ 13,392	\$ 13,392	\$ 13,392	\$ 13,392
53	052.8420.0	Sewer & Water	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780
54	052.8001.0	Software and Computer Maintenance	\$ 545	\$ 606	\$ 871	\$ -	\$ 4,884	\$ 2,624	\$ 1,850	\$ 1,850	\$ 1,943
55	052.8200.0	Telephone	\$ 3,534	\$ 3,990	\$ 4,311	\$ 3,853	\$ 3,923	\$ 4,403	\$ 4,450	\$ 3,700	\$ 3,700
56		Total Office Expenditures	\$ 51,335	\$ 51,177	\$ 58,723	\$ 63,732	\$ 67,935	\$ 64,838	\$ 66,845	\$ 64,720	\$ 65,768
57			6%	6%	6%	8%	9%	9%	12%	10%	11%
Allegheny Synod Partner-Related Expenditures											
58											
59	054.9101.0	Allegheny Lutheran Social Ministries	\$ 20,000	\$ 8,667	\$ 8,000	\$ 8,000	\$ 8,000	\$ 4,000	\$ 4,000	\$ 8,000	\$ 4,000
60	052.9405.0	Ecumenical	\$ -	\$ -	\$ -	\$ -	\$ 403	\$ -	\$ -	\$ -	\$ -
61	054.9107.0	LAMPA	\$ 1,765	\$ -	\$ -	\$ 1,765	\$ 1,765	\$ 2,078	\$ 1,078	\$ 1,078	\$ 1,078
62	052.9431.0	Lutheran Planned Giving	\$ 2,500	\$ -	\$ -	\$ 1,250	\$ -	\$ -	\$ -	\$ -	\$ -
63	001.9100.0	Mission Support-ELCA	\$ 378,166	\$ 367,856	\$ 361,731	\$ 350,544	\$ 336,392	\$ 320,327	\$ 213,285	\$ 283,391	\$ 255,726
64		PA Council of Churches	\$ 2,648	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
65	054.9104.0	Penn State Campus Ministry	\$ 9,500	\$ 7,917	\$ 8,708	\$ 9,725	\$ 9,500	\$ 11,000	\$ 9,500	\$ 11,000	\$ 11,000
66	052.9433.0	Region 8	\$ 3,490	\$ 3,300	\$ -	\$ 1,632	\$ -	\$ -	\$ -	\$ -	\$ -
67	054.9103.0	Sequanota	\$ 28,500	\$ 28,819	\$ 28,765	\$ 28,500	\$ 28,500	\$ 33,500	\$ 28,500	\$ 33,500	\$ 33,500
68	054.9108.0	Shawnee Park Chaplaincy	\$ 900	\$ 21	\$ 11	\$ 12	\$ 26	\$ 22	\$ -	\$ -	\$ -
69	54.9102.0	United Lutheran Seminary	\$ 23,500	\$ 24,160	\$ 23,500	\$ 23,500	\$ 23,500	\$ 23,500	\$ 13,500	\$ 23,500	\$ 13,500
70	54.9109.0	United Lutheran Seminary-Designated Gift	\$ -	\$ -	\$ 9,505	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
71		Total Partner-Related Expenditures	\$ 470,969	\$ 440,739	\$ 440,221	\$ 424,927	\$ 408,085	\$ 394,428	\$ 269,863	\$ 360,469	\$ 318,804
72			56%	53%	49%	52%	53%	55%	49%	57%	52%

continued

2024 (FY) Allegheny Synod Proposed Mission Spending Plan (continuation)

Account Number	Allegheny Synod, ELCA	FYE 2016 Actual	FYE 2017 Actual	FYE 2018 Actual	FYE 2019 Actual	FYE 2020 Actual	FYE 2021 Actual	FYE 2022 Actual	FYE 2023 Adopted	FYE 2023 Revised	FYE 2024 Proposed
Allegheny Synod Programmatic Expenditures											
73											
74	52.4204.E Bishop's Convocation Leaders Expenses	\$ -	\$ -	\$ 5,432	\$ 5,832	\$ 5,045	\$ 620	\$ 1,986	\$ 5,500	\$ 5,500	\$ 5,500
75	052.9180.0 Candidacy Expenses	\$ 5,727	\$ 3,618	\$ 4,352	\$ 2,552	\$ 2,327	\$ 2,212	\$ 2,691	\$ 2,250	\$ 2,250	\$ 2,250
76	052.9420.E Leadership Support	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	
77	052.9450.E Synod Leadership Team	\$ -	\$ -	\$ 1,017	\$ (294)	\$ -	\$ 4,545	\$ 75	\$ -	\$ -	\$ 5,000
78	052.9464.E DEM Expenses	\$ -	\$ -	\$ -	\$ 912	\$ -	\$ 2,147	\$ -	\$ -	\$ -	\$ -
79	052.9210.0 First Call Theological Education	\$ 1,800	\$ 1,500	\$ -	\$ 3,200	\$ 3,070	\$ 274	\$ 82	\$ 3,000	\$ 3,000	\$ 3,000
80	052.9430.0 Global Ministry Team	\$ 46	\$ 49	\$ (101)	\$ 4,884	\$ -	\$ -	\$ -	\$ 50	\$ 50	\$ 50
81	0.52.9802.0 Hospitality	\$ 4,176	\$ 3,907	\$ 2,716	\$ 2,679	\$ 2,636	\$ 856	\$ 976	\$ 1,625	\$ 1,000	\$ 1,000
82	052.4207.E Ignite/Discerning Your Discipleship Expenses	\$ -	\$ -	\$ 52	\$ 469	\$ 219	\$ 74	\$ -	\$ 250	\$ 250	\$ 250
83	052.9432.0 Joint Regional Ministries	\$ 800	\$ 800	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
84	052.4202.E Lutheran Day-Lakemont Expenses	\$ -	\$ -	\$ -	\$ 386	\$ 48	\$ -	\$ -	\$ 200	\$ 200	\$ 200
85	0.52.9801.0 Memorials/Floral Tributes	\$ 398	\$ 99	\$ 104	\$ 25	\$ 75	\$ -	\$ 50	\$ 100	\$ 100	\$ 100
86	052.8101.75 Miscellaneous, Other Ministry Teams	\$ -	\$ -	\$ 158	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
87	052.8650.0 Ministry Resources	\$ -	\$ 1,789	\$ 1,497	\$ 1,156	\$ 995	\$ 35	\$ 2,836	\$ 1,525	\$ 2,500	\$ 2,500
88	052.9460.0 New Ministry Initiatives	\$ 2,125	\$ 924	\$ 1,469	\$ 583	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
89	052.8715.0 Non-Synod Staff Travel	\$ -	\$ 1,863	\$ 25	\$ -	\$ (2,835)	\$ -	\$ -	\$ -	\$ -	\$ -
90	052.9410.0 Reconciliation Ministry Team	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
91	052.8801.0 Rostered Leader Events	\$ -	\$ -	\$ -	\$ 1,447	\$ 2,282	\$ 418	\$ 200	\$ 1,800	\$ 1,800	\$ 1,800
92	Seminarian Grants	\$ -	\$ -	\$ -	\$ 26,999	\$ 27,000	\$ 17,500	\$ 18,500	\$ 11,683	\$ 11,683	\$ 11,683
93	052.4201.E Synod Assembly Expenses	\$ -	\$ -	\$ 2,232	\$ 1,504	\$ 4,397	\$ 200	\$ 2,629	\$ 2,500	\$ 2,500	\$ 2,500
94	052.9440.0 Synod Council Expenses	\$ 304	\$ 1,195	\$ 1,279	\$ 838	\$ 1,422	\$ 169	\$ -	\$ 1,350	\$ 1,350	\$ 1,350
95	052.8600.0 The Lutheran Letter [Expense after Donations]	\$ 16,060	\$ 13,000	\$ 12,114	\$ 11,808	\$ 1,023	\$ 8,746	\$ 504	\$ 1,600	\$ 1,200	\$ 1,200
96	052.9214.0 Vitality and Innovation Grants	\$ -	\$ -	\$ -	\$ 2,550	\$ -	\$ 4,000	\$ -	\$ -	\$ 5,000	\$ 5,000
97	Women in Ministry Event Expenses	\$ -	\$ -	\$ 762	\$ -	\$ 1,328	\$ 450	\$ -	\$ -	\$ -	\$ -
98	Worship Team	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 300	\$ 300	\$ 300
99	Youth Team	\$ -	\$ -	\$ -	\$ -	\$ (1,903)	\$ 350	\$ -	\$ -	\$ -	\$ 3,000
100	Total Programmatic Expenditures	\$ 31,436	\$ 28,744	\$ 33,108	\$ 67,529	\$ 47,129	\$ 42,595	\$ 30,529	\$ 33,733	\$ 41,183	\$ 46,683
101		4%	3%	4%	8%	6%	6%	5%	6%	7%	8%

continued

2024 (FY) Allegheny Synod Proposed Mission Spending Plan (continuation)

Account Number	Allegheny Synod, ELCA	FYE 2016 Actual	FYE 2017 Actual	FYE 2018 Actual	FYE 2019 Actual	FYE 2020 Actual	FYE 2021 Actual	FYE 2022 Actual	FYE 2023 Adopted	FYE 2023 Revised	FYE 2024 Proposed
102	Allegheny Synod Total Expenditures	\$ 858,511	\$ 812,829	\$ 825,287	\$ 874,465	\$ 819,058	\$ 780,470	\$ 687,712	\$ 662,420	\$ 737,745	\$ 713,252
103											
104	Allegheny Synod Operational Deficit/Surplus	\$ (18,764)	\$ 14,473	\$ 81,717	\$ (63,979)	\$ (43,197)	\$ (58,146)	\$ (12,545)	\$ (115,841)	\$ (107,778)	\$ (99,033)
105											
106	Allegheny Synod Supplemental Income Sources										
107	ELCA COVID-19 Grant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,500	\$ -	\$ -	\$ -	\$ -
108	ELCA DEM Grant	\$ 15,000	\$ 11,000	\$ 10,000	\$ 10,000	\$ -	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
109	ELCA DEM Reimbursement Salary and Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50,034	\$ 27,169	\$ 50,034	\$ 44,633	\$ 46,647
110	Interest Income	\$ 7,530	\$ 10,080	\$ -	\$ 665	\$ -	\$ -	\$ -	\$ 600	\$ -	\$ -
111	Investment Fund Rollover	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,703	\$ 29,462	\$ 30,703
112	PPP Loan	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 60,562	\$ -	\$ -	\$ -
113	Seminarian Support Fund Rollover	\$ -	\$ -	\$ -	\$ 26,999	\$ 27,000	\$ 17,500	\$ 18,500	\$ 11,683	\$ 11,683	\$ 11,683
114	Revenue Appeal (Synod)	\$ 8,467	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ 12,000	\$ -
115	Total Supplemental Income	\$ 30,997	\$ 21,080	\$ 10,000	\$ 37,664	\$ 27,000	\$ 84,034	\$ 116,231	\$ 115,020	\$ 107,778	\$ 99,033
116											
117	Allegheny Synod Adjusted Deficit/Surplus	\$12,233	\$35,553	\$91,717	(\$26,315)	(\$16,197)	\$25,888	\$103,686	(\$821)	\$0	(\$0)

COMMITTEE REPORTS

2023 Compensation and Benefits Manual

A Tool for Ministry Budgeting in the Allegheny Synod, ELCA

This manual is intended as a tool for ministry sites and their ministers of Word and Sacrament or ministers of Word and Service to mutually plan and budget for the minister's compensation and benefits.

Predominantly we think of ministry in terms of a minister's efforts for members of the ministry on behalf of Jesus Christ. In the same way, the ministry of the laity includes care of the minister and the minister's family on behalf of Jesus Christ.

In many ministry settings, a specific team is tasked with primary concern for care of the minister and their family. One of the key tasks of such a team is to discuss annually with the minister a fair and equitable compensation package. Since the minister depends on the ministry employer to make ample provision for their financial needs, the minister should have the opportunity to discuss those needs in an open and supportive forum. This team is in a position to provide such a forum. The team can gather data from the minister about their financial needs and subsequently make recommendations to the Finance Committee, Council or Board, and/or Congregation for fair and equitable compensation.

There are reasons for the varieties of financial compensation packages within this Synod and the ELCA. Some ministries have full-time ministers while others have less than full-time ministerial service. Some have multiple ministers on staff. Some cooperatives have one minister serving multiple locations. Some ministers have additional education, training, or work experience prior to entering the ministry that benefits their ministry. It is the intention of the Synod to affirm the reality of different ministry arrangements while at the same time ensuring adequate and fair compensation.

This document attempts to provide flexibility in determining base salary by only specifying *minimum* amounts, in negotiating housing arrangements, and in providing components for some other benefits. Primary in all that is recommended here is the need for the minister and team members to discuss openly and honestly the subject of money and the minister's responsibilities and needs.

This document is not intended to serve as financial or tax advice. Ministry employers are responsible for following legal employment practices regarding compensation and taxation. Ministers are strongly encouraged to employ a qualified tax accountant and/or financial advisor to review their compensation and ensure compliance with tax codes.

Worksheet for Budgeting Minister's Compensation

Each amount is calculated individually on the indicated pages.

** Some items depend on type of housing compensation and/or medical plan.*

Salary & Housing

A. Annual Base Salary (p 3)
B. Furnishing Allowance (p 4)*
C. Social Security Allowance (p 4-5) \$ _____

Benefits

D. Portico Pension Contribution (p 5)
E. Other Portico Benefits (p 6-7)
F. Housing Equity Allowance (p 7)* + \$ _____

Professional Expenses

G. Synod Assembly & Conference Expenses (p 8)
H. Automobile Expense (p 8-9)
I. Continuing Education (Etc.) Expenses (p 9)
J. Business & Attire Expense (p 9-10)
K. Leadership Development Expense (p 10)
L. Medical Expense Reimbursement (p 11)* + \$ _____

Total paid to/for Minister by Employer = \$ _____

To Facilitate Minister's Required Vacation Compensation
(Budgeted by the Ministry, Not Paid to the Minister)

Estimated Supply Expense (p 11) + \$ _____

Total Budgeted Expense for Rostered Ministry = \$ _____

A. Annual Base Salary Compensation

Listed below are recommended ***minimum*** guidelines for use in developing the compensation package for Ministers of Word and Sacrament and Ministers of Word and Service. Each ministry setting requires unique responsibilities; adequate compensation is related but not limited to the expectations of the minister and the ministry they are serving. Ministry employers may choose to compensate ministers beyond the minimum guidelines for additional degrees, certifications, or years of other relevant professional experience.

- 1) Each year the Synod Finance Committee reviews current economic indicators to determine an appropriate starting salary. Starting salary for ministers ordained in 2023 increased 5% from 2022.
- 2) Salary is increased for each year of experience by \$500.

To Calculate years of experience, subtract the minister's year of ordination from 2023.

2023 - _____ (Year of Ordination) = _____ Years of Experience

Base Salary with a Parsonage	\$39200
Add Years of Experience x \$500	+ _____
Minimum Salary with a Parsonage	= _____

OR

Base Salary without a Parsonage	\$54970
Add Years of Experience x \$500	+ _____
Minimum Salary without a Parsonage	= _____

AND

Compensation for additional degrees, certifications, years of other relevant professional experience	+ _____
--	---------

Base Salary A. \$ _____

B. Housing & Furnishing Allowance

A minister whose compensation does not include a parsonage may designate as housing allowance an amount of compensation which is excluded from their Federal taxable income up to the fair rental value of a furnished home plus utilities to the extent that the allowance is actually expended for housing. Qualifying Housing Allowance expenses include rent payments, principal and interest payments on mortgages, taxes, utilities, maintenance, insurance, furnishing, and landscaping.

For the purpose of including a housing allowance in calculating the Total Defined Compensation, Portico will add 30% to Base Salary for a minister whose compensation includes a parsonage.

A minister may receive a Furnishing Allowance. The Furnishing Allowance is excluded from Federal Income Tax to the extent that the allowance is actually expended for furnishing; however, the amount used is subject to Social Security Tax. The Furnishing Allowance is paid directly to the minister and is in addition to any maintenance and repair costs paid directly or reimbursed by the ministry employer.

Furnishing Allowance B. \$ _____

C. Social Security Allowance

For Social Security purposes, ministers are taxed as if they are self-employed. The current combined Social Security and Medicare tax is 15.3%. The Synod policy requires the ministry site to assume at least 50% of the combined Social Security and Medicare tax that the minister is required to pay or an equivalent amount if the minister had previously opted out of Social Security.

To calculate the compensation subject to Social Security Tax, add the Base Salary (A), 30% of Base Salary *for ministers with a parsonage only*, Furnishing Allowance (B), and any other allowances paid directly to the minister, excluding reimbursed expenses.

A. Base Salary	_____	
30% of A.	+ _____	(for ministers with a parsonage only)
B. Furnishing Allowance	+ _____	(if utilized)
Other Allowances	+ _____	
	= _____	(C1) Compensation Subject to SS Tax

To calculate the Social Security Tax, multiply the minister's compensation (C1) x 15.3%.

C1 _____ x .153 = _____ (C2) Social Security Tax

To calculate the Social Security Allowance paid by the ministry employer, multiply the minister's Social Security Tax (C2) x at least 50% (more if the ministry employer chooses).

C2 _____ x .5 (or more) = _____ (C) Social Security Allowance

Social Security Allowance C. \$ _____

D. Portico Pension Contribution

Portico Benefits Services administrates pension benefits for the ELCA. The Synod policy encourages the ministry employer to contribute to the minister's pension fund at a rate of 12% of the Defined Compensation.

To calculate the Portico Defined Compensation, add the Base Salary (A), 30% of the Base Salary *for ministers with a parsonage only*, the Furnishing Allowance (B), and the Social Security Allowance (C).

A. Base Salary _____
30% of A + _____ (*for ministers with a parsonage only*)
B. Furnishing Allowance + _____
C. Social Security Allowance + _____
= _____ (D1) Portico Defined Compensation

To calculate the Pension Contribution paid by the ministry employer, multiply the minister's Portico Defined Compensation (D1) x 12%.

D1. _____ x .12 = _____ (D) Pension Contribution

Pension Contribution D. \$ _____

E. Other Portico-ELCA Benefits Contribution

Portico Benefit Services, the nonprofit benefit ministry of the ELCA, provides the benefit program for rostered ministers, lay employees, and their families. Portico provides health, dental, prescription drug, retirement, disability, and group life insurance benefits in one bundled program.* This program is designed to address the needs of rostered ministers and provide seamless benefits during change of call, leave from call, and other events unique to ministry. A bundled approach helps ensure rostered ministers and lay employees are protected against significant financial loss from a variety of risks. Through Portico, ministries in this synod and across the country pool their collective purchasing power to provide benefits in a cost-effective manner. For more information, see the ELCA Philosophy of Benefits at PorticoBenefits.org/philosophy.

Congregations and plan members share the cost of benefits. Congregations are expected to support the well-being of their covered plan members by paying 100% of the cost of non-elective benefits. Plan members are expected to participate in the cost of utilizing the benefits (e.g., deductibles, coinsurance, and copays).

*A plan member may waive health coverage if they have access to valid medical insurance coverage through their spouse or another employer.

