



# GO TELL IT IN THE MOUNTAINS

LILLY COMPELLING PREACHING INITIATIVE



# GO TELL IT IN THE MOUNTAINS

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# Allegheny Synod

Evangelical Lutheran Church in America

701 Quail Avenue, Altoona, PA 16602. 814-942-1042. [bishop.paula@alleghenysynod.com](mailto:bishop.paula@alleghenysynod.com)

The Reverend Paula J. Schmitt  
Bishop

May 4, 2023

Lilly Endowment, Inc.  
Grant Review Committee  
Compelling Preaching Initiative  
2801 North Meridian Street  
Indianapolis, IN 46208

Grant Review Committee,  
The Allegheny Synod, ELCA in partnership with the Upper Susquehanna Synod and the Northwestern PA Synod are respectfully requesting \$1,250,000 for our project "Go Tell It In the Mountains" in the Compelling Preaching Initiative through the Lilly Endowment, Inc.

Among these three rural Pennsylvania Synods of the Evangelical Lutheran Church in America 30%-80% of the congregations served rely on lay worship leaders or part-time pastors. The remainder are served full-time by pastors with full schedules and limited sermon preparation time. The purpose of our proposal is to address the growing crisis among rural and small membership congregations in our region where the presence of active preachers, both ordained and lay, is diminishing. Our proposal seeks to expand the role of preaching to encompass education and outreach using modern communication tools to prepare worshipers for Sunday's message, engage listeners beyond Sunday morning, and empower all to serve.

We have set three goals to achieve our purpose:

Ordained and lay preachers will be equipped to utilize traditional and non-traditional techniques including different modes of delivery to develop skills and practices that will communicate the gospel message in a compelling way.

Aspiring preachers will be recruited and engaged in a variety of compelling preaching strategies that educate, empower, and support competency in their ministry.

Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and

content by integrating the gospel message into their attitudes, actions and ministries in daily life.

Go Tell It In the Mountains also seeks to support the ELCA's mission to share the story of Jesus by engaging with one million new people to grow a church for the future. Our proposal addresses the priorities of the ELCA's mission to be a welcoming church engaging new, young diverse people; to be a thriving church rooted in tradition and radically relevant; to be a connected and sustainable church raising the bar together.

The Synod Councils of each of these three synods are enthusiastic about this proposal and eager to work together to build a strong, vibrant program of preaching, teaching and engagement to urge the church forward into a hope-filled future.

Thank you for your consideration of our request. We look forward to any questions you may have and to discuss the merits of our proposal. If you have questions, please be in contact with The Rev. Kevin Shock, Assistant to the Bishop, Allegheny Synod, 814-942-1042 or [Kevin.Shock@alleghenysynod.com](mailto:Kevin.Shock@alleghenysynod.com)

Sincerely,

A handwritten signature in black ink that reads "Paula J. Schmitt". The signature is written in a cursive, flowing style.

The Rev. Paula J. Schmitt  
Bishop  
Allegheny Synod, ELCA



# Information Form

## Organization Requesting Funds:

Legal IRS Name: \_\_\_\_\_

Employer ID Number: \_\_\_\_\_

Address: \_\_\_\_\_

**Program Title:** \_\_\_\_\_

**Proposed Grant Period:** \_\_\_\_\_

(Month, Year - Month, Year)

**Amount Requested: \$** \_\_\_\_\_

## President or Chief Executive Officer:

Contact Person's Prefix and Full Name: \_\_\_\_\_

Title: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

## Person legally responsible for signing grants contracts (if not the President or CEO):

Contact Person's Prefix and Full Name: \_\_\_\_\_

Title: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

## Person to whom grant payments should be mailed (Please note that payments cannot be sent to a P.O. Box):

Contact Person's Prefix and Full Name: \_\_\_\_\_

Title: \_\_\_\_\_

Address (Not a P.O. Box): \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

## Person responsible for program oversight (program director):

Contact Person's Prefix and Full Name: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

## EXECUTIVE SUMMARY

**The Lilly Compelling Preaching Initiative has provided an exciting opportunity for 3 Pennsylvania Appalachian Lutheran synods to turn dreams into action! For this opportunity, we loudly proclaim “Thanks be to God!”**

**WHO WE ARE AND WHO WE SERVE:** Located in the rural mountains, hills and valleys of central and northwestern Pennsylvania, we are three of the smallest synods of the 65 synods (geographical, administrative and oversight judicatories) of the Evangelical Lutheran Church in America (ELCA). The ELCA is one of the largest Christian denominations in the United States, with 3.3 million members. Most of the churches in our three synods are small and rural, with roots in farming communities, small coal and timber towns and small rust-belt cities such as Erie, Johnstown and Williamsport. We are proposing a project partnership of the Allegheny, Northwestern Pennsylvania and Upper Susquehanna Synods to more effectively meet the needs for compelling preaching of existing and aspiring preachers and congregations within our Appalachian territories. The Allegheny Synod is submitting this application as the grantee. Our Bishop has named this project, “*Go Tell It In the Mountains*” to reflect our Appalachian Mountain heritage. We anticipate this partnership will fulfill our vision of a compelling preaching initiative in our small and medium-sized congregations spread across 32 mostly rural Pennsylvania counties (nearly 50% of the counties in the state). Our target participants will include approximately 156 ordained clergy, 65 lay preachers and 293 ELCA congregations.

**OUR MISSION AND BELIEF:** We share with you that as Lutheran synods of the ELCA our mission and belief that:

- We, as the church, are what God made us - people whom God has created by grace *to live in union with Jesus Christ and has prepared us to live faithful, fruitful lives by the power of the Holy Spirit* ... reconciled to God and to each other by Jesus Christ.
- We are a church that walks by faith, trusting God’s promise in the gospel and knowing that *we exist by and for the proclamation of this gospel word*. ... We proclaim Jesus Christ crucified and raised from the dead for the life of the world. ... God gives the Holy Spirit who uses gospel proclamation - *in preaching and sacraments*, in forgiveness and in healing conversations - to create and sustain this faith.
- In Christ none of us lives in isolation from others. Jesus ... has broken down the walls that divide us - walls of judgment, hatred, condemnation and violence - and has made us into one, new human community... Because God gives us our unity in Christ, *we are able to see and respect the diversity within Christ’s body*... We respect and honor the diversity of histories, traditions, cultures, languages and experiences among us in the ELCA and in the larger Christian community of faith. (Taken from the Evangelical Lutheran Church website: <https://www.elca.org/About>)

**OUR PROPOSED ACTIONS:** We were encouraged to discover how the aims of this Lilly Compelling Preaching Initiative fit with our denomination’s emphasis on the importance of preaching and proclaiming of the gospel, actively living out our faith and honoring the unity of diversity God has created within our communities of faith. In response and in hope, we were motivated to submit this proposal as a means of meshing the aim of the Compelling Preaching Initiative, the faith goals of our wider church and our synods’ vision for revitalizing our small Appalachian congregations.

**If awarded this Compelling Preaching grant we anticipate impacting three important goal areas that will guide the key activities of our project:**

1. Ordained and lay preachers will be equipped to utilize traditional and non-traditional techniques including different modes of delivery to develop skills and practices that will make the gospel message more compelling.
2. Aspiring preachers will be recruited and engaged in a variety of compelling preaching strategies that educate, empower, and support competency in their ministry.
3. Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and content by integrating the gospel message into their attitudes, actions and ministries in daily life.

Our proposal includes an extensive plan that describes our anticipated outcomes based on these 3 goal areas as well as strategies and key activities that we believe will help us accomplish them. Due to the limited capacity of our small synods we plan to use Lilly grant funding to utilize consultants and rostered Lutheran clergy in developing successful compelling preaching content (both traditional and non-traditional) and exploring new digital techniques that can renew the proclamation of God’s Word within our congregations. We plan to revitalize existing structures and develop new support systems and educational tools for existing and aspiring preachers. Lastly we hope to explore new methods of outreach to a growing diverse population. We anticipate exciting new opportunities as we ‘*Go Tell It In the Mountains*’!

**SUMMARY BUDGET**  
 Go Tell It In the Mountains  
 Allegheny Synod, ELCA

	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>Total</b>
<b>INCOME</b>						
Contributed Income		\$12,000.00	\$15,000.00	\$16,500.00	\$17,500.00	\$61,000.00
Ministry Income		\$5,000.00	\$8,750.00	\$16,250.00	\$30,000.00	\$60,000.00
Lilly Endowment Grant	\$285,000.00	\$265,000.00	\$255,000.00	\$235,000.00	\$210,000.00	\$1,250,000.00
<b>TOTAL INCOME</b>	<b>\$285,000.00</b>	<b>\$282,000.00</b>	<b>\$278,750.00</b>	<b>\$267,750.00</b>	<b>\$257,500.00</b>	<b>\$1,371,000.00</b>
<b>EXPENSES</b>						
Personnel	\$150,680.00	\$142,508.00	\$146,952.00	\$151,220.00	\$155,916.00	\$747,276.00
Equipment & Office Supplies	\$16,000.00	\$5,450.00	\$5,450.00	\$5,450.00	\$4,250.00	\$36,600.00
Travel	\$15,900.00	\$15,900.00	\$16,300.00	\$13,600.00	\$12,250.00	\$73,950.00
Program Contract Consultants	\$70,000.00	\$78,750.00	\$65,625.00	\$41,750.00	\$41,750.00	\$297,875.00
Program Digital Resource Library	\$7,000.00	\$7,000.00	\$4,500.00	\$2,000.00	\$1,000.00	\$21,500.00
Program Activities	\$23,540.00	\$36,040.00	\$44,040.00	\$42,540.00	\$32,040.00	\$178,200.00
Indirect Program Costs	\$3,599.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$15,599.00
<b>TOTAL EXPENSES</b>	<b>\$286,719.00</b>	<b>\$288,648.00</b>	<b>\$285,867.00</b>	<b>\$259,560.00</b>	<b>\$250,206.00</b>	<b>\$1,371,000.00</b>

## PROPOSAL NARRATIVE

### PURPOSE

Our rural Pennsylvania grant proposal strives to revitalize preaching in our region's small church settings with an emphasis on extending the role of effective preaching to influence education and outreach (two vital ministries often challenging in struggling small churches). Small churches have the same ministry needs as large congregations, but the work of the church must be shared among fewer people with less resources. One of the purposes of this proposal is to address the growing crisis among rural and small membership congregations in our region where the presence of active preachers, both ordained and lay, is diminishing. Among our three partner synods, many congregations have only part-time pastors; as many as 14% of Allegheny Synod, 30% of Upper Susquehanna Synod and 80% of Northwestern Pennsylvania Synod churches have lay preachers. Currently, statistics indicate the number of parishes without ordained pastors in our combined synods is 85. The combined number of aspiring pastors enrolled in seminaries is 12. This reflects a deficit of 73 pastors. Preachers filling these vacant pulpits on Sunday mornings are either retired pastors or lay leaders. As enrollment continues to decline in our Lutheran seminaries, we anticipate this trend to continue.

Statistics in the field of education\* provide evidence that interactive teaching methods greatly increase attendance, engagement and learning. We are proposing a model that builds on the "flipped classroom" innovations in modern education—using "together" time for engagement, encouraging individual learning by preachers and members of congregations online, and providing listeners with suggested action steps. In the intimate, small church setting where relationships are fundamental, this approach has unique potential.

\*Improved Learning in a Large-Enrollment Physics Class. L. Deslauriers, E. Schlew, and Wieman. Science (2011)

In addition to supporting both ordained and lay preachers in the crafting and practice of delivering the spoken Word, a second focus is the need for introducing interactive practices and the use of online content—the fuel for all social media—a strong voice of the future. An extensive online library with editable resources is planned to be designed for small church needs. Many resources will be delivered in a ready-to-use format that churches can use as their own. Email is a broadly used media platform that requires little training or cost outlay for congregations and is both a good first step and an ideal bridge for choosing other social media platforms tailored to specific church demographics.

The third purpose and focus of our proposal is the recognition of our call to discover new and effective ways to encourage faith development within the expanding audiences in our communities as we move forward into the future. That call is reflected in the present mission statement of the Evangelical Lutheran Church in America (ELCA): *to share the story of Jesus by engaging with one million new people as we grow the church together*. Our rural Pennsylvania synods, while strongly rooted in our traditional Lutheran heritage and patterns of worship, look forward to meeting part of the challenge of this call through participation in the Compelling Preaching Initiative.

### RATIONALE

It is no secret that the Christian Church in the United States has experienced decline for the past several decades, and leaders in the Church have been attempting to address the decline as long as it has been happening. In rural regions, where economic and industry-related changes have caused jobs to relocate and where young people move away to seek new opportunities and don't return, the decline feels exponential. Congregations in former agricultural and labor-based communities struggle to encourage people to engage in a life of faith, if they can even find new people to invite. In some communities the transmission of a Christian message of hope, life, and loving our neighbor from generation to generation seems to have ceased entirely.



The Allegheny Synod of the Evangelical Lutheran Church in America (ELCA), the entity proposing to be grantee, is located in such a region. The territory comprises seven counties across the Allegheny Mountains of northern Appalachia in central Pennsylvania. The Lutheran Christian presence once thrived here thanks to immigration, a strong network of missionaries and a consistent message of theological education. In the last 35 years, since the birth of the ELCA, close to 20% of once-thriving Lutheran congregations in the Allegheny Synod have closed. More congregations will face difficult decisions about closure in the next few years. Of the remaining 103 congregations, thirty-three do not have the financial or human resources to support the call of a full-time or part-time theologically trained minister. Currently, there are not enough preachers among lay worship leaders, retired ordained pastors, and staff in the Office of the Bishop to cover all of those congregations for weekly worship gatherings. A prevailing lament in these congregations is that the global COVID pandemic hurt their ministries in ways from which they cannot recover. The Allegheny Synod leadership recognizes that the pandemic simply accelerated the effect of problems that the congregations were already facing.

Without regular, faithful worship leadership that includes compelling preaching of the Christian message in one-third of existing congregations, and with increasing movement of strong pastoral leaders away from a rural region like the Allegheny Synod, a growing, two-fold problem exists. First, people in these communities who are not connected to a congregation are not receiving the Good News of Jesus from a theological tradition that lifts up the irresistible grace of God and a transformative call to love neighbor and welcome the stranger. Second, people who are connected to these congregations hear with less regularity preaching that compels them to engage their faith on a daily basis. In the ‘Information Age’ it seems that a message that urges people to live in the way of Jesus is easily lost among stronger voices.

Recognizing the barriers that exist in communicating the Gospel message and the great need among the people of our communities to receive this transformative message in a compelling way, the leadership of the Allegheny Synod reached out to two neighboring ELCA synods: the Northwestern Pennsylvania Synod (NWPA) and the Upper Susquehanna Synod (USS). These three rural ELCA synods share similar contexts and face the same issues. The Allegheny Synod’s two neighboring synods deal with the consequences of community and congregational decline to a varying degree with 22% of congregations in USS and up to 80% of congregations in NWPA unable to afford ordained pastoral leadership. Greater possibilities exist if the three synods partner to combine the gifts of leaders and develop common strategies for meeting the needs of the Church’s ministries in our region. In researching the Lilly Endowment grant, we discovered that the aims and goals of the Compelling Preaching Initiative matched well with strategies we have been considering to address the issues we rural Appalachian synods have been facing. The Compelling Preaching Initiative can provide both a common aim as well as necessary resources for building up our common life and ministry in our congregations and communities. We celebrate its intended result of a more focused and effective sharing of the gospel message by our existing preachers, aspiring preachers, and our people who seek to engage the gospel in their daily life. We have elected to name this partnership project “*Go Tell It in the Mountains*” to reflect lifting this gospel work in the mountains, hills and valleys we love.

As member synods of the Evangelical Lutheran Church in America, we strive to become the church in this place as set forth in our wider church’s present Mission and Vision and as it is articulated in three priority areas:

- *A Welcoming Church*: Engaging new, young, and diverse people
- *A Thriving Church*: Rooted in tradition and radically relevant
- *A Connected, Sustainable Church*: Raising the bar together

We seek to become *a welcoming church* by reaching people currently not connected with congregations.

We hope this initiative will empower existing preachers to deliver the gospel message in new and diverse ways that will embolden people in congregations to explore their own gifts for proclaiming the gospel message, both through their words

and their actions. We seek to become *a thriving church* by strengthening a theological understanding in preachers and people of faith that stands in opposition to messages that seek to alienate people from one another and that make enemies out of our neighbors. These strong theological roots can and should be articulated in ways that speak to the immediate needs and concerns of people in our Appalachian region. This work is essential for the rebuilding of our communities of faith and our wider communities. We seek to become *a connected, sustainable church* by together raising the bar of the quality of preaching that happens in and comes from our congregations. Through compelling preaching we also will raise the bar for what it means to live well with all of our neighbors in light of a gospel message that drives us to love and serve each other.

Congregational members and new audiences live lives with full schedules and at a different speed than 50 years ago. Engaging scripture, faith formation resources and preaching confined to two hours on a Sunday morning is not adequate or faithful to the reality that God is always present in our lives. We hope to include the use of technology in our proposal because of its potential to provide the Word to more people at any time. This means Christians can engage the gospel message when it fits into their individual schedules. Digital content has the ability to engage various populations in different ways as well as empower its users to be witnesses and evangelists that can share the Good News with a click of a link. Digital media can be the bridge that unites onsite and online worshippers. Technology can bring music, art, videos, interactive learning, as forms of compelling preaching, to church life in ways that reach people with different backgrounds, languages, traditions and learning styles.

The Compelling Preaching Initiative can provide us the resources to develop cooperative educational, experimental, and evaluative opportunities for existing preachers and to build collegiality among existing preachers in our region. We will also be able to identify and employ strategies to recruit aspiring preachers and educate them in compelling preaching methods. At the same time we plan to connect them to the network of existing compelling preachers throughout our partner synods. In addition, we plan to develop new resources that will engage community members in preparation and reflection around preaching events in-person and online throughout the week, in order to urge them toward deeper faith engagement every day. All of our cooperative initiative's specific goals, outcomes, objectives, strategies and target timelines for completion are outlined in the *Go Tell It In the Mountains Key Activities and Evaluation Timetable* included later in this proposal.

## **PROGRAM DESIGN**

To accomplish the purpose and first two goals of our Synod partnership initiative, *Go Tell It In the Mountains*, we will review and evaluate the rich preaching tradition and processes used to prepare and support preachers already in place in our three synods. In analyzing this content, our intent is: 1) to develop a more consistent, comprehensive, and effective process to address the issues facing preachers in our rural Appalachian context and 2) to engage active and aspiring preachers to explore new, diverse and non-traditional forms of preaching to reach the ever-changing world around them.

Our proposed project will develop a consistent, comprehensive, and effective curriculum and process of educating and supporting existing active preachers that will be utilized in all 3 partner synods participating in the Compelling Preaching Initiative. The content will include the use of scriptural work (exegesis), Lutheran theology, and sermon development through effective existing and new methods of study and delivery. These educational opportunities will also include the utilization of techniques such as storytelling, dramatizations, conversational engagement, and various forms of the arts (both graphic and performance).

Consultants will be contracted to assist with curriculum development and delivery of compelling preaching (*preaching consultant, public speaking consultant*) to participating existing and aspiring preachers from our 3 synods. A schedule of educational events will be developed that provides flexibility for participants as well, since most will have responsibilities

to congregations or other job commitments. Ongoing support through paid practitioners will explore digital modes of delivery such as video, graphics, podcasts, social media, websites, email, and blogs. This will be done in conjunction with seminaries, compelling preachers, (both local and across the country) and with experts in media and technology. The project will utilize existing forms of delivery such as pericope cohort groups, bishop's convocations, and synod assemblies as well as develop new strategies that are more effective for today's learners (Zoom or video training). It will also convene mentorships and preaching groups facilitated by local ordained practitioners to provide support, teaching and collegiality for existing preachers in the techniques of compelling preaching as they further develop these skill sets.

