

# SECTION 3

## REPORTS



Allegheny Synod  
Evangelical Lutheran Church in America



# REPORTS OF THE BISHOP & STAFF

## BISHOP'S REPORT

### 2022 ALLEGHENY SYNOD ASSEMBLY



BISHOP PAULA SCHMITT

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

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

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

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

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

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

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

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

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

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

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

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

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

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

A handwritten signature in dark ink, reading "Bishop Paulina Schmitt". The script is fluid and cursive, with the first letters of "Bishop" and "Schmitt" being capitalized and prominent.

+Bishop Paula



## 2022 Report of The Rev. Kevin Shock

### Director for Evangelical Mission/Assistant to the Bishop



PASTOR KEVIN SHOCK

#### What is a Director for Evangelical Mission?

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

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

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

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

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

leaders in your congregation. How is my role different?

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

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

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

*continued*

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

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

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

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

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

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



Pastor Kevin Shock



# SYNOD SNAPSHOTS



Bishop Paula's Installation



Launch party of Grace Delivered Lutheran Mobile Ministry



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



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



Youth Conference at Taveta Parish, KELC



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

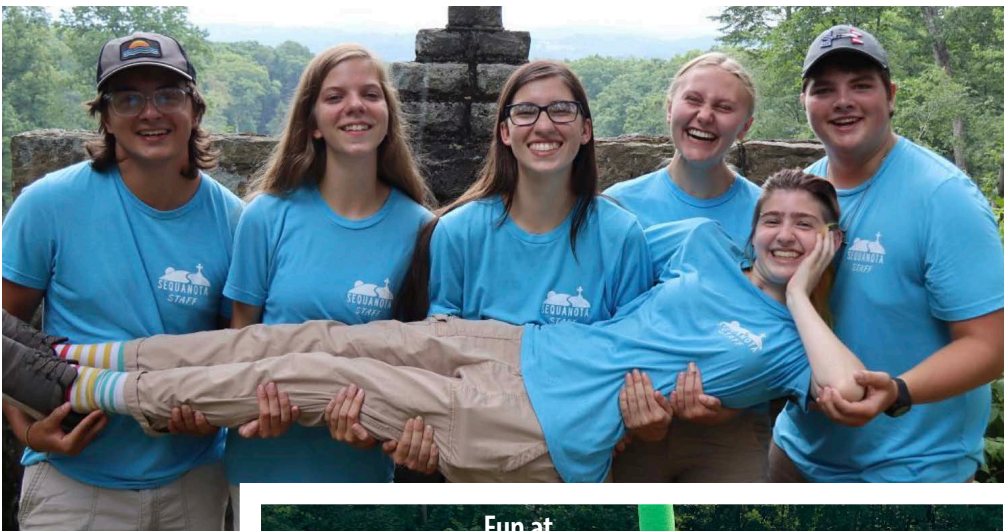




Bishop Paula and Pastor Kevin preparing to gather with  
Conference Deans at First Lutheran in Altoona



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



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



Fun at  
Camp Sequanota!



Ted Williams,  
approved for  
ordination  
by the Synod  
Candidacy  
Committee



Vicar Regina  
Holliday,  
endorsed by  
the Synod  
Candidacy  
Committee





# REPORTS OF THE ELCA

## Report of the Presiding Bishop



Evangelical Lutheran Church in America

God's work. Our hands.

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

(MARK 16:15)

Dear siblings in Christ,

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

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

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

So, what can you do right now?

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

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

Grace and peace,



The Rev. Elizabeth A. Eaton  
Presiding Bishop

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





**Evangelical Lutheran Church in America**

God's work. Our hands.

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

(MARCOS 16:15)

Estimados hermanos en Cristo:

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

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

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

separado. Realmente somos una iglesia de abundancia.

Entonces, ¿qué puede hacer usted ahora mismo?

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

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

Gracia y paz,



The Rev. Elizabeth A. Eaton  
Presiding Bishop

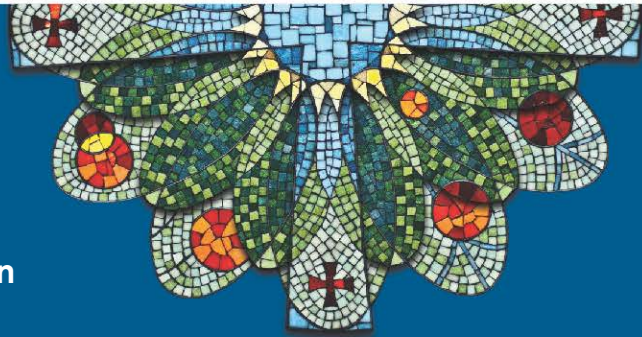
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# THE ELCA FOUNDATION



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

## Updates from the ELCA Foundation



Synod Assemblies 2022

The vision of the ELCA Foundation is to be a thriving ministry that develops a culture of intentional generosity and financial stewardship to expand the work of the ELCA. Our mission is to support and sustain ELCA ministries by enhancing gifting capacity and stewarding resources.

As a ministry of the ELCA, we serve individuals; congregations and worship communities; synods; the Churchwide Organization; and institutions, agencies, and other related ELCA organizations.

The ELCA Foundation exists to

- Provide gift planning, administration and processing
- Manage endowment funds and offer investment management services as an acknowledged fiduciary
- Engage individuals and organizations in thoughtful planning to pass on philanthropic values and support ministry passions

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

assets in new planned gift commitments. This includes \$14.9 million in current gifts, including funded trusts, gift annuities and individual endowments, and \$57.2 million in new assets invested in the Ministry Growth Fund (previously known as Fund A). Thank you for the opportunity to work in your synod, for entrusting your endowment dollars to the ELCA Foundation, and allowing us to work alongside your ministries.