Current contribution rates for benefits are available on at EmployerLink.PorticoBenefits.org or by calling Portico at 800.352.2876.

ELCA Survivor Benefit

Basic group life insurance is offered through Securian is paid for by the congregation. Supplemental insurance can be purchased by the rostered minister.

ELCA Disability Benefits

When approved, the ELCA disability trust provides monthly income, retirement plan contribution, and health coverage. There are two types of disability benefits: short term and long term. Short term (60 days) compensation and benefits are paid by the congregation. Long term (over 60 days) disability benefits are paid by the ELCA's disability trust.

ELCA Retirement

The ELCA maintains a defined contribution retirement plan for rostered ministers. The Allegheny Synod encourages congregations to contribute a minimum of 12% of the rostered minister's defined compensation to the retirement plan. Members in the plan can also contribute pre-tax contributions through payroll deduction.

ELCA Health Benefit

The ELCA's health benefit plans cover the following areas: medical, dental, prescription coverage, tax advantage accounts (Flexible Spending and Health Savings Accounts) and wellness support. The ELCA Church Council has approved a balance of cost-sharing between congregations and plan members. Portico offers a choice of ELCA-Primary health benefit options that fit this approved balance: Gold+, and Silver+ with either Level A or B employer HSA contribution. Each fall, congregations should engage in conversation with their sponsored plan members to determine the option that best fits their needs, and then make their selection during annual enrollment. In 2013 the Allegheny synod council voted to recommend the Gold+ level.

Plan Choice _____

Cost of Plan _____

Portico Benefits E. \$ _____

F. Housing Equity Allowance (For Ministers with a Parsonage Only)

When a parsonage is furnished as part of the minister's compensation, the minister does not have the opportunity to build equity as a homeowner. The ministry employer may compensate for this lack of equity with a Housing Equity Allowance. Recommended Housing Equity Allowance Provisions:

1. The Housing Equity Allowance equals 3% of the minister's Defined Compensation.
2. The ministry employer pays this amount in monthly installments to a depository agreed to by the ministry employer and the minister.
3. Use of the funds is limited to the provision of housing whenever it is needed, specifically at the time of retirement, disability, or death, or when a congregation disposes of its parsonage.
4. Provisions are to be made for changing the depository when required by relocation of the minister, provided that the original contractual limitations for the use of the funds are maintained.

To calculate the Housing Equity Allowance paid by the ministry employer, multiply the Defined Compensation (D1) x 3%.

D1. _____ x .03 = _____ (F) Housing Equity Allowance

Housing Equity Allowance F. \$ _____

Professional Expenses

The IRS has made it difficult to itemize and deduct professional expenses. Therefore, it is recommended that the ministry employer reimburse professional expenses in full and budget accordingly for these anticipated costs, reviewing these allowances frequently. Professional expenses include:

- G. Synod Assembly and Conference Expenses
- H. Automobile Expenses
- I. Continuing Education, Book, Periodical, and Digital Resource Expenses
- J. Ministry-Related Business and Attire Expenses
- K. Leadership Development

Additional Professional Expenses unique to a ministry may be incurred and compensated.

G. Synod Assembly and Conference Expenses

All ministers are required to attend the annual Synod Assembly and Bishop's Convocation, for which the ministry employer is required to pay registration, lodging, and meals for the minister while attending these events. Further, ministers may be expected to attend other Synod conferences or trainings, and the ministry employer is expected to pay those registration fees and expenses as well. Expenses for Synod Assembly, Convocation, and other Synod conferences or trainings are to be covered in addition to Continuing Education expenses.

Typical expenses for Synod Assembly and Bishop's Convocation are \$300 each (\$600 total).

Ministers in the first three years of their first call after graduation/ordination are required to attend First Call Theological Education (FCTE). FCTE incurs a fee of \$200/year for three years.

Synod Assembly & Conference Expenses G. \$ _____

H. Automobile Expenses

In most ministry settings, the minister will incur transportation costs that include fuel, repairs, insurance, tolls, etc. The IRS allows reimbursement of a specific amount per mile when a car is used for business purposes. American Automobile Association (AAA) and Department of Transportation studies indicate that the cost of operating automobiles is greater than the mileage reimbursement allowed by the IRS. The ministry employer should provide to the minister a travel allowance adequate to cover all costs. The Synod recommends three possible arrangements (in order of preference):

1. An employer-owned or leased car. The ministry employer owns or leases a car for the minister to use in the course of their duties; the employer pays the cost of fuel and repairs.
2. Reimbursement to the minister for actual miles driven. The employer pays the leader for the use of their car based on an agreed upon amount per mile. The IRS rate for 2022 is 58.5 cents per mile; this may change in 2023. Amounts up to the IRS rate are not taxable; any amount paid in excess of the IRS rate is taxable compensation.
3. Pay the leader a flat rate for transportation. Having budgeted an amount for travel, the ministry employer pays the minister a regular amount, regardless of the miles driven by the leader. A flat rate travel compensation is considered taxable income, so an additional 15%-20% should be added to the allowance to account for the additional tax obligation of the minister.

Automobile Expense H. \$ _____

I. Continuing Education, Book, Periodical, and Digital Resource Expenses

In order to update their skills and strengthen their ministry, the ELCA expects ministers to participate in at least 50 contact hours of Continuing Education (Life-Long Learning/Professional Development) annually. Such activities are not vacations, and ministry employers shall provide both time and money to facilitate these learning opportunities.

For the minister to keep abreast of developments in theology and ministry, expenses for books, periodicals, and digital resources are included with Continuing Education.

Like the Housing Equity Allowance, an account with a depository agreed to by the minister and the ministry employer should be established for Continuing Education. The Synod recommends the employer contribute at least \$700 and the minister at least \$300 annually.

Two weeks study leave, or its equivalent, is to be provided over and above vacation.

Continuing Education, Book, Periodical, Digital Resource Expenses I. \$ _____

J. Ministry Related Business and Attire Expenses

The IRS has made it difficult to itemize and deduct professional expenses. Therefore the Synod recommends the ministry employer reimburse in full professional expenses including, but not limited to, professional attire such as vestments and clerics, ministry use of personal technical resources (i.e. cell phone, computer), professional organization dues, and business entertainment.

Ministry Related Business and Attire Expense J. \$ _____

K. Leadership Development

Leadership Development is different than Continuing Education or vacation, which benefit the ministry but are for the minister's personal development, rest, and renewal. Leadership development benefits the ministry's well-being and growth. The Synod recommends that the ministry employer offer at least \$500 for Leadership Development which may include retreats, resources, coaching, or other education for the minister's development and growth.

Leadership Development Expense K. \$ _____

L. Flexible Spending Accounts/Medical Expense Reimbursement

(Premiums for Medical and Dental Benefits are not to be included here. See p. 5-6)

Health Flexible Spending Account (FSA)

A minister with Platinum+ or Gold+ plans may set aside an amount, pretax, to pay for eligible out of pocket health care expenses. The minister has access to the full amount of the FSA election starting January 1, even though contributions will be withheld from each paycheck throughout the plan year.

Health Savings Account (HSA)

A minister with Silver+ or Bronze+ may set aside pretax money to pay for eligible out of pocket health care expenses. The minister and employer can contribute and any earned wellness dollars are deposited here. For the calendar year 2022, an HSA accepts up to \$3650 per member or \$7300 per family, plus an additional \$1000 if age 55 or older. (Check allowed amounts for 2023 when available.)

Dependent (Day) Care Flexible Spending Account

A minister may set aside an amount, pretax, to pay for day care expenses incurred for the care of the minister's child(ren) or other eligible dependent to enable the minister to work.

Flexible Spending Accounts can be established through Portico Benefit Services.

Flexible Spending Designation \$ _____ (made by the minister; not an additional budgeted item)

FSA, HSA, and Depend Care Account contributions are capped; check current allowed amounts.

Medical Expense Reimbursement

The leader may be reimbursed for copays or medical expenses not otherwise covered by insurance.

Medical Expense Reimbursement L. \$ _____

Pre-Tax Contribution

Contributions up to the amount permissible by the IRS are made to Portico Benefit Services and/or other approved depositories. The minister should contact Portico for details on the IRS annual limits for retirement plan contributions.

Pre-Tax Contribution \$ _____ (made by the minister; not an additional budgeted item)

Related Items

Vacation

Sabbath is a commandment of God; therefore weekly time off and annual vacation are necessary for the minister's personal physical, mental, and spiritual health as well as for their leadership by example. The Synod requires a minimum of four weeks annual vacation, which includes four Sundays, and a minimum of one day off each week. Coverage should be arranged so that the minister is not "on call" during scheduled vacation time. The ministry employer may grant additional vacation time based on the length of service in the ministry.

Vacation of _____ weeks per year (including Sundays)

The 2022 rate for Sunday supply worship leadership remains \$125 for one service, PLUS \$50 for each additional service on the same day, PLUS mileage reimbursement at the 2023 IRS rate.

To budget for supply coverage of the minister's vacation, multiply the number of Sundays offered in vacation (minimum 4) x \$125 (+\$50 per additional service) + an estimate of mileage reimbursement.

Estimated Supply Expense \$ _____ (to be paid to supply leaders)

Leave of Absence

A leave of absence should be negotiated between the minister and ministry employer (council or board) at least 14 days prior to the leave request. If emergency leave is required in which the 14 day notice is not possible, the Executive Committee may grant the leave with the approval of the full council or board.

Sick Leave

Rostered ministers and congregation employees shall receive ten (10) days of paid sick leave per year. Illness of longer than two (2) months should be referred to Portico Benefits. Sick leave may accrue up to a maximum of thirty (30) working days. The decision to grant additional paid sick leave is at the discretion of the congregation council.

Family Leave

In the event of an illness in the immediate family (spouse, children, parents, brother, sister, grandparent, grandchildren, mother-in-law, father-in-law, or legal guardian) that requires the rostered minister or employee's presence, accrued sick leave may be utilized for this purpose.

Maternity/Paternity/Adoptive Leave

Leaves under this section are for the purpose of issues related to parenting, and may only be taken after six (6) months of full-time employment. Rostered ministers and employees who will be absent due to maternity/ paternity/adoptive leave are requested to provide as much advance notice as possible. Eight (8) weeks of paid maternity/paternity/adoptive leave are available to a rostered minister or an employee following the birth of a child or an adoption of a child less than one year old. Such leave must be taken within fifteen (15) weeks of the birth or adoption. If medically necessary, additional time may be requested. Rostered ministers and employees desiring additional leave, either prior to or following the birth of their child or adoption of their child less than one year old, may use accrued vacation or sick time to supplement time off with the approval of the congregation council. The rostered minister or employee agrees to return to work for a minimum of six (6) months after taking leave.

Vacation

Rostered ministers are granted four (4) weeks of paid vacation time including four (4) Sundays each year as a minimum guideline. Rostered ministers should notify the congregation council at least thirty (30) days in advance of vacation and make arrangements for the proper pastoral coverage while out of town. Additional vacation time may be granted to rostered ministers by the congregation council. Unused vacation time will be paid to the rostered minister upon resignation of call or separation from call. Full benefits will be paid through the end of unused vacation time at time of resignation or separation. Congregational employees are granted paid vacation time according to congregational guidelines.

Compassionate and Emergency Leave

In the event of a death in a rostered minister or employee's immediate family (spouse, children, parents, brother, sister, grandparent, grandchildren, mother-in-law, father-in-law, or legal guardian) five (5) days paid leave will be granted to attend the funeral and to deal with family affairs. Additional time may be granted by the congregation council.

Jury Duty

This synod recognizes an employee's legal and civic duty to serve if called to jury duty or subpoenaed as a witness. A rostered minister or employee who is required to serve as such will be entitled to full pay

and benefits during the period of such service. Rostered ministers and employees are required to report to work when not required to be present in court, and to call in daily to report their status on returning to work.

Leave Without Pay

Leave without pay may be granted to a rostered minister or employee, for personal reasons, after due consideration has been given to the work requirements of the congregation. Leave without pay may be granted for a period of up to two (2) months. Such leaves of absence are granted by the congregation council only in consultation with the bishop and the Synod Council. The congregation will hold a rostered minister or employee's position open for the leave period, while on an approved leave without pay. If the rostered minister or employee is unable to return to work at the conclusion of the leave period, their position may or may not continue to be held open. This decision will be made, on a case-by-case basis, by the bishop in consultation with the congregation council. If the individual has been on a leave without pay for medical reasons, a medical release from their physician to return to work must be submitted.

Disability Leave

This synod and its congregations are committed to accommodate qualified rostered ministers and employees with disabilities, to the extent it can do so without undue burden. If, for example, a qualified employee is temporarily disabled and provides the congregation a medical certification recommending leave, the congregation will provide unpaid leave as an accommodation to that employee if it can do so without undue burden. Requests for accommodation should be made in writing, and the rostered minister or employee will need to work with the bishop or his/her delegate to determine the appropriate accommodation and documentation needed. Longterm Disability claims are handled through Portico Benefit Services. See the Portico website for requirements for guidelines to apply. The ministry employer will pay full compensation for the eight week period until Portico Disability Benefits begin. Ministry employers may explore cost benefit of purchasing short-term disability insurance to cover that eight week period. The Office of the Bishop will work with the congregation council to secure pastoral coverage during the period of disability.

Military Leave

Rostered ministers and regular full-time and regular part-time employees who perform military service will be granted leaves of absence for such service in compliance with state and federal laws. For purposes of this handbook, military service in the performance of duty on a voluntary or involuntary basis in the U.S. Armed forces, the Reserves, or the National Guard under competent authority, and includes active duty for training, inactive duty training, and full-time National Guard duty. Vacation or accrued sick time is not to be used for this leave. Rostered ministers or employees who are called to military service will be paid during their leave at a rate of 50% of their normal wages and benefits will be paid in full. Rostered ministers are asked to notify the congregation council and bishop and submit

copies of military orders as soon as they become aware of the military obligation. Employees are asked to notify the pastor and congregation council as soon as they become aware of the military obligation and submit copies of military orders. An employee's eligibility for reinstatement after completion of military service is determined in accordance with applicable federal and state laws.

Sabbatical Leave

In January 2004, the Synod Council approved the following Sabbatical Guidelines:

Vision: Throughout Holy Scripture, from Genesis' beginnings to Jesus' ministry and the church's witness, accounts of holy activity are clearly set apart by rest, quiet places, and time for restoration. God has given us, God's people, the Sabbath pattern as a time of renewal, a time to be reminded of whose we are and what we are called to do, a time of rest that refreshes us for life.

In the lives of ministers of the Allegheny Synod, time apart from the regular responsibilities of ministry benefit both the ministry setting and the minister. Over an extended period, a Sabbatical, rest separate from the immediate expectations of congregational ministry, can renew a congregation and refresh a leader's sense of call for ministry. As the minister is released from the regular responsibilities of the call, it does not mean that congregational life is suspended. In fact, many congregations report that the Sabbatical was a time for growth and renewal.

Each Sabbatical will be unique. Sabbatical is clearly permission for a minister to be blessed by time away. In the church, as we discuss Sabbaticals for ministers, the challenge is for us to pursue its meaning for each Christian community. These guidelines are intended to help congregations and ministers create a mutual plan of rest and renewal for ministry.

Purpose, Rationale, and Expectations

We are familiar with the Sabbath, the seventh day of creation, when God rested. The word "Sabbatical" is derived from Sabbath, and is defined as a time reserved for rest, research, renewal, enrichment, learning, spiritual growth, travel, and strengthening of ministry gifts. Sabbaticals provide opportunities to see new directions, renew relationships, to begin new pursuits. Nourishing one's soul and changing perspective requires a change in one's space and place. Jesus spent forty days in the wilderness, after which his ministry set off on a new course.

Preparation for a Sabbatical is important, and openness to the movement of God's Spirit in the life of people and minister is vital. A Sabbatical is arranged in consideration of the congregation's ministry. It can be expected that while a minister is on Sabbatical, congregational life –worship, education, outreach, evangelism, etc., will continue. Sabbatical leave is not a vacation, nor is it only continuing education. While life-long learning and continuing education are vital for all, and ministers are expected to participate in regular opportunities to grow and be strengthened, the Sabbatical is an enriching component of ministry, which may include particular continuing education opportunities, but most likely will encompass more. Necessarily, the plans for a Sabbatical will be mutually detailed well in advance of departure.

Many congregations reflect that while their minister was away they learned new things about themselves and the ministry they share with one another. Thus, renewal of God's people and minister occurs. Sabbaticals provide a means by which the congregation can minister to their leader. The Sabbatical may also bring into being a Sabbatical for the congregation, a time to rethink the "busyness" of congregational life, a time to reevaluate the congregation's relationship with God, a time for the Holy Spirit to lead their ministry in new ways. Most importantly, the congregation gains a minister who returns to God's calling with renewed vigor, insight, appreciation, and vision.

Ministers of the church in the Allegheny Synod need Sabbath time to break away from the stress and strain and the 24/7 nature of ministry. A Sabbatical gives a minister more than a time to study, learn, and rest. To keep the Sabbath is to renew one's trust in God to provide by abstaining from those activities that provide material resources. A Sabbatical provides ministers time to be nurtured by God, reflect on their relationship with God. A Sabbatical gives the minister an opportunity to reflect on God's call and discover the importance of who they are in the light of who God wants them to be.

Benefits of Sabbaticals

Sabbaticals provide a means for the congregation to gain new insight into mission and ministry and to minister to their called leader. A Sabbatical leave will benefit the congregation, the church leadership, and their shared ministry. A few of these benefits are listed below.

For the Ministry

An opportunity to show support for the minister and their family; a time to develop lay leadership by assuming some of the minister's responsibilities; an opportunity for learning new ideas to enhance their ministry; renewed congregational leadership; opportunities for spiritual growth; leadership stability, while not losing an effective and respected minister to burnout or a new call.

For the Ministry Leadership

A time to renew their energy and rediscover their zeal for ministry; an opportunity for learning new ideas to enhance their ministry; a time for prayer, rest, and renewing their relationship with God; a time to spend with family and friends to renew and strengthen relationships; an extended time for focused study and spiritual growth.

Mutual Benefits

Renewal of the covenant between the leader and the congregation; improved understanding of each other's perspective: the leader will experience more of life in the pew during the Sabbatical, and the lay leadership will come to a greater understating of how the congregation's ministry is renewed, revitalized, and stimulated; an opportunity for learning new ideas to enhance their ministry

Suggested Sabbatical Guidelines

A Sabbatical is encouraged for ministers of the Allegheny Synod after 5-7 years of service in the same setting, beginning after three years of First Call Theological Education.

The length of Sabbatical is encouraged to be a minimum of 3 months, though each Sabbatical may vary in length, depending on the covenant agreed upon by the congregation's council and the minister. It is

continued

strongly encouraged that the entire Sabbatical be taken continuously to allow for disengagement from pastoral responsibilities and duties.

Sabbatical time is not considered vacation time or continuing education time for the minister but a separate experience of renewal for continued ministry.

Planning for a Sabbatical can begin anytime. When possible, it is suggested that the discussion begin early in a ministry.

Final preparations are encouraged at least 6 months to a year in advance, including the writing of a covenant, which provides full compensation and benefits for the minister and outlines the vision and practical details of the Sabbatical.