A singular system to identify and educate aspiring preachers will also be developed. This process will be consistently utilized by our 3 synods to provide training and pathways for congregational leaders, pastors, campus ministers and leaders, and outdoor ministry staff to identify and invite aspiring preachers to further study. The project anticipates linking these aspiring preachers with staff from seminaries of this church, with professors and teachers on the synod territories and with identified compelling preachers and educators in local communities in order that quality compelling preaching content is assured. Support and collegiality for the aspiring preacher participants will be developed through a mentoring system, support cohorts and invitations to join with already existing ministerium groups within the 3 synods.

One of the concerns of our primarily Appalachian context is dealing with issues of diversity. In this context, diversity is primarily around age cohorts, economic disparity, and political divisiveness. Issues of LGBTQIA+ and race are dark underground issues due primarily to minimal representation of these populations in the region. To address the disparity, the third goal of our project focuses on our congregations and their preachers in the context of their communities. Our Compelling Preaching project proposes to contract with a *diversity/equity/inclusion (DEI) consultant* to assist in development of cultural competency/inclusion sensitivity training material (such as video or digital resources) for preachers and congregations. The project will also partner with existing county planning commissions and community action agencies to obtain statistical population information and census data to better understand indicated trends that have been identified within the communities. Once developed, this information will be able to be shared with congregations and local community partners to inform planning and ministries of outreach into the future.

In all the above planned objectives, the introduction, training and use of digital technology will be a significant focus of our project. Our synod partnership will encourage existing and aspiring preachers and congregations in developing modern ministry strategies that welcome the new without abandoning the old. Through the use of a *digital (IT) consultant*, we plan to develop a digital infrastructure that will support systematic utilization of digital media in compelling preaching and other communications of the gospel message. In order to ensure the consistency and quality of content, a Digital Resource Team composed of members from each participating synod, will be formed to work along with the IT consultant and Program Staff to develop a set of guidelines. Content creators will submit compelling preaching resources to the Digital Resource Team for approval for posting material on the newly constructed infrastructure. We anticipate the creation of a website to support an online library of digital resources that can be utilized by preachers and congregations. Ultimately this digital library could become available to small churches beyond our geographic and denominational borders. The potential for affordable membership fees to be assessed could support the ongoing quality and sustainability of this resource.

COVID forced most churches to take their first steps in using technology. Our proposal provides a strategic next step—"done-for-you" editable email campaigns—automated and ready to send. Fewer and fewer congregations have active Sunday school classes and families are less frequent in weekly worship. The email campaign has as its objective to engage individuals of all ages around the weekly pericope texts through curated content delivered directly to email inboxes. This idea makes faith formation possible when the family has time during the week rather than only on Sunday mornings and has already been piloted in one of our Lutheran outdoor ministry programs. Four churches have also adopted its use. The pilot offering included weekly campaigns based on the 3-year Revised Common Lectionary. The campaigns used mostly curated material to show how the four readings work together to tell God's story. We expect refinement of and additions to this pilot program as part of our anticipated digital footprint. A *media and content consultant* and practitioners, adept at

the use of digital technologies, will be utilized to develop the skills of preachers and encourage, teach and support congregations in expanding their use of digital media.

As compelling preaching content is developed and stored in the digital resource library, program staff, consultants, trained preachers and volunteers will be able to share edited content on social media platforms. Once produced, compelling preaching content can be shared on platforms like Facebook, Instagram, and TikTok. The intention is to invite new, young and diverse audiences to engage with the gospel message in ways that are familiar to these populations. Enhancing this endeavor will be a *marketing consultant*, hired to develop a calendar of posts as well as professional graphics to help design campaigns so that content is appealing and engaging for a variety of audiences. Inspiring existing congregation members to share social media content, (in essence to evangelize through marketing to new audiences) will make the gospel message sharable for every day of the week, thus allowing individuals to nurture their faith in their own time schedules.

As mentioned in our Executive Summary, we are 3 of the smallest synods within the Evangelical Lutheran Church in America (ELCA). Funding of our Offices of the Bishop relies on the contributions of the member churches of each of our synods (293 congregations: Allegheny =103; NWPA =74; and USS=116). Depending on the location of the project's employed staff, synods may be contributing in-kind facilities (within synod offices or within churches), utilities, maintenance and housekeeping, internet and phone plans, copying, or office supplies as examples. Our synod budgets allow for only a small paid staff consisting of the Bishop, one or 2 full-time or part-time Assistants to the Bishop, and office administrative staff persons. Synod staff will be assuming some responsibilities within our project, however we anticipate increasing our capacity to manage and implement this project by employing a full-time Program Manager as well as one part-time Program Assistant to provide systems oversight, administration, implementation and monitoring of the Compelling Preaching Initiative and its funding.

As can be ascertained above, in order to ensure the effective implementation of our project, our plans rely heavily on the expertise and services provided by consultants, experts and practitioners in the fields of *preaching, Biblical and Lutheran theology, marketing, public speaking, diversity/equity/inclusion, media and content and digital technology*. These are itemized in our attached budgets. Some of these services will be contractual, others will be donated. (We are the church, after all!)

***Key components of the program are as follows:***

- Developing a consistent structure and curriculum across the 3 synods for the identification, education, and support of new and aspiring preachers
- Developing consistent and coordinated educational opportunities to inspire and equip compelling preachers
- Developing a sustainable network of support and education for existing preachers
- Developing a system of cohorts and mentors to engage and support the work of both aspiring and existing preachers
- Developing resources (human, print and digital media) to sustain the ongoing work of expanding compelling preaching in our synods
- Exploring new ways to engage our congregations in the daily living of their faith through compelling preaching
- Providing assistance to congregations to enable them to be more effective in their use of technology through mini grants for equipment purchases, development of compelling preaching content and an online resource library to store it, social media platforms and educational opportunities incorporating new technologies and materials
- Providing assistance to congregations as they increase the use of compelling preaching content through digital modes of communication with the intent of reaching out, inspiring and motivating existing members and new, young and diverse audiences to live out their faith through action

It is the design of our Compelling Preaching Initiative project, *Go Tell It In the Mountains*, to create an adaptive, engaging, effective, and self-sustaining structure and program in our synods and its partners to ensure that compelling preaching continues to develop and thrive in our region.

## EVALUATION

**GOALS, ANTICIPATED OUTCOMES AND PERFORMANCE INDICATORS:** The following 3 goals and 7 outcomes have been identified within our Compelling Preaching Grant proposal, *Go Tell It In the Mountains*. Our planned key activity strategies and resulting success indicators are focused on introducing, teaching and implementing the aims of the compelling preaching initiative in 3 major areas: 1) with existing lay and ordained preachers, 2) with aspiring preachers and 3) with congregations and communities within the mountains, hills and valleys of our 3 rural Pennsylvania Lutheran synod territories.

*Our identified goals and outcomes are as follows:*

**Goal #1: Ordained and lay preachers will be equipped to utilize traditional and non-traditional techniques including different modes of delivery to develop skills and practices that will communicate the gospel in more compelling ways.**

*Outcome 1: Existing preachers will be provided with continuing education events focused on scriptural work (exegetics), Lutheran theology, and sermon development that will result in cultivating more compelling preaching.*

*Outcome 2: Existing preachers in the 3 partner synods will be provided with training on the utilization of compelling preaching techniques (storytelling, dramatizations, conversational, slideshow, and various forms of the arts) and the use of digital modes of delivery (video, graphics, podcasts, social media, websites, email, blogs).*

*Outcome 3: Existing preachers will experience a local/regional system of collegiality and support in the techniques of compelling preaching as they develop these skill sets.*

**Goal #2: Aspiring preachers will be recruited and engaged in a variety of compelling preaching strategies that educate, empower, and support competency in their ministry.**

*Outcome 1: A pipeline of aspiring preachers/worship leaders who display competency in utilizing compelling preaching techniques and resources will be developed within rural ELCA congregations in the 3 partner synods.*

*Outcome 2: Aspiring preachers will be integrated into collegial relationships and leadership events of the existing lay and ordained preachers in the 3 partner synods.*

**Goal #3: Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and content by integrating the gospel message into their attitudes, actions and ministries in daily life.**

*Outcome 1: Members within our 3 partner synods as well as new community audiences will experience, within existing Lutheran congregations, preachers who are competent in compelling preaching skills and techniques.*

*Outcome 2: The increased use of compelling preaching content through digital modes of communication will inspire and motivate existing congregation members and new, young and diverse audiences to live out their faith through action.*

Performance indicators are specifically listed within our *Go Tell It In the Mountains Key Activities and Evaluation Timetable* found on pages 19 - 35 of this proposal. Please refer to this document for a complete listing of the specifics of these *Indicators of Success* in reaching our identified project outcomes. Considerable time, attention and planning has

been given to the development of this plan of action. Along with our project goals and outcomes it defines our project's specific measurable objectives along with the strategies of activities to achieve them. The corresponding success indicators provide specific measures that will allow us to track our progress in completing each strategy. Timelines provided reflect that some indicators may specify tasks that will be completed within short time periods while others will be monitored regularly for progress over time before success is achieved.

**EVALUATION PLAN:** A monitoring and evaluation plan has been integrated into the *Go Tell It In the Mountains Key Activities and Timetable* included in this proposal. (Please refer to pages 19 - 35.) As stated above, this plan provides a framework of our project goals, measurable objectives, strategies for key activities and identified success indicators. An anticipated timeline is aligned with each strategy indicating which year the strategy is planned to be implemented. The monitoring section of this plan will be used by program staff and key leaders of the participating synods to review and evaluate the progress of specific benchmarks. A schedule for staff and synod review of the status and progress of project strategies and indicators will be developed during our proposed start up period to ensure consistent monitoring of the project outcomes and objectives is achieved. Revisions to this plan will occur as needed to meet identified outcomes, objectives, strategies, indicators and timeframes. Reporting progress to a combined synod project Steering Committee will be scheduled at regular intervals as well as communication to other stakeholders: partners, participants, congregations and communities throughout the grant time period. (See Reporting, below.) An annual review by key leaders of the 3 synods will occur at the end of each grant year to ensure the program design is fulfilling our identified mission, rationale, goals and outcomes as well as continued alignment with the aims of the grant. Revisions to the next year's plan and budget may result.

## COMMUNICATION

**Communication Among Partners:** Our 3 synods, while partners in this Compelling Preaching Initiative, are separate entities administered by separate synod staff, with separate pastors and congregations to oversee. We have separate protocols to follow. To ensure the consistency needed for this grant proposal, the partner synods will develop a Communication Team led by the Program Manager, which will be responsible for ensuring smooth communication among the program and synod staff as well as with other personnel working within the project (consultants, practitioners, cohort leaders, etc.)

**Communication with Participants:** The Program Manager will also utilize the Communication Team to create an ongoing communication loop with participants of the project (existing preachers, aspiring preachers and congregations engaged in compelling preaching practices) to encourage engagement and assessment with programs supported by the Compelling Preaching Initiative, *Go Tell It In the Mountains*.

**Communication with other Stakeholders:** Communications to other stakeholders (communities of compelling preaching congregations, community partners, Lutheran synods outside our partnership, etc.) will be intentional and directed at appropriate audiences throughout the duration of the grant, using a variety of modalities (emails, bulletin inserts, social media posts, surveys & assessment tools). A large part of the Communications Team's role will be to publicly share the findings of assessments, best practices and success stories of our preachers, congregations, and communities as they engage in new and diverse ways to proclaim the gospel message.

**Marketing:** In the church, another word for this might be *evangelism*. Many church entities are good at this. Many are not. Our Compelling Preaching Initiative, *Go Tell It In the Mountains*, is too important to take chances, so we have included in our proposal a *marketing consultant* to help us spread the news: to existing preachers of our 3 partner synods, to those persons aspiring to be compelling preachers, and to lay members and congregations who, with their pastor or lay leader, engage in the initiative. We anticipate this consultation will result in identifying strategies to showcase and market the

opportunities our initiative will provide to preachers and congregations as well as to develop a variety of engaging materials and modes of disseminating the information (video, emails, podcasts, blogs, brochures, etc.).

**Reporting:** More formalized communication will take place in the form of reporting. The Communication Team will ensure at least yearly progress reports that include goal, outcome and objective achievements for each grant year to be provided to the Lilly Endowment, the Steering Committee and the three synods' leadership, rostered and lay preachers, and congregational leaders. Community stakeholders may also be included as appropriate. At the conclusion of the grant program, the communication team will share with those mentioned a final evaluation of the full program along with learned experiences related to the grant as well as an ongoing plan for sustainability and future steps going forward. The Steering Committee will share all significant program successes with the synods' bishops so that it may be shared with the ELCA and other congregations similar in context. A digital video or similar media presentation may be produced to share the experiences, outcomes, and stories of the ways in which the Compelling Preaching Initiative has impacted the ministries across the partner synods.

## **SUSTAINABILITY AND CONTINUATION**

An important outcome of our Compelling Preaching Initiative proposal, *Go Tell It In the Mountains*, is to bring about change in our 3 Lutheran synods' individual preachers, their congregational members and other target audiences. If, over the life of this initiative, the program's key activities are successful, then existing and aspiring preachers will have demonstrated changes in their preaching practices and become more competent and compelling to listeners within and outside of their congregations. We anticipate the success of the initiative will have resulted in significant changes in the preaching and listening culture of these three synods. As culture changes in a positive direction it becomes easier to sustain successful strategies because that culture becomes normalized into the practices of the preachers, leaders and their listeners. With that accomplishment we expect that much of the staff infrastructure needed to bring about the change will be able to decrease. We look forward to the learned compelling preaching content and techniques continuing (and hopefully, thriving and growing) through the practices of the preachers, the understanding of congregational members and the developed digital content storage sites.

Through participation in the Lilly 5 year initiative we will have developed a common curriculum to train preachers to be compelling. We will have brought about change in our understanding of preaching, frequency of engaging scripture and variety of the modes of delivering the gospel to preachers, congregations and new audiences. A digital resource library will have been created and maintained for 24/7 access for the faith development of our synods' members, preachers and users from the wider community. We will have developed a system for delivering digital compelling preaching content to preachers and their rural congregations throughout our synodical territories. Created digital content will be editable for social media posts to broaden congregation evangelism to new audiences in their communities. We anticipate that none of these results created through the Compelling Preaching Initiative will disappear but will remain a part of the new preaching culture of the Lutheran churches in these rural mountains.

At project's end, the 3 partner synods intend to continue to monitor and assess the quality of compelling preaching practices occurring within their synod territories. In addition, the staff of the 3 partner synods intend to continue the monitoring and assessment of the quality of the compelling preaching systems and materials created by the project and support the project's continued implementation at a minimal cost. A robust digital library and website will have been built and members of the synod will have been trained to add content, edit websites and develop new resources. With the addition of a subscription model, income can be generated to support, maintain and protect the digital infrastructure.

A final strategy of our synods' *Go Tell It In the Mountains* project is to identify and develop competent, compelling preachers who will ultimately be capable of providing training and mentorship to other preachers at the local level. This

will be especially relevant as we seek to build capacity in the use of social media and digital technology to engage new, young and diverse audiences.

## **ORGANIZATIONAL CAPACITY**

### ***Allegheny Synod Capacity:***

The Allegheny Synod, the grantee of this proposal, is “called by God to be one in Christ: we worship, grow in faith, and serve all people.” We live out this mission through 103 congregations and additional partner ministries across seven rural counties in the Allegheny Mountains of central Pennsylvania. The annual gathering of voting members of these congregations, the Synod Assembly, is our primary legislative and decision-making body. In the time between annual Assemblies, the Synod Council and its committees and teams conduct the business of the Synod. Synod staff conducts the day-to-day business of shared ministry and is composed of a full-time Bishop, an Assistant to the Bishop who also serves as Director for Evangelical Mission (DEM), and a full-time office manager. The Synod contracts services for bookkeeping, payroll, and auditing. The current fiscal year budget is \$713,000. Most of the income for this budget comes from congregational contributions (Mission Support) with \$99,000 coming from wider church support, small grants, and investments. The Allegheny Synod is one of 65 member synods of the Evangelical Lutheran Church in America. Two other ELCA member synods, the Northwestern Pennsylvania Synod (NWPA) and the Upper Susquehanna Synod (USS) will serve as partners in the Compelling Preaching Initiative, which we have named *Go Tell It In the Mountains*. Brief summaries of these synods’ organizational capacity are included below. Assistants to the Bishops from the grantee synod and its two partner synods will take on initial responsibilities of this initiative.

### ***Start Up Period/Capacity Building:***

It is our intention to initiate our first year grant period with a 6 month start up period after receipt of grant funds to enable us to increase our capacity to administer the Lilly Endowment Compelling Preaching Initiative. This period will be directed by a start up plan focused on the following areas of capacity building within the grantee synod, the Allegheny Synod, and its two partner synods, NWPA and USS:

- Personnel (job descriptions, recruiting, hiring, training, administrative systems)
- Establishment of Steering Committee and Digital Resource Team and definition of roles and protocols within synodical structures
- Development of marketing strategy (to existing and aspiring preaching participants, congregations and communities)
- Facilities (arrange for space needs and locations of staff, meeting and training sites, either contracted or in-kind)
- Contractual arrangements (with partners, consultants, facilities, required services, etc.)
- Capital Expenses (determination and purchase of equipment needs)
- Acquisition of consumable supplies as needed
- Incorporation of grant funds into financial systems (budget, accounting, audit)
- Communication Plan development (with partners, worship leaders, stakeholders, congregations)
- Curriculum and content plan development
- Refinement of monitoring, evaluation and reporting plan and timeline
- Development of program elements such as: surveys, assessment tools, schedules, educational curriculum, training facility logistics, etc.



### ***Northwestern Pennsylvania Synod Organizational Capacity:***

The current staff structure in the NWPA Synod office is a full-time Bishop and a full time office administrator as well as part-time assistants in Spiritual Formation and Leadership Development, a Director for Evangelical Mission (DEM), and bookkeeper. The annual budget of this synod is \$780,000. Its income comes primarily from contributions from synod member congregations. The NWPA Synod also has a 20-year history of identifying and providing education for Lay Preachers as well as an alternative track to ordination (Theological Education for Emerging Ministries – TEEM.) This has included the use of resources on the synod territory as well as a comprehensive collaboration with United Lutheran Seminary, Pittsburgh Theological Seminary and other outside teaching resources. The NWPA Synod’s education program will serve as a resource in this shared initiative.

### ***Upper Susquehanna Synod Organizational Capacity:***

The current staff structure in the USS office is a full-time Bishop, a ¼-time contracted Assistant for Mobility, a part-time (5 hours/week) Assistant for Leadership Formation, a part-time Director of Communications, a full-time Administrative Assistant, and two currently vacant part-time positions, a DEM and bookkeeper. The annual budget of this synod is \$803,740. Its income comes primarily from contributions from synod member congregations.

## **ANTICIPATED OBSTACLES**

In our rural context, our congregations and preachers are often resistant and fearful of change. If individuals’ attitudes and egos are not open to new opportunities it will be difficult to see the gift this initiative provides for the proclamation of the gospel in their congregations and communities. The leaders of this project will strive to communicate project goals, outcomes and activities clearly, but will not lose early momentum to force anyone to participate. We trust the Holy Spirit will work as we continue to move forward with those preachers and congregations, who seek to express their faith in action.

Another challenge within these rural communities is the lack of rostered preachers within our congregations. Some churches rely on preachers from other denominations whose beliefs differ from our Lutheran theology. This often creates confusion within members of our Lutheran congregations who are confused about theological messages they are receiving. One of the goals of the grant project is to provide education and supportive care for preachers and their congregations as they strive to live more fully towards their Lutheran heritage.

In our synods, we have limited rostered leaders and a heavy reliance on lay preachers. Our ordained leaders are often supporting multiple congregations or filling multiple roles. Many of our lay preachers also have other employment as they aspire to progress toward their call to preach. This creates the obstacle of time availability for continuing education and time to engage in implementing new ways of preaching. The goals of the grant will provide curated compelling content resources with 24/7 access to assist preachers in sermon preparation.