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

**Contact your regional gift planner:**

**Sister Marianne Brock**

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





## ELCA Federal Credit Union



**ELCA Federal Credit Union**  
Evangelical Lutheran Church in America

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

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

### **Why choose the ELCA Federal Credit Union?**

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

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

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

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

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

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



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

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

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

**For more information about the products and services of the ELCA Federal Credit Union, please visit our website, [elcafcu.org](http://elcafcu.org) or call us at toll free at 877-715-1111.**

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Chicago, Illinois 60631 | Tel: 877-715-1111 | Web: [elcafcu.org](http://elcafcu.org)

# REPORTS OF THE SYNOD COUNCIL

## Report of Synod Council Actions

July 2021 – May 2022

### July 2021

Upon motion by Bill Layton, seconded by Gary Gable

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

Upon motion by Gary Gable, seconded by Bill Layton

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

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

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

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

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

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

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

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

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

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

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

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

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

continued



Upon motion by Bishop Rhyne, seconded by Ann Ferry

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

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

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

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

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

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

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

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

Upon motion by Dave Finney, seconded by Bill Layton

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

## September 2021

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

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

Upon motion by Gary Gable, second by Bill Layton

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

Upon motion by Curt Wingert, seconded by Bill Layton

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

## November 2021

Upon motion by Gary Gable, second by Allen Stump

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

Upon motion by Joyce Long, seconded by Bill Layton

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

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

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

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

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

Upon motion by Dave Finney, seconded by Marlin Plymette.

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

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

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

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

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

Upon motion by Gary Gable, seconded by Joyce Long

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

Upon motion by Gary Gable, seconded by Andrea Paul

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

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

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

## January 2022

Upon motion by Ann Ferry, second by Bishop Paula

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

Upon motion by Gary Gable, seconded by Joyce Long

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



Upon motion by Bishop Paula, seconded by Marlin Plymette

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

Upon motion by Bishop Paula, seconded by Gary Gable

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

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

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

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

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

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

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

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

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

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

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

## March 2022

Upon motion by Bishop Paula, second by Allen Stump

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

Upon motion by Allen Stump, seconded by Bill Layton

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

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

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

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

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

*continued*

## May 2022

Upon motion by Marlin Plymette, second by Bill Layton

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

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

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

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

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

Upon motion by Bishop Paula, seconded by Joyce Long

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

Upon motion by Bishop Paula, seconded by Gary Gable

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

Upon motion by Gary Gable, seconded by Andrea Paul

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

Upon motion by Bishop Paula, seconded by Gary Gable

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

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

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



## 2021 Report of the Vice President of the Allegheny Synod

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Ann Ferry

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

Thank you to Michelle Bossler who holds us all together.

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

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

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

# Report of the Secretary of the Allegheny Synod

Dave Finney

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

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

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

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

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

++++++

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

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

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

*continued*



#### The Committee on Reference and Counsel...

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

Dave Finney  
Secretary, Allegheny Synod - ELCA

# Minutes of the 33rd Assembly of the Allegheny Synod

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

## FRIDAY — JUNE 4, 2021

Opening of the Synod Assembly

*Welcome* — Bishop Rhyne

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

## Plenary Session I<sup>1</sup>

### Registration Report/Quorum

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

### Adoption of the Agenda

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

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

### Presentation of the 2019 Minutes

Upon motion by Dave Finney, seconded by Jack Seymour

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

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

*continued*



## Rules and Procedure

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

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

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

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

## Introductions

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

## Service of Word & Prayer — For All the Faithful Women

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

## First Ballot for Bishop

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

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

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

*continued*

## MINUTES OF THE 2021 ASSEMBLY OF THE ALLEGHENY SYNOD

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

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

### Ballot for VP and Secretary

### Bible Study I

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

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

**Penn State Campus Ministry** — video presentation

**United Lutheran Seminary** — video presentation

*continued*

**Results of the First Ballot for Bishop**

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

*continued*



## Results of the Synod Officers Election

### Synod Vice President

215 number of valid ballots

108 minimum number to elect

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

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

### Synod Secretary

215 number of valid ballots

108 minimum number to elect

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

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

## Second Ballot for Bishop

Presentation of Second ballot for Bishop after withdrawals

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

## Synod Elections First Ballot

*Synod Council* — lay female (elect 2)

- Andrea Paul
- Michele Peease
- Peggy Thatcher

*Synod Council* — lay male (elect 2)

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

*continued*

*Synod Council* — clergy (elect 4)