A covenant designed by the congregation's council, or its designated representatives, and the minister is encouraged. The congregation's leadership usually does the final affirmation of the covenant. The time of planning of Sabbatical should focus on the vision and hopes for the Sabbatical time as well as practical arrangements regarding pastoral coverage and financial considerations for the congregation. Conversation with the synod can help facilitate this planning and implementation so that it is intentional and mutually beneficial for both the congregation and the minister.

As Sabbatical coverage for a congregation is discussed, there are resources within the synod to help in planning for pastoral coverage. Possibilities for Sundays include utilizing the gifts of retired pastors, worship led by authorized lay leaders of the synod, youth led worship services, hymn sings, etc. Coverage for pastoral care may be arranged in a variety of ways, including support from area pastors.

It is expected that a minister will return to their call from the congregation after their Sabbatical. It is suggested that in the Sabbatical covenant this expectation is discerned between the congregation council and the minister, with at least one to two years of continued service after the Sabbatical being the norm.

Upon return from Sabbatical, the minister is encouraged to provide a reflection or report to the congregation about the Sabbatical experience. This can be flexible and creative in its form, yet, provide an opportunity for congregation and minister to learn from and explore the benefits of the Sabbatical time.

****A comprehensive list of sabbatical resources, ideas, retreat centers, etc. are available at www.alleghenysynod.org or by contacting office@alleghenysynod.com or 814-942-1042****

2023 Compensation and Benefits Manual *(continuation)*

Worksheet: Estimate of Household Expenses

To calculate the percentage of salary to be designated as Housing Allowance for tax purposes

Housing Allowance for year extending from _____ 20__ to _____ 20__

Estimated expenses:

- A. Rent for leased property or payments on home purchase
(down payments, acquisition costs, mortgage payments of principal) \$ _____
- B. Garage rental (if not included in A) \$ _____
- C. Utilities (gas, electricity, water, sewer, oil, telephone, trash removal,
cable, internet, firewood or other heating fuel) \$ _____
- D. Insurance (homeowner's, fire, extended coverage, liability, contents, flood)
\$ _____
- E. Repairs and maintenance \$ _____
- F. Furnishings and improvements \$ _____
- G. Interest and taxes (may want to itemize these separately) \$ _____
- H. Other housing expenses (list in detail)

If the minister is living in a parsonage and there is no landline, the congregation may pay a monthly stipend to help cover the cost of cell phone usage related to the church.

The congregation may provide internet at a parsonage. \$ _____

Total \$ _____

Congregational Council Action on Housing Allowance

To provide a record of Housing Allowance designation for tax and audit purposes

The _____ Committee advised the Council that under the tax laws an ordained minister of the gospel is not subject to Federal Income Tax with respect to the “rental allowance paid as part of compensation to the pastor used to rent or provide a home.” Where the minister owns a home, the amount of the Housing Allowance will be an amount equal to the fair rental value of the home, including furnishings and appliances, plus the cost of utilities.

The Council, after considering the statement of the Rev. _____ setting forth estimates of the amount expected to be spent to rent or otherwise provide a home during the period of _____ 20 __ to _____ 20 __ and in light of the Federal Income Tax law and of the established salary level, on motion duly made and seconded, adopted the following resolution:

Resolved that the Rev. _____ receive a Salary of \$ _____ and a Housing Allowance of \$ _____ for the period _____ 20 __ to _____ 20 __, to be so designated in the official records.

Respectfully submitted,

Secretary of Council

Notification of Housing Allowance by Congregation

To provide a record for the minister of the Housing Allowance designation for tax and audit purposes

Dear Rev. _____:

This is to advise you that at a meeting of the Congregation Council, held on _____ 20 __, your Housing Allowance for the period _____ 20 __ to _____ 20 __ was officially designated and fixed in the amount of \$ _____.

Secretary of Council

CONFERENCE REPORTS

Blair-Huntingdon Conference

2022

In the summer of 2021, the Blair Huntingdon Conference resumed monthly gatherings for rostered ministers, both those actively serving and retired, by taking advantage of several of our beautiful local parks to meet outside. We also endeavored to lower our covid risk by meeting for weekly text study at coffee shops and restaurants with outdoor seating during the months that the weather permitted.

Early in the fall, some of our church buildings as well as the properties of members and their neighbors suffered storm damage associated with Hurricane Ida. Thanks to the Synod's initiative of several years ago and Bethany Altoona's administration of materials, we were able to provide flood buckets to assist with the clean-up efforts.

We were blessed to have Pastor Anamae Storbeck (retired) join our conference for a brief time over this past year. Anamae is originally from Morrisons Cove and spent part of this year with family here in our area before returning to Texas.

In October, we celebrated the ordination of Pastor Marty Jo Stellabotte, who was called to Geeseytown Newry Parish. Marty Jo served the Synod in a variety of roles before earning her MDiv at United Lutheran Seminary, and we were delighted to welcome her back to the area full-time in her new call.

All Saints Day marked the final service of Altoona's Simpson Temple congregation, a cooperative ministry between the Lutheran and Methodist denominations. Pastor Drew McCaffery accompanied the congregation through their discernment. The facility continues to

benefit the community through its new administrator, ArtsAltoona.

This fall representatives of several of our congregations in Huntingdon County met with area UCC congregations to explore the possibility of cooperative ministry. With a number of our conference churches lacking regular pastoral leadership, our congregations with active clergy worked together to invite our neighboring congregations to Christmas services.

In February, we gathered for a farewell party for Pastor Karen Ward who moved to Upper Susquehanna Synod to serve Trinity Lutheran Church in McAlisterville. Karen was the former dean of the Blair Huntingdon conference, Synod Council member, and vital part of the Synod's youth team; she served several churches in regular, interim, and vacancy positions in both Blair and Bedford counties.

Our conference pastors continue to meet most months to share information and concerns, and our text study group meets almost every week to consider the lectionary texts for the upcoming Sunday. Our clergy and congregations collaborate in the areas of youth programming and confirmation, community outreach, and ecumenical cooperation in local ministerium projects. We look forward to another year of service in the geographic heart of the Synod.

Respectfully submitted,

The Rev. Traci A. Marriott
Dean, Blair Huntingdon Conference

Clearfield Conference

The Clearfield Conference includes eleven congregations, nine of which are in parish partnerships. The rostered leaders are: The Reverends Amy Godshall Miller and John Miller (Christ, DuBois), The Rev Robert Way (St. John, Clearfield), The Rev Christine Roe (First Faith Lutheran Cooperative) and The Rev Vicki Beilfuss (Holy Shepherd Parish).

Bob Way also serves as the vacancy pastor for St. Peter, Luthersburg, and St. John, Rockton. The communities in Olanta, Grace and Salem, are served by Authorized Lay Minister, Richard Sternagle.

The youth groups of Christ are back in action. Pastors Amy & John Miller have rescheduled the Israel trip for a third time in the Spring of 2023. The people of Christ have continued to actively support their community through the DuBois Food Pantry. All regular worship and activities are back.

First Evangelical's All God's Animals Pet Pantry in Philipsburg celebrates their third year of its opening this summer and serves pet owners ages 55+. They have served up to 51 pets in a month's time and could always use help keeping the pantry stocked. New Creation Preschool of

Faith United reopened in September 2021 and meets four times a week with 10 students.

St. John has returned to in person worship with communion and song. Outside groups are back to using the building four nights a week. Their fundraiser for Operation Christmas Child was very successful.

The congregations of Holy Shepherd parish worship indoors and in person Christian education for all ages has returned. Worship outside with the car radio is still available and will continue to do so, so long as there are folks wanting to use this option. Shepherd of the Hills Preschool has 13 students this school year and still fills a vital need in the area. Holy Trinity will finally begin work on their new prayer garden.

We look forward to another year of continued ministry in our corner of the world and beyond.

Respectfully submitted,

Vicki Beilfuss
Clearfield Conference Dean

Johnstown Conference

Greetings in the name of Christ,

The Johnstown Lutheran Pastors Conference encompasses all the congregations in Cambria County and two congregations that abut Cambria County but that are in Somerset County.

Currently the conference has nine called pastors, a part-time associate pastor, one covenant pastor, one congregation with a called interim pastor, and three congregations covered by either Lay Worship Assistants or a Seminary Student. The Johnstown Conference greatly appreciates the support of the retired pastors in the area who offer their time to supply when there are vacations or other needs in the congregations.

During the fall of 2020, the months of 2021 and the first quarter of 2022:

- Pastor Mark W. Fischer of 1st Lutheran Church, Portage was chosen as the Dean of the Johnstown Conference in November of 2020 and he was elected to continue serving as Dean of the Johnstown Conference at the Spring 2022 Conference Caucus Meeting.
- The Conference celebrated the ordination of Rev. Rebecca West to the Ministry of Word and Sacrament on January 30, 2021. Pastor West serves as pastor at Moxham Lutheran Church. Pastor West's ordination was held outside in the parking lot of Moxham Lutheran Church due to COVID-19 protocols and that day was one of the coldest days in January, 2021. The members of Moxham were sitting

in the warmth of their cars while Bishop Rhyne and Pastors Ehrlich and Fischer were bundled in their vestments with sweaters, hats, scarves, and gloves.

- The Conference said good-bye to Pastor Ruth Jensen. Pastor Jensen had served as the pastor at Good Shepherd Lutheran Church in Windber. She resigned her call at the end of September, 2021 to take a new call at Trinity Lutheran Church in Somerset County.
- The Conference has met most months during 2021 for pastoral conversation and support. The gatherings move around to the different churches.
- There are two Bible studies that pastors of the conference can participate. One is led by Pastor Toby Holland via ZOOM on Tuesdays. The second is hosted by Pastor Walter Startzel of First Lutheran Church, Johnstown on Wednesdays and is an in-person gathering.
- The conference welcomes Pastor Doug Knupp as Interim Pastor to Good Shepherd Lutheran Church, Windber while Good Shepherd begins the process of calling a new pastor to shepherd their congregation.
- At the caucus meeting of the Johnstown Conference held March 24, 2022, Pastor Mark Fischer was elected to a 3-year term as Dean of the conference.

Respectfully submitted

Rev. Mark W. Fischer
Dean, Johnstown Lutheran Pastors Conference

Laurel Highlands Conference

The ongoing pandemic has kept us from resuming all activity in full in the Laurel Highlands Conference. Our rostered leaders resumed in-person monthly gatherings for mutual support and worship. Our weekly text studies have been held on Zoom. We also resumed our tradition of gathering for an Advent party in December, which was held at Sequanota.

Faith, Somerset hosted the launch party for Grace Delivered in the fall of 2021. We gathered water to be delivered to the volunteer fire companies across our conference. The Grace Delivered board is hopeful that the conference congregations will plan events that utilize the trailer and tents that are available and that the conference will come together for board planned projects throughout the coming year.

We have collected personal care kits for Lutheran World Relief during the season of Lent 2022 to help meet the increased need due to the refugee crisis in Ukraine. The mission team from Friedens Lutheran Church is coordinating a special trip to deliver the collection to the distribution center in Maryland the week after Easter.

The conference will hold weekly prayer services for peace on Wednesdays through the season of Easter. Trinity, Somerset will host these services for any in the conference or community who wish to take time for prayer and reflection, particularly for peace in Ukraine and all nations in conflict.

We hold in prayer all of our congregations and rostered leaders who are in transition.

Since last year's report,

We bid farewell to Pastor Felicia Swartz, who received a new call in Southeastern Pennsylvania;

We bid farewell to Pastor Will Foster, who received a new call in Texas;

We welcomed Pastor Ruth Jensen to Trinity, Somerset; Pastor Doug Knupp, who had been serving as interim at Trinity, Somerset, transitioned to serving as interim at Good Shepherd, Windber;

Christ Trinity Parish welcomed Allen Stump, a student in the TEEM program, as Vicar.

The congregation of Trinity, Hooversville has made the decision to dissolve the congregation. They will hold a final worship service at the end of April 2022.

The congregation of Grace, Stoystown has begun the process of coming together with the congregation of Friedens. The work of this transition is expected to be ongoing for several months.

Submitted by Rev. Dena Gable, Dean

Nittany Conference

It feels to me as though COVID-19 has dictated how we operate as a conference for the last couple of years. The rostered ministers of the Nittany Conference continued to meet monthly via Zoom for prayer, support, and idea sharing as all our congregations and ministries navigated virtual and in-person worship during the pandemic.

When Pastor Paul Tomkiel's term as our Dean ended in 2020, I agreed to fill the role of Acting Dean through the Bishop transition. When I took a call in Bishop Paula's office, Deacon Alicia Anderson stepped into that role, and she was recently elected Dean at the Nittany Conference Spring Caucus.

There have been a few pastoral transitions during the pandemic. Pastor Laretta Dietrich has been serving the Spring Mills Lutheran Parish for just over a year. Pastor Curt Wingert took a new call in the Upper Susquehanna Synod. Vicar Ted Williams, who had been on internship with Trinity Lutheran in State College, is now serving as the transitional minister at St. Mark Lutheran in Pleasant Gap.

I give thanks for my colleagues in the Nittany Conference and the ministry we have shared.

In the peace of Christ,
The Rev. Kevin Shock, Former Acting Dean

Ten Things to Know about 1517 Media Spring 2022

1. Over the past year we have added several new **All Creation Sings**, resources including an expanded Indexes volume that includes both ACS and ELW listings, the *Guitar Accompaniment Edition*, the *Ensemble Setting of Setting 12*, and an eBook version of the Pew Edition. We continue to add learning resources that can help you use this hymnal supplement to enliven your congregation's worship in these rapidly changing times. augsburgfortress.org/allcreationsings
2. Daniel Erlander's timeless work continues to inspire faith formation at all levels in the church. **Manna and Mercy: A Brief History of God's Unfolding Promise to Mend the Entire Universe** is a family of books and curriculum to support conversations about the Bible with your whole congregation. This collection of resources complements three other series: **A Place for You** (Holy Communion), **Come to the Water** (Holy Baptism), and **Baptized, We Live** (introduction to Lutheranism). augsburgfortress.org/manna
3. Augsburg Fortress continues to support musical proclamation of the gospel with new seasonal choral music, vocal solo offerings, and piano and organ collections, including a new, second series of church year volumes in the acclaimed Augsburg Organ Library. augsburgfortress.org/new-releases
4. We have expanded our seasonal devotion options, with a new devotional for Advent and Christmas each year joining the Lent offering. Quantity discounts make these pocket-sized booklets ideal for congregational distribution and for household use. The accessible, colorful format makes it easy to incorporate a simple Christian observance into these central times of the year. augsburgfortress.org/seasonal-devotions
5. Fortress Press continues its legacy of publishing compelling theological, biblical, and ethical engagements for the church and the world in which it lives. New releases for 2022 include: **Storycraft: The Art of Spiritual Narrative** by Walt Wangerin Jr., **20 Myths about Religion and Politics in America** by Ryan Burge, and an expanded edition of Fred Lehr's Clergy Burnout: **Surviving in Turbulent Times**. fortresspress.org
6. Our Broadleaf Books imprint explores the expanse of human experience—seeking to deepen faith and understanding and bring wholeness to readers and society. New 2022 releases include **You Can Talk to God like That**, **The Mindful Grandparent**, and **Unbossed: How Black Girls Are Leading the Way**. broadleafbooks.com
7. Sparkhouse provides digital access for a low annual fee through **Sparkhouse Digital** to a wide range of regularly refreshed resources for early childhood, children, and youth. Subscribers can access new digital activity kits that help congregations provide resources for use in the home or as a supplement to in-person faith formation activities. augsburgfortress.org/sparkhouse-digital
8. This spring Sparkhouse released a collection of poems by Joe Davis written with high school graduates in mind. **We Rise Higher: Poems and Prayers for Graduates** helps youth celebrate, commemorate, and reflect on this transition as they move on to the next phase of life. augsburgfortress.org/we-rise-higher
9. Frolic Preschool, Frolic Nursery, and Frolic Family introduce little ones to faith concepts in age-appropriate ways. This year we have released the award-winning Frolic Storybooks in affordable paperback bundles. wearesparkhouse.org/frolic
10. Beaming Books continues its mission to publish high-quality children's books that help kids thrive in every part of who they are—emotionally, socially, and spiritually. New releases for 2022 include: **God's Holy Darkness**, **The Animals Speak: A Christmas Eve Legend**, **God Made All Your Feelings**, and **Mother God**. beamingbooks.com

Want to learn more? Follow us on social media. Sign up for our free eNewsletters at augsburgfortress.org | wearesparkhouse.org | fortresspress.com | beamingbooks.com | broadleafbooks.com

Allegheny Lutheran Social Ministries (ALSM)

2022 Message to the Allegheny Synod, ELCA

Greetings and blessings to each of you from the leadership of ALSM!

Allegheny Lutheran Social Ministries (ALSM) is the only regional faith-based not-for-profit organization offering services that span the generations. ALSM has been responding to the needs of our communities for nearly 75 years.

At the heart of our mission is the ability to provide benevolent care for those whose resources have been depleted through unexpected changes in circumstances as a resident. Each year, approximately 370 people who reside in ALSM's senior living communities are provided these funds-- totaling more than \$2.7 million--in order to be able to live as independently as possible. We are grateful that no one has been asked to leave a community because of a lack of funds.

ALSM is able to fulfill its mission and touch the lives of more than 3,000 people because of the partnership we share in this ministry with each of you. As ALSM serves individuals throughout an eight-county area, you may know someone who has received our services or lives in one of our senior communities. I would like to share an example of how ALSM touches the lives of people.

Fay's Story:

For the past three years, Fay, a widowed veteran, has received the services of ALSM at Home. The staff team members visit him twice a week, staying three hours each visit. "I highly recommend them. Everything they do is terrific," said Fay. "I had another group before ALSM at Home and I asked them to stop visiting. It was always someone new coming to my home. With ALSM, I have Tina and Rita who visit me each week. They know exactly what needs done and they get right to it!" The team helps Fay maintain his independence in his home. "I cannot keep my house going without them. They clean, do laundry,

fix me a bite to eat, among other things," he shared. "I look forward to their visits. They are like family to me, like daughters."

"I have bad knees and hips and elbows from years spent on my favorite pastime," said Fay. He was Altoona's beloved "Snow Cone Man" for more than thirty years. Prior to retiring from PPG, he spent four hours nightly in the summer delivering smiles to as many children as possible. In retirement he spent nine hours a day in his Jeep driving three routes, providing joy and delicious frozen treats. "I enjoyed it and continued until it took its toll on my body. Crushing ice is hard on your shoulders, back and legs. I have always believed in supporting the youth in my community, either as a youth counselor or the Snow Cone Man."

Margaret's Story:

Margaret Coleman is "Aging Her Way" in her cottage at Blairmont Commons on the campus of The Lutheran Home at Hollidaysburg. Margaret moved into the cottage four years ago and she has been receiving in-home care services through ALSM at Home for the past three years. "I am doing better living in the cottage than living in my home."