This mountainous north central region of Appalachia presents a combination of obstacles including the isolation of preachers from colleagues, an inability to easily access quality resources and an aging congregational membership with little expertise or training with technological devices. This initiative has planned for significant funds to provide digital access for our preachers to access web based meetings (preaching cohorts on Zoom), an extensive digital resource library, mini grants to purchase technical hardware and in-person and training videos to assist congregations with expanding their digital footprint to audiences in their community. The recent ongoing work of the state of Pennsylvania to build high speed internet networks within our mountains and valleys will support the success of these strategies.

Through this grant opportunity we seek to align the emphasis of the Compelling Preaching Initiative with the ELCA's goal to engage new, young, and diverse audiences, many of whom prefer to engage digitally and via social media. The majority of our rural congregation members and some of our preachers lack expertise in the use of this technology. The Church's response to technology can not be fear or avoidance of it. We hope to address this obstacle with the creation of resources and education for members and preachers to familiarize themselves with these new technologies and provision of digital resources that they might share with their younger and more diverse neighbors.

A last significant challenge is the socio-economic realities of our 3 synod region. We have seen natural resources stripped from our home areas and consumed. First it was lumber then coal and now it is the hard working youth of our families. As future leaders are lured away to more lucrative jobs in major cities, additional leaders need to be found and trained with a limited amount of financial resources. This initiative is designed to help identify and build up these leaders within and beyond our local congregations. This *Go Tell It In the Mountains* project will empower existing and aspiring preachers, our Lutheran congregational members as well audiences within and outside of our Appalachian communities to live out their faith in action as the goals and outcomes of this initiative are completed successfully.

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

**Goal #1: Ordained and lay preachers will be equipped to utilize traditional and non-traditional techniques including different modes of delivery to develop skills and practices that will communicate the gospel message in more compelling ways.**

*Outcome 1: Existing preachers will be provided with continuing education events focused on scriptural work (exegesis), Lutheran theology, and sermon development that will result in cultivating more compelling preaching.*

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring	
			1	2	3	4	5			
Develop a Curriculum Development (CD) Task Force	Steering Committee appoints members to form the CD Task Force that will compare current preaching techniques being taught and develop new ones to create a curriculum for use with existing and aspiring preachers	Roster of CD Task Force members and a job description of the work to be completed	✓						Steering Committee	
	Contract with preaching consultant to work with CD Task Force to develop compelling preaching curriculum	Contract with identified consultant for anticipated hours, identified tasks and costs	✓	✓					Program Staff	
Utilizing project criteria, identify exemplary content in compelling preaching to be utilized in scheduled teaching events	Define specific markers of exemplary content in compelling preaching	Identified marker list of compelling preaching practices	✓						Program Staff, CD Task Force	
	Review existing video material for examples of preaching from existing compelling preaching events to be used in planning a schedule of teaching events (ex. Festival of Homiletics; The Craft of Preaching)	Results of identification, analysis and selection of existing video materials will be monitored	✓	✓					Program Staff, CD Task Force	
		Evidence of content in schedule of planned teaching events	✓							
	Survey existing preachers within the territory of the 3 partner synods to identify preachers recognized for compelling content and practices (collects baseline data)	Development, distribution, results and analysis of surveys will be monitored for content and against timeline	✓						Program Staff, CD Task Force	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
	Develop a series of surveys to share with congregations to gather responses on what preaching content and practices have motivated them to action (collects baseline data)	Development, distribution, results and analysis of surveys will be monitored for content and against timeline	✓	✓				Program Staff, CD Task Force	
	Synthesize the analysis of baseline data to develop a guide for selection of compelling preaching content	Status of completed guide for content selection will be monitored		✓				Program Staff, CD Task Force	
Identify and curate from existing materials the teaching content and practices to be included in this project's compelling preaching curriculum	Review and select material from current TEEM*/distance learning training modules  *Theological Education for Emerging Ministries	Development and completion of curriculum for compelling preaching events	✓	✓				Program Staff, CD Task Force	
	Review and select material from current lay preacher training modules that are best practices within rural contexts	Development and completion of curriculum for compelling preaching events	✓	✓				Program Staff, CD Task Force	
Gather resources (print and digital) reflecting current Biblical and Lutheran theological scholarship for use in planned training events and sermon preparation by existing preachers	Create a clearinghouse of effective books, training materials, websites, and podcasts via the creation of a resource library	Resource library progress: Year 1 - build digital library app	✓					Program Staff, CD Task Force, Digital Resource Team	
		Year 2 - 100 resources uploaded		✓					
		Year 3 - 100 additional resources			✓				
		Year 4 - 100 additional resources				✓			
	Year 5 - 300 visitors/clicks					✓			
	Use gathered resources to plan training events	Documentation of training attendance and topics covered	✓	✓	✓	✓	✓	Program Staff, CD Task Force	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Create new compelling preaching content for use in traditional and non-traditional events for preachers in the congregations and communities in partner synods	Develop new compelling preaching curriculum content on strategies, techniques, modes of delivery, biblical study and Lutheran theology	New curriculum will be developed and completed for use in compelling preaching events	✓	✓				Program Staff, CD Task Force	
	Survey existing preaching participants to evaluate effectiveness of curriculum content	Participant survey analysis		✓	✓	✓	✓	Program Staff, CD Task Force	
	Survey congregations to evaluate effectiveness of curriculum content as utilized by compelling preachers	Congregational survey analysis			✓	✓	✓	Program Staff, CD Task Force	

*Outcome 2: Existing preachers in 3 partner synods will be provided with training on the utilization of compelling preaching techniques (storytelling, dramatizations, conversational, slideshow, and various forms of the arts) and the use of digital modes of delivery (video, graphics, podcasts, social media, websites, email, blogs).*

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Utilizing project criteria, identify creative delivery methods in compelling preaching to inform training content for existing preachers	Define specific markers of effective delivery in compelling preaching	Defined list of effective compelling preaching delivery methods for use within synod training and education opportunities (ex. videos, graphics, podcasts, social media, powerpoints, websites, email, blogs)	✓					CD Task Force	
	Review and analyze video material and examples of effective preaching delivery from existing events and other sources (ex. Festival of Homiletics; The Craft of Preaching, YouTube)	Summary of evidence from source materials, analysis and results	✓	✓	✓	✓	✓	Program Staff, CD Task Force	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
	Survey existing preachers on the 3 synod territories regarding preachers they consider competent in using compelling delivery methods	Summary of evidence from surveys, analysis and results	✓	✓	✓	✓	✓	Program Staff, CD Task Force	
Teach existing preachers to use new techniques and modes for the delivery of compelling preaching	Share information on modes of compelling delivery at current continuing education events for existing preachers	Documentation of website views and types of information shared at continuing education events	✓	✓	✓	✓	✓	Program Staff, Consultants	
	Plan a schedule of training events to introduce preachers to a portfolio of various preaching content and techniques that are relevant in a variety of contexts and situations	Documentation of schedules and numbers of planned events	✓	✓	✓	✓	✓	Program Staff, Consultants	
Provide training to existing preachers on various technological platforms	Contract with an IT consultant to be available for training and technical assistance for existing preachers	IT Consultant contract which includes responsibilities, hours and timeframes	✓	✓	✓	✓	✓	Program Staff, Consultants	
	Develop video tutorials to record and upload quality audio and video content on a variety of platforms	Number and % increases of completed video tutorials and uploaded throughout 5 years of the project	✓	✓	✓	✓	✓	Program Staff, Consultants	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

*Outcome 3: Existing preachers will experience a local/regional system of collegiality and support in the techniques of compelling preaching as they develop these skill sets.*

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Discuss and develop pericope cohorts for ongoing support of existing preachers exegesis and in use of compelling preaching practices	Utilize identified compelling preaching content and determine logistics for pericope cohort formation	Documentation of pericope cohort meetings and content	✓	✓	✓	✓	✓	Synod staff & Conference Deans	
		Number of pericope participants over time of grant	✓	✓	✓	✓	✓	Synod staff & Conference Deans	
Develop, train and utilize a cadre of local competent compelling preaching coaches and mentors for skillbuilding of existing preachers	Identify effective compelling preachers within our synodical territories of PA willing to serve as coaches/mentors for existing and aspiring preachers	Number of identified local mentor coaches	✓	✓	✓	✓	✓	Program Staff, Synod Staffs	
	Develop a training module (accessing ELCA Coaching Networks resources as appropriate) to train identified competent compelling preachers who have volunteered as mentors/coaches	% completion of developed training module	✓	✓				Program Staff, Synod Staffs	
	Recruit interested existing preachers, through synod and ministerium communications, who would like to have a compelling preaching mentor	Anticipated increase in number of identified mentees	✓	✓	✓	✓	✓	Program Staff, Synod Staffs	
	Establish a process for linking, mentors and mentees	Numbers of Mentor/Mentee teams		✓	✓	✓	✓	Synod Staffs	
	Offer honorariums to local mentors/ coaches willing to work with identified existing preachers	Increase in number of honorariums utilized by mentors		✓	✓	✓	✓	Program Staff, Synod Staffs	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
	Contract with local educational institutions or public speaking consultants to provide education and support in compelling preaching delivery where needed	Anticipated increase in number of participant requests for support with delivery techniques		✓	✓	✓	✓	Program Staff	
		Completed contract with identified hours, tasks and costs based on number of requests	✓	✓	✓	✓	✓	Program Staff	
Increase participation and communication in existing ministeriums to include lay and ordained preachers in all fellowship and support activities	Include all lay and ordained preachers in ministerium digital and printed communications	Participant lists reflect a % increase for ministerium communications	✓	✓	✓	✓	✓	Conference Deans	
	Include flexibility in timeframes to allow lay and ordained preachers to connect, grow in relationship and participate in ministerium events	Documentation of ministerium events and attendance reflects increased flexibility to include lay participants	✓	✓	✓	✓	✓	Conference Deans	



## Go Tell It In the Mountains Key Activities and Evaluation Timetable

**Goal #2: Aspiring preachers will be recruited and engaged in a variety of compelling preaching strategies that educate, empower, and support competency in their ministry.**

*Outcome 1: A pipeline of aspiring preachers/worship leaders who display competency in utilizing compelling preaching techniques and resources will be developed within rural ELCA congregations in 3 partner synods.*

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Develop the content and cadre of teachers for an aspiring preacher/worship leadership program which incorporates compelling preaching techniques	Review and evaluate current preacher and worship leadership programs present within partner synods	Completed analysis from partner synods results in identified best practices across synods	✓	✓				Program staff & Synod offices	
	Develop a consistent and coordinated worship leadership educational process that integrates compelling preaching and is used by all 3 partner synods	Evidence of a single consistent and coordinated lay preachers' educational process leading to competent and compelling lay preachers	✓	✓				Program staff & Synod offices	
	Develop a coordinated approach to identifying competency and utilizing worship leaders for preaching within congregations of the 3 partner synods	Evidence of increased coordinated approach utilized by 3 synods		✓				Synod Candidacy Committees	
Identify aspiring preachers within 3 partner synods	Develop a list of qualities found in competent aspiring preachers/worship leaders within: <ul style="list-style-type: none"> <li>• congregations</li> <li>• outdoor ministries</li> <li>• campus ministry</li> </ul>	Resulting list of compelling preaching characteristics to be used to identify aspiring lay preachers	✓					Synod offices & Synod Candidacy Committees	
	Work cooperatively with synodical congregations, Offices of the Bishop, pastors, camp directors, and campus ministers to identify and recruit potential candidates for aspiring preaching and worship leadership	Evidence of collegial leadership cooperation/interviews resulting in a list of candidates	✓	✓	✓	✓	✓	Synod offices & Synod Candidacy Committees	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Educate and train identified aspiring preachers utilizing compelling preaching curriculum and modes of delivery	Utilize compelling preaching curriculum for training of aspiring preachers/ worship leaders that includes compelling preaching practices, Lutheran theology, and Biblical foundation within 3 partner synods	A written curriculum of consistent and coordinated course content are utilized for training of aspiring preachers across 3 synods	✓	✓	✓	✓	✓	Program staff and synod staff	
	Identify and utilize a variety of methods for effectively delivering course content, ensuring logistics are in place and secured for implementation	Online educational platforms, software, applications or meeting venues are arranged and timely	✓	✓	✓	✓	✓	Program staff and consultants	
Develop evaluation practices, support modules and cohorts for aspiring preachers	Develop cohort learning groups of aspiring preachers within each synod	Evidence of increased meetings of cohort learning groups/interviews and cohort enrollment	✓	✓	✓	✓	✓	Synod staff	
	Identify rostered leaders to facilitate and lead cohorts in the introduction, discussion and utilization of compelling preaching practices	Developed structure and increased number of cohort learning groups and facilitators	✓	✓	✓	✓	✓	Program staff & cohort facilitators	
	Include compelling preaching techniques for sermon preparation, proclamation practices within cohort learning groups for discussion and evaluation	Increased number of improved sermons and preaching practices	✓	✓	✓	✓	✓	Cohort facilitators & cohorts	
	Regularly evaluate the preaching of aspiring preachers/ worship leaders by the Offices of the Bishop, mentor pastors, compelling preaching teachers and congregational leaders	Increased evidence of evaluations/interviews/ results and planned corrective actions		✓	✓	✓	✓	Synod offices & program staff	
	Integrate willing aspiring preachers into the existing preachers mentorship program to establish a one to one support system	Increased number of existing and aspiring preachers in mentorship program		✓	✓	✓	✓	Synod staff	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Develop a plan for the evaluation and sustainability of the aspiring preacher/worship leader training program with an emphasis on compelling preaching in all 3 partner synods	Develop evaluation strategies to review and evaluate the present training program with suggestions for improved program implementation	A completed evaluation and corrective action process to annually measure effectiveness of the aspiring preacher program		✓	✓	✓	✓	Synod Staffs & Steering Committee	
	Initiate an invitation to congregations to provide funding for the aspiring preacher training program	A development letter and aspiring preacher program brochure delivered to congregational councils annually.		✓	✓	✓	✓	Synod Staffs & Program Staff	
	Determine which tasks of administering the aspiring preacher program will be sustained through existing identified synodical staff	Discussions on succession planning will incorporate written strategies for sustainability past end of grant period			✓	✓	✓	Synod Staffs & Steering Committee	
	Seek new grant funding sources to supplement the aspiring preacher training program	Evidence of outreach to possible new funding sources to sustain aspiring preacher program		✓	✓	✓	✓	Synod Staffs	

*Outcome 2: Aspiring preachers will be integrated into collegial relationships and leadership events of the existing lay and ordained preachers in the 3 partner synods.*

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Connect newly trained aspiring preachers to appropriate clergy and lay leader communications of the synod offices	Establish a system whereby each newly identified aspiring preacher is added to the respective synod communications list	Increase in communications sent to aspiring preachers	✓	✓	✓	✓	✓	Synod Staffs	
		Working synodical list includes aspiring and current lay preachers	✓	✓	✓	✓	✓	Synod Staffs	
	Send all appropriate synodical communications to all aspiring and current lay preachers	Communications sent to aspiring lay preachers	✓	✓	✓	✓	✓	Synod Staffs	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Invite aspiring preachers to bishops' convocations, synod assemblies, conference meetings, and other special services and collegial clergy and lay preacher events	Send pertinent invitations to aspiring preachers	Completion of working list and increase of aspiring and current lay preachers	✓	✓	✓	✓	✓	Synod Staffs	
	Integrate aspiring preachers into existing pericope cohorts	Working list of aspiring and current lay preachers and recorded numbers to determine if growth in % of participants	✓	✓	✓	✓	✓	Synod Staff, Conference Deans	
	Offer mini grants to aspiring preachers to attend events when congregational financial support is insufficient	Increased attendance and use of mini grant opportunities	✓	✓	✓	✓	✓	Synod Staffs, Program Staff	
Develop a process to match aspiring preachers and those newly trained through the compelling preaching process with congregations without regularly called preachers	Compare leader-congregation matching systems presently used by the three synods and seek best practices in other synods	Comparison of information gathered results in selection of best practices for use in the 3 synod matching process	✓					Synod Staffs, Program Staff	
	Utilize all best practices in the design of a single system among the 3 partner synods for matching congregations with aspiring preachers	Use of finalized matching system indicates anticipated increase in churches with pulpits filled by preachers trained in compelling preaching	✓	✓				Synod Staffs	
	Review the matching process design at the conclusion of year 2 and make appropriate changes to the system to improve its effectiveness	Documented number and types of system changes made		✓	✓			Synod Staffs	
		Improved effectiveness of matching process		✓	✓			Synod Staffs	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

**Goal # 3: Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and content by integrating the gospel message into their attitudes, actions and ministries in daily life.**

*Outcome 1: Members within our 3 partner synods as well as new community audiences will experience within existing Lutheran congregations preachers who are competent in compelling preaching skills and techniques.*

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Congregations within each synod with existing preachers will be identified and assessed for compelling preaching needs	Congregations with existing preachers will be identified	Tracking of number and identified congregations with existing preachers	✓	✓	✓	✓	✓	Synod Staffs and Program Staff	
	Surveys will be designed and distributed to congregations with existing preachers	Completed surveys and tracking of distribution numbers and locations	✓	✓	✓	✓	✓	Program Staff	
	Based on survey results, existing pastors and congregations will be invited to participate in the compelling preaching education and training opportunities	Analysis of respondents to survey results in baseline data for project initiation with number of positive and negative responses	✓	✓	✓	✓	✓	Synod Staffs	
	Based on survey results, continued support will be offered for congregations where compelling preaching is occurring	Anticipated increase in number of annual check in contacts, number of support requests from existing pastors and number of types of assistance provided by the initiative	✓	✓	✓	✓	✓	Program Staff	
Congregations within each synod who are without a preacher will have a lay or ordained compelling preacher strategically identified, assigned or called	Congregations without a preacher are identified	Analysis will examine documented numbers on list of congregations with preacher vacancies	✓	✓	✓	✓	✓	Synod Staffs	
	Using the list of available lay and ordained preachers and the developed matching process, compelling preachers will be assigned or called	Increase in number and list of assignments and calls	✓	✓	✓	✓	✓	Synod Staffs	
		Decrease in numbers of vacancies in worship leadership in congregations		✓	✓	✓	✓		

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Educate members about the importance of strengthening their roles as listeners and living out their faith in action in partnership with the compelling preacher serving their congregation	Develop and utilize training strategies to:						Steering Committee		
	<ul style="list-style-type: none"> <li>teach congregations about their role as a listener in the preaching process</li> </ul>	Surveys reflect an increased understanding of their role in the proclamation-listener process	✓	✓	✓	✓			✓
	<ul style="list-style-type: none"> <li>engage congregation members to embolden their faith into action by service in their local community</li> </ul>	Surveys and interviews reflect members' increase their service in the congregation and community		✓	✓	✓			✓
	<ul style="list-style-type: none"> <li>provide research to help congregation members understand the time commitment needed by preachers in developing compelling content (ie. sermons, blogs, social media, podcasts, etc.)</li> </ul>	Interviews with members reflect an increased understanding of the time commitment necessary for compelling preaching to occur			✓	✓			✓
Provide cultural competency training for congregations and preachers so that new, young and diverse audiences feel welcomed and engaged	Contract with a diversity/equity/inclusion consultant to assist with developing a video training module and assessment tool for use with preachers and congregations	Finalized signed contracts reflecting expected tasks, # of anticipated contract hours, and costs		✓				Program Staff	
	Use the developed video training module, to educate and engage congregational councils and key leaders on the importance of inclusion	Number of training events and attendance numbers tracked and responses to training analyzed for effectiveness		✓	✓	✓	✓	Program Staff, Synod Staffs, preachers	
	Link congregations in utilizing other identified resources as they expand their inclusion outreach to new and diverse audiences	Data collection on number and types of resources utilized to guide congregations' resource selection within the synods' digital library		✓	✓	✓	✓	Program Staff	
	Assist congregations to develop a report reflecting the results of the assessment tool to analyze the effectiveness of their inclusion efforts	Report data analysis to reflect increase in welcome strategies within congregations		✓	✓	✓	✓	Program Staff, Preachers, Councils	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
	Increase exposure to sensitivity in language used for compelling preaching	Encourage cohort discussions and distribute online education to preachers regarding sensitivity of and appropriateness of written and oral language usage that respects the diversity of constituents in our Lutheran congregations and communities		✓	✓	✓	✓	Program Staff, Preachers	
		Establish a schedule to periodically review and analyze sermons and congregational communication for sensitive language use within preachers and congregations		✓	✓	✓	✓	Program Staff, Preachers	
Conduct a regularly scheduled assessment of members of congregations and other identified community audiences and their responses to compelling preaching through growth in attitudes, actions and ministries	Develop and at least annually distribute a survey to discover changes in attitudes, actions and ministries within members of congregations and other identified community audiences	Number and results of completed surveys with analysis of any identified increases/changes in attitudes, actions or ministries within congregations	✓	✓	✓	✓	✓	Program staff	
	Conduct interviews with small groups within congregations to discuss effects of compelling preaching and noticed changes in attitudes, actions and ministries and other identified community audiences	Number and results of completed interviews with analysis of any identified increases/changes in attitudes, actions or ministries within congregations		✓	✓	✓	✓	Program staff	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