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

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

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

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

- Richard Donahue
- Richard Hertlein

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

- Theresa Cole

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

- Joy Brode

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

- Pr. Will Osman
- Pr. Curt Wingert

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

- Pr. Ralph Hamer
- Pr. Drew McCaffery

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

- Theresa Corle
- Michele Peese

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

- Allen Stump

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

- Pr. Will Osman
- Pr. Paul Tomkiel

*continued*

## MINUTES OF THE 2021 ASSEMBLY OF THE ALLEGHENY SYNOD

### *2022 ELCA Churchwide Voting Member* clergy male (elect 1)

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

### *2022 ELCA Churchwide Voting Member* clergy female (elect 1)

- Deacon Alicia Anderson
- Pr. Amanda McCaffery

### *2022 ELCA Churchwide Voting Member* lay male (elect 2)

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

### *2022 ELCA Churchwide Voting Member* lay female (elect 1)

- Susan Barclay
- Sally Horn
- Amy Will

## **Celebration of Ordinations...**

### Celebrating 5 years of ordination in 2020

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

### Celebrating 5-years of ordination in 2021

- Pastor Jennifer Soltis
- Pastor Jono Adams

### Celebrating 10 years of ordination in 2020

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

*continued*



Celebrating 10 years of ordination in 2021

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

Celebrating 15 years of ordination in 2021

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

Celebrating 20 years of Ordination in 2020

- Pastor Doug Knupp
- Pastor Jaime Olson

Celebrating 20 years of Ordination in 2021

- Pastor Linda McElroy Thomas
- Pastor Bob Way

Celebrating 25 years of Ordination in 2020

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

Celebrating 25 years of Ordination in 2021

- Pastor David Wright
- Deacon Nancy Gable

Celebrating 35 years of Ordination in 2020

- Pastor Bill Deist

Celebrating 40 years of Ordination in 2020

- Pastor Judy Simonsen

Celebrating 40 years of Ordination in 2021

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

Celebrating 45 years of Ordination in 2020

- Bishop Emeritus Gregory Pile
- Deacon Pernelle Devore

*continued*

## MINUTES OF THE 2021 ASSEMBLY OF THE ALLEGHENY SYNOD

Celebrating 45 years of Ordination in 2021

- Pastor Hans-Peter Helmers
- Pastor Nelson Ilgenfritz

Celebrating 50 years of Ordination in 2020

- Pastor Russ Sauerwein

Celebrating 55 years of Ordination in 2021

- Pastor John Klingeman

Celebrating 60 years of Ordination in 2020

- Pastor Jack Timm

Celebrating 60 years of Ordination in 2021

- Pastor Carl Miller

And Celebrating 65 years of Ordination

- Pastor Ed Harshbarger

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

## Congregational Anniversaries...

Celebrating 150 years of Ministry in 2020 — founded in 1870

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

Celebrating 150 years of Ministry in 2021 — founded in 1871

- Mt Tabor Luther Church in Garrett

Celebrating 175 years of Ministry in 2021 — Founded in 1846

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

Celebrating 225 years of Ministry in 2020 — founded in 1795

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

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

*continued*

## Report of the Second Ballot for Bishop

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

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

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

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

### Bible Study II — Bishop Larson

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

### ELCA Report — Secretary Sue Rothmeyer

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

*continued*



## Results from Synod Elections First Ballot

### *Synod Council* — lay female (elect 2)

382 number of valid ballots

97 minimum number to elect

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

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

### *Synod Council* — lay male (elect 2)

385 number of valid ballots

97 minimum number to elect

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

Gary Gable is elected to a 3-year term

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

### *Synod Council* (elect 4)

725 number of valid votes

92 minimum number to elect

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

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

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

204 number of valid votes

103 minimum number to elect

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

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

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

*continued*

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

204 number of valid votes

103 minimum number to elect

- Richard Donahue — 136
- Richard Hertlein — 68

Richard Donahue is elected to a 5-year term

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

204 number of valid votes

103 minimum number to elect

- Theresa Cole — 204

Theresa Cole is elected to a 5-year term

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

204 number of valid votes

103 minimum number to elect

- Joy Brode — 204

Joy Brode is elected to a 4-year term

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

204 number of valid votes

103 minimum number to elect

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

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

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

314 number of valid votes

80 minimum number to elect

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

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

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

204 number of valid votes

103 minimum number to elect

- Theresa Corle — 103
- Michele Peese — 101

Theresa Corle is elected to a 4-year term

*continued*

## MINUTES OF THE 2021 ASSEMBLY OF THE ALLEGHENY SYNOD

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

204 number of valid votes

103 minimum number to elect

- Allen Stump — 204

Allen Stump is elected to a 2-year term

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

204 number of valid votes

103 minimum number to elect

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

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

### *2022 ELCA Churchwide Voting Member* (elect 1) clergy male

204 number of valid votes

103 minimum number to elect

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

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

### *2022 ELCA Churchwide Voting Member* (elect 1) clergy female

204 number of valid votes

103 minimum number to elect

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

Deacon Alicia Anderson is elected as a 2022 Churchwide voting member

### *2022 ELCA Churchwide Voting Member* (elect 2) lay male

358 number of valid votes

91 minimum number to elect

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

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

*continued*



*2022 ELCA Churchwide Voting Member* (elect 1) lay female

204    number of valid votes

103    minimum number to elect

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

Susan Barclay & Sally Horn advance to a second ballot

### Third Ballot for Bishop

Presentation of third ballot for Bishop

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

### Report of the Secretary — Dave Finney

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

Upon motion by the Allegheny Synod Council

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

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

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

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

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

*continued*

## Report of the Third Ballot for Bishop

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

## SATURDAY, JUNE 5, 2021

**Opening Worship** —Camp Sequanota Staff via Zoom

### Results from Synod Elections Second Ballot

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

200 number of valid ballots

101 minimum number to elect

- Timothy Albright — 98
- Alan Stump — 102

Alan Stump is elected to a 2-year term

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

203 number of valid votes

102 minimum number to elect

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

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

*continued*

*2022 ELCA Churchwide Voting Member* (elect 1) clergy male

204 number of valid votes

103 minimum number to elect

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

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

*2022 ELCA Churchwide Voting Member* (elect 1) lay female

201 number of valid votes

101 minimum number to elect

- Susan Barclay — 97
- Sally Horn — 104

Sally Horn is elected as a 2022 Churchwide voting member

## **Forth Ballot for Bishop**

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

Three advanced preparation questions...

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

Three spontaneous questions...

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

Presentation of fourth ballot for Bishop

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

*continued*

## Vice President's Report — Gary Gable

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

Upon motion by Pr. Vicki Beilfuss

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

## Report of the Fourth Ballot for Bishop

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

## Treasurer's Supplemental Report

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

## Budget & the Compensation Recommendations

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

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

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

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

*continued*



## Fifth Ballot for Bishop

Presentation of fifth ballot for Bishop

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

## Report of the Fifth Ballot for Bishop

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

The Rev. Paula Schmitt is elected & called as Bishop of the Allegheny Synod 8C — ELCA<sup>4</sup>

## Adjournment

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

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

## Treasurer's Report

### Fiscal year 2021-2022

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

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

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

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

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

Peace be with you,

William D. Layton  
Treasurer

# 2024 (FY) Allegheny Synod Proposed Mission Spending Plan

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

continued

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

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

continued



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

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

continued

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

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

# COMMITTEE REPORTS

## 2023 Compensation and Benefits Manual

### A Tool for Ministry Budgeting in the Allegheny Synod, ELCA

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

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

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

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

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

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

**Worksheet for Budgeting Minister's Compensation**

*Each amount is calculated individually on the indicated pages.*

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

Salary & Housing

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

Benefits

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

Professional Expenses

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

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

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

Estimated Supply Expense (p 11) + \$ \_\_\_\_\_

Total Budgeted Expense for Rostered Ministry = \$ \_\_\_\_\_

### A. Annual Base Salary Compensation

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

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

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

2023 - \_\_\_\_\_ (Year of Ordination) = \_\_\_\_\_ Years of Experience

Base Salary with a Parsonage \$39200

Add Years of Experience x \$500 + \_\_\_\_\_

Minimum Salary with a Parsonage = \_\_\_\_\_

OR

Base Salary without a Parsonage \$54970

Add Years of Experience x \$500 + \_\_\_\_\_

Minimum Salary without a Parsonage = \_\_\_\_\_

AND

Compensation for additional degrees,  
certifications, years of other relevant  
professional experience + \_\_\_\_\_