Margaret's cottage is filled with some of her favorite things, such as her piano and organ. She doesn't play much anymore due to an injury suffered while playing the organ at a local church. "I have had many surgeries as a result of the injury. I even spent 47 days in The Lutheran Home receiving therapy and recovering," she said. "I like having ALSM at Home visit me. Tracy visits five days each week for one hour a day. You can get a lot done in one hour. She assists me with any personal care needs I may have, helps with dishes, laundry, mopping the floor and even accompanies me on walks around



continued

my neighborhood. I also have meals delivered from The Lutheran Home for dinner. I like having that service. The food is good. I am widowed and my children live out of the area. I do not want to move to where they live. This is my home and where I want to be.”

We are truly blessed to be able to serve the needs of people throughout our region with the following programs and services:

- **Senior Communities** (The Lutheran Home at Hollidaysburg, The Lutheran Home at Johnstown and The Oaks at Pleasant Gap)
- **Rental assistance senior housing** (Lutheran Commons at Berlin Pike and Lutheran Commons at Pleasant Gap)
- **Community Services** (ALSM at Home)
- **Children’s Services** (Head Start, Early Head Start, Family Center, Growing Years Early Learning Centers, Kid Stop before-and-after programs and PRE-K Counts programs)

In 2021, we began to see some normalcy return to our program and communities. The children enrolled in classroom-based programs returned to in-person learning while visitors were welcomed back to senior living, all while adhering to the guidelines of our regulatory bodies. We thank you and the members of your congregations for your prayerful and financial support.

A few highlights from our programs and services include:

Senior Living Communities

- Allegheny Lutheran Social Ministries senior living communities continue to take every precaution to keep everyone safe and follow public health recommendations to reduce the risk of spreading COVID-19.
- Wello Station X touchless temperature stations were added to our communities to screen visitors and staff team members. The stations assist in the prevention of and the spread of COVID, influenza strains, and other viral diseases.
- Volunteers are welcome on campus again. Volunteers follow the same safety protocols as ALSM team members for safety and protection. If you would like

to discuss volunteer opportunities, please contact:

- Jennifer Helsley – The Lutheran Home at Hollidaysburg, 814.696.4527
- Cassidy Keilman – The Lutheran Home at Johnstown, 814.255.6844
- Sara Wright – The Oaks at Pleasant Gap, 814.359.2782

Blairmont Commons, Hickory Commons and The Lutheran Home at Hollidaysburg

- Blairmont and Hickory Commons cottages offer residents a stress-free lifestyle. Exterior and interior maintenance are included in the cost, allowing residents the time to enjoy their favorite activities. The cottages are energy efficient and handicapped accessible so that residents may “age in place” in this secure neighborhood setting. These independent living residences attract individuals age 55 and over. The waiting list for these cottages continues to grow.
- The bright and spacious apartments at Hillcrest are perched atop the famous “Double Dips” in historic Hollidaysburg, overlooking ALSM’s Hickory Commons campus. Small pets are welcome. Meals plans are available with dining room and to-go options.
- The Lutheran Home continues to focus on individuals who are in need of short-term rehab. Many times, persons who have suffered a stroke or are recovering from a broken limb or limb replacement surgery may benefit from therapy services in a nursing home setting. In addition, long-term care residents are also accepted.
- Short term respite stays are available. Respite stays allow family caregivers to take a break from caregiving, tend to their own health care needs, go on vacation or attend a family celebration such as a wedding or graduation.
- For more information or to schedule a tour, contact Gloria Smith at 814.696.4527.

The Lutheran Home at Johnstown

- The continuing care campus is located in the historic Westmont neighborhood of Johnstown. Cottage homes and one and two-bedroom apartments are bright and spacious. The personal

care accommodations with a full bathroom provide comfort and privacy for those who require a helping hand. For more information or to schedule a tour, contact Ray Soto at 814.255.6844.

- The Lutheran Home continues to focus on individuals who are in need of short-term rehab. Many times, persons who have suffered a stroke or are recovering from a broken limb or limb replacement surgery may benefit from therapy services in a nursing home setting. In addition, long-term care residents are also accepted.
- Short-term respite stays are available in personal care and health care. Respite stays allow family caregivers to take a break from caregiving, tend to their own health care needs, go on vacation or attend a family celebration such as a wedding or graduation.

The Oaks at Pleasant Gap

- The Oaks at Pleasant Gap campus continues to serve the needs of those who desire personal care services as well as independent living. For those seniors who meet income guidelines, there is also a 14-unit apartment building, Lutheran Commons at Pleasant Gap. There is now a waiting list but applications are being accepted. For information on Lutheran Commons, call Justin Arko at 814.696.4500 or 800.400.2285.
- Additional independent living cottages are under construction. Reservations are now being accepted for new cottage homes. For information or to schedule a tour of The Oaks, call Melissa Hall at 814.359.2782.
- Short term respite stays are available. Respite stays allow family caregivers to take a break from caregiving, tend to their own health care needs, go on vacation or attend a family celebration such as a wedding or graduation.

Community Services

- Services of ALSM at Home include personal care, cleaning, meal preparation, assistance with the activities of daily living (such as bathing, dressing and medication reminders) and companionship. Often, members of our staff team provide respite care for persons who live with their families. Services may be scheduled in one hour increments.

Children's Services

- Growing Years Early Learning Center and Kid Stop managers completed educational courses through the Keystone STARs program for continuous quality improvement. The centers have a rating of 3 STAR out of 4 STAR or higher. Those centers include Bedford and Johnstown Kid Stops and Growing Years in Bedford and Johnstown. PRE-K Counts is offered through Growing Years in Bedford and Johnstown.
- Head Start continued partnerships with the Intermediate Units 08 and 11 to provide inclusive preschool programming to children in Bedford and Fulton counties.
- Head Start continued collaborations with the Chestnut Ridge, Northern Bedford and Central Fulton school districts for preschool programming.
- The Family Center of Bedford County serves families through home visits, monthly playgroups, fathers' groups and special events.

In addition to these program highlights, ALSM's annual golf outing raised more than \$40,000 for benevolent care. We invite you to join us at this year's outing, scheduled for Monday, July 25 at Scotch Valley Country Club. For more information, please contact the Advancement Office at 814.696.4516.

We appreciate your prayerful support and **thank you** for your partnership in our mission of serving people with love, compassion and mercy in the name of our Lord, Jesus Christ.

For more details on ALSM programs, I invite you to visit our website at www.alsm.org. For a copy of ALSM's Annual Report, please call 814.696.4516 or send an email to development@alsm.org.

In His service,



Patricia W. Savage, President/CEO
998 Logan Blvd.
Altoona, PA 16602
814.696.4500 • 800.400.2285
www.alsm.org

"To serve people through a ministry of love, compassion, and mercy in the name of our Lord, Jesus Christ."

Allegheny Synodical Women's Organization 2021 Report

With some of the COVID 19 restrictions lifted the Synodical Women's Organization Board met in-person five times in 2021. We were also able to hold an in-person convention on October 23, 2021, at Duncansville Evangelical Lutheran Church. The convention was limited to a morning session and consisted of breakfast, worship and business session. The evaluation forms indicated that the format was very well received by the voting members and guests. We are busy planning a similar convention for October, 2022.

At the convention the out going president, Carol McClure and vice-president, Peggy Thatcher, were recognized for their many years of service on the board of the Synodical Women's Organization.

Fay Dellinger was elected as president; Terri Lingenfelter, vice-president; Jeanne Fleegle, secretary; and two new board members, Mary Ann Wolfhope and Carol Sauter were elected. Board members, Peggy Steinfurth, Donna College, and Treasurer Donna Wilt, continue to serve on the board.

It is no secret that the number of active congregational units has been declining over the years. Covid 19 and the restrictions imposed did not help the situation. I would like to ask each of you to consider encouraging your congregation to become an active unit of the Women of the ELCA. Our newsletter, *The Courier*, is mailed to every congregation in the Allegheny Synod and is available on the Synod website, and it includes all contact information for officers and board members.

One of the important responsibilities of the Synodical Women's Organization has been coordinating the

transportation of the LWR blankets, quilts and kits. The following is the report of the 2021 collection.

Blankets	104
Quilts	1,383
Personal Care Kits	633
Baby Kits	4
School Kits	609
Fabric Kits	17
Baby Sweater/Hats	15

In addition, Bethany, Altoona sent 72 Quilts to St. Francis University Blanketeers that went to 3 countries.

We are currently looking for someone to volunteer to coordinate the transportation for the 2022 collection. This involves contacting the trucking company and supervising the process of loading the truck.

The Triennial Convention of the Women of the ELCA was held virtually August 3–5, 2021. At that convention several changes to the constitution were approved. The Allegheny Synodical Women's Organization's constitution has been updated to reflect these changes. If you have any questions about these changes please feel free to contact us.

We wish to thank all of you for your continued support of our organization and look forward to working with you in the coming year.

Respectfully submitted by:
Fay Dellinger, President

Breezewood Trucker and Traveler The Year In Review 2021

Greetings and grace to all in the name of the Lord! We appreciate your partnership in this marketplace outreach. The Breezewood Trucker and Traveler Ministry is blessed to record the following:

(2018) (2019) (2020) (2021)

1168 1043 331..... 533.....trucker contacts.
 1429 1213 397..... 854.....traveler contacts.
 764743 477..... 505.....employee/staff contacts.
 8269 48..... 65.....spiritual/emotional assistance for truckers.
 143132 91..... 104.....spiritual/emotional assistance for employee/staff.
 261273 184..... 246.....pastoral care calls in the community.
 1041 1231 1041.... 1224.....food resource provided.
 85108 199..... 184.....nights of lodging provided.
 3637 44..... 40.....persons assisted with gasoline.
 145164 48..... 49.....persons provided with transportation(including bus).
 2345 55..... 37.....camping gear, bags, showers, gift cards, cash, or clothing.
 271117 131..... 82.....traveler's "Zip Lock" care packages given.
 195202 82..... 80.....Bibles or New Testaments given.
 285210 105..... 52.....families/individuals served through Christmas food drive.
 1491.....1.....local church sponsored holiday hospitality tables.
 3222 14..... 13.....ministry presentations/preaching/special services.
 9389 22..... 21.....Bible studies/ prayer service.
 2177 2130 1803.... 2005.....professional staff hours worked.
 1830 2323 1379.... 1606.....hours served by volunteers.

Professional Corporate Chaplaincy: Spiritual Care Association Membership

After 2020 our insides ached for a return to "normalcy," but 2021 brought more great shaking of cultural / commercial/civic foundations. Many lost loved ones; grief is very real. Breezewood has been invited along with the rest of the world to steady ourselves and align our recovery with a Higher Authority. At the crossroads we encounter people wrestling with the dissatisfactions of under-employment or the over-employment of weeks of pressure deliveries or staffing shortages. We walk with the grieving and pray for communities affected by

COVID, and those individuals socially isolated by virus fears who turn to illicit activities to fill the void and assuage trauma. Through it all the ever-present sources of electronic media have flooded brains and distracted us from the truths that God would rather explode into our social media accounts, phones and computers. The prophet Jeremiah spoke of great laments for an exiled people who lost their national identity when Jerusalem was burned/destroyed, yet his message contained hope! Within 70 years the exiles returned to their beloved

continued

Palestine, and a SPIRITUAL return to faith was set before the people in a promise(prophecy) of a Messiah. Jesus entered history a few centuries later and fulfilled what peoples in all ages could not accomplish in their own good efforts. God continues to enter history(ie: our day and age)as the Highest Authority, offering a game changing reconciliation through Christ in a world such as we know in Breezewood. At a hub of highway commerce, we are blessed to offer pastoral care and share messages of hope and promise for the challenges of any age!

We continue to coordinate for food, fuel, care packages, transportation, and emergency lodging for those in need. We give thanks for a management team, partner

churches, businesses, and individuals whose faithfulness multiplies resources for ministry! In a year of recovery, we are thankful for ELCA congregations, and very dedicated/creative management members including David Wright(St. Peter's and Messiah), and Judith Simonson (Mt. Zion, Breezewood)!

(HE) WILL WATCH OVER HIS FLOCK LIKE A SHEPHERD

Jeremiah 31

P.O. Box 286, Breezewood, PA 15533; (814) 977-6964

Grace Delivered Lutheran Mobile Ministry

A mobile ministry uniting ELCA congregations in Somerset County to impact our communities and inspire people with God's grace.



LUTHERAN MOBILE MINISTRY

2021 Annual Report

After many delays due to the COVID-19 pandemic, Grace Delivered officially launched in 2021 with a celebration at Faith Lutheran Church, Somerset. At the launch, people were invited to get hands-on with the trailer, tents, and generator that Grace Delivered has available for use. We shared refreshments, collected cases of water and other drinks to donate to the volunteer fire companies across Somerset County, and attendees were given forms to use to apply for use of the trailer/equipment for their projects.

We had our first official board election at the Laurel Highlands Conference Spring Assembly on May 6, 2021. In addition to purchasing the trailer and planning the launch, the board has been hard at work continuing to organize, including securing insurance and creating the application for use of equipment.

We spent some time working with Scott Ash and his team of designers to create a new logo for our ministry, which we are excited to be unveiling. The logo captures the dynamic movement of our ministry-on-wheels and is presented in the same colors as the logo of the Evangelical Lutheran Church in America to honor our particular Lutheran way of embodying the grace of Christ in our communities.

We did not hold any fundraising events in 2021 as we felt it was important to get out into the community and make a difference before we ask for any more financial support.

The trailer and other equipment are being stored at Camp Sequanota when not making the rounds to the congregations in Somerset County. We are grateful for the space and hope we will find more ways to partner with Sequanota as we get creative with our ministry.

Thank you to our board members who have been working hard to get Grace Delivered organized and on

the road. We are excited to see the next phase of this ministry as congregations creatively engage to impact our communities and inspire people with God's grace.

Respectfully Submitted,

The Rev. Dena Gable
Chair of the Board

P.O. Box 996, Somerset, PA 15501
info@gracedelivered.org

Board Members

The Rev. Dena Gable (Chair)
Lavansville-Bakersville Parish

Josh Spangler (Vice-Chair)
Mt. Calvary, Lavansville

Hanna Weimer (Secretary)
Laurel Trinity, Jennerstown

Vicar Allen Stump (Treasurer)
Christ Trinity Parish

The Rev. Jonathan Adams
Benscreek

Nicholas Carroll
Trinity, Somerset

Elizabeth Thomas
Benscreek

Lutheran Campus Ministry at Penn State /Lutheran Student Community

Each year, students from across the country and across the globe pack their belongings, their hopes and dreams for the future, along with their fears and uncertainties, and head to college or university. On campus, they will encounter academic and personal challenges and joys while they grow and learn about the world and about themselves. Through Lutheran Campus Ministry at Penn State, students at Penn State encounter Jesus on this part of their journey into adulthood.

Lutheran Campus Ministry is your presence on campus. On behalf of the synod and the whole church, we walk with students through their years at the university, offering opportunities for connection, growth, and service. We provide ongoing reminders of God's love and presence in the world for individual students and the campus community as a whole.

Worshipping Community – Students gather for worship on campus with Lutheran Student Community mid-week at Pasquerilla Spiritual Center. Using the ancient texts of Evening Prayer, students sing, pray, share readings and reflections, and encounter God in this secular university setting. On Sundays, students are welcomed at Grace Lutheran Church near campus, connecting with campus minister, Deacon Alicia Anderson, at either Sunday morning congregational worship, or Sunday evening hybrid worship led by a music team and the staff of Grace and Lutheran Campus Ministry.

Community Connections – Students are grateful to connect with each other in faith-based settings. Over meals, at volunteer opportunities, through discussions, and in worship they build supportive friendships with other students of faith. These are people who can truly share the journey together, supporting and caring for each other in the highs and lows of university life and the years beyond. They laugh together, share their challenges, pray for each other, and embody the presence of God with and for one another.

Service and Learning – Students are eager to share their time and abilities to help those around them. Through service both on campus and off campus, they find the joy of helping and learn more about the complexities of need, generosity and justice. They also

learn about themselves while serving as God's hands in the local community and wider world.

Growing in Faith and Knowledge – Students seek out safe places to ask questions and discover new understandings. Through informal conversations, discussion events, campus-wide speakers, and one-on-one conversations our campus minister, students can explore questions and delve into the intersection of faith and daily life. They discern how God is calling them to serve the needs of the world through their life's work, their activities & interests, and the relationships they have.

Pandemic Impacts & Programs – Covid-19 has continued to shape ministry and life on campus this year. Spring semester 2021, before vaccines were available for most of the campus population, safety restrictions kept our community masked and distanced for worship. Singing and eating together was not allowed until the end of the semester, but the opportunity to worship together, pray with one another, and "sing in our hearts" while listening to the music of the liturgy helped students encounter God despite the challenges. Fall semester 2021, with over 90% of the Penn State student body fully vaccinated, restrictions did allow worship in a circle and singing again. Sharing meals together resumed and the students are grateful for the community as well as the dinner.

Grace Lutheran Church continues to be an important partner in ministry with and among students. In-person worship resumed in the summer of 2021 and students returning after two and a half semesters away from the building. Meals and other student-focused programming at Grace Lutheran have been delayed by Delta and Omicron and uncertainties about spread of the Covid-19 on campus. Student vocalists are an important part of the Sunday Morning Choir at Grace, where they help led singing in masks with physical distance on Sundays and occasional mid-week worship since mid-fall.

Uncertainty about Delta and Omicron limited options for some service event and led to the cancellation of the winter Vocation retreat. Student were able to volunteer at the Penn State Arboretum in both the spring and fall of 2021 and with the Hunger Awareness Taskforce. Plans are in place for a Service & Learning Pilgrimage in

continued

Washington, DC for a portion of Spring Break in early March 2022. As case numbers and hospitalization rates decrease, we are cautiously optimistic about more events in the months ahead. As of February 2022, Penn State continues to require masks for all indoor events.

Campus Partnerships – Lutheran Campus Ministry and Lutheran Student Community continues important connections with other groups on campus. With our office in Pasquerilla Spiritual Center provides regular opportunities to work with the Center for Spiritual and Ethical Development (CSED) on events and projects, including Candlelit Labyrinth Walk in Eisenhower Chapel this spring.

In the fall, we led a team including CSED, Presbyterian Student Fellowship, Wesley Penn State, and Bellisario College of Communications to host award-winning journalist and 1619 Project creator Nikole Hannah-Jones at events with both student leaders and the general public, thanks for funding from University Park Allocation Committee.

Partnership with Hillel at Penn State has led to plans for the Interfaith Fellowship which will bring students from various faith backgrounds together to explore what it means to be a “person of faith” on campus. Over spring break, we will partner with Presbyterian and United Methodist ministries for Explore DC: A Service & Learning Pilgrimage. In partnership with State College Presbyterian Church, DiscernPSU continues to invite students and those who work with them to look at issues of calling and vocation, despite some Covid-19 related setbacks this year.

Online Presence – Online presence has become even more important for Lutheran Campus Ministry through the pandemic. When students were sent home, were isolating because of illness or exposure, or are simply weary from masking and tending safety precautions, virtual ways to connect with our community have been especially welcome. Through regular Facebook and Instagram posts, weekly listserv messages, and our website, students (and others) can find reflection and prayer resources, get updates on events and opportunities, and request prayers.