*Outcome 2: The increased use of compelling preaching content through digital modes of communication will inspire and motivate existing congregation members and new, young and diverse audiences to live out their faith through action.*

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring	
			1	2	3	4	5			
Establish a Digital Resource Team (DRT) with representatives from each partner synod that develop a process to review, approve and monitor the digital infrastructure and all digital content	Identify 1-2 representatives from each partner synod during start up period	Established DRT within 6 months of receipt of grant funds	✓	✓	✓	✓	✓	Digital Resource Team & Program Staff		
	Develop guidelines and content protocols to streamline resource submissions	Written guidelines and protocols completed within 6 months of receipt of grant funds	✓					Digital Resource Team & Program Staff		
	Approve content for submission to the resource library	Protocols are followed as content is submitted to the resource library	✓	✓	✓	✓	✓	Digital Resource Team & Program staff		
Develop a digital infrastructure to store compelling preaching content that will increase the capacity of the partner synods and its congregations to engage members with faith formation materials that are available 24-7	Contract with an IT consultant to build the digital infrastructure	Contract with identified consultant for anticipated hours, identified tasks and costs	✓	✓	✓	✓	✓	Program staff and Digital Resource Team		
	Build a website resource library including blogs, podcasts, video channels, photos, artwork, etc. referencing Biblical scripture passages that can be utilized in compelling preaching	Initiation of website(s)		✓	✓	✓	✓	✓	Consultant, Digital Resource Team & Program Staff	
		Anticipated timeline for resource library progress:		✓					Consultant, Digital Resource Team & Program Staff	
		Year 1 - build digital library app								
		Year 2 - 100 resources uploaded			✓					
		Year 3 - 100 additional resources				✓				
Year 4 - 1000 visitors or clicks					✓					
Year 5 - 2000 visitors or clicks Evidence of identified process and its utilization						✓				



## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
	Identify web content exhibiting compelling preaching markers for excellence to be linked to the resource library	Index of curated web content and increase of additions as they are approved and linked to the resource library	✓	✓	✓	✓	✓	Digital Resource Team	
	Offer mini grants to identified compelling preachers and their congregations to purchase digital production equipment to increase congregational digital capacity	Documented number of mini grants disbursed		✓	✓	✓	✓	Digital Resource Team & Program Staff	
	Create honoraria to compensate creators for compelling preaching content development	Documentation and tracking of honoraria distributed and content created to demonstrate increase in contributors		✓	✓	✓	✓	Digital Resource Team and Program Staff	
Create a compelling preaching digital delivery system	Contract with a media and content consultant to develop a system employed by 3 partner synods to share compelling preaching content with existing and aspiring preachers and their congregations and communities Ex of content: <ul style="list-style-type: none"> <li>• 5 weekly media posts with preaching ideas on pericope texts</li> <li>• Links to resources in library pertaining to weekly texts</li> </ul>	Contract with identified consultant for anticipated hours, identified tasks and costs	✓	✓	✓	✓	✓	Digital Resource Team and Program Staff	
	Review and utilize existing resources for media content and develop or curate additional materials to align with the 3 year pericope cycle used by Lutheran preachers and congregations	Completed submitted materials follow guidelines for content and increase in resources is tracked	✓					Digital Resource Team and Program Staff	

## Go Tell It In the Mountains Key Activities and Evaluation Timetable

Objectives	Strategies for Key Activities	Indicators of Success	Timeline / Year					Responsibility	Monitoring
			1	2	3	4	5		
Train preachers and congregation leaders to customize email, text and social media communications	Train congregations to use digital content using video with Zoom Q and A	Number of participants engaged in training video will be tracked	✓	✓	✓	✓	✓	Social Media Consultant and Program Staff	
	Provide individualized technical assistance as needed	Number and type of individualized requests will be tracked	✓	✓	✓	✓	✓		
Increase digital engagement with compelling preaching content for new, young and diverse audiences	Contract with a marketing consultant to develop a plan to utilize a variety of social media applications to place compelling preaching content on digital platforms where new, young and diverse audiences gather and interact (TikTok, Instagram, Facebook, etc.)	Contract with identified consultant for anticipated hours, identified tasks and costs	✓	✓	✓	✓	✓	Marketing Consultant and Program Staff	
		Completed calendar and timeline of scheduled social media interactions planned	✓	✓	✓	✓	✓	Marketing Consultant and Program Staff	
		Number and types of posts by the marketing consultant	✓	✓	✓	✓	✓	Marketing Consultant and Program Staff	
	Identify social media strategies being used within congregations, the ELCA and other mainline denominations (who are the faith influencers of the young adult community and other diverse audiences)	Documented list of successful social media strategies discovered through contacts with the ELCA and other denominations	✓	✓				Marketing Consultant and Program Staff	

## **Go Tell It In the Mountains Key Activities and Evaluation Timetable**

**Goal #1: Ordained and lay preachers will be equipped to utilize traditional and non-traditional techniques including different modes of delivery to develop skills and practices that will communicate the gospel message in more compelling ways.**

- Outcome 1: Existing preachers will be provided with continuing education events focused on scriptural work (exegesis), Lutheran theology, and sermon development that will result in cultivating more compelling preaching.
- Outcome 2: Existing preachers in 3 partner synods will be provided with training on the utilization of compelling preaching techniques (storytelling, dramatizations, conversational, slideshow, and various forms of the arts) and the use of digital modes of delivery (video, graphics, podcasts, social media, websites, email, blogs).
- Outcome 3: Existing preachers will experience a local/regional system of collegiality and support in the techniques of compelling preaching as they develop these skill sets.

**Goal #2: Aspiring preachers will be recruited and engaged in a variety of compelling preaching strategies that educate, empower, and support competency in their ministry.**

- Outcome 1: A pipeline of aspiring preachers/worship leaders who display competency in utilizing compelling preaching techniques and resources will be developed within rural ELCA congregations in 3 partner synods.
- Outcome 2: Aspiring preachers will be integrated into collegial relationships and leadership events of the existing lay and ordained preachers in the 3 partner synods.

**Goal # 3: Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and content by integrating the gospel message into their attitudes, actions and ministries in daily life.**

- Outcome 1: Members within our 3 partner synods as well as new community audiences will experience within existing Lutheran congregations preachers who are competent in compelling preaching skills and techniques
- Outcome 2: The increased use of compelling preaching content through digital modes of communication will inspire and motivate existing congregation members and new, young and diverse audiences to live out their faith through action.

**LINE-ITEM BUDGET**  
 Go Tell It In the Mountains  
 Allegheny Synod, ELCA

	2024	2025	2026	2027	2028	Total
<b>052.9215.I -- INCOME</b>						
<b>052.9215.4100.I - Contributed Income</b>						
<b>052.9215.4110.I - Individual Contributions</b>				\$1,500.00	\$2,500.00	\$4,000.00
<b>052.9215.4120.I - Congregational Contributions</b>		\$12,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$57,000.00
<b>TOTAL CONTRIBUTED INCOME</b>		\$12,000.00	\$15,000.00	\$16,500.00	\$17,500.00	\$61,000.00
<b>052.9215.4200.I - Ministry Income</b>						
<b>052.9215.4210.I - Online content subscription</b>		\$2,500.00	\$5,000.00	\$12,500.00	\$25,000.00	\$45,000.00
<b>052.9215.4220.I - Partner Synod Preaching Event</b>		\$2,500.00	\$3,750.00	\$3,750.00	\$5,000.00	\$15,000.00
<b>TOTAL MINISTRY INCOME</b>		\$5,000.00	\$8,750.00	\$16,250.00	\$30,000.00	\$60,000.00
<b>052.9215.4300.I - Lilly Endowment Grant</b>	\$285,000.00	\$265,000.00	\$255,000.00	\$235,000.00	\$210,000.00	\$1,250,000.00
<b>TOTAL INCOME</b>	\$285,000.00	\$282,000.00	\$278,750.00	\$267,750.00	\$257,500.00	\$1,371,000.00
<b>052.9215.E -- EXPENSES</b>						
<b>052.9215.5100.E Personnel</b>						
<b>052.9215.5111.E - Program Manager Salary</b>	\$60,000.00	\$61,800.00	\$63,654.00	\$65,564.00	\$67,531.00	\$318,549.00
<b>052.9215.5112.E - Program Manager Benefits</b>	\$37,200.00	\$38,316.00	\$39,466.00	\$40,650.00	\$41,869.00	\$197,501.00
<b>052.9215.5113.E - Program Manager Social Security Offset</b>	\$4,590.00	\$4,728.00	\$4,870.00	\$5,016.00	\$5,166.00	\$24,370.00
<b>052.9215.5121.E - Program Assistant Salary</b>	\$30,000.00	\$30,900.00	\$31,827.00	\$32,782.00	\$33,767.00	\$159,276.00
<b>052.9215.5123.E - Program Assistant Social Security Offset</b>	\$2,295.00	\$2,364.00	\$2,435.00	\$2,508.00	\$2,583.00	\$12,185.00
<b>052.9215.5140.E - Contract Accounting Services</b>	\$2,400.00	\$2,400.00	\$2,600.00	\$2,600.00	\$2,800.00	\$12,800.00
<b>052.9215.5145.E - Audit Services</b>	\$2,000.00	\$2,000.00	\$2,100.00	\$2,100.00	\$2,200.00	\$10,400.00
<b>052.9215.5150.E - Moving Expenses</b>	\$12,195.00					\$12,195.00
<b>TOTAL PERSONNEL</b>	\$150,680.00	\$142,508.00	\$146,952.00	\$151,220.00	\$155,916.00	\$747,276.00

**LINE-ITEM BUDGET**  
*Go Tell It In the Mountains*  
 Allegheny Synod, ELCA

	2024	2025	2026	2027	2028	Total
<b>052.9215.5200.E Equipment &amp; Office Supplies</b>						
<b>052.9215.5216.E - Program Manager Office Equipment</b>	\$3,500.00					\$3,500.00
<b>052.9215.5217.E - Program Manager Office Supplies &amp; Expenses</b>	\$5,000.00	\$3,950.00	\$3,950.00	\$3,950.00	\$2,850.00	\$19,700.00
<b>052.9215.5218.E - Digital Equipment</b>	\$2,000.00					\$2,000.00
<b>052.9215.5226.E - Program Assistant Office Equipment</b>	\$3,500.00					\$3,500.00
<b>052.9215.5227.E - Program Assistant Office Supplies &amp; Expenses</b>	\$2,000.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,400.00	\$7,900.00
<b>TOTAL EQUIPMENT &amp; OFFICE SUPPLIES</b>	\$16,000.00	\$5,450.00	\$5,450.00	\$5,450.00	\$4,250.00	\$36,600.00
<b>052.9215.5300.E Travel</b>						
<b>052.9215.5314.E - Program Manager Travel</b>	\$8,515.00	\$8,515.00	\$8,775.00	\$7,400.00	\$6,700.00	\$39,905.00
<b>052.9215.5324.E - Program Assistant Travel</b>	\$4,585.00	\$4,585.00	\$4,725.00	\$3,400.00	\$2,750.00	\$20,045.00
<b>052.9215.5331.E - Food</b>	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00	\$9,000.00
<b>052.9215.5332.E - Lodging</b>	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$5,000.00
<b>TOTAL TRAVEL</b>	\$15,900.00	\$15,900.00	\$16,300.00	\$13,600.00	\$12,250.00	\$73,950.00
<b>052.9215.5410.E - Program Contract Consultants</b>						
<b>052.9215.5411.E - Diversity, Equity, Inclusion Consultant</b>		\$7,500.00				\$7,500.00
<b>052.9215.5412.E - Media &amp; Content Consultant</b>	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$150,000.00
<b>052.9215.5413.E - Marketing Consultant</b>	\$4,875.00	\$9,750.00	\$15,000.00	\$5,250.00	\$5,250.00	\$40,125.00
<b>052.9215.5414.E - Digital (IT) Consultant</b>	\$24,375.00	\$24,375.00	\$19,125.00	\$6,000.00	\$6,000.00	\$79,875.00
<b>052.9215.5415.E - Public Speaking Consultant</b>	\$1,000.00	\$1,500.00	\$1,500.00	\$500.00	\$500.00	\$5,000.00
<b>052.9215.5416.E - Preaching Consultant</b>	\$9,750.00	\$5,625.00				\$15,375.00
<b>TOTAL PROGRAM CONTRACT CONSULTANTS</b>	\$70,000.00	\$78,750.00	\$65,625.00	\$41,750.00	\$41,750.00	\$297,875.00

**LINE-ITEM BUDGET**  
 Go Tell It In the Mountains  
 Allegheny Synod, ELCA

	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>Total</b>
<b>052.9215.5420.E - Program Digital Resource Library</b>						
<b>052.9215.5421.E - Software</b>	\$2,000.00	\$3,000.00	\$2,000.00	\$1,000.00	\$1,000.00	\$9,000.00
<b>052.9215.5422.E - Content subscriptions &amp; resources</b>	\$5,000.00	\$4,000.00	\$2,500.00	\$1,000.00		\$12,500.00
<b>TOTAL PROGRAM DIGITAL RESOURCE LIBRARY</b>	\$7,000.00	\$7,000.00	\$4,500.00	\$2,000.00	\$1,000.00	\$21,500.00
<b>052.9215.5430.E - Program Activities</b>						
<b>052.9215.5431.E - Mini grants (digital production equipment)</b>		\$8,000.00	\$15,000.00	\$15,000.00	\$7,000.00	\$45,000.00
<b>052.9215.5432.E - Aspiring &amp; existing preacher mini grants</b>	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$10,000.00
<b>052.9215.5441.E - Event presenters' honoraria</b>	\$8,000.00	\$8,000.00	\$8,000.00	\$8,000.00	\$8,000.00	\$40,000.00
<b>052.9215.5442.E - Presenter travel</b>	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$15,000.00
<b>052.9215.5443.E - Key leader honoraria</b>	\$9,040.00	\$9,040.00	\$9,040.00	\$9,040.00	\$9,040.00	\$45,200.00
<b>052.9215.5444.E - Congregational training events</b>		\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$8,000.00
<b>052.9215.5470.E - Marketing promotions</b>	\$1,500.00	\$4,000.00	\$5,000.00	\$3,500.00	\$1,000.00	\$15,000.00
<b>TOTAL PROGRAM ACTIVITES</b>	\$23,540.00	\$36,040.00	\$44,040.00	\$42,540.00	\$32,040.00	\$178,200.00
<b>052.9215.5295.E - Indirect Program Costs</b>	\$3,599.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$15,599.00
<b>TOTAL EXPENSES</b>	\$286,719.00	\$288,648.00	\$285,867.00	\$259,560.00	\$250,206.00	\$1,371,000.00

## BUDGET NARRATIVE

Go Tell It In the Mountains

Allegheny Synod, ELCA

Income Category / Explanation	Total Amount
<b>Contributed Income</b>	
<p><b>Individual Contributions</b>            Year 4: \$1,500            Year 5: \$2,500</p> <p>In the later years of the program individual donor gifts will be encouraged in congregations where the compelling preaching initiative has been helpful and successful.</p>	\$4,000.00
<p><b>Congregational Contributions</b>            Year 2: 12 congregations x \$1,000 = \$12,000            Years 3-5: 15 congregations x \$1,000 x 3 years = \$45,000</p> <p>Congregation funds sought for mini grants to:            1) purchase digital equipment [see Program Activities Expenses - mini grants below]            2) support mentor/cohort facilitators.</p>	\$57,000.00
<b>CONTRIBUTED INCOME TOTAL</b>	<b>\$61,000.00</b>
<b>Ministry Income</b>	
<p><b>Online content subscription</b>            Year 2: 20 subscriptions x \$125/subs. = \$2,500            Year 3: 40 subscriptions x \$125/subs. = \$5,000            Year 4: 100 subscriptions x \$125/subs. = \$12,500            Year 5: 200 subscriptions x \$125/subs. = \$25,000</p> <p>Upon the development of digital material and a library assisting both ordained and lay preachers with compelling preaching, we anticipate preachers and congregations will subscribe to these resources.</p>	\$45,000.00
<p><b>Partner Synod Preaching Event</b>            Year 1: No cost to participants.            Year 2: 125 participants (60% of preachers) x \$20/event = \$2,500            Year 3 &amp; 4: 125 participants x \$30/event = \$3,750 x 2 years = \$7,500            Year 5: 125 participants x \$40/event = \$5,000</p> <p>An annual one-day 3 synod preaching event will be planned and implemented in each of the 5 years.</p>	\$15,000.00
<b>MINISTRY INCOME TOTAL</b>	<b>\$60,000.00</b>
<p><b>Grant Income</b>            Amount funded from Lilly Endowment</p>	\$1,250,000.00
<b>INCOME TOTAL</b>	<b>\$1,371,000.00</b>

## BUDGET NARRATIVE

Go Tell It In the Mountains

Allegheny Synod, ELCA

Personnel Expense Categories / Explanation	Total Amount
<b>Personnel</b>	
1 full-time Program Manager to oversee the project. 1 Program Assistant to assist in the implementation of the Compelling Preaching Initiative within the 3 partner synods. [For more information see page 12 within the Proposal Narrative.]	
<b>Program Manager (100% funded by grant)</b>	
<p><b>Salary</b> One full-time Program Manager \$60,000/yr. with 3% annual increase.</p> <p>Will supervise Program Assistant; develop, oversee, implement, and evaluate all structures, plans, events, and activities of the initiative; and ensure that regular evaluation and reporting of the initiative occurs.</p>	\$318,549.00
<p><b>Benefits</b> Pension, health insurance, continuing education, additional benefits (ie. vacation and personal days) as provided by Allegheny Synod guidelines (\$37,200 = 61.7% of salary) with a 3% increase in each of the following 4 years.</p>	\$197,501.00
<p><b>Social Security Offset</b> Year 1: \$4,590 Year 2: \$4,728 Year 3: \$4,870 Year 4: \$5,016 Year 5: \$5,166</p> <p>Social Security Offset (salary x .0765 = S.S. Payment), as is the practice of the Allegheny Synod, with 3% annual increase in each of the following 4 years.</p>	\$24,370.00
<b>Part-Time Program Assistant (100% funded by grant)</b>	
<p><b>Salary</b> \$30,000 with a 3% increase each of the following years. Deployed staff to assist in the implementation of the program in each of three participating synods. [For more information see page 12 within the Proposal Narrative.]</p>	\$159,276.00
<p><b>Social Security Offset</b> Year 1: \$2,295 Year 2: \$2,364 Year 3: \$2,435 Year 4: \$2,508 Year 5: \$2,583</p> <p>Social Security Offset (salary x .0765 = S.S. Payment) with 3% annual increase in each of the following 4 years.</p>	\$12,185.00