Base Salary A. \$ \_\_\_\_\_



### **B. Housing & Furnishing Allowance**

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

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

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

Furnishing Allowance B. \$ \_\_\_\_\_

### **C. Social Security Allowance**

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

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

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

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

C1 \_\_\_\_\_ x .153 = \_\_\_\_\_ (C2) Social Security Tax

## 2023 Compensation and Benefits Manual *(continuation)*

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

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

Social Security Allowance C. \$ \_\_\_\_\_

### **D. Portico Pension Contribution**

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

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

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

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

D1. \_\_\_\_\_ x .12 = \_\_\_\_\_ (D) Pension Contribution

Pension Contribution D. \$ \_\_\_\_\_

### **E. Other Portico-ELCA Benefits Contribution**

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

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

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

Current contribution rates for benefits are available on at [EmployerLink.PorticoBenefits.org](https://EmployerLink.PorticoBenefits.org) or by calling Portico at 800.352.2876.

#### **ELCA Survivor Benefit**

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

#### **ELCA Disability Benefits**

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

#### **ELCA Retirement**

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

ELCA Health Benefit

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

Plan Choice \_\_\_\_\_

Cost of Plan \_\_\_\_\_

Portico Benefits E. \$ \_\_\_\_\_

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

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

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

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

D1. \_\_\_\_\_ x .03 = \_\_\_\_\_ (F) Housing Equity Allowance

Housing Equity Allowance F. \$ \_\_\_\_\_

**Professional Expenses**

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

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

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

**G. Synod Assembly and Conference Expenses**

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

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

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

Synod Assembly & Conference Expenses G. \$ \_\_\_\_\_

**H. Automobile Expenses**

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



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

Automobile Expense H. \$ \_\_\_\_\_

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

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

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

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

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

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

**J. Ministry Related Business and Attire Expenses**

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

Ministry Related Business and Attire Expense J. \$ \_\_\_\_\_

**K. Leadership Development**

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

Leadership Development Expense K. \$ \_\_\_\_\_

**L. Flexible Spending Accounts/Medical Expense Reimbursement**

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

**Health Flexible Spending Account (FSA)**

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

**Health Savings Account (HSA)**

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

**Dependent (Day) Care Flexible Spending Account**

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

Flexible Spending Accounts can be established through Portico Benefit Services.

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

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

**Medical Expense Reimbursement**

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

Medical Expense Reimbursement L. \$ \_\_\_\_\_

### **Pre-Tax Contribution**

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

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

### **Related Items**

#### **Vacation**

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

Vacation of \_\_\_\_\_ weeks per year (including Sundays)

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

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

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

### **Leave of Absence**

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

### **Sick Leave**

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

### **Family Leave**

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

### **Maternity/Paternity/Adoptive Leave**

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

### **Vacation**

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

### **Compassionate and Emergency Leave**

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

### **Jury Duty**

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

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

### **Leave Without Pay**

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

### **Disability Leave**

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

### **Military Leave**

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



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

### **Sabbatical Leave**

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

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

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

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

#### **Purpose, Rationale, and Expectations**

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

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

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

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

### Benefits of Sabbaticals

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

#### For the Ministry

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

#### For the Ministry Leadership

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

### Mutual Benefits

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

### Suggested Sabbatical Guidelines

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

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

*continued*

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

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

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

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

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

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

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

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

**\*\*A comprehensive list of sabbatical resources, ideas, retreat centers, etc. are available at [www.alleghenysynod.org](http://www.alleghenysynod.org) or by contacting [office@alleghenysynod.com](mailto:office@alleghenysynod.com) or 814-942-1042\*\***

## 2023 Compensation and Benefits Manual *(continuation)*

### Worksheet: Estimate of Household Expenses

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

Housing Allowance for year extending from \_\_\_\_\_ 20\_\_ to \_\_\_\_\_ 20\_\_

Estimated expenses:

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

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

*The congregation may provide internet at a parsonage.* \$ \_\_\_\_\_

Total \$ \_\_\_\_\_

**Congregational Council Action on Housing Allowance**

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

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

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

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

Respectfully submitted,

\_\_\_\_\_  
*Secretary of Council*

**Notification of Housing Allowance by Congregation**

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

Dear Rev. \_\_\_\_\_:

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

\_\_\_\_\_  
*Secretary of Council*



# CONFERENCE REPORTS

## Blair-Huntingdon Conference

2022

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

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

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

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

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

benefit the community through its new administrator, ArtsAltoona.

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

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

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

Respectfully submitted,

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

## Clearfield Conference

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

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

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

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

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

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

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

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

Respectfully submitted,

Vicki Beilfuss  
Clearfield Conference Dean

## Johnstown Conference

Greetings in the name of Christ,

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

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

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

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

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

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

Respectfully submitted

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

## Laurel Highlands Conference

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

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

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

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

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

Since last year's report,

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

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

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

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

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

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

Submitted by Rev. Dena Gable, Dean

## Nittany Conference

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

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

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

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

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

### Ten Things to Know about 1517 Media Spring 2022

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

Want to learn more? Follow us on social media. Sign up for our free eNewsletters at [augsburgfortress.org](https://augsburgfortress.org) | [wearesparkhouse.org](https://wearesparkhouse.org) | [fortresspress.com](https://fortresspress.com) | [beamingbooks.com](https://beamingbooks.com) | [broadleafbooks.com](https://broadleafbooks.com)



## Allegheny Lutheran Social Ministries (ALSM)

### 2022 Message to the Allegheny Synod, ELCA

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

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

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

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

#### Fay's Story:

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

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

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

#### Margaret's Story:

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

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



*continued*

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

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

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

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

## **A few highlights from our programs and services include:**

### **Senior Living Communities**

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

to discuss volunteer opportunities, please contact:

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

### **Blairmont Commons, Hickory Commons and The Lutheran Home at Hollidaysburg**

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

### **The Lutheran Home at Johnstown**

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

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

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

### The Oaks at Pleasant Gap

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

### Community Services

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

### Children's Services

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

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

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

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

In His service,



Patricia W. Savage, President/CEO  
998 Logan Blvd.  
Altoona, PA 16602  
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[www.alsm.org](http://www.alsm.org)

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

## Allegheny Synodical Women's Organization 2021 Report

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

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

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

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

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

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

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

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

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

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

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

Respectfully submitted by:  
Fay Dellinger, President

# Breezewood Trucker and Traveler The Year In Review 2021

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

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

1168 .... 1043 ..... 331..... 533.....trucker contacts.  
 1429 .... 1213 ..... 397..... 854.....traveler contacts.  
 764 .....743 ..... 477..... 505.....employee/staff contacts.  
 82 .....69 ..... 48..... 65.....spiritual/emotional assistance for truckers.  
 143 .....132 ..... 91..... 104.....spiritual/emotional assistance for employee/staff.  
 261 .....273 ..... 184..... 246.....pastoral care calls in the community.  
 1041 .... 1231 ..... 1041.... 1224.....food resource provided.  
 85 .....108 ..... 199..... 184.....nights of lodging provided.  
 36 .....37 ..... 44..... 40.....persons assisted with gasoline.  
 145 .....164 ..... 48..... 49.....persons provided with transportation(including bus).  
 23 .....45 ..... 55..... 37.....camping gear, bags, showers, gift cards, cash, or clothing.  
 271 .....117 ..... 131..... 82.....traveler's "Zip Lock" care packages given.  
 195 .....202 ..... 82..... 80.....Bibles or New Testaments given.  
 285 .....210 ..... 105..... 52.....families/individuals served through Christmas food drive.  
 14 .....9 .....1.....1.....local church sponsored holiday hospitality tables.  
 32 .....22 ..... 14..... 13.....ministry presentations/preaching/special services.  
 93 .....89 ..... 22..... 21.....Bible studies/ prayer service.  
 2177 .... 2130 ..... 1803.... 2005.....professional staff hours worked.  
 1830 .... 2323 ..... 1379.... 1606.....hours served by volunteers.

## Professional Corporate Chaplaincy: Spiritual Care Association Membership

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

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

*continued*

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

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

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

**(HE) WILL WATCH OVER HIS FLOCK LIKE A SHEPHERD**

Jeremiah 31

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



# Grace Delivered Lutheran Mobile Ministry

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



**LUTHERAN MOBILE MINISTRY**

## 2021 Annual Report

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

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

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

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

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

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

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

Respectfully Submitted,

The Rev. Dena Gable  
Chair of the Board

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P.O. Box 996, Somerset, PA 15501  
[info@gracedelivered.org](mailto:info@gracedelivered.org)

### Board Members

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

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

Hanna Weimer (Secretary)  
Laurel Trinity, Jennerstown

Vicar Allen Stump (Treasurer)  
Christ Trinity Parish

The Rev. Jonathan Adams  
Benscreek

Nicholas Carroll  
Trinity, Somerset

Elizabeth Thomas  
Benscreek

## Lutheran Campus Ministry at Penn State /Lutheran Student Community

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

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

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

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

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

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

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

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

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

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

*continued*

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

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

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

Partnership with Hillel at Penn State has led to plans for the Interfaith Fellowship which will bring students from various faith backgrounds together to explore what it means to be a “person of faith” on campus. Over spring break, we will partner with Presbyterian and United Methodist ministries for Explore DC: A Service & Learning Pilgrimage. In partnership with State College Presbyterian Church, DiscernPSU continues to invite students and those who work with them to look at issues of calling and vocation, despite some Covid-19 related setbacks this year.

**Online Presence** – Online presence has become even more important for Lutheran Campus Ministry through the pandemic. When students were sent home, were isolating because of illness or exposure, or are simply weary from masking and tending safety precautions, virtual ways to connect with our community have been especially welcome. Through regular Facebook and Instagram posts, weekly listserv messages, and our website, students (and others) can find reflection and prayer resources, get updates on events and opportunities, and request prayers.

**Joy on the journey** – As Lutheran Campus Ministry has continued to accompany students in their Journey with Jesus through the college years, we have encountered many gifts unique to the pandemic times. The resilience of students has been remarkable. Their openness to change and adjust plans or routines for safety’s sake has eased the stress from the constant need to adapt. It has been beautiful to see how deeply grateful students are for opportunities to actually be together, and

to how sincerely they explore God’s word and God’s work in the world. They have learned important lessons about how to care for each other, welcome each other, and make room for each person’s gifts in these challenging times.

**We are grateful** – We truly are grateful that the Allegheny Synod sees the vital need for Lutheran Campus Ministry at Penn State and our work on campus. Our work could not continue without ongoing synod support, congregational gifts, and individual donations. Your financial contributions, volunteer time, leadership skills, student referrals, regular prayers, and other support help us continue to bring the good news of Jesus on campus.

We invite your continued prayers for campus ministry and for students as they face the unique challenges of university life in the midst of the ongoing pandemic. Please pray especially for those who will graduate this year and those who will arrive on campus for their first year this fall.

Thank you for the important partnership we share in this ministry.

Peace,

Alicia Anderson, Minister of Word and Service  
(ELCA Deacon)

**Website:** [lutheranpennstate.org](http://lutheranpennstate.org)

**Social Media on Facebook and Instagram:** [@lutheranpennstate](https://www.facebook.com/lutheranpennstate)

**Weekly listserv for students:** [Sign Up Here](#)

**NEW! Beginning May 2022 - Quarterly messages for friends of Lutheran Campus Ministry:** [Sign Up Here](#)

**You Can Help Connect Students** – Lutheran Campus Ministry sites at more than 250 schools across the country invite your help connecting students to campus ministry. If you know students at a college or university anywhere in the country, you can visit the LuMin Network website to share the student’s contact information with campus ministry, ([luminelca.org/refer-a-student/](http://luminelca.org/refer-a-student/)) or to find information to share with the student about campus ministry at their school ([luminelca.org/ministries/](http://luminelca.org/ministries/)). You can do the same with students who are enrolled or enrolling at Penn State.