Joy on the journey – As Lutheran Campus Ministry has continued to accompany students in their Journey with Jesus through the college years, we have encountered many gifts unique to the pandemic times. The resilience of students has been remarkable. Their openness to change and adjust plans or routines for safety’s sake has eased the stress from the constant need to adapt. It has been beautiful to see how deeply grateful students are for opportunities to actually be together, and

to how sincerely they explore God’s word and God’s work in the world. They have learned important lessons about how to care for each other, welcome each other, and make room for each person’s gifts in these challenging times.

We are grateful – We truly are grateful that the Allegheny Synod sees the vital need for Lutheran Campus Ministry at Penn State and our work on campus. Our work could not continue without ongoing synod support, congregational gifts, and individual donations. Your financial contributions, volunteer time, leadership skills, student referrals, regular prayers, and other support help us continue to bring the good news of Jesus on campus.

We invite your continued prayers for campus ministry and for students as they face the unique challenges of university life in the midst of the ongoing pandemic. Please pray especially for those who will graduate this year and those who will arrive on campus for their first year this fall.

Thank you for the important partnership we share in this ministry.

Peace,

Alicia Anderson, Minister of Word and Service
(ELCA Deacon)

Website: lutheranpennstate.org

Social Media on Facebook and Instagram: [@lutheranpennstate](https://www.facebook.com/lutheranpennstate)

Weekly listserv for students: [Sign Up Here](#)

NEW! Beginning May 2022 - Quarterly messages for friends of Lutheran Campus Ministry: [Sign Up Here](#)

You Can Help Connect Students – Lutheran Campus Ministry sites at more than 250 schools across the country invite your help connecting students to campus ministry. If you know students at a college or university anywhere in the country, you can visit the LuMin Network website to share the student’s contact information with campus ministry, (luminelca.org/refer-a-student/) or to find information to share with the student about campus ministry at their school (luminelca.org/ministries/). You can do the same with students who are enrolled or enrolling at Penn State.

Lutheran Campus Ministry at Penn State is the ELCA’s presence on the Penn State campus, supported through grants from the Allegheny Synod, Lower Susquehanna Synod, Upper Susquehanna Synod, ELCA Churchwide, plus individuals and congregations who are committed to fostering spiritual growth of students on campus which lays a groundwork for their lives after graduation.

Lutheran Immigration and Refugee Service



Lutheran Immigration and Refugee Service

Siblings in Christ of the Allegheny Synod,

2021 was many things — frustrating, surprising, heartbreaking, and heartening — to name a few. At Lutheran Immigration and Refugee Service, however, the word we find ourselves using the most is transformative.

Like all of you, we found ourselves facing parallel crises: the continuing COVID-19 pandemic, an influx of vulnerable immigrant children at our border, and the devastating refugee crisis in Afghanistan. While it was an incredibly difficult year in many ways, it was also one of the most inspiring in our 83-year history.

People of faith and communities like yours stepped up in ways that we never could have expected to meet this moment and fulfill our Biblical call to welcome the stranger. In the last year alone:

- **100,000 volunteers** signed up to support our refugee and immigrant neighbors
- Supporters provided more than **\$30,000 worth** of essential items like cell phones and gift cards to our Afghan brothers and sisters
- **14,000+ generous donors** opened their hearts to the ministry of welcome
- LIRS welcomed more than **10,500 Afghans** through our nationwide resettlement network
- Our team assisted in reunifying or placing nearly **33,000 children** in loving homes
- We sent nearly **20,000** holiday cards and **1,750+ gifts** to families affected by immigration detention
- LIRS launched several exciting new programs and offices, such as field offices in Northern Virginia and Fargo, ND; the New American Cities economic empowerment program; Mental Health services for refugee children and families, and more.

Our resettlement and immigration services were complemented by our ever-growing slate of annual programs, which offer the public opportunities to **ADAPT**: Act, Donate, Advocate, Pray, and Teach. We invite you to engage with LIRS, as an individual or community, through one of our five key programs:

- Stand Up Speak Up — Our interfaith advocacy program organized each spring
- Gather — A cultural education program hosted in the fall
- Hope for the Holidays™ — LIRS' flagship winter program for supporting families impacted by immigration detention
- EMMAUS Congregational Network — Our network of congregations who receive resources and support from LIRS
- LIRS Ambassador Network — A community of change-makers from around the US

In 2022, we are deepening our commitment to the work of welcome and believe that together, we can realize Matthew 25:35 in communities across the United States. We are so grateful for your astounding support and look forward to welcoming our newest neighbors alongside you.

In peace,

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

Dr. Kristin Witte, Director for Outreach

Mission Investment Fund



Mission Investment Fund
Evangelical Lutheran Church in America
God's work. Our hands.

With faith and finance at our core

The Mission Investment Fund, a financial services ministry of the ELCA, provides a strong, stable, faith-based way for individuals, congregations and ministries to achieve their financial goals.

MIF provides a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and partner ministries, including social service agencies and outdoor camps.

The result? Impact investments, with a transformative impact on our communities: Expanded worship spaces ... new space for education and youth ministry ... much-needed day care centers for working families ... industrial-grade kitchens and fellowship halls for community meals.

We were present for our investors and borrowers that needed assistance during the pandemic. We collaborated with our ministry partner, the ELCA Federal Credit Union, to offer expedited loans for congregations, ministries and individuals, as well as 360 Paycheck Protection Program loans totaling

\$13.9 million. The PPP loans helped continue payroll for some 2,100 congregation and ministry employees and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.

MIF has a longstanding tradition of strength and stability. At year-end 2021, MIF had 820 loans outstanding, totaling \$575.4 million. Investment obligations totaled \$575.4 million. With total assets of \$822.0 million and net assets of \$226.4 million at year-end 2021, MIF maintains a capital ratio of 27.5 percent-positioning MIF in the top tier of well-capitalized church extension funds.



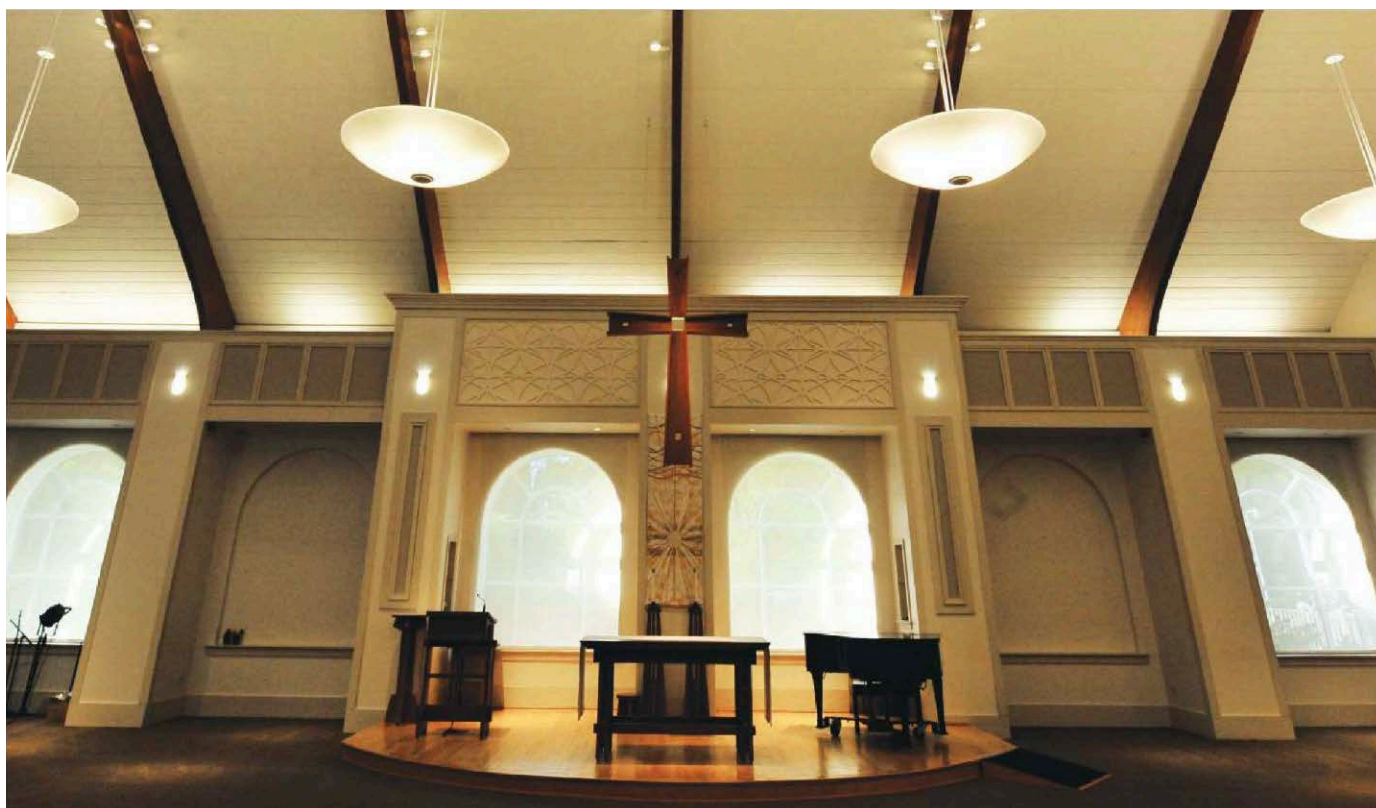
Our steadfast support continues for the members, congregations and ministries of the ELCA and the many ways you minister to a world in need. We are honored to walk alongside you as a trusted partner.

MIF at work in the Allegheny Synod (as of December 31, 2021):

- 1 Mission Investment Fund loan, with a balance of \$27,861
- \$2,509,502 in Mission Investment Fund investment obligations

Mission Investment Fund
8765 West Higgins Road
Chicago, Illinois 60631
Tel: 877-886-3522
Web: mif.elca.org

continued



The Mission Investment Fund can be your financial resource and partner of choice.

Why MIF?

MIF has demonstrated expertise in church and ministry financing. As a ministry of the ELCA with longstanding experience in congregation and ministry building projects, we're unique among lending institutions. We're prepared to listen to what you need, we understand your requirements, and we'll serve as your strategic partner.

We offer competitive rates and terms. MIF consistently offers competitive rates. And now, interest rates on loans remain at historic lows.

We offer a full suite of financial services. In addition to loans, MIF offers congregations, ministries and individuals a host of investment options. Our financial ministry partner, the ELCA Federal Credit Union, offers an additional array of financial services.

The faithful stewardship of Lutheran congregations and their members funds our loans. We use the money invested in MIF to finance hundreds of capital projects across the church.

For more information about MIF capabilities, please visit our website, mif.elca.org or contact your Regional Manager the Rev. Kent Peterson: 276-698-7970 kent.peterson@elca.org

Portico Benefit Services

Benefit Stability in Uncertain Times

PORTICO®

Benefit Services | A Ministry of the ELCA

As the pandemic ebbed and flowed in 2021, Portico's benefits remained a reliable constant for ELCA congregations and organizations, affirming the importance of church together.

- ELCA-Primary health benefits helped to lower stress levels and provided virtual access to health care.
- The ELCA Retirement Plan continued to deliver strong investment returns while offering no- or low-cost access to financial planning and coaching services.

In recent years, we've brought added stability to our program by extending quality, cost-effective benefits to more of those who serve. As we include more ELCA-affiliated social ministry organizations, colleges, and universities, as well as full communion partner denominations, we grow the size of our pool, which, in turn, allows us to secure lower administrative fees and innovative benefits not typically available to smaller groups. In this way, we continue our mission to serve those who serve.



The Rev. Jeff Thiemann
President & CEO

Meeting the Need in 2021

869

Plays of New Portico Podcast

Hosted by an ELCA pastor on current issues impacting our faith community.

34%

Chose New Voluntary Benefit

Through our cost-saving vision care services provider.

643

Retired

In Portico's bundled benefits program — Well done, good and faithful servants!

7.3%

Annuity Payment Increase

Approved for ELCA annuitants in 2022.

2,564

Medical Visits via Text

Through 98point6®, our virtual primary health care service.

8

Large Organizations Joined

In 2021 — 1 ELCA college, 6 ELCA-affiliated social ministries, and 1 full communion partner social ministry.

2,880

Classes Completed in 2021

On Buralong, Portico's new online fitness and wellness benefit.

76%

More Accessed Financial Coaching

Through LSS of Minnesota in 2021 than during the same period in 2020.

87.8%

Very Satisfied

With our Customer Care Center service.

Sequanota Lutheran Conference Center & Camp

Sequanota is turning 75 years old this year.

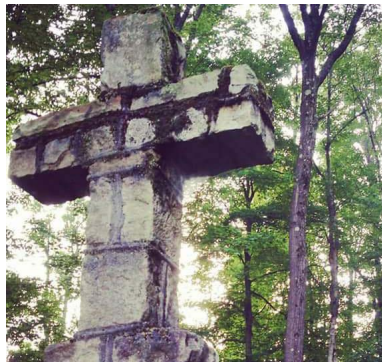
The people of this Allegheny region purchased and built Sequanota to be a place set apart to develop leaders for the church. It is through the hard work and donations from the local families and congregations that Sequanota has made a legacy in faith formation for believers of all ages. June 24-26, 2022 Sequanota is hosting a celebration on site to welcome back all camper and staff alumni. Lodging is completely full for the event, but individuals and families can join us for either Saturday's full day of events or Sunday's worship service (11 a.m. at Luther League chapel - shuttle service available). Meal purchases can be made online at www.sequanota.com under the events tab. Please invite your friends and family to join us for a memorable weekend. Many past directors and their families will be joining us for the festivities.

A BIG word of thanks to all the supporters of Sequanota, who made donations of time and treasure to help camp survive through the pandemic. It was an uncertain time, but because of you - Sequanota will be here for the future to help pass on God's love and the values we hold as important in these Allegheny hills and valleys. This pandemic has assisted in drawing in stronger support from alumni and is a trend that will need to continue to make Sequanota sustainable.

Sequanota continues to serve the congregations and people of the Allegheny Synod despite the struggle of managing the effects of the global pandemic. Sequanota is adapting to the new normal and hoping that retreat guests will return as the pandemic stabilizes. Things are not back to normal, but our guest groups are slowly returning. This summer we will see two of our larger guest groups return. Sequanota over the last decade plus had served more adults than children with our year round ministry and retreat facility. Sequanota has not seen a return to this level of usage. We strongly believe that the church and its people will need time away to nurture faith and grow in community. Sequanota is ready to support our congregations as you make plans for the future.

There are still a few spaces open for summer camp and if campers need it. We still have scholarships available. Sign up for both online at www.sequanota.com.

Office: 814-629-6627 • contact@sequanota.com • www.sequanota.com
Mailing Address: P.O. Box 245, Jennerstown, PA 15547



Susquehanna University

Life of the University

The 2021-2022 academic year marks the 164th for Susquehanna University. The University continues to serve a religiously diverse student body, about 8% of whom self-identify as Lutheran and who hail from 35 states and 22 countries. Dr. Jonathan Green, Susquehanna's 15th president, is completing his fifth year of service.

Campus Religious Activities

Susquehanna has been resilient in the face of the COVID-19 pandemic. Religious Life continues to help members of the academic community integrate faith, life, and learning. Many religious life organizations and various ministries and programs offered by the Office of Religious and Spiritual Life help students grow spiritually as they grow intellectually.

Sunday worship services are held in Weber Chapel when classes are in session, welcoming students, faculty and staff as well as people from the surrounding community. The student leadership intern program allows select students to explore Christian service through formal servant-leadership roles.

Interfaith engagement is a strong commitment of ELCA institutions of higher education generally, and Susquehanna in particular. Twelve different religious student clubs and organizations attest to the vibrancy of

religious life on campus. In February, a panel discussion was hosted: "Interfaith Perspectives on Racial Equity in the Susquehanna Valley," featuring regional religious leaders from a variety of traditions.

Ours is a religiously diverse campus, a reality which we embrace not in spite of but because of our Lutheran tradition, which teaches that the other is to be welcomed as Christ and that education serves the common good.

In our world where religious conflicts are routinely in the headlines, the work of building bridges of understanding and cooperation across lines of religious and philosophical difference is an essential civic and spiritual task. Such work has been an important part of religious life at Susquehanna in the past year.

In Conclusion

Susquehanna University deeply appreciates the ongoing support and encouragement that the Evangelical Lutheran Church in America and the Allegheny Synod give to its efforts to be a strong and successful college of the Church.

The Rev. Scott M. Kershner
Chaplain to the University

United Lutheran Seminary

United Lutheran Seminary (ULS) is one of seven seminaries of the Evangelical Lutheran Church in America (ELCA). ULS is comprised of two physical campuses, Philadelphia, and Gettysburg, and distributed online learning. ULS is a Reconciling in Christ seminary. The ULS Community is a welcoming and diverse learning community equipping people to proclaim the living Gospel for a changing church and world. The seminary offers six graduate degree programs, with flexible learning options, and lifelong learning programs that equip rostered and lay leaders to serve with deep faith and excellence—in congregations, social ministry agencies, campus ministries, military settings, and global missions.

The Rev. Dr. R. Guy Erwin was appointed president of United Lutheran Seminary and Ministerium of Pennsylvania Chair and Professor of Reformation Studies on August 1, 2020. Prior to this appointment, he was fourth bishop of the Southwest California Synod of the Evangelical Lutheran Church in America.

United Lutheran Seminary is blessed to be able to offer financial support, in the form of scholarship awards, to all students who are enrolled in degree seeking programs. First level professional degrees include the Master of Divinity (MDiv) and the Master of Arts in Ministerial Leadership (MAML). Academic first level degrees are the Master of Arts in Public Leadership (MAPL) and the Master of Arts (MA). Second level theology degrees include the Master of Sacred Theology (STM) and the Doctor of Ministry (DMIN). In the fall of 2021, United Lutheran Seminary has a total of 356 enrolled students.

In addition to the general curricular offerings, there are other learning opportunities that directly and indirectly support the pedagogical tasks of unifying, learning, and serving. The Urban Theological Institute enables engagement with African American theology, preaching, and church history throughout the curriculum. The Town and Country Church Institute offers students the possibility of honing ministry to meet the needs of rural and small-town churches in a time of profound change. The annual Asian Theological Summer Institute enables mentorship of Asian and Asian-American doctoral students.

Contributions to the seminary provide hope for the future of our church. Your gift empowers seminary education for our future faith leaders. These leaders will take what they have learned at ULS and apply it to where God calls them in their future ministry contexts, continuing what God has started during their time at the seminary. A variety of giving options are available. Contact us at advancement@uls.edu to learn more or give online at uls.edu/give.

United Lutheran Seminary is a place of rich history and excellent theological education. Explore a brief history of the two predecessor bodies at our website. Contact us today at info@uls.edu to learn more or explore how we can help you live out your call as a servant of God and neighbor. If you have ideas that we can share in our expanding continuing education program, send them to us at learningwishlist@uls.edu.