## BUDGET NARRATIVE

Go Tell It In the Mountains

Allegheny Synod, ELCA

Personnel Expense Categories / Explanation	Total Amount
<p><b>Contract Accounting Services</b>  Years 1 &amp; 2: \$2,400 yr. x 2 yrs. = \$4,800.  Years 3 &amp; 4: \$2,600 yr. x 2 yrs. = \$5,200.  Year 5: \$2,800.</p> <p>Funds will be used to subsidize present Allegheny Synod Contract Accounting Services since additional accounting will be required for the initiative.</p>	\$12,800.00
<p><b>Audit Services</b>  Years 1 &amp; 2: \$2,000  Years 3 &amp; 4: \$2,100  Year 5: \$2,200</p> <p>Allegheny Synod Auditor will incorporate the program's audit into the Synod's annual audit.</p>	\$10,400.00
<p><b>Moving Expenses</b>  Year 1: \$12,195</p> <p>To be used if persons hired need to move, as is the present practice with professional staff in the 3 participating synods.</p>	\$12,195.00
<b>PERSONNEL TOTAL</b>	<b>\$747,276.00</b>

Equipment & Office Supplies Expense Categories / Explanation	Total Amount
<b>Equipment &amp; Office Supplies</b>	
<p><b>Program Manager Office Equipment</b>  Year 1 Purchases to communicate and do business.  Computer (\$1,500)  Copier (\$500)  Software (\$500)  Cell phone (\$1000).</p> <p>Office space, desk, chair, filing cabinet contributed by synods, congregations, or camps of the 3 partner synods.</p>	\$3,500.00
<p><b>Program Manager Office Supplies &amp; Expenses</b>  Year 1: \$5,000  Years 2 - 4: \$3,950/yr. x 3 yrs. = \$11,850  Year 5: \$2,850.</p> <p>Though it is expected that much of the office supplies will be provided by each of the 3 partner synods, this line includes: cell phone plan, internet offset, postage, paper, ink, and other consumable office supplies.</p>	\$19,700.00

## BUDGET NARRATIVE

Go Tell It In the Mountains

Allegheny Synod, ELCA

Equipment & Office Supplies Expense Categories / Explanation	Total Amount
<p><b>Digital Equipment</b> Year 1: \$2,000</p> <p>Program Manager digital equipment: recording microphone, headset, camera, and portable microphone to be used in digital content creation and curation.</p>	\$2,000.00
<p><b>Program Assistant Office Equipment</b> Year 1 Purchases to communicate and do business. Computer (\$1,500) Copier (\$500) Software package (\$500) Cell phone (\$1,000).</p> <p>Office space, desk, chair, filing cabinet contributed by synods, congregations, or camps of the 3 partner synods.</p>	\$3,500.00
<p><b>Program Assistant Office Supplies &amp; Expenses</b> Year 1: \$2,000 Years 2 through 4: \$1,500/yr. x 3 yrs. = \$4,500 Year 5: \$1,400.</p> <p>Though it is expected that much of the office supplies will be provided by each of the 3 partner synods, this line includes: cell phone plan, internet offset, postage, paper, ink, and other consumable office supplies.</p>	\$7,900.00
<b>EQUIPMENT &amp; OFFICE SUPPLIES TOTAL</b>	<b>\$36,600.00</b>

Travel Expense Categories / Explanation	Total Amount
<b>Travel</b>	
<p><b>Program Manager Travel</b> Following the Allegheny Synod travel policy: Year 1 &amp; 2: \$.655 (IRS standard mileage rate for auto business) x 13,000 miles/yr. = \$8,515 x 2 years = \$17,030 Year 3: \$.675 (3% increase) x 13,000 miles/yr. = \$8,775 Year 4: \$7,400 Year 5: \$6,700 Less travel expected in latter years as the program is up and running.</p>	\$39,905.00
<p><b>Program Assistant Travel</b> Following the Allegheny Synod travel policy: Year 1 &amp; 2: \$.655 (IRS standard mileage rate for auto business) x 7,000 miles/yr. = \$4,585 x 2 years = \$9,170 Year 3: \$.675 (3% increase) x 7,000 miles/yr. = \$4,725 Year 4: \$3,400 Year 5: \$2,750 Less travel expected in latter years as the program is up and running.</p>	\$20,045.00

## BUDGET NARRATIVE

Go Tell It In the Mountains

Allegheny Synod, ELCA

Travel Expense Categories / Explanation	Total Amount
<p><b>Food</b> 100 meals/yr. x \$18/meal = \$1,800/yr. x 5 yrs. = \$9,000</p> <p>Reimbursement for meals when traveling overnight.</p>	\$9,000.00
<p><b>Lodging</b> 8 nights/yr. x \$125/night = \$1000/yr. x 5 yr. = \$5,000</p> <p>Lodging for 2 staff at 3 bishop's convocations and 3 partner synod events figured into the costs for the events.</p>	\$5,000.00
<b>TRAVEL TOTAL</b>	<b>\$73,950.00</b>

Program Contract Consultants Expense Categories / Explanation	Total Amount
<b>Contract Consultants (all hourly rates include travel)</b>	
<p><b>Diversity, Equity, Inclusion (DEI) Consultant</b> Year 2: 100 hours (hrs.) x \$75 hour (hr.) = \$7,500</p> <p>Produce an education video and/or online presentation for duplication and sharing with preachers and congregations. [For more information see page 11 within Proposal Narrative.]</p>	\$7,500.00
<p><b>Media &amp; Content Consultant</b> 400 hrs. x \$75/hr. = \$30,000 x 5 years (yrs.) = \$150,000</p> <p>Assist in identifying and obtaining best resources in all media formats to be secured for a digital resource library. Devise systems to insure resource consistency, quality, and availability to preachers and members of congregations. [For more information see pages 11 &amp; 12 within the Proposal Narrative.]</p>	\$150,000.00
<p><b>Marketing Consultant</b> Year 1: 65 hrs. x \$75/hr. = \$4,875 Year 2: 130 hrs. x \$75/hr. = \$9,750 Year 3: 200 hrs. x \$75/hr. = \$15,000 Years 4 &amp; 5: 70 hrs. x \$75/hr. = \$5,250 x 2yrs. = \$10,500</p> <p>Develop website and marketing campaigns with timelines for printed resources and social media posts with targeted ads to attract both traditional and new audiences to compelling preaching content. [For more information see page 12 within the Proposal Narrative.]</p>	\$40,125.00

## BUDGET NARRATIVE

Go Tell It In the Mountains

Allegheny Synod, ELCA

Program Contract Consultants Expense Categories / Explanation	Total Amount
<p><b>Digital (IT) Consultant</b>  Years 1 &amp; 2: 325 hrs. x \$75/hr. = \$24,375 x 2 yrs. = \$48,750  Year 3: 255 hrs. x \$75/hr. = \$19,125  Years: 4 &amp; 5: 80 hrs. x \$75/hr. = \$ 6,000 x 2 yrs. = \$12,000</p> <p>Develop infrastructure for a fully searchable resource library for preachers, congregational leaders and everyday Christians. Will assist the program staff to utilize new digital methods for preaching and share with preachers and congregations. [For more information see page 11 within the Proposal Narrative.]</p>	\$79,875.00
<p><b>Public Speaking Consultant</b>  Years 1: 40 hrs. x \$25/hr. = \$1,000.  Year 2 - 3: 60 hrs. x \$25/hr. = \$1,500 x 2 yrs. = \$3,000.  Years 4 &amp; 5: 20 hrs. x \$25/hr. = \$500 x 2 yrs. = \$1,000.</p> <p>Assist identified preachers with public presence and speaking assistance. [For more information see pages 10 within the Proposal Narrative.]</p>	\$5,000.00
<p><b>Preaching Consultant</b>  Year 1: 130 hrs. x \$75/hr. = \$9,750  Year 2: 75 hrs. x \$75/hr. = \$5,625</p> <p>Assist staff and synod leadership to identify markers and techniques for compelling preaching; review current curricula and other resources with the goal of developing one consistent compelling preaching curriculum; and utilize the curriculum for training compelling preachers. [For more information see pages 10 &amp; 11 within the Proposal Narrative.]</p>	\$15,375.00
<b>PROGRAM CONTRACT CONSULTANTS TOTAL</b>	<b>\$297,875.00</b>

Program Digital Resource Library Expense Categories / Explanation	Total Amount
<b>Program Digital Resource Library</b>	
<p><b>Software</b>  Year 1: \$2,000  Year 2: \$3,000  Year 3: \$2,000  Years 4 &amp; 5: \$1,000 x 2 yrs. = \$2,000</p> <p>Used for websites, cloud storage, digital resource library, Zoom, and Google Nonprofit as a digital infrastructure is established.</p>	\$9,000.00

## BUDGET NARRATIVE

Go Tell It In the Mountains

Allegheny Synod, ELCA

<p><b>Content Subscriptions &amp; Resources Development</b>  Year 1: \$400/subscription x 10 + \$1,000 for collecting library resources = \$5,000  Year 2: \$400/subscription x 8 + \$800 for collecting library resources = \$4,000  Year 3: \$400/subscription x 5 + \$ 500 for collecting library resources = \$2,500  Year 4: \$400/subscription x 2 + \$ 200 for collecting library resources = \$1,000</p> <p>Support a focus in the early years to curate, develop, grow, and share excellent preaching subscription resources and a digital library of training materials for ordained and lay preachers.</p>	\$12,500.00
<b>PROGRAM DIGITAL RESOURCE LIBRARY TOTAL</b>	<b>\$21,500.00</b>

Program Activities Expense Categories / Explanation	Total Amount
<b>Program Activities</b>	
<p><b>Mini grants (digital equipment)</b>  Years 2 - 5: 90 congregational mini-grants for selected participating congregations to purchase digital production equipment x \$500 = \$45,000</p>	\$45,000.00
<p><b>Aspiring &amp; existing preacher mini grants</b>  \$100 mini-grant x 20 preacher registrants = \$2,000/yr. x 5 years = \$10,000</p> <p>Congregations participating in the compelling preacher project will be asked to cover ordained and lay preacher registrations for convocations, 3 Synod gathering, and similar training events. If unable to do so, preachers may request a mini grant of up to \$100 from the \$2,000 budget in years 1-5.</p>	\$10,000.00
<p><b>Event Presenters' Honoraria</b>  Bishop's Convocation: \$2,000/yr. x 3 synods = \$6,000/yr. x 5 yrs. = \$30,000.  Annual 3 partner Synod Compelling Preacher Practicum: \$2,000/yr. x 5 annual events = \$10,000.</p> <p>Supports acquisition of quality presenters with expertise in compelling preaching at annual bishop's convocations and initiates an annual 3 partner compelling preacher practicum.</p>	\$40,000.00
<p><b>Presenter travel</b>  \$1,000 year x 3 synods' bishop's convocations = \$3,000 x 5 years = \$15,000</p>	\$15,000.00
<p><b>Key leader honoraria</b>  Mentors and cohort facilitators:      \$1200 honoraria/year x 6 persons (3 mentors &amp; 3 cohort leaders)      = \$7,200 x 5 years = \$36,000.</p> <p>Content creators: \$400 per created resource x 23 resources = \$9,200 over 5 years.</p>	\$45,200.00

## BUDGET NARRATIVE

Go Tell It In the Mountains

Allegheny Synod, ELCA

Program Activities Expense Categories / Explanation	Total Amount
<p><b>Congregational training events</b>  Years 2 through 5: \$2,000 x 4 yrs. = \$8,000</p> <p>Congregational training materials/events created for and shared with members of congregations on topics such as diversity, inclusion, (developed by the DEI Consultant above), the compelling preaching process involving preacher and listener, Appalachian culture, (developed and shared by Synod staff), and technology and its benefits in this 21st century world. [For more information see final 2 key components of program page 12 and Goal #3, Outcomes #1 &amp; #2 page 13 within the Proposal Narrative.]</p>	\$8,000.00
<p><b>Marketing promotions</b>  Year 1: \$1,500  Year 2: \$4,000  Year 3: \$5,000  Year 4: \$3,500  Year 5: \$1,000</p> <p>Design and utilize project promotion tools and a variety of marketing tools -- bulletin inserts, Google ads, social media posts, &amp; boost, etc. Tools would be designed in the early years with heavy promotion in years 2-4. [For more information see pages 14 &amp; 15 within the Proposal Narrative.]</p>	\$15,000.00
<b>PROGRAM ACTIVITIES TOTAL</b>	<b>\$178,200.00</b>
Indirect Program Costs Expense Category / Explanation	Total Amount
<p><b>Indirect program costs</b>  This 1.14% of the \$1,371,000 budget is to provide a very small amount of leverage for variable costs in this fast changing market place.</p>	\$15,599.00
<b>INDIRECT PROGRAM COSTS TOTAL</b>	<b>\$15,599.00</b>
<b>TOTAL EXPENSES</b>	<b>\$1,371,000.00</b>

**Allegheny Synod Member Church Year-to-Year to Mission Church  
Current Budget Year: February 2023 - January 2024**

Account Number	Allegheny Synod, ELCA	FYE 2022 Actual	FYE 2023 Budget	FYE 2023 Projected	FYE 2024 Budget
052.4000.0	Unrestricted Mission Support	\$ 606,585	\$ 566,782	\$ 565,925	\$ 552,613
052.4050.0	Restricted Mission Support	\$ 68,582	\$ 63,185	\$ 70,975	\$ 61,606
	<b>Total Mission Support</b>	<b>\$ 675,167</b>	<b>\$ 629,968</b>	<b>\$ 636,900</b>	<b>\$ 614,219</b>

**Allegheny Synod Staffing Expenditures**

Account Number	Allegheny Synod, ELCA	FYE 2022 Actual	FYE 2023 Budget	FYE 2023 Projected	FYE 2024 Budget
052.7000.0	Bishop-Defined Compensation	\$ 80,475	\$ 76,668	\$ 78,043	\$ 80,699
052.7020.0	Bishop's Assistant-Salary and Housing	\$ -	\$ -	\$ -	\$ -
052.7021.0	DEM and Part-Time Assistant	\$ 39,879	\$ 68,215	\$ 62,649	\$ 71,742
052.7060.0	Office Manager	\$ 42,433	\$ 43,328	\$ 43,395	\$ 45,494
052.7061.0	Communications Coordinator	\$ -	\$ -	\$ -	\$ -
052.7082.0	Housekeeping	\$ 1,748	\$ 2,000	\$ 1,810	\$ 2,000
052.7200.0	FICA-Support Staff	\$ 3,246	\$ 3,315	\$ 3,195	\$ 3,480
052.7080.0	Synod Secretary	\$ 3,600	\$ 3,600	\$ 1,800	\$ 3,600
052.7084.E	Synod Treasurer	\$ 3,600	\$ 3,600	\$ 3,600	\$ 3,600
	<b>Total Compensation</b>	<b>\$ 174,981</b>	<b>\$ 200,726</b>	<b>\$ 194,491</b>	<b>\$ 210,616</b>
	Pension-Ordained Staff	\$ 15,714	\$ 17,386	\$ 21,856	\$ 18,293
	Pension-Office Manager	\$ -	\$ 5,199	\$ -	\$ 5,459
052.7100.0	<b>Pension (Total)</b>	<b>\$ 15,714</b>	<b>\$ 22,585</b>	<b>\$ 21,856</b>	<b>\$ 23,752</b>
	Healthcare	\$ 31,709	\$ 27,727	\$ 26,352	\$ 29,857
	Accrued PPO	\$ (12,688)	\$ -	\$ -	\$ -
052.7110.0	<b>Employee Health and Other Benefits</b>	<b>\$ 19,021</b>	<b>\$ 27,727</b>	<b>\$ 26,352</b>	<b>\$ 29,857</b>
052.7131.0	Continuing Education	\$ -	\$ 1,400	\$ 1,028	\$ 1,400
052.9401.0	Memberships/Dues/Subscriptions	\$ 1,165	\$ 1,200	\$ 4,606	\$ 1,200
	Ordained Staff Sabbatical Accrual	\$ -	\$ -	\$ -	\$ 1,000
052.8710.0	Staff Travel and Vehicle Related Costs	\$ 4,584	\$ 18,500	\$ 4,729	\$ 15,000
052.8800.0	Vehicle Costs-Ins./Maint. Only	\$ -	\$ 500	\$ 169	\$ 500
	<b>Total Fringe Benefits-Ordained Staff</b>	<b>\$ 5,749</b>	<b>\$ 21,600</b>	<b>\$ 10,532</b>	<b>\$ 19,100</b>
	<b>Total Staffing Expenditures</b>	<b>\$ 215,465</b>	<b>\$ 272,638</b>	<b>\$ 253,231</b>	<b>\$ 283,325</b>
		32%	43%	40%	46%

**Allegheny Synod Office Expenditures**

052.8025.0	Accounting Services	\$ 7,920	\$ 8,160	\$ 8,220	\$ 8,568
052.8005.0	Accounting Software/dB Fees (Logos)	\$ 4,064	\$ 5,200	\$ 3,587	\$ 5,460
052.8020.0	Audit Expense	\$ 4,200	\$ 4,500	\$ 4,500	\$ 4,500
052.8006.0	Bank and CC Fees	\$ 6,985	\$ 7,000	\$ 10,765	\$ 7,000
052.9590.E	Depreciation	\$ 6,462	\$ 6,500	\$ 6,202	\$ 6,500

**Allegheny Synod Member Church Year-to-Year to Mission Church  
Current Budget Year: February 2023 - January 2024**

Account Number	Allegheny Synod, ELCA	FYE 2022 Actual	FYE 2023 Budget	FYE 2023 Projected	FYE 2024 Budget
052.8400.0	Electricity	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
052.8103.0	General Supplies	\$ 708	\$ 800	\$ 238	\$ 800
052.8410.0	Heat	\$ 720	\$ 720	\$ 720	\$ 720
052.8101.E	Miscellaneous	\$ -	\$ -	\$ -	\$ -
052.8201.0	Network Services	\$ 762	\$ 900	\$ 467	\$ 900
052.8500.0	Office Equipment	\$ 1,815	\$ 1,620	\$ 1,980	\$ 1,620
052.8102.0	Office Supplies	\$ 837	\$ 1,350	\$ 834	\$ 1,350
052.8300.0	Postage	\$ 1,005	\$ 1,000	\$ 926	\$ 1,000
052.9300.0	Professional Insurance	\$ 5,248	\$ 5,748	\$ 4,923	\$ 6,035
052.8430.0	Rent	\$ 13,392	\$ 13,392	\$ 13,392	\$ 13,392
052.8420.0	Sewer & Water	\$ 780	\$ 780	\$ 780	\$ 780
052.8001.0	Software and Computer Maintenance	\$ 1,233	\$ 1,850	\$ 3,986	\$ 1,943
052.8200.0	Telephone	\$ 2,695	\$ 3,700	\$ 2,240	\$ 3,700
<b>Total Office Expenditures</b>		<b>\$ 60,326</b>	<b>\$ 64,720</b>	<b>\$ 65,259</b>	<b>\$ 65,768</b>
		9%	10%	10%	11%

**Allegheny Synod Partner-Related Expenditures**

054.9101.0	Allegheny Lutheran Social Ministries	\$ 8,000	\$ 8,000	\$ 8,000	\$ 4,000
052.9405.0	Ecumenical	\$ -	\$ -	\$ -	\$ -
054.9107.0	LAMPA	\$ 2,078	\$ 1,078	\$ 1,078	\$ 1,078
052.9431.0	Lutheran Planned Giving	\$ -	\$ -	\$ -	\$ -
001.9100.0	Mission Support-ELCA	\$ 303,292	\$ 283,391	\$ 254,666	\$ 255,726
	PA Council of Churches	\$ -	\$ -	\$ -	\$ -
054.9104.0	Penn State Campus Ministry	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
052.9433.0	Region 8	\$ -	\$ -	\$ -	\$ -
054.9103.0	Sequanota	\$ 33,500	\$ 33,500	\$ 33,500	\$ 33,500
054.9108.0	Shawnee Park Chaplaincy	\$ 22	\$ -	\$ -	\$ -
54.9102.0	United Lutheran Seminary	\$ 23,500	\$ 23,500	\$ 23,500	\$ 13,500
54.9109.0	United Lutheran Seminary-Designated Gift	\$ -	\$ -	\$ -	\$ -
<b>Total Partner-Related Expenditures</b>		<b>\$ 381,392</b>	<b>\$ 360,469</b>	<b>\$ 331,744</b>	<b>\$ 318,804</b>
		56%	57%	52%	52%