*Lutheran Campus Ministry at Penn State is the ELCA’s presence on the Penn State campus, supported through grants from the Allegheny Synod, Lower Susquehanna Synod, Upper Susquehanna Synod, ELCA Churchwide, plus individuals and congregations who are committed to fostering spiritual growth of students on campus which lays a groundwork for their lives after graduation.*

## Lutheran Immigration and Refugee Service



### Lutheran Immigration and Refugee Service

Siblings in Christ of the Allegheny Synod,

2021 was many things — frustrating, surprising, heartbreaking, and heartening — to name a few. At Lutheran Immigration and Refugee Service, however, the word we find ourselves using the most is transformative.

Like all of you, we found ourselves facing parallel crises: the continuing COVID-19 pandemic, an influx of vulnerable immigrant children at our border, and the devastating refugee crisis in Afghanistan. While it was an incredibly difficult year in many ways, it was also one of the most inspiring in our 83-year history.

People of faith and communities like yours stepped up in ways that we never could have expected to meet this moment and fulfill our Biblical call to welcome the stranger. In the last year alone:

- **100,000 volunteers** signed up to support our refugee and immigrant neighbors
- Supporters provided more than **\$30,000 worth** of essential items like cell phones and gift cards to our Afghan brothers and sisters
- **14,000+ generous donors** opened their hearts to the ministry of welcome
- LIRS welcomed more than **10,500 Afghans** through our nationwide resettlement network
- Our team assisted in reunifying or placing nearly **33,000 children** in loving homes
- We sent nearly **20,000** holiday cards and **1,750+ gifts** to families affected by immigration detention
- LIRS launched several exciting new programs and offices, such as field offices in Northern Virginia and Fargo, ND; the New American Cities economic empowerment program; Mental Health services for refugee children and families, and more.

Our resettlement and immigration services were complemented by our ever-growing slate of annual programs, which offer the public opportunities to **ADAPT**: Act, Donate, Advocate, Pray, and Teach. We invite you to engage with LIRS, as an individual or community, through one of our five key programs:

- Stand Up Speak Up — Our interfaith advocacy program organized each spring
- Gather — A cultural education program hosted in the fall
- Hope for the Holidays™ — LIRS' flagship winter program for supporting families impacted by immigration detention
- EMMAUS Congregational Network — Our network of congregations who receive resources and support from LIRS
- LIRS Ambassador Network — A community of change-makers from around the US

In 2022, we are deepening our commitment to the work of welcome and believe that together, we can realize Matthew 25:35 in communities across the United States. We are so grateful for your astounding support and look forward to welcoming our newest neighbors alongside you.

In peace,

Dr. Kristin Witte, Director for Outreach



## Mission Investment Fund



**Mission Investment Fund**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.

### With faith and finance at our core

**The Mission Investment Fund**, a financial services ministry of the ELCA, provides a strong, stable, faith-based way for individuals, congregations and ministries to achieve their financial goals.

MIF provides a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and partner ministries, including social service agencies and outdoor camps.

**The result? Impact investments**, with a transformative impact on our communities: Expanded worship spaces ... new space for education and youth ministry ... much-needed day care centers for working families ... industrial-grade kitchens and fellowship halls for community meals.

**We were present** for our investors and borrowers that needed assistance during the pandemic. We collaborated with our ministry partner, the ELCA Federal Credit Union, to offer expedited loans for congregations, ministries and individuals, as well as 360 Paycheck Protection Program loans totaling

\$13.9 million. The PPP loans helped continue payroll for some 2,100 congregation and ministry employees and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.

**MIF has a longstanding tradition of strength and stability.** At year-end 2021, MIF had 820 loans outstanding, totaling \$575.4 million. Investment obligations totaled \$575.4 million. With total assets of \$822.0 million and net assets of \$226.4 million at year-end 2021, MIF maintains a capital ratio of 27.5 percent-positioning MIF in the top tier of well-capitalized church extension funds.



**Our steadfast support** continues for the members, congregations and ministries of the ELCA and the many ways you minister to a world in need. We are honored to walk alongside you as a trusted partner.