SECTION 4

RESOLUTIONS & MEMORIALS



Allegheny Synod
Evangelical Lutheran Church in America



Resolution SA21.06.01

Allegheny Synod Bishop's Sabbatical

Whereas "Throughout Holy Scripture, from Genesis' beginnings to Jesus' ministry and the church's witness, accounts of holy activity are clearly set apart by rest, quiet places, and time for restoration. God has given us, God's people, the Sabbath pattern as a time of renewal, a time to be reminded of whose we are and what we are called to do, a time of rest that refreshes us for life."¹, and

Whereas we recognize the potential for the schedule and demands of the Office of the Bishop to negatively impact the well-being and ministry of the individuals called to serve the Allegheny Synod, and

Whereas we trust that a time of renewal and/or professional growth for our leaders has potential for a strong positive impact on the ministries of the Allegheny Synod and the individuals called to serve as synod staff, and

Whereas the Allegheny Synod has already established *Guidelines for Sabbaticals*, in which we encourage a sabbatical of at least three months for rostered ministers who have served in the same setting for 5-7 years, and the bishop should model adherence to these guidelines,

Be it resolved that the bishop of the Allegheny Synod shall be granted, and encouraged to utilize, a sabbatical of eight weeks to be taken in the fifth year of the first term of service following guidelines established in the Allegheny Synod *Guidelines for Sabbaticals*, and

Be it further resolved that the bishop of the Allegheny Synod shall be granted, and encouraged to utilize, a sabbatical of twelve weeks to be taken in the fourth or fifth year of any subsequent terms of service following guidelines established in the Allegheny Synod *Guidelines for Sabbaticals*, and

Be it further resolved that any rostered minister called to serve the Allegheny Synod as Assistant to the Bishop or Director for Evangelical Mission shall be granted, and encouraged to utilize, a sabbatical of eight weeks every five years of service as synod staff following guidelines established in the Allegheny Synod *Guidelines for Sabbaticals*, not to be taken concurrent with the sabbatical of the Bishop, and

Be it further resolved that the Synod Council of the Allegheny Synod undertake a process of revision of the Allegheny Synod *Guidelines for Sabbaticals* to include sabbatical guidelines specific to the Bishop and Synod staff.

Respectfully submitted on behalf of the Laurel Highlands Conference & the Nittany Conference

¹ Allegheny Synod Guidelines for Sabbaticals, 2004.

Memorial to Restructure the Governance of the Evangelical Lutheran Church in America

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 American Evangelical Lutheran Church (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;

Whereas, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations 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 Lower Susquehanna 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.

Submitted by: Bishop James Dunlop, Lower Susquehanna Synod, ELCA

Memorial to Recommend a Structured Process for the Pre-Assembly Identification of Nominees for the Election of a Presiding Bishop

Whereas, the Evangelical Lutheran Church in America (ELCA) elects a Presiding Bishop to serve a six-year term; and

Whereas, the responsibilities of the Presiding Bishop are extensive, as outlined in the *Constitution, Bylaws, and Continuing Resolutions* of the Evangelical Lutheran Church in America in 13.21.; and

Whereas, these responsibilities are of singular importance in guiding the work of the ELCA as a vital and growing communion of faith with impact on the lives of many in this country and around the globe; and

Whereas, the *Constitution, Bylaws, and Continuing Resolutions* require the first ballot in the election of the Presiding Bishop to be an ecclesiastical ballot¹, but allow for a pre-assembly identification process for the election of officers including the Vice President and Secretary (19.01.A21.); and

Whereas, the next election of a Presiding Bishop is scheduled for the 2025 Churchwide Assembly; and

Whereas, many synods have developed pre-assembly identification processes for nominees to the Office of Synod Bishop that allows persons to agree to stand for election, to complete a background check and other screening prior to the synod assembly, and to share an overview of gifts, experiences, and vision with voting members prior to the synod assembly at which the election will occur; and

Whereas, many synods have found that a pre-assembly identification process provides meaningful additional time for candidates and voting members to prayerfully discern the needs of the synod and how each candidates' gifts, experiences, and vision would advance the ministry of the synod, all of which helps voting members cast a better informed first ballot; therefore be it

Resolved, that the Allegheny Synod in assembly memorialize the 2022 Churchwide Assembly of the ELCA to direct the ELCA Church Council (Church Council) to establish a structured process for the pre-assembly identification of nominees for the Office of Presiding Bishop in a way that allows identified candidates to complete a background check and appropriate screening, and become publicly known prior to the Churchwide Assembly; and be it further

Resolved, that the Church Council be directed to create an advisory committee of both lay and rostered minister members to design such a pre-assembly identification process that includes several members of the Church Council, several bishops, and representatives of Full Communion Partners that elect their Presiding Bishop or Presiding Officer through a different process of pre-identification, reporting the structure of that pre-assembly identification process to all synods by November 2023.

¹ The ecclesiastical ballot is noted as a procedural requirement in the Evangelical Lutheran Church in America Constitution in 19.01.C19 without reference to the prayerful and spiritual discernment suggested by the term *ecclesiastical ballot*.

SECTION 5

CONSTITUTIONS



Allegheny Synod
Evangelical Lutheran Church in America



Constitution

TABLE OF CONTENTS

Constitution of the Allegheny Synod 8c	123
Introduction to the <i>Constitution for Synods</i>	124
Chapter 1. Name and Incorporation	126
Chapter 2. Status	126
Chapter 3. Territory	126
Chapter 4. Confession of Faith	127
Chapter 5. Nature of the Church	127
Chapter 6. Statement of Purpose	128
Chapter 7. Synod Assembly	130
Chapter 8. Officers	132
Chapter 9. Nominations and Elections	138
Chapter 10. Synod Council	139
Chapter 11. Committees	140
Chapter 12. Conferences, Clusters, Coalitions, Area Subdivisions, and Networks	146
Chapter 13. Congregations	147
Chapter 14. Rostered Ministers	149
Chapter 15. Financial Matters	155
Chapter 16. Indemnification	158
Chapter 17. Consultation and Adjudication	159
Chapter 18. Amendments, Bylaws, and Continuing Resolutions	160

Constitution of the Allegheny Synod 8c

**Modified by Churchwide Assembly
Milwaukee, WI
August 2019**

INTRODUCTION to the *Constitution for Synods*

The *Constitution for Synods*, like the other governing documents of this church, reflects the theology and polity of this church as it organizes itself to preach the gospel of Jesus Christ, share the sacraments, reach out to the neighbor with good news, and share the love of God in the world. Each expression of this church — churchwide, synod and congregation — is held together in a relationship of interdependence that encourages each to respond to its context. These documents also demonstrate our commitment to seeing ourselves with others as part of the one, holy, catholic, and apostolic Church. As such, the *Constitution for Synods* is deeply rooted in Scripture, the Lutheran Confessions, and the history of this church and its predecessors.

The *Constitution for Synods* was adopted by the Constituting Convention of the Evangelical Lutheran Church in America, as required by the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. This current edition of the *Constitution for Synods* contains changes adopted by all churchwide assemblies, including the fifteenth Churchwide Assembly in 2019. It is consistent with the requirements of the governing documents of the ELCA's churchwide organization, and it provides organizational flexibility to recognize local context.

- **Required provisions:** Sections of the *Constitution for Synods* marked by a dagger [†] are required provisions. These sections, including constitutional provisions and bylaws, must be used without alteration or amendment of the text in any manner (i.e., neither additions nor deletions are permissible). In accordance with provision †S18.11, amendments to required provisions in the *Constitution for Synods* passed by the Churchwide Assembly are automatically incorporated into the constitutions of individual synods upon formal certification by the secretary of this church. Because the secretary has provided such certification following the 2019 Churchwide Assembly, required provisions marked by a dagger [†] have been incorporated into synod constitutions.
- **Codification explanation:** The *Constitution for Synods*, like the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and the *Model Constitution for Congregations*, is organized into chapters by general subject matter and codified as (a) constitutional provisions, (b) bylaws, and (c) continuing resolutions. Each provision is preceded by a capital “S.” If a provision is mandatory, it will be preceded by a dagger, “†S.”
 - a. Constitutional provisions are codified with two sets of numbers, preceded by an “S”: the chapter number, followed by a period and a two-digit number. A period follows the two-digit number. Thus, one required constitutional provision related to “Conferences, Clusters, Coalitions, Area Subdivisions, and Networks” in Chapter 12 is codified as “†S12.01.” In accordance with Chapter 18, titled “Amendments, Bylaws, and Continuing Resolutions,” there are three types of constitutional provisions in each synod's constitution:
 - 1. Required constitutional provisions adopted by the Churchwide Assembly are designated by a dagger “†,” as discussed above (†S18.11.);
 - 2. Recommended constitutional provisions adopted by the Churchwide Assembly may be adopted by majority vote at one meeting of the Synod Assembly (†S18.12.);
 - 3. Other constitutional provisions, including different versions of the recommended provisions referred to in the previous paragraph, may be initiated in and adopted by individual synods, but such provisions may not conflict with the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. Such synod constitutional amendments are adopted and become effective in accordance with †S18.13.
 - b. Bylaws follow constitutional provisions to which they apply. They are not intended to be organized in a separate document at the end of the constitutional provisions. Bylaws are codified with three sets of numbers: the chapter number (preceded by an “S”), the related constitutional provision number, and a

two-digit number. There are periods after the chapter number, after the reference to the constitutional provision, and after the bylaw number. Thus, a bylaw relating to synod networks would be codified as “S12.01.01.” Although the *Constitution for Synods* contains some required bylaws, there is not a model set of bylaws or continuing resolutions because bylaws and continuing resolutions normally relate to specific practices and details of each synod’s organization, operation, and life. Thus, each synod has discretion and may develop its own bylaws and continuing resolutions, including bylaws and continuing resolutions under required constitutional provisions, but no such bylaw or continuing resolution may conflict with constitutional provisions in the *Constitution for Synods*, mandatory synod bylaws, or with the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. Bylaws are adopted and amended in accordance with Chapter 18. Newly adopted bylaws or amendments to bylaws shall be reported to the secretary of this church.

c. Continuing resolutions are intended to provide descriptions of operational patterns and practices or of the ongoing responsibilities of committees or other units within the organizational structure of the synod. They follow the relevant constitutional provision or bylaw to which they refer. Continuing resolutions also are codified with three sets of numbers, except that the third set is preceded by a capital letter. Thus, a continuing resolution describing the contents of a Synod Council report to the Synod Assembly in Chapter 10 might be numbered “S10.03.A19.” The initial numbers “S10.03” indicate that the continuing resolution relates to the designated constitutional provision, which in this case states that the functions of the Synod Council include providing a report to the regular meeting of the Synod Assembly. The final letter and numbers “A19” designate that this is the first continuing resolution “A” and the year that it was adopted, in this example 2019. Continuing resolutions are adopted and amended in accordance with Chapter 18. Unlike constitutional provisions and bylaws, continuing resolutions may be adopted either at a legally called and conducted meeting of the Synod Assembly (by a majority vote) or by the Synod Council (by a two-thirds vote). New continuing resolutions or amendments to existing continuing resolutions shall be reported to the secretary of this church.

- **Missing numbers:** You will notice that certain numbers are missing from the numbering sequence in some chapters. These omissions are intentional. For example, in some chapters the number “.10.” and multiples thereof have been reserved for possible use as section headings in future editions.
- **Selection of options:** Alternatives are provided in some places within the *Constitution for Synods*. Alternatives are noted by brackets or blank lines. For example, constitutional provision †S8.51. allows synods to choose the length of terms for the vice president, secretary, and treasurer. The appropriate number of years should be filled in by each synod. In addition, †S8.51.c. provides that the treasurer may be elected by the Synod Assembly or appointed by the Synod Council. Each synod should select one of those options.
- **References to church:** In the governing documents, “Church” with a capital letter refers to the one, holy, catholic, and apostolic Church. The words “church” or “this church” in lower case letters refer to the Evangelical Lutheran Church in America.
- **Consultation and concluding comments:** In order to assist synods, the Office of the Secretary is available for consultation, both about potential amendments to the *Constitution for Synods* and about the review process for congregational constitutions. The important task of amending a constitution is challenging. It is, however, an essential endeavor that merits thoughtful work. In addressing the synod’s constitutional responsibilities, may God grant you and your colleagues wisdom, discernment, and commitment to the unity of this church in faithful witness to our Lord and Savior, Jesus Christ.

Secretary Wm Chris Boerger
Evangelical Lutheran Church in America
August 10, 2019

THE ALLEGHENY SYNOD CONSTITUTION 2019-20

Chapter 1. Name and Incorporation

- †S1.01. The name of this synod, as determined by the Churchwide Assembly, shall be (name of synod) of the Evangelical Lutheran Church in America.
- †S1.02. For the purposes of this constitution and the accompanying bylaws, the (name of synod) of the Evangelical Lutheran Church in America is hereafter 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 shall bear the year of its incorporation, 1986, and consists of an eight- branched tree growing out of water and entwined and upheld by the cross, all of which is superimposed upon a map of the Allegheny Synod’s territory.

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 Bedford, Blair, Cambria, Centre, Clearfield, Huntingdon, and Somerset in the Commonwealth of Pennsylvania.
- †S3.02. “Determined by the Churchwide Assembly,” as stipulated by †S3.01., is understood to include the reported changes in synod relationship made by any congregation in a border area agreed under ELCA bylaws 10.01.01. and 10.01.03.

Chapter 4. Confession of Faith

- †S4.01. This synod confesses the Triune God, Father, Son, and Holy Spirit.
- †S4.02. This synod confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
 - a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
 - b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
 - c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.
- †S4.03. This synod accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
- †S4.04. This synod accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this synod.
- †S4.05. This synod accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- †S4.06. This synod accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.
- †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:
- 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.
 - 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.
 - Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless and committing itself to their needs.
 - Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
 - 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.
 - 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:
- Provide for pastoral care of congregations and rostered ministers in the synod;
 - Plan for, facilitate, and nurture the mission of this church through congregations;
 - 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.
 - 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:
- providing for pastoral care of congregations, ministers of Word and Sacrament, and ministers of Word and Service in the synod, including:
 - approving candidates for the ministry of Word and Sacrament in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
 - authorizing ordinations and ordaining ministers of Word and Sacrament on behalf of this church;
 - approving ministers of Word and Service, which may be done through multi-synod committees;
 - authorizing ordinations and ordaining ministers of Word and Service on behalf of this church; and
 - consulting in the call process for rostered ministers.
 - providing for leadership recruitment, preparation, and support in accordance with churchwide standards and policies, including:
 - 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 the suffering, and participate responsibly in society;
 - e. providing resources for congregational life;
 - f. grouping congregations in conferences, clusters, coalitions, or other area subdivisions for mission purposes.
- †S6.03.03. In strengthening interdependent relationships among congregations, synods, and the churchwide organization, and in fostering relationships with agencies and institutions affiliated with or related to this church as well as with ecumenical partners, the responsibilities of the synod include the following:
- a. promoting interdependent relationships among congregations, synods, and the churchwide organization, and entering into relationships with other synods in the region;
 - b. fostering organizations for youth, women, and men, and organizations for language or ethnic communities;
 - c. developing relationships with social ministry organizations and ministries, participating in their mission planning, and providing supportive funding;
 - d. supporting relationships with and providing supportive funding on behalf of colleges, universities, and campus ministries;
 - e. maintaining relationships with and providing supportive funding on behalf of seminaries and continuing education centers;
 - f. fostering supporting relationships with camps and other outdoor ministries;
 - g. fostering supporting relationships with preschools, elementary schools, and secondary schools operated by congregations of the synod;
 - h. fostering relationships with ecumenical and global companions;
 - i. cooperating with other synods and the churchwide organization in creating, using, and supporting regions to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.

- †S6.03.04. In interpreting the work of this church on the territory of the synod, the responsibilities of the synod include the following:
 - a. encouraging financial support for the work of this church by individuals and congregations;
 - b. participating in churchwide programs;
 - c. interpreting social statements in a manner consistent with the interpretation given by the churchwide unit or office which assisted in the development of the statement, and suggestion of social study issues;
 - d. providing ecumenical guidance and encouragement.
- †S6.04. Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and at least 45 percent shall be men; and that, where possible, the representation of ministers of Word and Sacrament shall include both men and women. This synod shall establish processes that will enable it to reach a minimum goal that 10 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 10 percent of the membership of synod assemblies, councils, committees, boards and/or other organizational units be persons of color and/or persons whose primary language is other than English.
- †S6.04.02. It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. The Synod Council shall establish a plan for implementing this goal. For purposes of the constitution, bylaws, and continuing resolutions of this synod, the term “youth” means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term “young adult” means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.
- †S6.05. Each assembly, council, committee, board, commission, task force, or other body of this synod or any synod units shall be conclusively presumed to have been properly constituted, and neither the method of selection nor the composition of any such assembly, council, committee, board, commission, task force, or other body may be challenged in a court of law by any person or be used as the basis of a challenge in a court of law to the validity or effect of any action taken or authorized by any such assembly, council, committee, board, commission, task force, or other body.
- †S6.06. References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 7. Synod Assembly

- †S7.01. This synod shall have a Synod Assembly, which shall be its highest legislative authority. The powers of the Synod Assembly are limited only by the provisions in the Articles of Incorporation, this constitution and bylaws, the assembly’s own resolutions, and the constitutions and bylaws of the Evangelical Lutheran Church in America.
- †S7.11. A regular meeting of the Synod Assembly shall be held at least triennially.

- S7.11.01. The time and place of the Allegheny Synod Assembly shall be determined by the Synod Council. The time and place for the next regular assembly normally shall be announced three months prior to the assembly.
- 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 the 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 laypersons, shall be constituted as follows:
- a. All ministers of Word and Sacrament under call on the roster of this synod in attendance at the Synod Assembly shall be voting members.
 - b. All ministers of Word and Service, under call, on the roster of this synod shall be voting members in the Synod Assembly.
 - c. 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 175 or more 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 the number of baptized members in the congregation. The Synod Council shall seek to ensure that at least 45 percent of the lay members of the assembly shall be women and at least 45 percent shall be men.
 - d. Voting membership shall include the officers of this synod.
- †S7.21.01. Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until voting members are seated at the next regular Synod Assembly.
- †S7.21.02. If a special Synod Assembly is called and voting members at the previous assembly are unable to serve as voting members, where permitted by state law, the congregation through the Congregation Council may elect new members who shall continue to serve until the next Synod Assembly.
- S7.22. This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with †S7.21.c. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.
- †S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of the churchwide organization as may be designated by the presiding bishop, shall have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.

- S7.24. Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly so long as they remain under call and so long as their names appear on the rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.
- †S7.25. Except as otherwise provided in this constitution or in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America, each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.
- S7.26. This synod may establish processes through the Synod Council that permit representatives of authorized worshipping communities of the synod, which have been authorized under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with †S7.21.
- S7.27. This synod may establish processes through the Synod Council to grant a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church.
- S7.27.01. The Allegheny Synod Lutheran Youth Organization shall elect annually one youth representative from each conference to the Allegheny Synod Assembly, and each youth representative shall have the privilege of voice and vote.
- S7.28. Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Assembly under †S7.21. shall be granted the privilege of both voice and vote as members of the Synod Assembly.
- †S7.31. Proxy and absentee voting shall not be permitted in the transaction of any business of the Synod Assembly.
- S7.32. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.
- S7.33. "Ex officio" as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

Chapter 8. Officers

- †S8.01. The officers of this synod shall be a bishop, a vice president, a secretary, and a treasurer.
- S8.10. **Bishop**
- †S8.11. The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.
- S8.11.01. When authorized by the Synod Council in order to address special circumstances, the synod bishop may be compensated as an employee or contractor for specified services to another expression of this church. Such an arrangement may be terminated by the Synod Assembly or Synod Council if determined to be detrimental to the function of the office or if the special circumstances no longer apply.
- †S8.12. As this synod's pastor, the bishop shall:
- a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.
 - b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament, and its ministers of Word and Service.