**Allegheny Synod Programmatic Expenditures**

52.4204.E	Bishop's Convocation Leaders Expenses	\$ 1,986	\$ 5,500	\$ 3,735	\$ 5,500
052.9180.0	Candidacy Expenses	\$ 2,691	\$ 2,250	\$ -	\$ 2,250
052.9420.E	Leadership Support	\$ -	\$ 2,500	\$ -	\$ -
052.9450.E	Synod Leadership Team	\$ 75	\$ -	\$ 24	\$ 5,000
052.9464.E	DEM Expenses	\$ -	\$ -	\$ 1,823	\$ -
052.9210.0	First Call Theological Education	\$ 82	\$ 3,000	\$ -	\$ 3,000
052.9430.0	Global Ministry Team	\$ -	\$ 50	\$ -	\$ 50
0.52.9802.0	Hospitality	\$ 976	\$ 1,000	\$ 477	\$ 1,000



**Allegheny Synod Member Church Year-to-Year to Mission Church  
Current Budget Year: February 2023 - January 2024**

Account Number	Allegheny Synod, ELCA	FYE 2022 Actual	FYE 2023 Budget	FYE 2023 Projected	FYE 2024 Budget
052.4207.E	Ignite/Discerning Your Discipleship Expenses	\$ -	\$ 250	\$ -	\$ 250
052.9432.0	Joint Regional Ministries	\$ -	\$ -	\$ -	\$ -
052.4202.E	Lutheran Day-Lakemont Expenses	\$ -	\$ 200	\$ 14	\$ 200
0.52.9801.0	Memorials/Floral Tributes	\$ 50	\$ 100	\$ 60	\$ 100
052.8101.E	Micellaneous, Other Ministry Teams	\$ -	\$ -	\$ -	\$ -
052.8650.0	Ministry Resources	\$ 2,836	\$ 2,500	\$ 602	\$ 2,500
052.9460.0	New Ministry Initiatives	\$ -	\$ -	\$ -	\$ -
052.8715.0	Non-Synod Staff Travel	\$ -	\$ -	\$ -	\$ -
052.9410.0	Reconciliation Ministry Team	\$ -	\$ -	\$ -	\$ -
052.8801.0	Rostered Leader Events	\$ 200	\$ 1,800	\$ 648	\$ 1,800
	Seminarian Grants	\$ 18,500	\$ 11,683	\$ 14,900	\$ 11,683
052.4201.E	Synod Assembly Expenses	\$ 2,629	\$ 2,500	\$ 3,598	\$ 2,500
052.9440.0	Synod Council Expenses	\$ -	\$ 1,350	\$ 816	\$ 1,350
052.8600.0	The Lutheran Letter (Expense after Donations)	\$ 504	\$ 1,200	\$ 1,357	\$ 1,200
052.9214.0	Vitality and Innovation Grants	\$ -	\$ 5,000	\$ -	\$ 5,000
	Women in Ministry Event Expenses	\$ -	\$ -	\$ -	\$ -
	Worship Team	\$ -	\$ 300	\$ -	\$ 300
052.4205.E	Youth Team	\$ -	\$ -	\$ 226	\$ 3,000
<b>Total Programmatic Expenditures</b>		\$ 30,529	\$ 41,183	\$ 28,281	\$ 46,683
		5%	7%	4%	8%
<b>Allegheny Synod Total Expenditures</b>		\$ 687,712	\$ 739,010	\$ 678,516	\$ 714,579
<b>Allegheny Synod Operational Deficit/Surplus</b>		\$ (12,545)	\$ (109,042)	\$ (41,616)	\$ (100,361)
<b>Allegheny Synod Supplemental Income Sources</b>					
052.4100.0	ELCA COVID-19 Grant	\$ -	\$ -	\$ -	\$ -
052.4105.I	ELCA DEM Grant	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
052.4106.I	ELCA DEM Reimbursement Salary and Benefits	\$ 27,169	\$ 44,633	\$ 24,281	\$ 46,647
052.6500.0	Interest Income	\$ -	\$ -	\$ -	\$ -
	Investment Fund Rollover	\$ -	\$ 29,462	\$ -	\$ 30,703
	PPP Loan	\$ 60,562	\$ -	\$ -	\$ -
	Seminarian Support Fund Rollover	\$ 18,500	\$ 11,683	\$ 14,900	\$ 11,683
	Revenue Appeal (Synod)	\$ -	\$ 12,000	\$ -	\$ -
<b>Total Supplemental Income</b>		\$ 116,231	\$ 107,778	\$ 49,181	\$ 99,033
<b>Allegheny Synod Adjusted Deficit/Surplus</b>		\$103,686	(\$1,264)	\$7,565	(\$1,328)

**Accounts**

**Assets**

**Synod Operations**

**Synod Mission General & Admin**

**Checking Accounts**

052.1001.0 - 1st Summit Checking Account	\$151,942.77
052.1020.0 - Bishop Discre Fund Acct - M & T	\$2,406.09
052.1051.0 - DYD Checking - Citizens	\$8,172.02
052.1099.0 - Petty Cash	\$69.00

**Total Checking Accounts** \$162,589.88

**Pre-Paid Expenses**

052.1300.0 - Prepaid Expense Insurance	\$3,797.50
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**Total Pre-Paid Expenses** \$3,797.50

**Fixed Assets**

052.1800.0 - Furniture	\$41,957.43
052.1801.0 - Office Equipment	\$11,674.39
052.1805.0 - Other Fixed Assets	\$10,297.00
052.1810.0 - Vehicles	\$22,730.50
052.1820.0 - Accum. Depreciation Furniture	(\$41,724.22)
052.1821.0 - Accum. Depreciation Office Equipment	(\$11,162.42)
052.1825.0 - Accum. Depreciation Other	(\$8,138.70)
052.1830.0 - Accum. Depreciation Vehicles	(\$20,457.45)

**Total Fixed Assets** \$5,176.53

**Investment Accounts**

052.1120.0 - Res. Invest - Mission Invest Fund	\$4,701.47
052.1126.0 - Invest - 1st Summ AC 0344 Exp Resv	\$154,461.01

**Total Investment Accounts** \$159,162.48

**Total Synod Mission General & Admin** \$330,726.39

**Designated Gifts, Synodical**

**Mission&Ministry Developement**

056.9125.0 - Seminarian Support (Ameriserv)	\$398,027.98
056.9127.0 - Investment Fund (1st Summit 0343)	\$1,064,134.40

**Total Mission&Ministry Developement** \$1,462,162.38

**Total Designated Gifts, Synodical** \$1,462,162.38

**Total Synod Operations** \$1,792,888.77

**Total Assets** \$1,792,888.77

**Liabilities, Fund Principal, & Restricted Funds**

**Liabilities**

**Synod Operations**

**Synod Mission General & Admin**

**Current Liabilities**

052.2102.0 - Federal Fica Employer - Withheld	\$152.98
052.2105.0 - Local Tax - Withheld	\$232.50
052.2106.0 - LST Tax - Withheld	\$4.00
052.2110.0 - Accrued Payroll	\$8,718.53
052.2112.0 - Employee Pre-Tax Simple IRA W/H	(\$103.80)
052.2113.0 - EE Life Ins Prem WH - Post-tax	(\$27.00)
052.2115.0 - Accrued PTO	\$38,525.48

**Total Current Liabilities** \$47,502.69

**Accounts Payable**

052.2000.0 - Accounts Payable	\$47,656.89
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**Total Accounts Payable** \$47,656.89

**Total Synod Mission General & Admin** \$95,159.58

**Total Synod Operations** \$95,159.58

**Total Liabilities** \$95,159.58

**Accounts**

**Fund Principal**

**Net Asset**

**Synod Operations**

**Synod Mission General & Admin**

**Net Assets**

052.3000.0 - Synod Operating Equity - Unrestricted \$989,892.39  
052.3410.0 - Net Assets Event Restricted Funds \$289,677.90

**Total Net Assets** \$1,279,570.29

**Total Synod Mission General & Admin** \$1,279,570.29

**Total Synod Operations** \$1,279,570.29

**Total Net Asset** \$1,279,570.29

Excess Cash Received (\$110,160.62)

**Total Fund Principal and Excess Cash Received** \$1,169,409.67

**Restricted Funds**

Total Temporary Restricted \$423,319.52

Total Permanent Restricted \$105,000.00

**Total Restricted Funds** \$528,319.52

**Total Liabilities, Fund Principal, & Restricted Funds** \$1,792,888.77

**Allegheny Synod, ELCA**  
**Analysis of Revenues & Expenses - Detail**  
**January 2023**

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	MTD Budget Remaining (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)
<b>Revenues</b>						
<b>Synod Operations</b>						
<b>Synod Mission General &amp; Admin</b>						
<b>Income, Mission Support</b>						
052.4000.I - Mission Support	\$65,636.90	\$47,231.87	(\$18,405.03)	\$556,834.81	\$566,782.00	\$9,947.19
052.4050.I - Designated Mission Support	\$5,499.80	\$5,265.38	(\$234.42)	\$67,296.45	\$63,185.00	(\$4,111.45)
052.4100.I - Elca Eocm / Csm Grant	(\$10,117.02)	\$0.00	\$10,117.02	\$0.00	\$0.00	\$0.00
<b>Total Income, Mission Support</b>	<b>\$61,019.68</b>	<b>\$52,497.25</b>	<b>(\$8,522.43)</b>	<b>\$624,131.26</b>	<b>\$629,967.00</b>	<b>\$5,835.74</b>
<b>Income Interest</b>						
052.6500.I - Interest Income	\$991.38	\$0.00	(\$991.38)	\$20,401.61	\$0.00	(\$20,401.61)
052.6502.I - Unrealized Loss/Gain on Invest	\$60,134.57	\$0.00	(\$60,134.57)	(\$159,458.87)	\$0.00	\$159,458.87
<b>Total Income Interest</b>	<b>\$61,125.95</b>	<b>\$0.00</b>	<b>(\$61,125.95)</b>	<b>(\$139,057.26)</b>	<b>\$0.00</b>	<b>\$139,057.26</b>
<b>Designated Gifts, Synodical</b>						
052.4101.I - General Income Undesignated	\$1,000.00	\$0.00	(\$1,000.00)	\$1,438.00	\$0.00	(\$1,438.00)
052.4107.I - Disaster Relief - Domestic	\$1,982.00	\$0.00	(\$1,982.00)	\$17,463.00	\$0.00	(\$17,463.00)
052.4108.I - Disaster Relief - International	\$176.00	\$0.00	(\$176.00)	\$18,857.86	\$0.00	(\$18,857.86)
052.4109.I - World Hunger	\$6,032.40	\$0.00	(\$6,032.40)	\$44,275.25	\$0.00	(\$44,275.25)
052.4112.I - Missionary Support	\$710.00	\$0.00	(\$710.00)	\$4,692.00	\$0.00	(\$4,692.00)
052.4200.I - Seminarian Support	\$0.00	\$0.00	\$0.00	\$10,406.00	\$0.00	(\$10,406.00)
052.4500.I - Other Designated Gifts	\$28.00	\$0.00	(\$28.00)	\$1,348.00	\$0.00	(\$1,348.00)
052.9109.I - Gettysburg Seminary	\$245.50	\$0.00	(\$245.50)	\$2,522.50	\$0.00	(\$2,522.50)
052.9110.I - ALSM Designated Gifts	\$2,467.50	\$0.00	(\$2,467.50)	\$8,270.00	\$0.00	(\$8,270.00)
052.9111.I - Global Msn & Blkt Sun Desig Gift	\$3,162.00	\$0.00	(\$3,162.00)	\$8,721.00	\$0.00	(\$8,721.00)
052.9112.I - Kenya Ministries	\$0.00	\$0.00	\$0.00	\$1,420.00	\$0.00	(\$1,420.00)
052.9114.I - Penn State Designated Gifts	\$0.00	\$0.00	\$0.00	\$722.50	\$0.00	(\$722.50)
052.9115.I - Lutheran World Relief Designated	(\$986.00)	\$0.00	\$986.00	\$9,202.10	\$0.00	(\$9,202.10)
052.9116.I - ELCA Programs & Training	\$0.00	\$0.00	\$0.00	\$2,192.28	\$0.00	(\$2,192.28)
052.9117.I - Sequanota Center Designated Gifts	\$2,247.50	\$0.00	(\$2,247.50)	\$5,082.61	\$0.00	(\$5,082.61)
<b>Total Designated Gifts, Synodical</b>	<b>\$17,064.90</b>	<b>\$0.00</b>	<b>(\$17,064.90)</b>	<b>\$136,613.10</b>	<b>\$0.00</b>	<b>(\$136,613.10)</b>
<b>Mission&amp;Ministry Development</b>						
052.4105.I - ELCA Funds - DEM	\$0.00	\$833.37	\$833.37	\$10,000.00	\$10,000.00	\$0.00
052.4106.I - ELCA Funds - DEM Payroll	\$20,234.04	\$3,719.38	(\$16,514.66)	\$40,468.08	\$44,633.00	\$4,164.92
052.4304.I - Bishop Discretionary Fund	\$0.00	\$0.00	\$0.00	\$5,180.00	\$0.00	(\$5,180.00)
052.8600.I - Lutheran Letter Income	\$75.00	\$0.00	(\$75.00)	\$2,544.35	\$0.00	(\$2,544.35)
052.9214.I - Cong Mission Grant Income	\$0.00	\$0.00	\$0.00	\$9,141.00	\$0.00	(\$9,141.00)
052.9450.I - Synod Leadership Team Income	\$0.00	\$0.00	\$0.00	\$6,375.00	\$0.00	(\$6,375.00)
052.9801.I - Memorial Donation Income	\$0.00	\$0.00	\$0.00	\$1,013.50	\$0.00	(\$1,013.50)
<b>Total Mission&amp;Ministry Development</b>	<b>\$20,309.04</b>	<b>\$4,552.75</b>	<b>(\$15,756.29)</b>	<b>\$74,721.93</b>	<b>\$54,633.00</b>	<b>(\$20,088.93)</b>
<b>Events, Synodical</b>						
052.4201.I - Synod Assembly Registration/Fees	\$0.00	\$0.00	\$0.00	\$6,619.57	\$0.00	(\$6,619.57)
052.4202.I - Lutheran Day - Lakemont Regist/Fees	\$0.00	\$0.00	\$0.00	\$301.00	\$0.00	(\$301.00)

**Allegheny Synod, ELCA**  
**Analysis of Revenues & Expenses - Detail**  
**January 2023**

<b>Accounts</b>	<b>MTD Actual (This Year)</b>	<b>MTD Budget (This Year)</b>	<b>MTD Budget Remaining (This Year)</b>	<b>YTD Actual (This Year)</b>	<b>YTD Budget (This Year)</b>	<b>YTD Budget Remaining (This Year)</b>
052.4204.I - Bishops Convo - Leaders Regist/Fee	\$0.00	\$0.00	\$0.00	\$11,696.00	\$0.00	(\$11,696.00)
052.4205.I - Youth Events Register/Fees	\$0.00	\$0.00	\$0.00	\$17,946.66	\$0.00	(\$17,946.66)
052.4207.I - DYD - Registration/Fees	\$50.00	\$0.00	(\$50.00)	\$500.00	\$0.00	(\$500.00)
<b>Total Events, Synodical</b>	<u>\$50.00</u>	<u>\$0.00</u>	<u>(\$50.00)</u>	<u>\$37,063.23</u>	<u>\$0.00</u>	<u>(\$37,063.23)</u>
<b>Total Synod Mission General &amp; Admin</b>	<u>\$159,569.57</u>	<u>\$57,050.00</u>	<u>(\$102,519.57)</u>	<u>\$733,472.26</u>	<u>\$684,600.00</u>	<u>(\$48,872.26)</u>
<b>Total Synod Operations</b>	<u>\$159,569.57</u>	<u>\$57,050.00</u>	<u>(\$102,519.57)</u>	<u>\$733,472.26</u>	<u>\$684,600.00</u>	<u>(\$48,872.26)</u>
<b>Total Revenues</b>	<u>\$159,569.57</u>	<u>\$57,050.00</u>	<u>(\$102,519.57)</u>	<u>\$733,472.26</u>	<u>\$684,600.00</u>	<u>(\$48,872.26)</u>

**Allegheny Synod, ELCA**  
**Analysis of Revenues & Expenses - Detail**  
**January 2023**

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	MTD Budget Remaining (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)
<b>Expenses</b>						
<b>Synod Operations</b>						
<b>ELCA Churchwide Mission Support</b>						
<b>Partner Ministry Support</b>						
001.9100.E - Mission Support - ELCA	\$29,536.61	\$23,615.88	(\$5,920.73)	\$250,442.03	\$283,391.00	\$32,948.97
<b>Total Partner Ministry Support</b>	\$29,536.61	\$23,615.88	(\$5,920.73)	\$250,442.03	\$283,391.00	\$32,948.97
<b>Partners</b>						
<b>Partner Ministry Support</b>						
054.9101.E - ALSM - Allegheny Luth Soc Mini	\$333.26	\$666.63	\$333.37	\$4,000.00	\$8,000.00	\$4,000.00
054.9102.E - Gettysburg Seminary	\$0.00	\$1,958.37	\$1,958.37	\$13,500.00	\$23,500.00	\$10,000.00
054.9103.E - Sequanota Center	\$4,750.00	\$2,791.63	(\$1,958.37)	\$28,500.00	\$33,500.00	\$5,000.00
054.9104.E - Penn State Campus Ministry	\$791.63	\$916.63	\$125.00	\$9,500.00	\$11,000.00	\$1,500.00
054.9107.E - LAMPA: Luth Advocacy Min Pa	\$0.00	\$89.87	\$89.87	\$1,078.00	\$1,078.00	\$0.00
054.9108.E - Shawnee Park Chaplancy	\$4.52	\$0.00	(\$4.52)	\$23.47	\$0.00	(\$23.47)
<b>Total Partner Ministry Support</b>	\$5,879.41	\$6,423.13	\$543.72	\$56,601.47	\$77,078.00	\$20,476.53
<b>Designated Gifts - Synodical</b>						
052.4101.E - General Expense Undesignated	\$0.00	\$0.00	\$0.00	\$1,500.00	\$0.00	(\$1,500.00)
052.4107.E - Disaster Relief - Domestic	\$1,982.00	\$0.00	(\$1,982.00)	\$17,463.00	\$0.00	(\$17,463.00)
052.4108.E - Disaster Relief - International	\$176.00	\$0.00	(\$176.00)	\$18,857.86	\$0.00	(\$18,857.86)
052.4109.E - World Hunger	\$6,132.40	\$0.00	(\$6,132.40)	\$44,275.25	\$0.00	(\$44,275.25)
052.4112.E - Missionary Support	\$835.00	\$0.00	(\$835.00)	\$4,692.00	\$0.00	(\$4,692.00)
052.4200.E - Seminarian Support	\$0.00	\$0.00	\$0.00	\$10,406.00	\$0.00	(\$10,406.00)
052.4500.E - Other Designated Gifts	\$28.00	\$0.00	(\$28.00)	\$1,723.00	\$0.00	(\$1,723.00)
052.9109.E - Gettysburg Seminary Design Gift	\$245.50	\$0.00	(\$245.50)	\$2,522.50	\$0.00	(\$2,522.50)
052.9110.E - ALSM Designated Gifts	\$2,467.50	\$0.00	(\$2,467.50)	\$8,270.00	\$0.00	(\$8,270.00)
052.9111.E - Global Msn & Blkt Su Desig Gift	\$1,976.00	\$0.00	(\$1,976.00)	\$8,721.00	\$0.00	(\$8,721.00)
052.9112.E - Kenya Ministries	\$0.00	\$0.00	\$0.00	\$1,420.00	\$0.00	(\$1,420.00)
052.9113.E - Other Designated - Design Gift	\$0.00	\$0.00	\$0.00	\$6,000.00	\$0.00	(\$6,000.00)
052.9114.E - Penn State Designated Gifts	\$0.00	\$0.00	\$0.00	\$722.50	\$0.00	(\$722.50)
052.9115.E - Lutheran World Relief Desig Gift	\$200.00	\$0.00	(\$200.00)	\$8,702.10	\$0.00	(\$8,702.10)
052.9116.E - ELCA Programs & Training	\$0.00	\$0.00	\$0.00	\$2,250.00	\$0.00	(\$2,250.00)
052.9117.E - Sequanota Centre Design Gift	\$2,247.50	\$0.00	(\$2,247.50)	\$5,082.61	\$0.00	(\$5,082.61)
<b>Total Designated Gifts - Synodical</b>	\$16,289.90	\$0.00	(\$16,289.90)	\$142,607.82	\$0.00	(\$142,607.82)
<b>Total Partners</b>	\$22,169.31	\$6,423.13	(\$15,746.18)	\$199,209.29	\$77,078.00	(\$122,131.29)
<b>Total ELCA Churchwide Mission Support</b>	\$51,705.92	\$30,039.01	(\$21,666.91)	\$449,651.32	\$360,469.00	(\$89,182.32)
<b>Synod Mission General &amp; Admin</b>						
<b>Salaries, Ordained</b>						
052.7000.E - Salary - Bishop	\$6,167.51	\$6,389.00	\$221.49	\$72,690.75	\$76,668.00	\$3,977.25
052.7020.E - Salary - Ordained Asst	\$1,192.30	\$0.00	(\$1,192.30)	\$13,651.88	\$0.00	(\$13,651.88)
052.7021.E - Salary - DEM	\$4,162.17	\$5,684.62	\$1,522.45	\$44,820.71	\$68,215.00	\$23,394.29
052.7050.E - Salary Bishop S.S. Offset	\$425.96	\$0.00	(\$425.96)	\$5,531.79	\$0.00	(\$5,531.79)