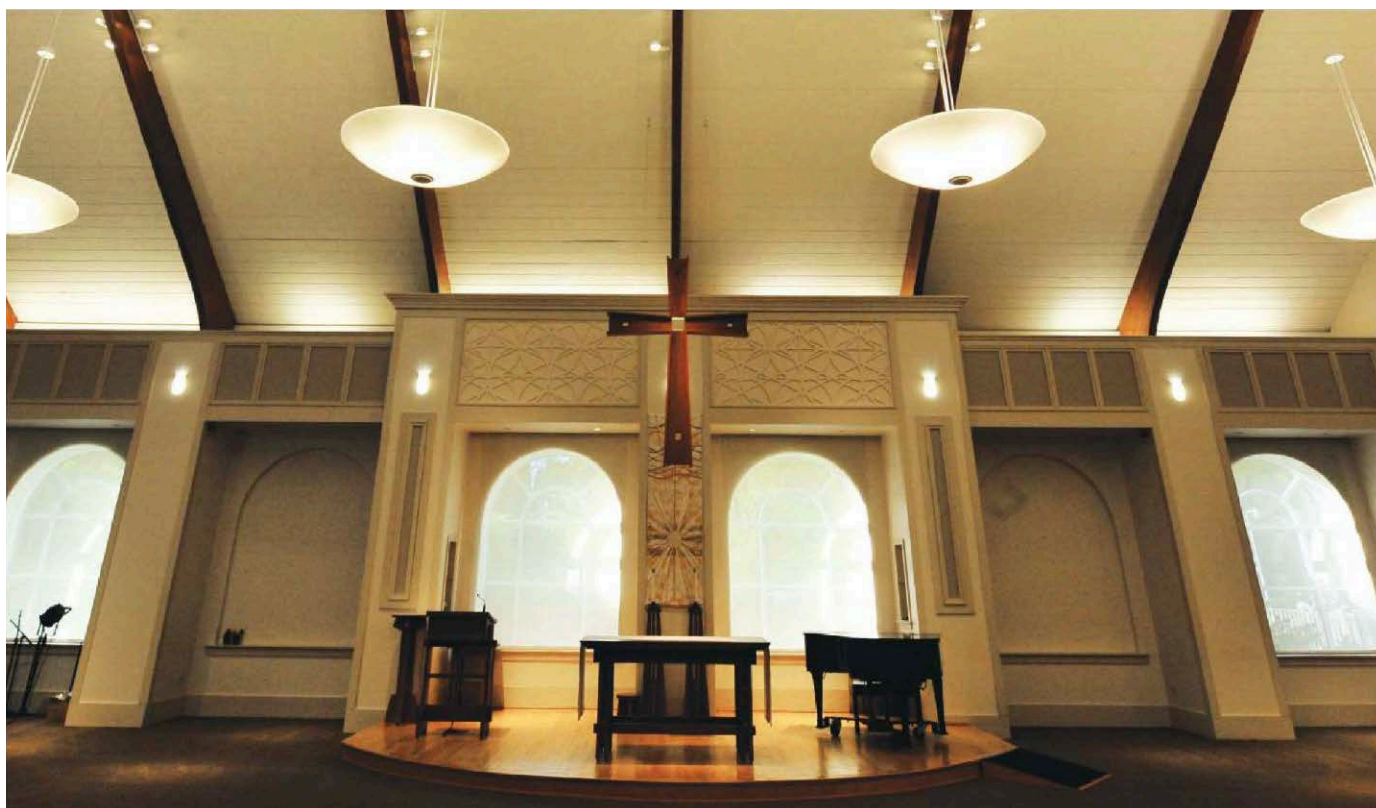
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#### **MIF at work in the Allegheny Synod (as of December 31, 2021):**

- 1 Mission Investment Fund loan, with a balance of \$27,861
- \$2,509,502 in Mission Investment Fund investment obligations

Mission Investment Fund  
8765 West Higgins Road  
Chicago, Illinois 60631  
Tel: 877-886-3522  
Web: [mif.elca.org](http://mif.elca.org)

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**The Mission Investment Fund can be your financial resource and partner of choice.**

### ***Why MIF?***

**MIF has demonstrated expertise in church and ministry financing.** As a ministry of the ELCA with longstanding experience in congregation and ministry building projects, we're unique among lending institutions. We're prepared to listen to what you need, we understand your requirements, and we'll serve as your strategic partner.

**We offer competitive rates and terms.** MIF consistently offers competitive rates. And now, interest rates on loans remain at historic lows.

**We offer a full suite of financial services.** In addition to loans, MIF offers congregations, ministries and individuals a host of investment options. Our financial ministry partner, the ELCA Federal Credit Union, offers an additional array of financial services.

**The faithful stewardship of Lutheran congregations and their members funds our loans.** We use the money invested in MIF to finance hundreds of capital projects across the church.

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**For more information about MIF capabilities, please visit our website, [mif.elca.org](http://mif.elca.org) or contact your Regional Manager the Rev. Kent Peterson: 276-698-7970 [kent.peterson@elca.org](mailto:kent.peterson@elca.org)**



## Portico Benefit Services

### Benefit Stability in Uncertain Times

PORTICO®

Benefit Services | A Ministry of the ELCA

As the pandemic ebbed and flowed in 2021, Portico's benefits remained a reliable constant for ELCA congregations and organizations, affirming the importance of church together.

- ELCA-Primary health benefits helped to lower stress levels and provided virtual access to health care.
- The ELCA Retirement Plan continued to deliver strong investment returns while offering no- or low-cost access to financial planning and coaching services.

**In recent years, we've brought added stability to our program by extending quality, cost-effective benefits to more of those who serve.** As we include more ELCA-affiliated social ministry organizations, colleges, and universities, as well as full communion partner denominations, we grow the size of our pool, which, in turn, allows us to secure lower administrative fees and innovative benefits not typically available to smaller groups. In this way, we continue our mission to serve those who serve.



**The Rev. Jeff Thiemann**  
President & CEO

### Meeting the Need in 2021

**869**

#### Plays of New Portico Podcast

Hosted by an ELCA pastor on current issues impacting our faith community.

**34%**

#### Chose New Voluntary Benefit

Through our cost-saving vision care services provider.

**643**

#### Retired

In Portico's bundled benefits program — Well done, good and faithful servants!

**7.3%**

#### Annuity Payment Increase

Approved for ELCA annuitants in 2022.

**2,564**

#### Medical Visits via Text

Through 98point6®, our virtual primary health care service.

**8**

#### Large Organizations Joined

In 2021 — 1 ELCA college, 6 ELCA-affiliated social ministries, and 1 full communion partner social ministry.

**2,880**

#### Classes Completed in 2021

On Bernalong, Portico's new online fitness and wellness benefit.

**76%**

#### More Accessed Financial Coaching

Through LSS of Minnesota in 2021 than during the same period in 2020.

**87.8%**

#### Very Satisfied

With our Customer Care Center service.

## Sequanota Lutheran Conference Center & Camp

### Sequanota is turning 75 years old this year.

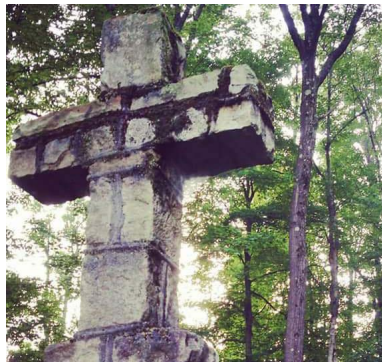
The people of this Allegheny region purchased and built Sequanota to be a place set apart to develop leaders for the church. It is through the hard work and donations from the local families and congregations that Sequanota has made a legacy in faith formation for believers of all ages. June 24-26, 2022 Sequanota is hosting a celebration on site to welcome back all camper and staff alumni. Lodging is completely full for the event, but individuals and families can join us for either Saturday's full day of events or Sunday's worship service (11 a.m. at Luther League chapel - shuttle service available). Meal purchases can be made online at [www.sequanota.com](http://www.sequanota.com) under the events tab. Please invite your friends and family to join us for a memorable weekend. Many past directors and their families will be joining us for the festivities.