- c. Exercise solely this church's power to ordain (or provide for the ordination by another synod bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).
- d. Ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service of this church.
- e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.
- f. Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.
- g. Exercise leadership in the mission of this church and in so doing:
 - 1) Interpret and advocate the mission and theology of the whole church;
 - 2) Lead in fostering support for and commitment to the mission of this church within this synod;
 - 3) Coordinate the use of the resources available to this synod as it seeks to promote the health of this church's life and witness in the areas served by this synod;
 - 4) Submit a report to each regular meeting of the Synod Assembly concerning the synod's life and work; and
 - 5) Advise and counsel this synod's related institutions and organizations.
- h. Practice leadership in strengthening the unity of the Church and in so doing:
 - 1) Exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;
 - 2) Be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers and congregations of this synod;
 - 3) Be the chief ecumenical officer of this synod;
 - 4) Be a member of the Conference of Bishops and consult regularly with other synod bishops;
 - 5) Foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;
 - 6) Cultivate communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod; and
 - 7) Be ex officio a member of the Churchwide Assembly.
- i. Oversee and administer the work of this synod and in so doing:
 - 1) Serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;
 - 2) Preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council, and the council's Executive Committee;
 - 3) Ensure that the constitution and bylaws of the synod and of the churchwide organization are duly observed within this synod, and that the actions of the synod in conformity therewith are carried into effect;
 - 4) Exercise supervision over the work of the other officers;
 - 5) Coordinate the work of all synod staff members;
 - 6) Appoint all committees for which provision is not otherwise made;
 - 7) Be a member of all committees and any other organizational units of the synod, except as otherwise provided in this constitution;

- 8) Provide for preparation and maintenance of synod rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which their retired or disability status took effect;
- 9) Annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;
- 10) Provide for prompt reporting to the secretary of this church of:
 - a) additions to and subtractions from the rosters of this synod;
 - b) the issuance 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; and
 - c) the entrance of the names of such persons for whom proper certificates of transfer have been received;
- 11) Provide for preparation and maintenance of a roster of the congregations of this synod and the names of the laypersons who have been elected to represent them; and
- 12) Appoint a statistician of the synod, who shall secure the parochial reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.

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

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

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

†S8.16. **Conflicts of Interest**

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

- a. Whenever a synod bishop determines that a matter of the kind described in †S8.16.01.b. may require his or her determination or action with respect to a related individual as defined in †S8.16.01.c., the synod bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.
- b. Matters include any proceedings under Chapter 20, proceedings under provision 7.46. of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America (†S14.18.), candidacy, reinstatement, and similar matters where determinations or actions by the synod bishop could change, limit, restrict, approve, authorize, or deny the related individual's ministry on one of the official rosters of this church.
- c. A related individual is one who, with respect to the synod bishop, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).

S8.20. **Vice President**

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

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

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

S8.30. **Secretary**

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

†S8.32. The secretary shall:

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

S8.40. **Treasurer**

†S8.41. The treasurer may be elected by the Synod Assembly or may 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 this 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 by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.

S8.50. General Provisions

- †S8.51. The terms of office of the officers of this synod shall be as follows:
- a. The bishop of this synod shall be elected to a term of six years and may be 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 his or her successor takes office.
 - c. The treasurer of this synod shall be [elected] [appointed] to a four-year term and may be re-elected or reappointed. The treasurer shall serve until his or her successor takes office.
- S8.52. The terms of the officers shall begin on the first day of the 3rd calendar 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 this 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, secretary, or treasurer 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 next Synod Assembly, shall be four years. If the treasurer is appointed by the Synod Council, the Synod Council shall appoint a new treasurer to a four-year term.
- †S8.56. The Executive Committee of the Synod Council shall determine whether an officer is unable to serve; the officer may appeal the decision of the Executive Committee by requesting a hearing before the Synod Council. A meeting to determine the ability of an officer to serve shall be called upon the request of at least three members of the Executive Committee and prior written notice of the meeting shall be given to the officer in question at least 10 calendar days prior to the meeting.
- †S8.57. The recall or dismissal of an officer and the vacating of office may be effected for willful disregard or violation of the constitutions, bylaws, and continuing resolutions of this church; for such physical or mental disability as renders the officer incapable of performing the duties of office; or for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.
- a. Proceedings for the recall or dismissal of a synod bishop shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;
 - 3) at least 10 synod bishops; or
 - 4) the presiding bishop of this church.

- b. Proceedings for the recall or dismissal of an officer of a synod, other than the synod bishop, shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting; or
 - 3) the synod bishop.
- c. The petition shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.
- d. Upon the filing of a written petition, the Executive Committee of the Synod Council may temporarily suspend the officer from service in the synod without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee of the synod.
- e. In the case of alleged physical or mental incapacity of an officer of the synod, the procedures outlined in †S8.56. shall be followed, and such officer shall comply with the decision of the Synod Council. If such officer fails or refuses to comply, the Synod Council may proceed to petition for recall or dismissal as follows:
 - 1) the Synod Council will submit a written report of their findings and the basis of their decision to the Committee on Appeals.
 - 2) the Committee on Appeals, other than those who are disqualified, shall review the findings and decision of the Synod Council and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.
- f. If the synod officer is a minister of Word and Sacrament, grounds for recall or dismissal include those set forth in ELCA bylaw 20.22.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline. If the officer is a minister of Word and Service, grounds for recall or dismissal include those set forth in ELCA bylaw 20.23.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline.
- g. If the officer is a layperson, grounds for recall or dismissal include those set forth in ELCA bylaw 20.41.01. as grounds for discipline.
- h. If the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:
 - 1) the petition shall be referred to the Committee on Appeals, which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in ELCA bylaw 20.22.14. except to the extent that those rules are in conflict with the provisions of this bylaw; and
 - 2) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.
- i. Written notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the affected officer and to the Synod Council, and the office shall be vacated.

†S8.58. If the bishop is to be temporarily absent from the synod for an extended period, the bishop, with the consent of the Synod Council, may appoint as acting bishop for such period a minister of Word and Sacrament of this church. Except as limited by action of the Synod Council, an acting bishop shall possess all of the powers and authority of a regularly elected bishop other than authority to ordain or to authorize the ordination of properly approved candidates for ordination

Chapter 9. Nominations and Elections

- +S9.01. The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.
- +S9.02. In all elections by the Synod Assembly, other than for the bishop, a majority of the legal votes cast shall be necessary for election.
- S9.03. There shall be a Nominating Committee consisting of one member from each of this synod's conferences and three members-at-large who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee.
- S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the 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 one person for vice president; additional nominations may be made from the floor.
- S9.06. The Synod Council shall nominate at least one person for secretary; additional nominations may be made from the floor.
- S9.07. If the treasurer is elected, the Synod Council shall nominate at least one person for treasurer; 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.
- +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.
- S9.11. The Synod Council shall elect or appoint representatives to the steering committee of its region.
- +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 three years.
- S10.01.01. There shall be a Synod Council consisting of the four officers of the synod, twelve members-at-large, and one youth, to be elected by the Synod Assembly from a slate of nominees chosen by the Nominating Committee. Congregations may submit nominations to the Nominating Committee. The person elected to the youth position shall be elected to a two-year term.
- S10.01.02. The terms for the members of the Synod Council shall be for three years, with one third of the terms expiring each year. No member shall serve more than two consecutive terms, and partial terms shall be considered as a full term.
- S10.01.05. The member representing youth on the Synod Council shall be at least fifteen years of age and shall not be older than twenty-one years of age at the time of his or her election.
- †S10.02. The Synod Council shall be the board of directors of this synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions that are not in conflict with actions taken by the Synod Assembly or that are not precluded by provisions of this constitution or the constitution and bylaws of the Evangelical Lutheran Church in America.
- S10.03. The functions of the Synod Council shall be to:
- a. Exercise trusteeship responsibilities on behalf of this synod.
 - b. Recommend program goals and budgets to the regular meetings of the Synod Assembly.
 - c. Carry out the resolutions of the Synod Assembly.
 - d. Provide for an annual review of the roster of Ministers of Word and Sacrament and the roster of Ministers of Word and Service, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of the Evangelical Lutheran Church in America, and make a report to the Synod Assembly of the Synod Council's actions in this regard.
 - e. Issue letters of call to rostered ministers as authorized by Chapter 7 of the constitution and bylaws of the Evangelical Lutheran Church in America.
 - f. Fill vacancies until the next regular meeting of the Synod Assembly, except as may otherwise be provided in the constitution or bylaws of this synod, and determine the fact of the incapacity of an officer of this synod.
 - g. Report its actions to the regular meeting of the Synod Assembly.
 - h. Perform such other functions as are set forth in the bylaws of this synod, or as may be delegated to it by the Synod Assembly.

S10.03.B18. That the Allegheny Synod Council may vote on motions via email when the matter requires urgency, or when it is deemed not practicable to convene a Synod Council meeting. The Bishop of the Synod may make a motion, any member of Synod Council may second the motion and the Office of the Bishop shall send the motion to the Council members via email for discussion and a vote. Passage of the motion would rely on the required percentage of approval as stated in the Allegheny Synod Constitution, for the issue being considered.

Members of the Allegheny Synod Council may also participate in meetings via telephone, or may participate via the Internet using video conferencing applications. Members participating remotely shall have full rights of voice and vote at these meetings.

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.

S10.07.01. The Synod Council shall meet at least quarterly.

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

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

Chapter 11. Committees

(names of other organizational units)

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

S11.01.01. The Executive Committee shall consist of the officers of this synod and one member at large elected from the Synod Council.

- a. The executive Committee shall be subordinate to the Synod Council, assuring that all necessary support information is available prior to the meeting of the council.
- b. The Executive Committee shall be subordinate to the Synod Council and shall not make decisions which are in conflict with the will of the council or that are precluded by the synod constitution and bylaws or the actions of the Synod Assembly.
- c. The Executive Committee may act on behalf of the Synod Council in emergency situations.
- d. The Executive Committee shall perform such other functions as are set forth in the constitution and bylaws of this synod or as may be delegated to it by the Synod Council.

- S11.01.02. Constitution and Bylaws Committee -- which shall consist of no more than seven persons.
- a. This committee shall review the constitution and bylaws annually and make recommendations to Synod council if changes are needed.
 - b. This committee shall see that changes are made to the constitution and bylaws as mandated by the church wide assembly.
 - c. This committee shall review the constitution and bylaws annually to see that all is in compliance with mandates of the Evangelical Church in America and is supportive of the ministries of this synod.
 - d. This committee shall review constitutions and bylaws of congregations and make recommendations to the respective congregation if such is not in conformance with the Evangelical Lutheran Church in America.
- S11.01.10. This synod shall provide for the following administrative functions:
- a. Finance — concerning the business administration of the synod in such areas as:
 - 1) Preparation of the synod's program proposal for each year;
 - 2) Accounting and data processing, office management, and business policies;
 - 3) Resource development.
 - b. Assembly — as specified in chapter seven.
 - c. Nominations — as specified in S9.03.
- S11.01.20. The Synod shall provide for the following ministries to and with congregations which shall include but not be limited to:
- a. Worship;
 - b. Evangelism;
 - c. Christian education;
 - d. Stewardship;
 - e. Social Ministry.
- S11.01.21. This Synod shall provide for ministries to and with partner organizations which shall include but not be limited to the following:
- a. Partners on the territory of the synod;
 - b. Partners on the territory of the region;
 - c. Churchwide partners.
- S11.01.22. This synod shall provide for ministries to and with leaders of this synod which shall include but not be limited to the following:
- a. Pastors;
 - b. Deacons;
 - c. Lay leaders;
 - d. Candidates for ministry;
 - e. Synodically Authorized Ministers.
- S11.01.23. This synod shall recognize and encourage special ministries, such as youth, scouts, women, men, and other emphases that arise from time to time.

- S11.01.30. Common Rules of Procedure for Synod Committees
- S11.01.31. The Synod Council shall give direction and make all appointments to each administrative and ministry committee. Each committee shall have at least three (3) members (unless otherwise indicated in these bylaws) with attention given to representation from all conferences in committee appointments. The chairperson of each administrative and ministry committee shall be appointed by the Synod Council. Appointments shall generally be made at the first council meeting following the annual Assembly.
- S11.01.32. Terms shall not exceed three (3) years and shall begin upon notification of appointment and end as indicated in the appropriate notice. Each appointee shall be notified of appointment and term by the synod secretary.
- S11.01.33. Each committee shall
- a. record minutes of meetings and activities which shall be shared with the Synod Council and the office of the bishop;
 - b. submit to the committee responsible for finance its anticipated budgetary needs for the next year's Program Proposal, breaking the request down into line items;
 - c. submit a report to the Synod Assembly.
- S11.01.34. In the event that a committee member is absent without an appropriate reason for three consecutive committee meetings, that member's position shall be considered vacant. Another person will be appointed by the Synod Council for the remainder of the term.
- S11.01.A97. There shall be a Finance Committee
- a. whose purpose will be to provide for the following administrative functions, such as:
 - 1) preparation of the synod's program proposal for each year;
 - 2) accounting and data processing, office management, and business policies;
 - 3) resource development
 - b. which shall have between eight and twelve members with an attempt to have at least one member from each conference.
 - c. which shall have the Synod Treasurer as an ex-officio member of this committee.
- S11.01.B97. There shall be a Congregational Ministries Committee
- a. whose primary purpose is to support and equip congregations for ministry in their local settings. This task shall be accomplished primarily by coordinating and guiding the work of ministry teams, the chairman of each shall make up the membership of the Congregational Ministries Committee. Ministry teams represented shall include, but not be limited to:
 - 1) Christian Education
 - 2) Evangelism
 - 3) Parish Health Ministries
 - 4) Social Ministry
 - 5) Stewardship
 - 6) Worship and Music.
 - b. Toward fulfillment of the Allegheny Synod's commitment to recognize and encourage special ministries, the Congregational Ministries Committee shall also recognize, encourage, support, and relate to ministries which share its mission to support and equip congregations for ministry in their local settings. Such special ministries shall include, but not be limited to
 - 1) Synodical Men's Organization
 - 2) Synodical Women's Organization
 - 3) Synod Youth Committee.

- c. The Congregational Ministries Committee shall have a liaison from the Synod Council.
The Synod Resource Library Coordinator shall also be a member of this committee. Other members may be appointed as appropriate to the faithful fulfillment of its purpose. The chairperson of the Congregational Ministries Committee, appointed by the Synod Council, shall not serve as chairperson of any of the committee's ministry teams.

S11.01.C97. There shall be a Synod Outreach Committee

- a. which shall lift up and encourage support of ecumenical and intersynodical relations, global missions, Region 8, the Evangelical Lutheran Church in America, the partner ministries of this synod, and church in society issues.
- b. which shall have the following standing ministry teams:
 - 1) Partnership Ministries which shall
 - a) lift up the concerns of all the partner agencies and organizations of this synod,
 - b) engage in dialog with each partner and provide opportunities for dialog among partners,
 - c) submit an annual program proposal for monies to be allocated to synod partners;
 - 2) Global Mission which shall
 - a) raise the synod's awareness of the global dimensions of the church,
 - b) promote support for the global work of spreading the Gospel of Jesus Christ,
 - c) submit an annual program proposal for monies to be allocated for global mission;
 - 3) Church in Society which shall lift concern for and work in areas of peace, justice, environment, ecology, and health issues. And which shall assist the Bishop in ecumenical concerns at the Bishop's discretion, and take as their responsibility any ministries or programs of Region 8, the Division for Outreach and the church at large, which are not the responsibility of any other synodical committee.

S11.01.D97. There shall be a Candidacy Committee

- a. which is related to the Leadership Committee for purposes of ministry support but is under the direction of the Bishop and Synod Council.
- b. which shall have ten members appointed to Synod Council. No committee member shall serve for more than six consecutive years.
- c. whose operational process of this committee shall be as follows:
 - 1) receive the Congregational Registration of potential candidates for ordained or certified ministry,
 - 2) receive information from and screen all candidates,
 - 3) endorse each potential candidate for the appropriate preparatory program of studies,
 - 4) review each potential candidate prior to final endorsement,
 - 5) provide ongoing support and guidance to endorsed candidates and receive reports on their progress, and
 - 6) during the candidate's last year of studies grant approval for (or deny) ordination or certification.
- d. after careful review, withdraw the endorsement of a candidate not deemed to be making satisfactory progress.
- e. select one of its members to be a member of and liaison to the Leadership Committee.

S11.01.A17. A Committee on Reference and Counsel shall be appointed by the Bishop at the opening session of the Assembly. The committee:

- a. Shall receive resolution not germane to matters before the Assembly.
 1. The committee shall review those resolutions and transmit them to the Assembly with one of the following recommendations:
 - a) that the Assembly consider the resolution. If the committee recommends that the Assembly consider the resolution, the committee may also recommend:
 - b) that the Assembly pass the resolution;
 - c) that the Assembly defeat the resolution;
 - d) that the Assembly amend the resolution in a specified manner.
 - e) that the Assembly refer the resolution to the Synod Council, a committee of the synod, or some other defined group for its consideration;
 - f) that the Assembly not consider the resolution.
 2. shall state its reasons for its recommendations if it recommends anything other than that the Assembly considers the resolution.
 3. shall determine if a resolution submitted after the pre-assembly deadline is of imminent concern. Resolutions of imminent concern would include any resolutions pertaining to issues which call for attention or action prior to the next regularly scheduled assembly of this synod.
- b. May edit resolutions and the committee may combine similar resolutions to expedite the work of the assembly, but the committee shall not change the substance of any resolution.
- c. May consult with the author of a resolution and encourage them to take action that would not bring the resolution to the assembly.
- d. In consultation with the chair, shall recommend the order in which resolutions are transmitted to the assembly. Whenever possible, resolutions of a similar nature should be presented consecutively.
- e. May recommend that a resolution be considered as a special order.
- f. May grant or deny permission to distribute printed matter not introduced on the floor of the assembly.
- g. Shall give assistance to the chair as requested by the chair during the assembly. Anyone wishing to distribute printed matter not introduced on the floor as part of a report to the assembly or as part of the business of the assembly must receive the approval of the Committee on Reference and Counsel before distributing the material.

S11.01.E18. There shall be a Leadership Committee (*previously S11.01.E97*)

- a. to provide counsel and guidance to the Synod's ministry to and with leaders of this Synod.
- b. which shall be composed of representatives from among active and retired pastors, deacons, pastors serving under special call, authorized lay leaders and a liaison member of the Candidacy Committee.
- c. whose members shall be chosen for their interest in and their ability to lead specific ongoing ministry teams, via, Retired Leaders, Continuing Education, Sequanota Experience for Leaders and their Families (SELF), Compensation and Benefits, Authorized Lay Leaders, Spiritual Retreats, Deacons, First Call Theological Education, Special Call Pastors, and The Bishop's Convocation.
- d. whose tasks addressed by each ministry team, although largely self-generated, shall be responsive to suggestions made by the ELCA, Region 8, the Bishop, Synod Council, and other members of the Leadership Committee. Meetings of the Leadership Committee shall provide a forum for the sharing of tasks being addressed by each ministry team, and for the negotiation of projected budgetary needs.