**Allegheny Synod, ELCA**  
**Analysis of Revenues & Expenses - Detail**  
**January 2023**

<b>Accounts</b>	<b>MTD Actual (This Year)</b>	<b>MTD Budget (This Year)</b>	<b>MTD Budget Remaining (This Year)</b>	<b>YTD Actual (This Year)</b>	<b>YTD Budget (This Year)</b>	<b>YTD Budget Remaining (This Year)</b>
052.7052.E - Salary - DEM Offset	\$369.80	\$0.00	(\$369.80)	\$4,234.22	\$0.00	(\$4,234.22)
<b>Total Salaries, Ordained</b>	<b>\$12,317.74</b>	<b>\$12,073.62</b>	<b>(\$244.12)</b>	<b>\$140,929.35</b>	<b>\$144,883.00</b>	<b>\$3,953.65</b>
<b>Salaries &amp; Wages, Non Ordained</b>						
052.7060.E - Salary - Office Manager	\$3,666.22	\$3,522.62	(\$143.60)	\$43,494.65	\$42,271.00	(\$1,223.65)
052.7080.E - Hourly - Synod Secretary	\$300.00	\$300.00	\$0.00	\$2,100.00	\$3,600.00	\$1,500.00
052.7082.E - Hourly - Housekeeping	\$192.00	\$166.63	(\$25.37)	\$1,859.50	\$2,000.00	\$140.50
052.7084.E - Hourly - Synod Treasurer	\$300.00	\$300.00	\$0.00	\$3,600.00	\$3,600.00	\$0.00
052.7085.E - Salary - Accrued PTO	\$13,706.78	\$0.00	(\$13,706.78)	\$13,706.78	\$0.00	(\$13,706.78)
<b>Total Salaries &amp; Wages, Non Ordained</b>	<b>\$18,165.00</b>	<b>\$4,289.25</b>	<b>(\$13,875.75)</b>	<b>\$64,760.93</b>	<b>\$51,471.00</b>	<b>(\$13,289.93)</b>
<b>Employee Benefits</b>						
052.7100.E - Pension	\$1,888.96	\$1,871.50	(\$17.46)	\$21,991.03	\$22,458.00	\$466.97
052.7110.E - Employee Health & Other Benefits	\$2,409.62	\$2,310.62	(\$99.00)	\$26,639.55	\$27,727.00	\$1,087.45
052.7131.E - Continuing Education	\$0.00	\$116.63	\$116.63	\$856.81	\$1,400.00	\$543.19
<b>Total Employee Benefits</b>	<b>\$4,298.58</b>	<b>\$4,298.75</b>	<b>\$0.17</b>	<b>\$49,487.39</b>	<b>\$51,585.00</b>	<b>\$2,097.61</b>
<b>Employer Expenses</b>						
052.7200.E - FICA	\$407.94	\$269.50	(\$138.44)	\$3,325.07	\$3,234.00	(\$91.07)
052.8104.2 - Miscellaneous Employer Expenses	\$0.00	\$0.00	\$0.00	\$600.00	\$0.00	(\$600.00)
<b>Total Employer Expenses</b>	<b>\$407.94</b>	<b>\$269.50</b>	<b>(\$138.44)</b>	<b>\$3,925.07</b>	<b>\$3,234.00</b>	<b>(\$691.07)</b>
<b>General Expenses</b>						
052.8102.E - Office Supplies	\$205.92	\$112.50	(\$93.42)	\$1,027.82	\$1,350.00	\$322.18
052.8300.E - Postage	\$0.00	\$83.37	\$83.37	\$834.54	\$1,000.00	\$165.46
052.9801.E - Memorials/Floral Tributes	\$0.00	\$8.37	\$8.37	\$50.00	\$100.00	\$50.00
052.9802.E - Hospitality	\$101.07	\$83.37	(\$17.70)	\$690.23	\$1,000.00	\$309.77
<b>Total General Expenses</b>	<b>\$306.99</b>	<b>\$287.61</b>	<b>(\$19.38)</b>	<b>\$2,602.59</b>	<b>\$3,450.00</b>	<b>\$847.41</b>
<b>General Exp.-Personnel Related</b>						
052.8650.E - Ministry Resources	\$0.00	\$208.37	\$208.37	\$501.83	\$2,500.00	\$1,998.17
052.8710.E - Staff Travel - Gas/Milea/Hotel&Toll	\$109.01	\$1,541.63	\$1,432.62	\$4,122.84	\$18,500.00	\$14,377.16
052.8715.E - Non-Staff Travel - Gas/Mile/Hotel&T	\$0.00	\$0.00	\$0.00	(\$140.25)	\$0.00	\$140.25
052.8800.E - Vehicle Costs - Ins/Maint Only	\$0.00	\$41.63	\$41.63	\$141.03	\$500.00	\$358.97
052.9401.E - Memberships/Dues/Subscriptions	\$1,250.00	\$100.00	(\$1,150.00)	\$5,267.45	\$1,200.00	(\$4,067.45)
<b>Total General Exp.-Personnel Related</b>	<b>\$1,359.01</b>	<b>\$1,891.63</b>	<b>\$532.62</b>	<b>\$9,892.90</b>	<b>\$22,700.00</b>	<b>\$12,807.10</b>
<b>Expenses, Council &amp; Financial</b>						
052.8005.E - Accounting Software	\$448.00	\$433.37	(\$14.63)	\$3,885.00	\$5,200.00	\$1,315.00
052.8006.E - Bank and CC Fees	\$623.03	\$583.37	(\$39.66)	\$10,233.77	\$7,000.00	(\$3,233.77)
052.8020.E - Audit Expense	\$0.00	\$375.00	\$375.00	\$4,250.00	\$4,500.00	\$250.00
052.9440.E - Synod Council Expenses (retreat Etc.)	\$0.00	\$112.50	\$112.50	\$680.00	\$1,350.00	\$670.00
052.9590.E - Depreciation & Amortization - Allowable	\$487.16	\$541.63	\$54.47	\$6,142.27	\$6,500.00	\$357.73
<b>Total Expenses, Council &amp; Financial</b>	<b>\$1,558.19</b>	<b>\$2,045.87</b>	<b>\$487.68</b>	<b>\$25,191.04</b>	<b>\$24,550.00</b>	<b>(\$641.04)</b>
<b>Administrative &amp; Technology</b>						
052.8001.E - Software & Computer Maintenance	\$105.94	\$154.13	\$48.19	\$3,907.46	\$1,850.00	(\$2,057.46)
052.8025.E - Accounting Services	\$685.00	\$680.00	(\$5.00)	\$8,220.00	\$8,160.00	(\$60.00)

**Allegheny Synod, ELCA**  
**Analysis of Revenues & Expenses - Detail**  
**January 2023**

<b>Accounts</b>	<b>MTD Actual (This Year)</b>	<b>MTD Budget (This Year)</b>	<b>MTD Budget Remaining (This Year)</b>	<b>YTD Actual (This Year)</b>	<b>YTD Budget (This Year)</b>	<b>YTD Budget Remaining (This Year)</b>
052.8201.E - Utilities: Network Services Web	\$153.23	\$75.00	(\$78.23)	\$847.87	\$900.00	\$52.13
052.8500.E - Office Equipment (Copier Lease)	\$135.00	\$135.00	\$0.00	\$2,038.33	\$1,620.00	(\$418.33)
<b>Total Administrative &amp; Technology</b>	<b>\$1,079.17</b>	<b>\$1,044.13</b>	<b>(\$35.04)</b>	<b>\$15,013.66</b>	<b>\$12,530.00</b>	<b>(\$2,483.66)</b>
<b>Facility Expenses</b>						
052.8103.E - General Supplies Facility	\$41.73	\$66.63	\$24.90	\$289.13	\$800.00	\$510.87
052.8200.E - Telephone & Cell Phone	\$236.58	\$308.37	\$71.79	\$2,416.12	\$3,700.00	\$1,283.88
052.8400.E - Electricity	\$125.00	\$125.00	\$0.00	\$1,500.00	\$1,500.00	\$0.00
052.8410.E - Heat	\$60.00	\$60.00	\$0.00	\$720.00	\$720.00	\$0.00
052.8420.E - Sewer & Water	\$65.00	\$65.00	\$0.00	\$780.00	\$780.00	\$0.00
052.8430.E - Rent	\$1,116.00	\$1,116.00	\$0.00	\$13,392.00	\$13,392.00	\$0.00
052.9300.E - Professional Insurance	\$435.84	\$479.00	\$43.16	\$4,975.59	\$5,748.00	\$772.41
<b>Total Facility Expenses</b>	<b>\$2,080.15</b>	<b>\$2,220.00</b>	<b>\$139.85</b>	<b>\$24,072.84</b>	<b>\$26,640.00</b>	<b>\$2,567.16</b>
<b>Congregational &amp; Ministry Supp</b>						
052.4304.E - Bishop Discretionary - CY Withdraw	\$0.00	\$0.00	\$0.00	\$6,465.00	\$0.00	(\$6,465.00)
052.9430.E - Global Ministry Synod Team Expense	\$0.00	\$4.13	\$4.13	\$0.00	\$50.00	\$50.00
<b>Total Congregational &amp; Ministry Supp</b>	<b>\$0.00</b>	<b>\$4.13</b>	<b>\$4.13</b>	<b>\$6,465.00</b>	<b>\$50.00</b>	<b>(\$6,415.00)</b>
<b>Mission &amp; Ministry Development</b>						
052.8600.E - The Lutheran Letter	\$0.00	\$100.00	\$100.00	\$3,900.00	\$1,200.00	(\$2,700.00)
052.8801.E - Rostered Leaders Day Events	\$0.00	\$150.00	\$150.00	\$540.00	\$1,800.00	\$1,260.00
052.9180.E - Candidacy Expenses	\$0.00	\$187.50	\$187.50	\$0.00	\$2,250.00	\$2,250.00
052.9210.E - First Call Theological Education	\$0.00	\$250.00	\$250.00	\$925.00	\$3,000.00	\$2,075.00
052.9450.E - Synod Leadership Team Expenses	\$0.00	\$0.00	\$0.00	\$20.00	\$0.00	(\$20.00)
052.9464.E - DEM Expenses	\$300.00	\$0.00	(\$300.00)	\$1,819.00	\$0.00	(\$1,819.00)
<b>Total Mission &amp; Ministry Development</b>	<b>\$300.00</b>	<b>\$687.50</b>	<b>\$387.50</b>	<b>\$7,204.00</b>	<b>\$8,250.00</b>	<b>\$1,046.00</b>
<b>Events, Synodical</b>						
052.4201.E - Synod Assemble Expenses	\$0.00	\$208.37	\$208.37	\$10,217.27	\$2,500.00	(\$7,717.27)
052.4202.E - Lutheran Day - Lakemont Expenses	\$0.00	\$16.63	\$16.63	\$315.00	\$200.00	(\$115.00)
052.4204.E - Bishops Convo - Leaders Exp	\$0.00	\$458.37	\$458.37	\$15,431.44	\$5,500.00	(\$9,931.44)
052.4205.E - Youth Events Expense	\$0.00	\$0.00	\$0.00	\$18,173.08	\$0.00	(\$18,173.08)
052.4207.E - DYD Expenses	\$0.00	\$20.87	\$20.87	\$300.00	\$250.00	(\$50.00)
<b>Total Events, Synodical</b>	<b>\$0.00</b>	<b>\$704.24</b>	<b>\$704.24</b>	<b>\$44,436.79</b>	<b>\$8,450.00</b>	<b>(\$35,986.79)</b>
<b>Total Synod Mission General &amp; Admin</b>	<b>\$41,872.77</b>	<b>\$29,816.23</b>	<b>(\$12,056.54)</b>	<b>\$393,981.56</b>	<b>\$357,793.00</b>	<b>(\$36,188.56)</b>
<b>Total Synod Operations</b>	<b>\$93,578.69</b>	<b>\$59,855.24</b>	<b>(\$33,723.45)</b>	<b>\$843,632.88</b>	<b>\$718,262.00</b>	<b>(\$125,370.88)</b>
<b>Total Expenses</b>	<b>\$93,578.69</b>	<b>\$59,855.24</b>	<b>(\$33,723.45)</b>	<b>\$843,632.88</b>	<b>\$718,262.00</b>	<b>(\$125,370.88)</b>
<b>Net Total</b>	<b>\$65,990.88</b>	<b>(\$2,805.24)</b>	<b>(\$68,796.12)</b>	<b>(\$110,160.62)</b>	<b>(\$33,662.00)</b>	<b>\$76,498.62</b>



## Lilly Endowment Inc. Exempt Status and Charity/Foundation Status Information Form

Lilly Endowment Inc. is required by law and Internal Revenue Service (IRS) regulations to determine the exempt status and the public charity or private foundation status of each organization to which the Endowment makes a grant. Therefore, it is necessary that you supply the following information, attach the requested documents, affix the signature of a responsible officer of your organization and return one copy of this form and the requested documents to the Endowment before we will be able to process your application for a grant

**1. Name, Address, Phone, EIN:** Exact name, address, phone number and employer identification number (EIN) of your organization:

Allegheny Synod, ELCA  
701 Quail Ave.  
Altoona, PA  
 Zip Code: 16602 Telephone No: 814 942 1042 EIN No: 36-3514269

**2. Exempt Status:** Attach a copy of the most recent IRS letter determining that your organization is exempt from federal income taxes under Internal Revenue Code Section 501(c)(3).

**3. Public Charity or Private Foundation Status:** Check one box below describing your organization and attach a copy of the most recent IRS letter determining your organization's public charity or private foundation status under the Internal Revenue Code (this may be the same letter as described in item 2):

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Church<br>Section 170(b)(1)(A)(i)                                       | <input type="checkbox"/> Governmental unit<br>Section 170(b)(1)(A)(v)  | <input type="checkbox"/> Private operating foundation<br>Section 4942(j)(3) |
| <input type="checkbox"/> School<br>Section 170(b)(1)(A)(ii)   | <input type="checkbox"/> Publicly supported charity<br>Section 170(b)(1)(A)(vi)  | <input type="checkbox"/> Exempt operating foundation<br>Section 4940(d)(2)  |
| <input type="checkbox"/> Hospital<br>Section 170(b)(1)(A)(iii)  | <input type="checkbox"/> Public charity with limited investment<br>income<br>Section 509(a)(2)   | <input type="checkbox"/> Private non-operating foundation<br>Section 509(a) |
| <input type="checkbox"/> Organization benefiting state<br>college or university<br>Section 170(b)(1)(A)(iv) | <input type="checkbox"/> Supporting organization<br>Section 509(a)(3)<br><input type="checkbox"/> Type I - Section 509(a)(3)(B)(i)<br><input type="checkbox"/> Type II - Section 509(a)(3)(B)(ii)<br><input type="checkbox"/> Type III - Section 509(a)(3)(B)(iii) |   |

NOTE: Organizations without an IRS determination letter will need to establish their public charity status with independent and adequate documentation. For example, a religious organization may be covered under a group ruling granted by the IRS to its parent denomination or judicatory; in such a case, the organization would need to provide documentation of both i) the parent's group ruling and ii) the organization's inclusion as a "subordinate" organization covered under that group ruling.

**4. Effect of Grant:** If your organization is not now a private foundation, will receipt of the grant requested from Lilly Endowment cause your organization to become a private foundation?

Yes  No

**5. Lobbying:** Does your organization make expenditures to carry on propaganda or otherwise to attempt to influence legislation?

Yes  No

If yes, please attach an itemized budget for the project or program for which you seek a grant from the Endowment showing that no part of the grant will be used for such activities.

Date: May 12, 2023

Paula J. Schmitt  
 Paula J. Schmitt (Signature)  
 Bishop (Please print name)  
 bishop.paula@alleghenysynod.com (Title - Must be a responsible officer)  
 (Email address)



**Evangelical Lutheran Church in America**

God's work. Our hands.

*Evangelical Lutheran Church in America  
Group Exemption Number: 9386*

**CERTIFICATION OF FEDERAL INCOME TAX EXEMPTION  
UNDER SECTION 501(c)(3)  
for**

Allegheny Synod  
of the Evangelical Lutheran Church in America  
701 Quail Ave  
Altoona, PA 16602  
EIN: 36-3514269

Allegheny Synod of the Evangelical Lutheran Church in America is an affiliated entity recognized by the Evangelical Lutheran Church in America (ELCA) as being included under our Group Exemption Ruling. This inclusion establishes that this entity is exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code and is not a private foundation as defined in Code Section 509(a). The four-digit Group Exemption Number 9386 is the same for the ELCA, its synods, its congregations, and its related entities. The nine-digit Employer Identification Number is different for each synod, for each congregation, and for other employing entities. The nine-digit number is used, for example, when federal withholding and Social Security contributions are filed by the employer.

The IRS issued the attached Group Exemption Letters dated April 5, 1988 and July 13, 1988, to the ELCA. In accordance with the terms of the April 5, 1988, letter, entities affiliated with the ELCA, who have provided the ELCA with their federal employer ID number, are exempt from Federal Income Tax under ELCA's Group Exemption Ruling.

May 4, 2023

Very truly yours,

Thomas A. Cunniff  
General Counsel

**Attachments**

April 5, 1988, ELCA Group Ruling Recognition  
July 13, 1988, ELCA GEN Assigned

Internal Revenue Service

Department of the Treasury

District  
Director

230 S. Dearborn St., Chicago, Illinois 60604

Evangelical Lutheran Church  
In America  
8765 West Higgins Road  
Chicago, IL 60631

Person to Contact:  
Peter J. Mazarakos, Jr.  
Telephone Number:  
(312) 886-1218  
Refer Reply to:  
EO: 201:PJM  
Employer Identification Number:  
41-1568278  
Effective Date of Group  
Exemption Ruling:  
January 1, 1988

Date: APR - 5 1988

Dear Applicant:

We have considered your application for a group exemption letter recognizing your subordinates as exempt from Federal Income Tax as organizations of the type described in Section 501(c)(3) of the Internal Revenue Code.

Our records shows that you were recognized as exempt from Federal Income Tax under Section 501(c)(3) of the Code. The exemption letter remains in effect.

Based on the information supplied, we recognize your named subordinates on the list you submitted as exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code.