A BIG word of thanks to all the supporters of Sequanota, who made donations of time and treasure to help camp survive through the pandemic. It was an uncertain time, but because of you - Sequanota will be here for the future to help pass on God's love and the values we hold as important in these Allegheny hills and valleys. This pandemic has assisted in drawing in stronger support from alumni and is a trend that will need to continue to make Sequanota sustainable.

Sequanota continues to serve the congregations and people of the Allegheny Synod despite the struggle of managing the effects of the global pandemic. Sequanota is adapting to the new normal and hoping that retreat guests will return as the pandemic stabilizes. Things are not back to normal, but our guest groups are slowly returning. This summer we will see two of our larger guest groups return. Sequanota over the last decade plus had served more adults than children with our year round ministry and retreat facility. Sequanota has not seen a return to this level of usage. We strongly believe that the church and its people will need time away to nurture faith and grow in community. Sequanota is ready to support our congregations as you make plans for the future.

There are still a few spaces open for summer camp and if campers need it. We still have scholarships available. Sign up for both online at [www.sequanota.com](http://www.sequanota.com).

Office: 814-629-6627 • [contact@sequanota.com](mailto:contact@sequanota.com) • [www.sequanota.com](http://www.sequanota.com)  
Mailing Address: P.O. Box 245, Jennerstown, PA 15547





# Susquehanna University

## Life of the University

The 2021-2022 academic year marks the 164th for Susquehanna University. The University continues to serve a religiously diverse student body, about 8% of whom self-identify as Lutheran and who hail from 35 states and 22 countries. Dr. Jonathan Green, Susquehanna's 15th president, is completing his fifth year of service.

### Campus Religious Activities

Susquehanna has been resilient in the face of the COVID-19 pandemic. Religious Life continues to help members of the academic community integrate faith, life, and learning. Many religious life organizations and various ministries and programs offered by the Office of Religious and Spiritual Life help students grow spiritually as they grow intellectually.

Sunday worship services are held in Weber Chapel when classes are in session, welcoming students, faculty and staff as well as people from the surrounding community. The student leadership intern program allows select students to explore Christian service through formal servant-leadership roles.

Interfaith engagement is a strong commitment of ELCA institutions of higher education generally, and Susquehanna in particular. Twelve different religious student clubs and organizations attest to the vibrancy of

religious life on campus. In February, a panel discussion was hosted: "Interfaith Perspectives on Racial Equity in the Susquehanna Valley," featuring regional religious leaders from a variety of traditions.

Ours is a religiously diverse campus, a reality which we embrace not in spite of but because of our Lutheran tradition, which teaches that the other is to be welcomed as Christ and that education serves the common good.

In our world where religious conflicts are routinely in the headlines, the work of building bridges of understanding and cooperation across lines of religious and philosophical difference is an essential civic and spiritual task. Such work has been an important part of religious life at Susquehanna in the past year.

### In Conclusion

Susquehanna University deeply appreciates the ongoing support and encouragement that the Evangelical Lutheran Church in America and the Allegheny Synod give to its efforts to be a strong and successful college of the Church.

**The Rev. Scott M. Kershner**  
**Chaplain to the University**

## United Lutheran Seminary

United Lutheran Seminary (ULS) is one of seven seminaries of the Evangelical Lutheran Church in America (ELCA). ULS is comprised of two physical campuses, Philadelphia, and Gettysburg, and distributed online learning. ULS is a Reconciling in Christ seminary. The ULS Community is a welcoming and diverse learning community equipping people to proclaim the living Gospel for a changing church and world. The seminary offers six graduate degree programs, with flexible learning options, and lifelong learning programs that equip rostered and lay leaders to serve with deep faith and excellence—in congregations, social ministry agencies, campus ministries, military settings, and global missions.

The Rev. Dr. R. Guy Erwin was appointed president of United Lutheran Seminary and Ministerium of Pennsylvania Chair and Professor of Reformation Studies on August 1, 2020. Prior to this appointment, he was fourth bishop of the Southwest California Synod of the Evangelical Lutheran Church in America.

United Lutheran Seminary is blessed to be able to offer financial support, in the form of scholarship awards, to all students who are enrolled in degree seeking programs. First level professional degrees include the Master of Divinity (MDiv) and the Master of Arts in Ministerial Leadership (MAML). Academic first level degrees are the Master of Arts in Public Leadership (MAPL) and the Master of Arts (MA). Second level theology degrees include the Master of Sacred Theology (STM) and the Doctor of Ministry (DMIN). In the fall of 2021, United Lutheran Seminary has a total of 356 enrolled students.

In addition to the general curricular offerings, there are other learning opportunities that directly and indirectly support the pedagogical tasks of unifying, learning, and serving. The Urban Theological Institute enables engagement with African American theology, preaching, and church history throughout the curriculum. The Town and Country Church Institute offers students the possibility of honing ministry to meet the needs of rural and small-town churches in a time of profound change. The annual Asian Theological Summer Institute enables mentorship of Asian and Asian-American doctoral students.

Contributions to the seminary provide hope for the future of our church. Your gift empowers seminary education for our future faith leaders. These leaders will take what they have learned at ULS and apply it to where God calls them in their future ministry contexts, continuing what God has started during their time at the seminary. A variety of giving options are available. Contact us at [advancement@uls.edu](mailto:advancement@uls.edu) to learn more or give online at [uls.edu/give](https://uls.edu/give).

United Lutheran Seminary is a place of rich history and excellent theological education. Explore a brief history of the two predecessor bodies at our website. Contact us today at [info@uls.edu](mailto:info@uls.edu) to learn more or explore how we can help you live out your call as a servant of God and neighbor. If you have ideas that we can share in our expanding continuing education program, send them to us at [learningwishlist@uls.edu](mailto:learningwishlist@uls.edu).