S11.01.C18. That the Allegheny Synod Council Executive Committee may vote on motions via email when the matter requires urgency, or when it is deemed not practicable to convene an Executive Committee meeting. The Bishop of the Synod may make a motion, any member of the Executive Committee may second the motion and the Office of the Bishop shall send the motion to the Executive Committee members via email for discussion and a vote. Passage of the motion would rely on the required percentage of approval as stated in the Allegheny Synod Constitution, for the issue being considered.

Members of the Allegheny Synod Council Executive Committee may also participate in meetings via telephone, or may participate via the Internet using video conferencing applications. Members participating remotely shall have full rights of voice and vote at these 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 ministers of Word and Sacrament and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive 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 ministers of Word and Sacrament and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election.

a. The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.

b. The Synod Council shall fill vacancies on the Committee on Discipline for any unexpired term.

†S11.04. The Mutual Ministry Committee shall be appointed by the Executive Committee of the Synod Council to provide support and counsel to the bishop.

†S11.05. The Audit Committee of this synod shall consist of three to six persons, none of whom is a member of the synod staff. Up to half of the committee members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be eligible for re-election to a second consecutive three-year term. The terms of the Audit Committee members shall be staggered. The Audit Committee shall be responsible for assisting the Synod Council in fulfilling its general oversight of the synod's accounting, financial reporting, internal control systems, and external audit processes as provided in †S15.31.

S11.05.10. Any changes in the Continuing Resolutions implemented in the Synod Constitution shall be reported annually at the Synod Assembly.

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 may 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 for missional purposes among congregations, synods, the churchwide organization, and other affiliates.
- S12.01.01. Between the first day of each year and two months before each annual Synod Assembly, the conferences established by the Synod Assembly shall meet as the annual Conference Assembly for the purpose of:
- a. The election of officers;
 - b. The suggesting of names to the nominating committee for the elections to be held at the next Synod Assembly;
 - c. To identify conference needs and to organize to meet those needs; and,
 - d. To provide for preparation for participation in the business of the Synod Assembly.
- S12.01.02. The voting representatives at the annual Conference Assembly shall be the same persons elected to be delegates or alternates to the Synod Assembly.
- S12.01.03. The officers of each conference shall consist of a Dean and a Secretary. The dean shall be an ordained minister or an associate in ministry. A Conference Assembly may also elect a treasurer and other officers.
- S12.01.04. Each conference shall submit a report to the Synod Assembly through its dean, and, if there is a conference treasury, include a summary of its treasury.
- S12.01.05. The terms of each elected officer shall be for two years, beginning and ending with the adjournment of each annual Synod Assembly. Each officer may serve only two consecutive full terms, with partial terms not being counted.
- S12.01.06. Conferences are encouraged to meet on other occasions. Non-voting visitors shall always be welcome to attend Conference Assemblies.
- S12.01.07. The ordained ministers and the deacons of each conference, or in combinations of conferences, are encouraged to meet for the purpose of mutual support in ministry, continuing education, fellowship, and worship.
- S12.01.08. Each conference which has a treasury shall have an annual audit of its treasurer's records.
- S12.02.09. The Synod Assembly or the Synod Council shall assign each one of its congregations to one of the conferences within its territory. A congregation may request reassignment by submitting a request of its congregational council to the Synod Assembly or Synod Council.

Chapter 13. Congregations

- †S13.01. Each congregation, except those certified as congregations of the Evangelical Lutheran Church in America by the uniting churches, prior to being listed in the roster of congregations of this synod, shall adopt the Model Constitution for Congregations or one acceptable to this synod that is not in contradiction to the constitution and bylaws of the Evangelical Lutheran Church in America.
- a. New congregations. A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:
 - 1) Accept the criteria for recognition and reception as a congregation of this church, fulfill the functions of the congregation, and accept the governance provisions as provided in Chapter 9 of the constitution and bylaws of this church.
 - 2) Adopt governing documents that include fully and without alterations the Preamble, Chapter 1, where applicable, and all required provisions of Chapters 2, 3, 4, 5, 6, 7, 8, 9, 15, 16, 17, 18, and 19 in the Model Constitution for Congregations consistent with requirements of the constitutions, bylaws, and continuing resolutions of this church. Bylaws and continuing resolutions, appropriate for inclusion in these chapters and not in conflict with these required provisions in the Model Constitution for Congregations, the constitution of this synod, or the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America, may be adopted as described in Chapters 16 and 18 of the Model Constitution for Congregations.
 - 3) Accept the commitments expected of all congregations of this church as stated in *C6.01., *C6.02., and *C6.03. of the Model Constitution for Congregations.
 - b. Congregations from another church body. If a congregation is a member of another church body, the leadership of the congregation first should consult with the appropriate authorities of that church body 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.
- S13.01.10. Criteria for Recognition
- S13.01.11. The synod shall recognize those congregations which by their practice as well as their governing documents:
- a. preach the Word, administer the sacraments, and carry out God's mission;
 - b. accept this church's Confession of Faith;
 - c. agree to the purposes of this synod;
 - d. agree to call pastoral leadership from the clergy roster of this church in accordance with the call procedures of this church except in special circumstances and with the approval of the synodical bishop;
 - e. agree to be responsible for their life as a Christian community; and,
 - f. agree to support the life and work of this church.

- †S13.02. It shall be the responsibility of each congregation of this synod to choose from among its voting members laypersons to serve as members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by each congregation and other qualifications shall be as prescribed in guidelines established by this synod.
- S13.11. When a rostered minister resigns, the Congregation Council shall receive the letter of resignation, report it to the congregation, and at once notify the bishop of this synod.
- S13.12. A congregation under financial obligation to its former rostered minister shall make satisfactory settlement of the obligation before calling a successor.
- S13.13.01. Each congregation treasury shall have an annual audit of its treasurers' records.
- †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. (*previously* †S13.19)
- †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. (*previously* †S13.20)
- †S13.22. Each congregation of the Evangelical Lutheran Church in America within the territory of this synod, except those which are in partnership with the Slovak Zion Synod, shall establish and maintain a relationship with this synod.
- †S13.23. Provision 9.71. of the constitution of this church shall govern the relationship of this synod and a congregation of this synod regarding the property of the congregation. This synod may transfer or convey property to a congregation of the synod, subject to restrictions accepted by the congregation, including provision that if the Synod Council, in its sole and exclusive discretion, determines (1) that the property is not being used to serve the mission and ministry needs of this church, or (2) that the congregation has transferred, encumbered, mortgaged, or in any way burdened or impaired any right, title, or interest in the property without the prior approval of the Synod Council, then title to the property shall revert to the synod, and the congregation, upon written demand, shall reconvey the property to the synod.
- †S13.24. The Synod Council, itself or through trustees appointed by it, may take charge and control of the property of a congregation of this synod to hold, manage, and convey the same on behalf of this synod, if any of the following apply:
- a. The congregation has disbanded, ceased to worship, or otherwise ceased to exist as a congregation.
 - b. The congregation has abandoned its property.
 - c. The remaining members of the congregation decide that it is no longer possible to function as a congregation or that they are unable to provide required governance.
 - d. The Synod Council determines that the membership of a congregation has become so scattered or so diminished in numbers that it cannot provide required governance or that it has become impractical for the congregation to fulfill the purposes for which it was organized.
 - e. The Synod Council determines that it is necessary for this synod to protect and preserve the congregation's property from waste and deterioration.
- The congregation shall have the right to appeal any such decision to the next Synod Assembly.

- S13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence. Such synod administration shall continue only so long as necessary to complete the purposes for which it was requested by the congregation or until the congregation withdraws consent to continued administration.
- S13.30. Discipline
- †S13.31. Congregations and members of congregations are subject to discipline in accordance with the provisions of Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The synod's involvement in and responsibility for such disciplinary processes shall be as set forth in that chapter.
- S13.40. Synod-authorized Worshiping Communities
- S13.41. Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

Chapter 14. Rostered Ministers

- S14.10. Ministers of Word and Sacrament
- †S14.11. The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.
- †S14.12. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care;
 - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
 - 7) witness to the Kingdom of God in the community, in the nation and abroad; and
 - 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
 - b. Each pastor with a congregational call shall, within the congregation:
 - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) relate to all schools and organizations of the congregation;
 - 3) install regularly elected members of the Congregation Council;
 - 4) with the council, administer discipline;
 - 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of this synod; and
 - 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitutions, 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 letter of 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 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, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the pastor;
 - 5) suspension of the pastor through discipline for more than three months;
 - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.

- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
 - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal of the disability and restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
 - d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
 - e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
 - f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- †S14.19. Ministers of Word and Sacrament shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.
- †S14.21. The parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before:
- a. installation in another call, or
 - b. approval of a request for change in roster status.

- †S14.22. The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:
- a. installation in another call, or
 - b. approval of a request for change in roster status.
- †S14.23. During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any rostered minister who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the parochial records, for the period for which the interim pastor was responsible, are in order.
- †S14.24. With the approval of the synod bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.18., a congregation may call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.18.
- S14.25. All ministers of Word and Sacrament under a call shall attend meetings of the Synod Assembly, and the pastors of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.
- S14.30. Ministers of Word and Service
- †S14.31. The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.
- †S14.32. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every Minister of Word and Service shall:
- a. Be rooted in the Word of God, for proclamation and service;
 - b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
 - c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
 - d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
 - e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
 - f. Practice stewardship that respects God's gift of time, talents, and resources;
 - g. Be grounded in a gathered community for ongoing diaconal formation;
 - h. Share knowledge of this church and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and
 - i. Identify and encourage qualified persons to prepare for ministry of the gospel.
- S14.33. The minister of Word and Service shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the minister of Word and Service shall hold membership in one of the congregations.

- 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.
- †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 the deacon's death or, following consultation with the synod bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the office effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the minister of Word and Service;
 - 5) suspension of the minister of Word and Service through discipline for more than three months;
 - 6) resignation or removal of the minister of Word and Service from the roster of Ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
 - b. When allegations of physical disability or mental incapacity of the minister of Word and Service under paragraph a.4) above, or ineffective conduct of the ministry of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.

- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal of the disability and restoration of the minister of Word and Service to health, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
 - d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.
 - e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
 - f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- †S14.44. Ministers of Word and Service shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the Congregation Council.
- †S14.45. The minister of Word and Service shall make satisfactory settlement of all financial obligations to a former congregation before:
- a. installation in another call, or
 - b. approval of a request for change in roster status.
- †S14.46. With the approval of the synod bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.43., a congregation may call a minister of Word and Service for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the minister of Word and Service and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.43.
- S14.47. All ministers of Word and Service under a call shall attend meetings of the Synod Assembly, and the ministers of Word and Service of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.

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 the Evangelical Lutheran Church in America are given to support all parts of this church, the unity of this church should be evidenced in determining each part's share of the gifts and offerings. Therefore:
- 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 percent 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. No appeal to congregations of this or any other synod of the Evangelical Lutheran Church in America for the raising of funds shall be conducted by congregations or organizations related to or affiliated with this synod without the consent of the Synod Assembly or the Synod Council.
- †S15.31. This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm recommended by the synod Audit Committee and approved by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod. The financial reports shall be in the format approved from time to time by the churchwide Office of the Treasurer.
- †S15.32. This synod shall maintain adequate, continuous insurance coverage in accordance with standards recommended by the churchwide organization. Insurance programs offered or endorsed by the churchwide organization shall be deemed to fulfill this obligation.
- S15.40.00. This synod shall have a Mission Endowment Fund, whose purpose governance and operations procedures was adopted by the Synod Assembly. (See SA00.6.17)

a. Committee Membership

The committee shall consist of five members, all of whom shall be voting members of a congregation of The Allegheny Synod. Except as herein limited, the term of each member shall be three (3) years. Upon adoption of this resolution by the Synod, it shall elect five (5) members to the committee: two (2) for a term of three (3) years; two (2) for a term of two (2) years; and one (1) for a term of one (1) year. Thereafter, at each annual Synod Assembly, the Synod shall elect the necessary number for a term of three (3) years. No member shall serve more than two consecutive three (3) year terms. After a lapse of one (1) year, former committee members may be reelected. The Bishop and the Vice President of the Synod Council shall be advisory members of the committee.

- b. The Council of the Synod shall nominate the committee and report at the annual Assembly in the same manner as for other offices and committees. In the event of a vacancy on the committee, the Synod Council shall appoint a member to fill the vacancy until the next annual Assembly of the Synod, at which time the Synod shall elect a member to fill the term of the vacancy.
- c. The committee shall meet at least quarterly or more frequent as deemed by in the best interest of the FUND.
- d. A quorum shall consist of three (3) members. When only three (3) members are present a unanimous vote shall be required to carry any motion or resolution.
- e. The committee shall elect from its membership a chairperson, recording secretary and financial secretary. The chairperson shall preside at all committee meetings.
- f. The recording secretary of the committee shall maintain complete and accurate minutes of all meetings and supply a copy thereof to each member of the committee. Each member shall keep a complete copy of minutes to be delivered to his or her successor. The recording secretary shall also supply a copy of the minutes to the Synod Council.
- g. The financial secretary of the committee shall work with the Synod's treasurer in maintaining and coordinating complete and accurate accounts for the FUND and shall sign checks and all other necessary documents on behalf of the Synod in furtherance of the purpose of the FUND. The books shall be audited annually by a certified public accounting firm or other appropriate person who is not a member of the committee.
- h. The committee shall report on a quarterly basis to the Synod Council and, at each annual Assembly or duly called special meeting of the Synod, shall render a full and complete audited account of the administration of the FUND during the preceding year.
- i. The committee may request other members of the Synod to serve as advisory members and, at the expense of the FUND income, may provide for such professional counseling on investments or legal matters as it deems to be in the best interest of the FUND.
- j. Members of the committee shall not be liable for any losses which may be incurred upon the investments of the assets of the FUND except to the extent such losses shall have been caused by bad faith or gross negligence. No members shall be personally liable as long as he or she acts in good faith and with ordinary prudence. Each member shall be liable only for his or her own willful misconduct or omissions, and shall not be liable for the acts or omissions of any other member. No member shall engage in any "self dealing" or transactions with the FUND in which the member has direct or indirect financial interest and shall at all times refrain from any conduct in which his or her personal interest would conflict with the interest of the FUND.
- k. All assets are to be held in the name of The Allegheny Synod of The Evangelical Lutheran Church in America, for the benefit of The Allegheny Synod Mission Endowment Fund.

S15.40.02. Define Principal and Income

The committee shall determine what is principal and income according to accepted accounting procedures.

a. Restricted portions of principal:

Gifts and bequests whose income is restricted by the wishes of the donor shall be invested separately in order that the income earned can be easily identified. Income can be distributed from these portions without regard to the total amount of the principal.

b. Unrestricted principal:

Unrestricted gifts and bequests to the FUND shall accumulate until a principal in the amount of \$100,000 is achieved, after which, the income generated from the investment of the principal shall be expended.

S15.40.03. Distribution of Income

Income from any restricted portion of the FUND's principal shall be distributed first in compliance with the donor's wishes. Income from the unrestricted portion of the FUND shall be distributed annually and at such other times as deemed necessary or feasible to accomplish the following purposes:

One-half (1/2) for outreach into the community and Synod, including, but not limited to, grants to ELCA seminaries, colleges or students attending such schools, social service agencies, institutions and agencies to which this Synod relates, and to special programs designed for those persons in our Synod area who are in spiritual and/or economic need.

One-half (1/2) for missions of the Evangelical Lutheran Church in America in this continent and worldwide, including, but not limited to, grants to the Evangelical Lutheran Church in America for new congregations' development in North America, professional leadership, educational ministries, global mission, ecumenism, evangelism, social ministries and capital financing.

Programs for support shall be recommended by the committee and approved by the Synod Council for funding according to the guidelines established by the Synod.

Disbursement of income from the FUND need not occur annually in the event causes and programs have not been approved by the committee sufficient to utilize total income available, or if in the judgment of the committee, total annual disbursement of income is not recommended.

S15.40.04. Distribution of Principal

When, in the opinion of the committee, circumstances are so dire and of such an emergency nature that the future of the Synod is at stake, and that the only recourse seems to be the use of the FUND principal, the committee may, upon a two-thirds (2/3) majority vote, recommend such authorizing action to the Synod Council and/or Assembly.

S15.40.05. Disposition or Transfer of Fund

BE IT FURTHER RESOLVED, that in the event The Allegheny Synod ceases to exist either through merger or dissolution, disposition or transfer of the FUND shall be at the discretion of the Synod Council in conformity with the approved synodical constitution and in consultation with the Bishop of the ELCA or his designee.

S15.40.A18. Annual Disbursement of Funds to Seminarians

- a. The Office of the Bishop shall identify seminarians eligible to receive funding during the fall semester of the current calendar year.
- b. The disbursement of funds shall be contingent on the applicable policies & procedures set forth in bylaw S15.40.03. (Distribution of Income)
- c. The disbursement of funds shall be authorized annually by vote of Synod Council at the November meeting.

- d. The calculation of available funds from Seminary Support Funds: ELCA Fund-A for distribution shall be no more than 5% of the fund balance, as of October 31 of the current calendar year.
- e. The calculation of available funds for distribution may also include other sources of funding such as restricted funds specified for seminarians, unrestricted funds, dedicated accounts & the like, upon recommendation by the Office of the Bishop & upon authorization by Synod Council.
- f. Disbursements to eligible seminarians shall be made prior to the end of the current calendar year.

Chapter 16. Indemnification

- †S16.01. Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Synod Council member, officer, employee, or committee member of this synod shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification of any person by reason of that person's capacity as a director, officer, employee, or committee member of any other organization, regardless of its form or relationship to this synod, is subject to the provisions of section †S16.02.
 - 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 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 †S16.04., 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 section †S16.01. or section †S16.02.
- †S16.04. When written charges against a rostered minister of this church are made in disciplinary proceedings under Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* by the synod bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synod bishop, and the discipline hearing committee determines that no discipline shall be imposed, then if such determination is not reversed or set aside on appeal, indemnification shall be made by the synod to the accused for reasonable attorney's fees and other reasonable expenses related to the defense of the charges. The determination of the reasonableness of such fees and expenses shall be decided by the Synod Council.

Chapter 17. Consultation and Adjudication

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

Chapter 18. Amendments, Bylaws, and Continuing Resolutions

†S18.10. Amendments to Constitution

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

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

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

- a. Introduced with the support of at least 10 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 unchanged by a two-thirds vote at the next regular meeting of the Synod Assembly.
- b. The Synod Council may propose an amendment, with notice to be sent to the congregations of this synod at least six months prior to the next regular meeting of the Synod Assembly. Such an amendment shall require for adoption a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.

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

†S18.20. Amendments to Bylaws

†S18.21. This synod may adopt bylaws not in conflict with this constitution or 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.

S18.21.01. Amendments to the bylaws may be adopted by this synod by a two-thirds vote at any regular meeting of the Synod Assembly after having been moved and presented in writing over the signatures of at least ten members.

†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 Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.