Additionally, we have classified the organizations you operate, supervise, or control, and which are covered by your notification to us as organizations that are not private foundations because they are organizations of the type described in Sections 509(a)(1) 509(a)(2) or 509(a)(3) of the Code.

Donors may deduct contributions to you and your subordinates as provided in Section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal Estate and Gift Tax purposes if they meet the applicable provisions of Sections 2055, 2106 and 2522 of the Code.

APR 08 1988

Evangelical Lutheran Church In America

You and your subordinates are not required to file Federal Income Tax Returns as long as a tax-exempt status is maintained. But under Section 511 of the Code, an organization is subject to tax on its unrelated business taxable income. If you or your subordinates are subject to the tax, you must file an income tax return Form 990-T, Exempt Organization Business Income Tax Return.

You are not required to file Form 990, Return of Organization Exempt from Income Tax, if you meet the exception in Section 6033(a)(2)(A)(i) of the Code. Your subordinates are also not required to file Form 990 if they qualify as churches or intergrated auxiliaries of churches or otherwise meet the exceptions in Section 1.6033-2(g) of the Income Tax Regulations.

As of January 1, 1984, you and your subordinates are liable for taxes under the Federal Insurance Contributions Act (social security taxes) on remuneration of \$100 or more to each of your employees during a calendar year. You and your subordinates are not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

A church or a qualified church-controlled organization as defined in section 3121(w)(3) of the Code however, may elect to exclude the wages paid to employees (other than for services performed in an unrelated trade or business) from social security taxes. This election must be made by filing Form 8274 by the day before the date your first quarterly employment tax return would be due under the revised law. If you or your subordinaes make this election, your employees who earn \$100 or more during a calendar year become liable for the payment of self-employment tax under section 1402 on the wages that you pay them. Once having made this election, you or your subordinates may not revoke it. For further information regarding this election please contact your Key District Director.

Evangelical Lutheran Church In America

Each year, at least 90 days before the end of your annual accounting period, please send the items listed below to the Internal Revenue Service Center at the address shown below.

1. A statement describing any changes during the year in the purpose, character, or method of operation of your subordinates;

2. A list showing the names, mailing addresses (including Postal Zip Code), actual addresses if different, and employer identification numbers of subordinates that since your previous report:

- a. Changed names and addresses;
- b. Were deleted from your roster; or
- c. Were added to your roster.

3. For subordinates to be added, attach:

- a. A statement that the information on which your present group exemption letter is based applies to the new subordinates;
- b. A statement that each has given you written authorization to add its name to the roster;
- c. A list of those to which the Service previously issued exemption rulings or determination letters;
- d. A statement that none of the subordinates is a private foundation as defined in Section 509(a) of the Code if the group exemption letter covers organizations described in Section 501(c)(3);
- e. The street address of subordinates where the mailing address is a P.O. Box; and
- f. The information required by Revenue Procedure 75-50, 1975-2 C. B. 587 for each subordinate that is a school claiming exemption under Section 501(c)(3). Also include any other information necessary to establish that the school is complying with requirements of Revenue Ruling 71-447, 1971-2 C. B. 230. This is the same information required by Schedule A, Form 1023, Application for Recognition of Exemption Under Section 501(c)(3) of the Internal Revenue Code.

Evangelical Lutheran Church In America

4. If applicable, a statement that your group exemption roster did not change since your previous report.

The above information should be sent, "Attention: Entity Control Unit," to the following address:

Internal Revenue Service Center  
Kansas City, Missouri 64999

This determination does not apply to any of your subsidiaries organized and operated in a foreign country.

We are enclosing a copy of Revenue Procedure 75-50. This sets forth guidelines and recordkeeping requirements for private schools recognized as exempt from Federal Income Tax under Section 501(c)(3) of the Code. You should advise those subordinates that operate schools of the requirement of this procedure.

The Service Center that processes your returns will send you a Group Exemption Number. You are required to include this number on each Form 990, Return of Organization Exempt from Income Tax and Form 990-T, Exempt Organization Business Income Tax Return. Please advise your subordinates of this requirement and provide them with the Group Exemption Number.

The prior group exemption letters of the following subordinates are superseded:

The American Lutheran Church, Lutheran Church in America, and Association of Evangelical Lutheran Churches.

Please notify each of the above subordinates that their exemption letter is superseded.

Sincerely yours,

  
R. S. Wintrobe, Jr.  
District Director

Internal Revenue Service

Department of the Treasury

Internal Revenue  
Service Center

Midwest Region  
Kansas City, Missouri

2306 E. Bannister Rd., Kansas City, Mo. 64131

► Evangelical Lutheran Church  
In America  
8765 W. Higgins Rd.  
Chicago, Il. 60631

Person to Contact: Ms. Martha Ala

Telephone Number: (816) 926-5401

Refer Reply to: Entity Control Unit

Date: July 13, 1988

Group Exemption Number: 9386

Dear Officer or Trustee:

The four-digit Group Exemption Number (GEN) as shown above has been assigned to your organization. This number is not to be confused with the nine-digit Employer Identification Number (EIN) previously assigned to your organization.

Form 990 (Return of Organization Exempt from Income Tax) and instructions require each central organization and its subordinates to show their group exemption number (GEN) in Item G of Form 990 in addition to their EIN.

Please advise any of your subordinates that are required to file an annual information return, Form 990, to place your group exemption number on their return.

If you have any questions, please contact the person whose name and telephone number are shown above.

Thank you for your help in this matter.

Sincerely yours,

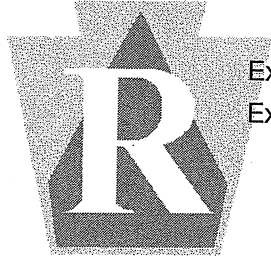
*Doris Jean Johnson*  
Manager, Entity Control Unit *DJA*

**Commonwealth of Pennsylvania  
Department of Revenue**

**CERTIFICATE OF SALES TAX EXEMPTION**

ALLEGHENY SYNOD ELCA  
701 QUAIL AVE  
ALTOONA PA 16602-3010 USA

Account ID: 75318642



Exemption Type: Religious

Expiration Date: 03/15/2025

USE OF THIS CERTIFICATE FOR PERSONAL OR NONEXEMPT PURCHASES WILL RESULT IN  
CANCELLATION OF EXEMPT STATUS

DEPARTMENT OF REVENUE

This certificate is not assignable or transferable.





# Allegheny Synod

Evangelical Lutheran Church in America

701 Quail Avenue, Altoona, PA 16602 + 814-942-1042 + office@alleghenysynod.com

May 4, 2023

Lilly Endowment, Inc.  
Compelling Preaching Initiative  
2801 North Meridian Street  
Indianapolis, IN 46208

The Allegheny Synod Council enthusiastically supports the request for funding from the Lilly Endowment Compelling Preaching initiative.

The Allegheny Synod and its partners, the Northwestern Pennsylvania and Upper Susquehanna Synods seek to address the burgeoning crisis among small rural congregations with regards to providing compelling preaching in a region where ordained preachers are stretched to the maximum. Our regional reality is a shared reality. Ninety percent of all our churches have fewer than 200 members. Seventy percent of all Christians nationwide belong to small churches. The reality is that most small churches rely on one part-time (often retired) pastor. Between 30% and 80% of the congregations in the three synods rely heavily on laity for preaching.

The grant proposal has identified three goals:

- Equip current ordained and lay preachers to utilize non-traditional forms of communication including different modes of delivery and experimentation to develop skills and practices that will make the gospel message more compelling.
- Create a variety of strategies to identify, educate, empower, and support aspiring preachers
- Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and events by integrating the Gospel message into their attitudes, actions and ministries in daily life.

To accomplish these goals the program will review and evaluate the rich preaching tradition and the processes used to prepare and support preachers already in place in the three synods in an effort to develop a more consistent, comprehensive, and effective process to address the issues facing preachers in a rural Appalachian context while at the same time engaging active and aspiring preachers to explore new, diverse and non-traditional forms of preaching to reach the ever-changing world around them.

We support this grant application as it seeks to offer concrete opportunities to address the growing crisis of compelling preaching across rural America, particularly in small membership congregations. Thank you for your consideration.

Sincerely,  
Mrs. Ann Ferry, Vice President on behalf of  
The Synod Council of the Allegheny Synod



**Northwestern  
Pennsylvania  
Synod  
of the  
Evangelical  
Lutheran Church  
in  
America**

**PO Box 43  
22598 Titusville Road  
Pleasantville, PA  
16341-0043**

**Phone: 814-589-7660  
Fax: 814-589-7566**

**E-mail:  
[nwpasynod@nwpaelca.org](mailto:nwpasynod@nwpaelca.org)**

**Website:  
[www.nwpaelca.org](http://www.nwpaelca.org)**

**BISHOP**

**The Rev. Michael Lozano**

**ASSISTANT TO THE  
BISHOP**

**Rev. H.O. "Jake" Jacobson  
Director For Evangelical  
Mission**

4 May 2023  
Monica, Mother of Augustine 387(d)

On behalf of the Northwestern Pennsylvania Synod, I am pleased to offer this letter of support for the Allegheny Synod's request for funding from the Lilly Endowment Compelling Preaching initiative.

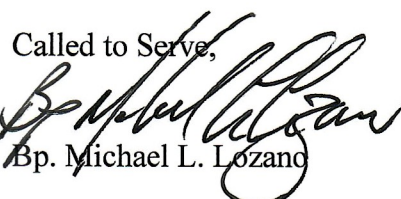
The Allegheny Synod and its partners, the Northwestern Pennsylvania and Upper Susquehanna Synods seek to address the burgeoning crisis among small rural congregations with regards to providing compelling preaching in a region where ordained preachers are stretched to the maximum. Our regional reality is a shared reality. Ninety percent of our churches have fewer than 200 members. Seventy percent of individuals identifying as Christian nationwide belong to small churches. The reality is most small churches rely on one part-time (often retired) pastor. Between 30% and 80% of the congregations in the three synods rely heavily on laity for preaching.

The grant proposal has identified three goals:

- **Equip current ordained and lay preachers to utilize non-traditional forms of communication including different modes of delivery and experimentation to develop skills and practices which will make the gospel message more compelling.**
- **Create a variety of strategies to identify, educate, empower, and support aspiring preachers.**
- **Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and events by integrating the Gospel message into their attitudes, actions and ministries in daily life.**

To accomplish these goals the program will review and evaluate the rich preaching tradition and the processes used to prepare and support preachers already in place in the three synods in an effort to develop a more consistent, comprehensive, and effective process to address the issues facing preachers in a rural Appalachian context while at the same time engaging active and aspiring preachers to explore new, diverse and non-traditional forms of preaching to reach the ever-changing world around them.

I support this grant application as it seeks to offer concrete opportunities to address the growing crisis of compelling preaching across rural America, particularly in small membership congregations.

Called to Serve,  
  
Bp. Michael L. Lozano



# Upper Susquehanna Synod

Evangelical Lutheran Church in America

*United as Christ's Disciples, we Support one another; and Serve God in the World*

---

Office of the Bishop – Rev. Craig A. Miller

Lilly Endowment, Inc.  
Grant Review Committee  
Compelling Preaching Initiative  
2801 North Meridian Street  
Indianapolis, IN 46208

Dear Friends,

The Upper Susquehanna Synod gladly adds its support to the Allegheny Synod and the Northwestern Pennsylvania Synod as together we seek to address the growing challenge among our small rural congregations regarding provision of compelling preaching. Like our neighboring synods, we experience stress in our pastors and other leaders who find themselves stretched to near breaking. Ninety percent of our congregations have fewer than 200 members. Indeed, most practicing Christians are members of small congregations. In our synod, at least 40% of our congregations rely on retired pastors and supply preachers, often trained lay leaders, for their worship leadership.

The grant proposal has identified three goals:

- **Equip current ordained and lay preachers to utilize non-traditional forms of communication including different modes of delivery and experimentation to develop skills and practices that will make the gospel message more compelling.**
- **Create a variety of strategies to identify, educate, empower, and support aspiring preachers**
- **Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and events by integrating the Gospel message into their attitudes, actions, and ministries in daily life.**

To accomplish these goals the program will review and evaluate the rich preaching tradition and the processes used to prepare and support preachers already in place in the three synods in an effort to develop a more consistent, comprehensive, and effective process to address the issues facing preachers in a rural Appalachian context while at the same time engaging active and aspiring preachers to explore new, diverse and non-traditional forms of preaching to reach the ever-changing world around them.

I support this grant application which seeks to offer concrete opportunities to address the growing crisis in preaching across rural America, particularly in small membership congregations.

Yours in Christ,



The Rev. Craig A. Miller

May 8, 2023

Lilly Endowment, Inc.  
Grant Review Committee  
Compelling Preaching Initiative  
2801 North Meridian Street  
Indianapolis, IN 46208

Grant Review Committee,

On behalf of Lutheran Campus Ministry at Penn State, I am pleased to offer my support for the Allegheny Synod's application for funding from the Lilly Endowment Compelling Preaching Initiative.

In this request, the Allegheny Synod and its partners, the Northwestern Pennsylvania and Upper Susquehanna Synods, seek to address the escalating crisis among small rural congregations by offering resources that will help develop and provide faithful, relevant and compelling preaching in these contexts where ordained preachers are stretched to the maximum. Throughout the region, ninety percent of all our churches have fewer than 200 members. Seventy percent of all Christians nationwide belong to small churches. Small churches often rely on one part-time (often retired) pastor. Between 30% and 80% of the congregations in the three synods rely heavily on laity for preaching.

The grant proposal has identified three goals:

- **Equip current ordained and lay preachers to utilize non-traditional forms of communication including different modes of delivery and experimentation to develop skills and practices that will make the gospel message more compelling.**
- **Create a variety of strategies to identify, educate, empower, and support aspiring preachers.**
- **Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and events by integrating the Gospel message into their attitudes, actions and ministries in daily life.**

To accomplish these goals the program will review and evaluate the rich preaching tradition and the processes used to prepare and support preachers already in place in the three synods in an effort to develop a more consistent, comprehensive, and effective process to address the issues facing preachers in a rural Appalachian context while engaging active and aspiring preachers to explore new, diverse and non-traditional forms of preaching to reach the ever-changing world around them.

I support this grant application as it seeks to offer concrete opportunities to address the growing crisis of faithful, relevant, and compelling preaching across rural America, particularly in small membership congregations.

Sincerely,



Alicia Anderson  
Campus Minister  
Minister of Word and Service / ELCA Deacon



Lilly Endowment, Inc.  
Grant Review Committee  
Compelling Preaching Initiative  
2801 North Meridian Street  
Indianapolis, IN 46208

Grant Review Committee,

On behalf of Camp Mount Luther, I am pleased to offer this letter of support for the Allegheny Synod's request for funding from the Lilly Endowment Compelling Preaching Initiative.

The Allegheny Synod and its partners, the Northwestern Pennsylvania and Upper Susquehanna Synods, seek to address the burgeoning crisis among small rural congregations with regards to providing compelling preaching in a region where ordained preachers are stretched to the maximum. Our regional reality is a shared reality. Ninety percent of all our churches have fewer than 200 members. Seventy percent of all Christians nationwide belong to small churches. The reality is that most small churches rely on one part-time (often retired) pastor. Between 30% and 80% of the congregations in the three synods rely heavily on laity for preaching.

The grant proposal has identified three goals:

- Equip current ordained and lay preachers to utilize non-traditional forms of communication including different modes of delivery and experimentation to develop skills and practices that will make the gospel message more compelling.
- Create a variety of strategies to identify, educate, empower, and support aspiring preachers.
- Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and events by integrating the Gospel message into their attitudes, actions, and ministries in daily life.

To accomplish these goals the program will review and evaluate the rich preaching tradition and the processes used to prepare and support preachers already in place in the three synods in an effort to develop a more consistent, comprehensive, and effective process to address the issues facing preachers in a rural Appalachian context while at the same time engaging active and aspiring preachers to explore new, diverse and non-traditional forms of preaching to reach the ever-changing world around them.

I/We support this grant application as it seeks to offer concrete opportunities to address the growing crisis of compelling preaching across rural America, particularly in small membership congregations.

Sincerely,

Chad Hershberger, Executive Director





May 8, 2023

Lilly Endowment, Inc.  
Grant Review Committee  
Compelling Preaching Initiative  
2801 North Meridian Street  
Indianapolis, IN 46208

Grant Review Committee,

On behalf of Lutherlyn, we are pleased to offer this letter of support for the Allegheny Synod's request for funding from the Lilly Endowment Compelling Preaching Initiative.

The Allegheny Synod and its partners, the Northwestern Pennsylvania and Upper Susquehanna Synods, seek to address the burgeoning crisis among small rural congregations with regards to providing compelling preaching in a region where ordained preachers are stretched to the maximum. Our regional reality is a shared reality. Ninety percent of all our churches have fewer than 200 members. Seventy percent of all Christians nationwide belong to small churches. The reality is that most small churches rely on one part-time (often retired) pastor. Between 30% and 80% of the congregations in the three synods rely heavily on laity for preaching.

The grant proposal has identified three goals:

- **Equip current ordained and lay preachers to utilize non-traditional forms of communication including different modes of delivery and experimentation to develop skills and practices that will make the gospel message more compelling.**
- **Create a variety of strategies to identify, educate, empower, and support aspiring preachers.**
- **Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and events by integrating the Gospel message into their attitudes, actions, and ministries in daily life.**

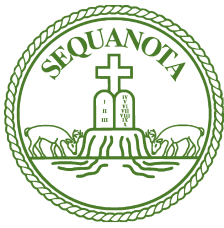
To accomplish these goals the program will review and evaluate the rich preaching tradition and the processes used to prepare and support preachers already in place in the three synods in an effort to develop a more consistent, comprehensive, and effective process to address the issues facing preachers in a rural Appalachian context while at the same time engaging active and aspiring preachers to explore new, diverse and non-traditional forms of preaching to reach the ever-changing world around them.

We support this grant application as it seeks to offer concrete opportunities to address the growing crisis of compelling preaching across rural America, particularly in small membership congregations.

Sincerely,

Deacon Deb Roberts  
Executive Director

Rev. Ryan Fitch  
Assistant Director



# Sequanota

## Lutheran Conference Center & Camp

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May 9, 2023

Lilly Endowment, Inc.  
Grant Review Committee  
Compelling Preaching Initiative  
2801 North Meridian Street  
Indianapolis, IN 46208

Grant Review Committee,

On behalf of Sequanota Conference Center and Camp, I am pleased to offer this letter of support for the Allegheny Synod's request for funding from the Lilly Endowment Compelling Preaching Initiative.

The Allegheny Synod and its partners, the Northwestern Pennsylvania and Upper Susquehanna Synods seek to address the burgeoning crisis among small rural congregations with regards to providing compelling preaching in a region where ordained preachers are stretched to the maximum. Our regional reality is a shared reality. Ninety percent of all our churches have fewer than 200 members. Seventy percent of all Christians nationwide belong to small churches. The reality is that most small churches rely on one part-time (often retired) pastor. Between 30% and 80% of the congregations in the three synods rely heavily on laity for preaching.

The grant proposal has identified three goals:

- **Ordained and lay preachers will be equipped to utilize traditional and non-traditional techniques including different modes of delivery to develop skills and practices that will communicate the gospel message in more compelling ways.**
- **Aspiring preachers will be recruited and engaged in a variety of compelling preaching strategies that educate, empower, and support competency in their ministry.**
- **Existing members of congregations and new community audiences within our 3 Lutheran partner synods will respond to compelling preaching opportunities and content by integrating the Gospel message into their attitudes, actions and ministries in daily life.**

To accomplish these goals the program will review and evaluate the rich preaching tradition and the processes used to prepare and support preachers already in place in the three synods in an effort to develop a more consistent, comprehensive, and effective process to address the issues facing preachers in a rural Appalachian context while at the same time engaging active and aspiring preachers to explore new, diverse and non-traditional forms of preaching to reach the ever-changing world around them.

I/We support this grant application as it seeks to offer concrete opportunities to address the growing crisis of compelling preaching across rural America, particularly in small membership congregations.

Sincerely,  
Rev. Nathan A. Pile  
Executive Director